

House District 8,10 and 12

Senate District 5,6

**THE TWENTY-EIGHTH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Log No:

For Legislature's Use Only

Type of Grant Request:

GRANT REQUEST – OPERATING

GRANT REQUEST – CAPITAL

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Recipient" means any organization or person receiving a grant.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN):

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN):

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual:

BOYS & GIRLS CLUBS OF MAUI, INC.

Dbas:

Street Address: 100 KANALOA AVENUE, KAHULUI, HAWAII 96732

Mailing Address: 100 KANALOA AVENUE, KAHULUI, HAWAII 96732

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name KELLY LANILEI PEARSON

Title Chief Executive Officer

Phone # (808) 870-7727

Fax # (808) 249-0255

E-mail kellyp@bqcmahui.org

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION INCORPORATED IN HAWAII
- FOR PROFIT CORPORATION INCORPORATED IN HAWAII
- LIMITED LIABILITY COMPANY
- OTHER
- SOLE PROPRIETORSHIP/INDIVIDUAL

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

HO'ONUI 'IKE - ENRICHING KNOWLEDGE IN MAUI'S YOUTH

"EDUCATION IS THE KEY TO UNLOCK THE GOLDEN DOOR OF FREEDOM." GEORGE WASHINGTON CARVER

THE PRIMARY OBJECTIVE OF OUR BOYS & GIRLS CLUBS OF MAUI 'S EDUCATION PROGRAM IS TO HELP OUR YOUTH SUCCEED IN SCHOOL AND DEVELOP POSITIVE BEHAVIORS, IN SPITE OF WHERE THEY LIVE AND WHAT THEIR ENVIRONMENT IS LIKE.

4. FEDERAL TAX ID # _____

5. STATE TAX ID #: _____

7. AMOUNT OF STATE FUNDS REQUESTED:

FISCAL YEAR 2016: \$ 275,000.00

8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
- EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$275,000.00
 FEDERAL \$60,000.00
 COUNTY \$60,000.00
 PRIVATE/OTHER \$ _____

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE:

AUTHORIZED SIGNATURE

KELLY LANILEI PEARSON, CHIEF EXECUTIVE OFFICER

NAME & TITLE

01/29/15
DATE SIGNED



RECEIVED
1/29/2015
H. H. H.



BOYS & GIRLS CLUBS
OF MAUI

January 28, 2015

Board of Directors

Wally Prestidge
Chief Volunteer Officer

Leslie-Ann Yokouchi
Vice President

Craig Bode
Secretary

Chris Minford
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Directors

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Helen Giron

Jim Hendricks

Karey Kapoi

Chief Jeff Murray

Ryan Ouye

Toni Rojas

Alvin Shima

Stephen Smith

Eileen Wachi

Father Terry Watanabe

Aloha,

The Boys & Girls Clubs of Maui is applying for Grant In Aids funds to continue much needed after and “during non-school” services to the youth of Maui. Every kid in Maui deserves a safe place to learn and grow. Your support is needed more than ever. Today’s kids face enormous challenges: 1 in 4 won’t graduate from high school; 1 in 5 lives in poverty; and 1 in 3 is overweight or obese. Schools cannot fix these problems alone. Families need all the help and support they can get.

Our Boys & Girls Clubs of Maui clubhouses need your support to help combat these alarming statistics in order to provide gateways to great futures for kids. We are asking for your help to keep our six clubhouses and additional outreach programs open for all those youth who need us.

Mahalo,



Kelly Lanilei Pearson
Chief Executive Officer

Application for Grants and Subsidies

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Include the following:

1. A brief description of the applicant's background;

Previously a local county youth center organization, The Boys & Girls Clubs of Maui (BGCM) was incorporated in 2000 and became part of a nationwide affiliation of local, autonomous organizations and the Boys & Girls Clubs of America. With that joining, we were able to adopt the programs of Boys & Girls Clubs of America into our programming. Youth become members of the club for a minimal \$5 per year membership fee, designed to be low so that no child is turned away. Scholarships are also available for youth who cannot afford the fee. Members have access to all facilities and program activities.

Celebrating its 15th year anniversary, the Boys & Girls Club of Maui (BGCM), operating clubhouses in Makawao, Haiku, Central Maui, Lahaina, on Hawaiian Home Lands in Paukukalo and more recently in State public housing in Happy Valley (Kahekili Terrace), has been in the forefront of youth development, working with young people from disadvantaged economic, social and family circumstances. BGCM has actively sought to enrich the lives of girls and boys whom other agencies have had difficulty in reaching. BGCM is dedicated to ensuring that our community's youngsters have greater access to quality programs and services that will enhance their lives and shape their futures.

The Clubs are safe places for those who may be left alone after school or on the streets with no guidance. The Boys & Girls Club of Maui exposes youth to new ideas and skills that prepare them for life. We teach the importance of character that can last a lifetime. As young people experience our Club, we become a more powerful force called hope. The Club offers young people what they need and want most: adults who respect and listen to them; a safe environment where they can have fun and be themselves; and interesting, constructive activities that channel youthful energy into challenging pursuits. With this direction the Boys & Girls Club of Maui is able to fulfill its mission:

**TO ENABLE ALL YOUNG PEOPLE, EXPECIALLY THOSE WHO NEED US MOST,
TO REACH THEIR FULL POTENTIAL AS PRODUCTIVE, RESPONSIBLE AND
CARING CITIZENS.**

Today, thousands of Maui's youth are taking advantage of the programs, activities, and services provided by BGCM. Clubhouses are strategically placed to help the most youth in need and clubs are open year-round during non-school hours. Number of registered members and average daily attendance continue to increase annually. Today, over 2,000 youth are registered, while another 5,000 participate in outreach programs and activities. Our goal is to ensure that all the youth in Maui County have access to a safe place with quality youth development programs. While we have seen many industries on Maui struggle during these economically difficult times, our business is booming.

2. The goals and objectives related to the request;

Goal: To help our youth members succeed in school, develop positive behaviors and have a plan for the future.

The Objectives are:

- a) Out of the total registered members, at least 1,000 youth will participate in the Boys & Girls Clubs of Maui Education Program, Ho'onui 'Ike.
- b) Of the total number of participants, 75% will demonstrate an increase confidence in their ability to do well in academics;
- c) Of the total number of participants, 75% will demonstrate improved academic success;
- d) Of the total number of participants, 75% will demonstrate a positive attitude towards school and academics;
- e) Of the total number of participants, 60% will have a plan for post-high school.

3. The public purpose and need to be served;

We know that in Maui County alcohol abuse is higher than at the state level, with 20.9% of Maui County students reported using alcohol in the last 30 days compared to 18% at the State level. Also, youth in Maui County perceive less disapproval of drinking among their peers than at the state level. Only 71% of Maui County youth show disapproval of weekend drinking, while 74% of youth at the state level show disapproval of weekend drinking. Additionally, only half of Maui County youth see weekend drinking as a risky or dangerous behavior.

According to the State of Hawaii, Juvenile Justice Information System (JJIS), 2001, the age distribution of juvenile arrests indicates that most of the youth are between the ages of 13-15 years. Other data indicate that as far as type of arrests, there is a 50-50 split between law violations and status offenses. The majority of law violations are for misdemeanors (41%), while substance and alcohol violations are second at 14%. The majority of status offenses are for runaway (61%) and truancy is the second highest at 22%.

Research has shown that youth who do not participate in out-of-school activities and are left unsupervised are significantly more likely to drink alcohol, smoke, use drugs, get into trouble, engage in sex, get into fights and skip school. Teens that are not supervised after school are six times more likely be "D" students than those who participate in supervised activities each day after school. In Maui County, youth accounted for 40% of juvenile drug arrests and 50% of other

offenses in the state of Hawaii. 18% of adolescents report exposure to illicit drug use in their school and community. Tobacco use among high school students is at 16%. Marijuana use by youth in our community is very high, far exceeding the national average. More than 34% of Maui's high school students have tried marijuana with 22% reporting use in the past 30 days. Over 10% of Maui public school students in grades 6-8 reported using marijuana one or more times in the past 30 days, compared to 6.5% of 8th graders nationally. Native Hawaiian youth have the highest prevalence of marijuana use.

About one in ten Hawaii teens says he or she has close friends who have tried meth. The estimated cost of Meth abuse in Hawaii is \$500 million annually for incarceration, foster care, healthcare, lost employee productivity, and treatment. (Hawaii Meth Project, 2011). In Maui County, 37% of youth report living in unsafe neighborhoods. Only 49% of adolescents report that they share close family ties and 48% stated they have poor parental supervision. 36.2% public school 8th graders feel safe at school and 48% report a lack of interest in school. Hawaii students rank 38th among the 50 states for graduation rates; only 68% graduating in 2011. (Juvenile Justice System Crime Analysis, Maui County) Among middle school youth, nearly 48% of the students report low school commitment while half indicate poor academic performance. Youths who reach high school with serious educational deficiencies have high dropout rates and are more likely than the general population to turn to crime.

Low academic achievement and dropping out of school, will determine youth's future path. A significant proportion of these youth continue the cycle of poverty and anti-social behavior. Research conducted by Russell W. Rumberger (Vice Provost for Education Partnerships at the University of California Office of the President and Professor of Education at UC Santa Barbara. Director of the California Dropout Research Project) shows that dropping out of school and poor academic achievement has very serious consequences for youth, their families, and their community.

Other research also shows that one's lifetime earnings are greatly affected by the level of education a person has achieved. In Hawaii, on average, a high school graduate in Hawaii earns \$6,759 more each year than a high school dropout does. (<http://www.all4ed.org/files/Earnings.pdf>) Roughly, 5,500 students in Hawaii did not graduate from high school in 2011; the lost lifetime earnings for that class of dropouts alone total \$597 million. (Alliance for Excellent Education (Alliance), "The High Cost of High School Dropouts," 2011). The high school graduation rate for Hawaiian youth is only 48% and the college graduation rate for the same group is only 40%. (ES, Nation's Report Card: Reading 2011; 11)

The Hawaii State Department of Education, Systems Accountability Office, System Evaluation & Reporting Section reports that during the 2012-13 school year, the dropout rate was at 15 percent. Administrators within the Hawaii Department of Education system on the Island of Maui have clearly recognized that the Boys & Girls Clubs is making a difference by standing in gaps and creating safety nets where their students have historically fallen through. Namely, academic failure and graduating to the next grade level, resilience at school due to what's happening at home, connecting parents with support systems outside of the school community and much more. Administrators in the Upcountry, Wailuku, Kahului, and Lahaina districts are

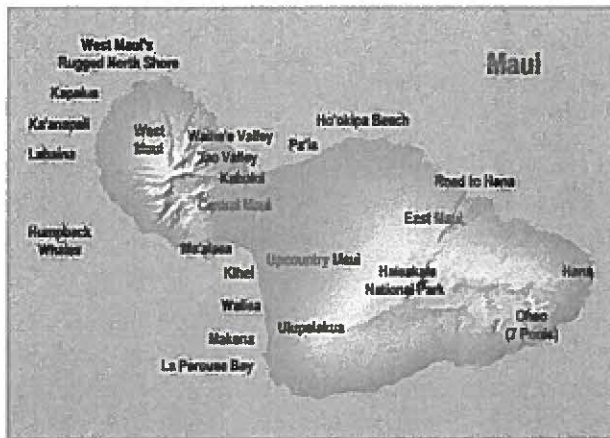
turning to club administrators for quality after-school care and have even asked about what services we are able to provide during in-session hours in the school day.

4. Describe the target population to be served; and

The target population to be served is Maui youth between the ages of 6 and 17 (18 years old if they are still in school) who need a safe place to learn and grow. These targeted youth will be served by BGCM during non-school hours and are eligible to be a member by paying \$5 a year. This membership fee is waived if the youth and his/her family are unable to pay it.

5. Describe the geographic coverage.

Although BGCM clubhouses are located in the Makawao (Upcountry Maui), Haiku (East Maui), Lahaina (West Maui) and Kahului and Wailuku (Central Maui) areas, youth from all areas of Maui are eligible for services. The primary geographic coverage of BGCM services are where clubhouses are located, but historically, youth from all over Maui and the State of Hawaii have had access to services and programs.



Historically, depending on the availability of resources, BGCM has also provided services to youth who reside on the islands of Lana'i and Moloka'i. If the funding is made available, BGCM is able to partner with youth centers on both islands in order to provide similar Educational opportunities.

II. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

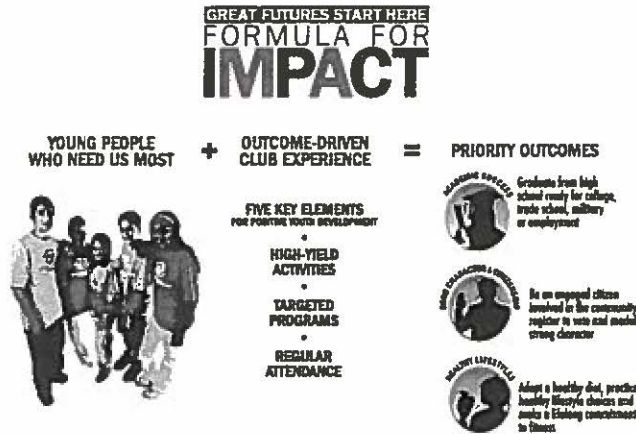
1. Describe the scope of work, tasks and responsibilities;

According to the Boys & Girls Clubs of America and Search Institute, “Deeping Impact through Quality Youth Development Strategies and Practices” Executive Summary, a study was done to learn how Boys & Girls Clubs provide opportunities, support and resources that result in positive and healthy development for Club members. This is exactly what the State of Hawaii invests in when these funds are awarded to the Boys & Girls Clubs of Maui. The total award of \$275,000.00 will be used to provide positive youth development services to over 2,000 registered and 7,000 outreach youth in the community. There are 5 major key elements that the Clubs in Maui provide:

- Key Element 1: Safe Positive Environment. Club staff, facilities, program offerings and age-appropriate settings produce a sense of physical and emotional safety, as well as continuity and predictability for members. The Club sets clear boundaries and rules that provide structure for activities, define acceptable behavior (with an emphasis on respect) and consequences for inappropriate behavior, and are well understood and consistently enforced by staff.
- Key Element 2: Fun and Sense of Belonging. Clubs generate happiness, fun and enjoyment for members. A strong sense of belonging emerges for members through personal connections members establish with staff and their peers, as well as when staff walk the fine line between youth engagement and monitoring in order to balance support with oversight. Making the Club feel like a home and fostering a family setting provides members with a sense that the Club is theirs.
- Key Element 3: Supportive Relationships. Clubs provide youth with the opportunity to develop meaningful relationships with peers and adults. Staff is proactive in cultivating and maintaining these relationships to ensure that every member feels connected to one or more adult staff and is able to forge friendships with peers. Staff expresses and conveys warmth, closeness, caring, appreciation, acceptance and proper guidance in their ongoing interactions with members.
- Key Element 4: Opportunities and Expectations. Club members are able to acquire a range of physical, social, technological, artistic, and life skills. The Clubs expect members to develop a moral character that allows them to know right from wrong, behave in an ethical manner, and delay gratification. Club members are helped to prepare daily for school, shown how to establish better study habits, and learn more about how to aggressively pursue post-secondary education. A strong sense of high expectations is consistently communicated and reinforced by staff.
- Key Element 5: Recognition. The Clubs make use of multiple methods for recognizing and affirming young people’s accomplishments. Staff emphasizes positive reinforcement and encouragement for member improvements and successes. Recognition is also accomplished by prominently displaying achievements. A steady stream of rewards, incentives, and awards validate member accomplishments.

Formula for Impact

Boys & Girls Clubs of Maui clubs provide a world-class Club Experience that assures success is within reach of every young person who walks through our doors, with all members on track to graduate from high school with a plan for the future, demonstrating good character and citizenship, and living a healthy lifestyle.



To see this vision become a reality, we have developed the Formula for Impact, a research-based theory of change that describes how individual Clubs and the Movement as a whole will increase our impact - *exponentially* - on the young people in our community. It is a roadmap for all Clubs to use to ensure that members have a life-changing Club Experience, and leave the Club knowing they will have a great future.

EDUCATION PROGRAM COMPONENTS

The staff of BGCM’s Clubs are positive adult role models who serve as mentors to youth Club members. These relationships keep youth engaged and enable the staff to decrease the impact of the risk factors affecting the lives of each youth. Staff often observe that because of the relationships they have with the youth, the youth are less likely to engage in negative activities such as self-destructive behavior, criminal activity, truancy, and a poor attitude towards school and studying. All of the programs offered through each of our six Clubs work toward counteracting the negative influences in each youth’s lives. However, for this grant request, we are focusing on two specific Clubs and the services provided by our Education Programs at the two Clubs.

The Education Program enables youth to become proficient in basic educational disciplines (reading, math science), set goals, apply learning to everyday situations, explore careers, and embracing technology to achieve success in a career. This program’s priority outcome is high school graduation, ready for college, trade school, military or employment.

We offer each youth a minimum of five education-based activities that are proven to positively impact their ability to succeed in school. These include:

- **POWER HOUR** - comprehensive homework assistance and tutoring that encourages Club members to become self-directed learners.
- **PROJECT LEARN** - creative learning using various education games that are fun and academically beneficial activities.

- **TECHNOLOGY/NetSmartz** -- develops members' technology skills necessary to succeed in school and the job market. Teaches Internet safety.
- **A'S PAYS** - a grade incentive program.
- **COLLEGE BOUND** - a mentor and scholarship program that guides students in the college preparation and application process.

The combination of BGCM's Project Learn (high-yield learning activity), Power Hour (one-to-one homework help), and College Bound (every member graduates with a post-high plan) Programs has set an unprecedented foundation for our youth no matter their age or circumstances. BGCM's Education Department has made a firm commitment to curb the reported dropout rate by ensuring that our members gain a solid understanding about the level of personal involvement which is required to learn fundamental skill-sets (SS) that build one on top of the other and how SS correlate to achieving overall well-being at any given time. Our comprehensive combination ensures on-time grade progression; school attendance; reading and math proficiency; prevention of summer learning loss; high school credit accumulation; expectations of academic success; school connectedness; summer work experience, and high school and post-high graduation rates. Further, our data reflects that the synergistic relationship between the programs has a yield of 100 percent success rate. That is to say that 100 percent of our youth have graduated on-time for three straight years in a row at every grade level and 90 percent have gone on to enroll in post-high academic learning communities.

During the summer months, BGCM will provide youth with other program options. One of these options is a program called "**CLUBS WITHIN CLUBS**" or CWC. Clubs within Clubs (CWCs) was started in an effort to boost member attendance and deliver meaningful programming to Boys & Girls Clubs of Maui youth at all six locations. Facilitation of CWC's involves S.T.E.M. education with a holistic approach. All CWCs are rooted in fun and facilitated by passionate staff. Individual learning styles and multiple intelligences are purposefully required and a unique blend of themed based units allow each member to delve in musically, visually, logically, bodily, interpersonally, intra-personally, and naturalistically.

For example, Oceans Club promotes an excellent opportunity to integrate stem; science, technology, engineering, and mathematics, as collective fields of study to touch on delicate eco-systems and the environmental significance of such. BGCM's Oceans Club encourages a direct and hands-on approach that teaches our members about photosynthesis and plant and animal interdependence. Further it speaks to the effect of each human action intentional or not and consequences whether good or bad to the fragile structures that house these systems. What might be a rather complex and complicated topic, is easily broken down into segments that are much easier to digest.

2. **Provide a projected annual timeline for accomplishing the results or outcomes of the service;**

See Attached

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results;

BGCM uses a comprehensive evaluation system made up of several resources and the fact, that all grants have required reports; all components and parts of the Boys & Girls Club program will be constantly monitored and reviewed.

1. OTHER COUNTY, STATE AND FEDERAL CONTRACTS. In order to receive funds from other sources, BGCM needs to be accountable to other government agencies and private funding sources. This includes, but is not limited to: the County of Maui, SOH Office of Youth Services, Office of Juvenile Justice Delinquency Prevention, Office of Hawaiian Affairs.
2. IMPACT ASSESSMENT: COMMITMENT TO QUALITY (CTQ). Modeled after the finest corporate quality improvement programs in America, Commitment to Quality is an assessment process designed to help Clubs evaluate and improve program quality for youth members. It will provide BGCM with a concrete, proven program planning and management tool for assessing the effectiveness of programs and practices, addressing the changing needs and increasing the impact on young people and the number to be served.
3. PARENT AND MEMBER SURVEYS
4. STANDARDS OF ORGANIZATIONAL EFFECTIVENESS (SOE). The SOE is a strategic planning tool made by and for Boys & Girls Clubs to assess an organization's development level. National staff, the Chief Professional Officer and Board Members assess the organization (Board of Directors, Human Resource, Finances, Program, Marketing and Communication, Technology and Facilities) and these components are examined and rated as to whether they are in the developing, operational, advancing or excelling stages. Action plan to progress.

The Boys & Girls Clubs of Maui Education Program components are:

- uniquely designed to encourage academic accountability;
- precisely delivered to bring about significant change;
- innovatively created to detect and correct deficiencies while monitoring success;
- accurately assessed for outcomes that are measurable.

Plan for Evaluation for the Education Program

To determine whether our youth are on track to achieve the program outcome, BGCM uses the following measurements:

- On-time grade progression
- School attendance
- Reading and math proficiency
- Prevention of summer learning loss
- Credit accumulation

- Expectations of Academic Success
- School connectedness
- Summer work experience
- High school graduation

4. **List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.**

The Education Department measures

- results by analyzing report card marks and teachers comments. – Report cards are collected quarterly.
- Results are measured by program attendance.
- Results are measured by a member's journaling assignments.
- Results are measured by staff-to-member one-on-one interviews and discussions during quarterly updates
- Results are measured by responses from a pre and post survey with pointed questions concerning long and short term expectations and outcomes can and will be issued during the first and last quarters of the coming school year.

III. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2015.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$68,750.00	\$68,750.00	\$68,750.00	\$68,750.00	\$275,000.00

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2015.
 Office of Hawaiian Affairs, Education Grant
 County of Maui, Community Partnership Grant
 Atherton Family Foundation
 W.K. Kellogg Foundation
 Officer of Juvenile Delinquency Prevention (OJP)

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

None.

5. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2013.

\$399,538

IV. Experience and Capability

A. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

The Boys and Girls Clubs of Maui have a proven track record for helping youth meet with academic success. We measure success in a variety of ways, but more specifically within the boundaries of the proposed project we look at those mentioned in briefly below. BGCM is open to all youth during those after school “danger hours”, when parents are not yet home from work. These are the hours when youth need healthy role models to guide them in supervised fun and educational activities.

While marks are a more widely accepted form of evidence of academic success, we do not rely entirely on marks alone. In our experience for example, empirical evidence of academic success can be seen in a youth’s attitude toward his or her ability to do well in school. Youth at our clubs continue to gain a more vivacious attitude every day when it comes to their ability to learn at grade level and progress to the next grade on-time. As evidenced by an in-house survey conducted at the beginning of the 2014-15 school year, 83% of our members polled between the ages of 11-18, believe that they will graduate from their current grade and seamlessly transition into the next grade come Fall of 2015. Additionally, 79% believe that they will be able to do the work in the next grade level although they have not yet experienced it. 60% of those polled frequent the clubs at least four to five times per week.

Our success is in our numbers with regards to attendance at the programs we offer. 90% percent of the youth that we serve between the ages of 11-18, attend Power Hour, College Bound, and Project Learn Programming daily. This is to say that on a daily basis, 90% of the population we serve in that age range receive a healthy snack at no charge, a safe and comfortable space to do

their homework, access to computers, and one-on-one and group mentoring toward academic success and achievement.

School marks are collected quarterly. The College Bound Program monitors individual marks looking for evidence of trends in acceleration or steep decline in core subject areas both individually and as a whole. On average 90% of all youth that we serve are being monitored for said evidence and action has and continues take place in either circumstances. Celebrations of academic achievement, as the coveted title of "BGCM Student of the Month" implies are on-going. On-the-other-hand, vast amounts of encouragement for any and all youth who are struggling to remain focused at school and club are made available at daily Power Hour, Project Learn and College Bound Programming.

Teacher's comments that accompany school marks are a valid indicator of how our youth are doing within the school community. An upward trend of positive remarks and reinforcement have encouraged staff and our youth to continue to strive for what's attainable and beyond in terms of attitude as well as aptitude at school and at the clubs. These efforts are celebrated and those youth who receive positive remarks become candidates for the "BGCM Youth of the Month."

Some recent projects include:

- Power Hour funded by Office of Hawaiian Affairs;
- Mentoring funded by the Office of Juvenile Delinquency Prevention;
- Comprehensive youth development programs funded by the County of Maui.

B. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities. The applicant shall also describe how the facilities meet ADA requirements, as applicable.

As stated earlier, BGCM conducts its programs and activities out of six clubhouse facilities located in the County of Maui.

The Central Clubhouse sits on 5 acres of county park space and meets all ADA requirements. The Central Clubhouse has 8,860 square feet of programmable indoor space. The indoor space includes 2 multi-purpose rooms, a teen room, weight room, commercial kitchen, technology room and a large game room. The outdoor space includes 2 full, regulation size basketball courts, a garden area, courtyard and a large grassy field area.

The Paukukalo Clubhouse is also ADA accessible and is located at the Paukukalo Community Center. The Clubhouse has a large, indoor community hall area, a covered basketball court and a

large grassy field. This grant would allow the Paukukalo Clubhouse to add a mobile technology lab to its programming.

The Kahekili Clubhouse is located in a small room in the middle of the State public housing complex. The 696 square foot room connected to the Housing and Community Development Corporation of Hawaii office.

The Boys & Girls Clubs of Maui, Makawao Club facility is about thirteen years old and is ADA compliant. The interior facility comes with large game rooms/lounge areas. The building also comes with office spaces, a computer and learning center, a teen room, a snack shop area, multi-purpose rooms, and lots of open space for quiet games and quiet time. It is fully equipped with restrooms and storage closets. The building is well lit and has lots of educational posters and youth photos on the walls. There are billiards tables, ping-pong tables, foosball tables, and an area for video games in the large game room. The facility is clean and always safe.

The Exterior includes open fields that are used to play outdoor sports surround the clubhouse. The club has access to outdoor basketball courts, and members can also use the Eddie Tam Gym. The club is located close to Kalama Intermediate School and in the heart of Makawao, Maui. The park is cleaned and maintained by BGCM staff and members and the County Parks staff.

The Haiku Clubhouse occupies a portion of the Haiku Community Center, and is located adjacent to the Haiku Elementary School. It sits on 5 acres of county park space and meets all ADA requirements. The Haiku Clubhouse has 850 square feet of programmable indoor space. The indoor space includes 1 multipurpose room, a computer lab, modest size game room, snack area, and one office room. The outdoor space includes one 95x55 covered basketball court with portable bleachers, one baseball field and one multi-sport field, and shares the garden with Haiku Elementary School. (Sports fields are not ADA accessible.)

The Lahaina Clubhouse is the newest of BGCM's facilities. The facility is the only air conditioned facility and is located in the middle of the Lahaina Park which is the main site for baseball, rugby, soccer and football practices and games. Located next to the Lahaina Aquatics Center, the clubhouse has a very large games room with a variety of game tables (ping pong, billiards, bumper pool), several multipurpose rooms, a weight room, a kitchen and snack shop and lots of storage space. This clubhouse has lots of inside and outside space to conduct many programs and activities that the West Side youth enjoy.

V. Personnel: Project Organization and Staffing

A. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its

ability to supervise, train and provide administrative direction relative to the request.

The staff of BGCM's Clubs are positive adult role models who serve as mentors to youth Club members. These relationships keep youth engaged and enable the staff to decrease the impact of the risk factors affecting the lives of each youth. Staff often observe that because of the relationships they have with the youth, the youth are less likely to engage in negative activities such as self-destructive behavior, criminal activity, truancy, and a poor attitude towards school and studying. All of the programs offered through each of our six Clubs work toward counteracting the negative influences in each youth's lives.

The Club's Education staff administers the program's services. Our Education Director travels to the Club weekly to meet with students, provide training to staff members, analyze the evaluations of the program, work with the DOE and school personnel, and provide case management services for each youth. A Program Manager directs the day-to-day program activities of the Club, works with the youth at the Club, and ensures that Club programs are evaluated.

Director of Education – Dawn Mahealani Lincoln

Leading the team that oversee the organization's Education Program is Director of Education Dawn "Mahea" Lincoln. Before joining BGCM, she had been employed at Kamehameha Schools Maui for 15 years. While there, she has worked closely with the students in many diverse capacities. As a tutor, she helped many of them reach their full potential in core subjects. As a Librarian's Assistant, she assisted the Librarian with curriculum ideas and facilitating new programs daily. As an Educational Assistant, she assisted teachers for approximately five years before she was given her own classroom to teach special projects and computer technology from. Administrators, teachers, middle and high school students flocked to her for advice about assignments, curriculum development, special projects, school events, and tips for attaining a post-high education utilizing Federal grants and scholarships. Lincoln started as the Teen Director of the Boys and Girls Clubs Maui Central Unit, where she started a college and tech school program there.

Central Area Director – David Kawika Mattos

David "Kawika" Mattos is the Central Area Director at the Boys & Girls Clubs of Maui. He has been with BGCM for 8 years, plus has an additional 3 years of experience with the BGC movement as an Executive Director with the Boys & Girls Clubs of the Big Island (Hawaii). Mattos oversees the operations of three clubs: Central Club, Paukukalo Club and Kahekili Club. His prior youth-development experiences include 8 years of working with at-risk teens while employed with Maui Youth & Family Services (MYFS). His MYFS positions included Residential Treatment Program Director, along with being a foster parent within various MYFS programs. His deep connection to the BGCM started with growing up as a club kid with the Boys (& Girls) Club in the 60's & 70's. As a parent of children who were placed in the Hawaiian Language Immersion Schools on Maui, he values the great opportunity that BGCM has today to serve native Hawaiian children, especially because the current daily attendance at the Paukukalo site includes 85% of native Hawaiian children, with at least 55% of Hawaiian

Language Immersion students from Paia Elementary, Kalama Intermediate & King Kekaulike High school.

Assistant Club Director – Victoria Satoafaiga

Stationed at the Paukukalo Clubhouse, Satoafaiga has been with the organization for about 3 years. Her Boys and Girls Club journey started in the summer of 2010, as she signed up for the Hawaii Department of Defense Summer Youth Employment Program with Paxen. When the program ended, she continued on with Boys and Girls Club as a volunteer at Paukukalo Club. She headed up the Arts Program with the weekly Open Mic Program. As time went on she sought out permanent job opportunities within the organization and landed a part time position with the Central clubhouse. During her short time at the Central Clubhouse she transferred to the club at Kahekili Terrace. She stayed with Kahekili Terrace for about a year in a part time position. Later, she was promoted to Program Director in charge of Power Hour, Project Learn, Arts, and other programs at the Paukukalo Clubhouse. In February 2014, Satoafaiga was promoted to Assistant Club Director of the Paukukalo Clubhouse. She learns more and more each day. Her hope is to continue growing with the club as well as with the organization.

Club Director – Zak Pacholl

Specifically for this project, the Club Director for the project will be Zak Pacholl, the Club Director of the Makawao Clubhouse. Zak has been working with the youth across Maui County for the last five years. He has worked directly with youth in fitness and health education, running a three month soccer program with over 60 youth each of the last three years. He has led numerous leadership teams with 10-16 year olds on various community service projects in the Haiku community and now in Makawao. He has also dedicated a lot of time working directly with students for the past five years tutoring them in science, math and social studies.

The following staff assist the above personnel in implementing the Education Program and the various sites. Program Directors and YDP's are trained to implement all component of the Education Program. The staff include:

Program Directors – Yacine Meyer (Haiku Club) and Sule Gordon (Lahaina Club)

Youth Development Professionals – Samantha U'u (Central Club), Makoa Anzai (Paukukalo Club), Tricia Bumanglag (Lahaina Club) and Benjamin Hoyt (Makawao Club).

(See job descriptions for these two positions)

B. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organizational chart that illustrates the placement of this request.

See Attached.

C. Compensation

The applicant shall provide the annual salaries paid by the applicant to the three highest paid officers, directors, or employees of the organization by position.

Chief Executive Officer, Kelly Pearson - \$90,000.00

Director of Resource Development, Kim Abrahamson – \$77,500.00

Director of Finance, Kenneth Younger - \$71,000.00

VI. Other

A. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

None.




B. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that applicant possesses relevant to this request.

ATTACHMENTS

BOYS & GIRLS CLUBS OF MAUI, EDUCATION PROGRAM

Proposed Project Timeline: JULY 1, 2015 TO JUNE 30, 2016

	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Implementation of Summer Learning Education Program (Clubs within Clubs)	●	●										
Training of Education Program staff: Power Hour, Project Learn, etc.		●										
Community/School Outreach, Recruit (Targeted outreach) and register new members	●	Ongoing 										●
Data collection (report cards, interviews, observations, etc.)	●	Ongoing 										●
Implementation of Education Program (provide proposed components)	●	Ongoing 										●
Submit Quarterly Reports to State of Hawaii funding agency				●			●			●		
Parent/Member Survey OR Other Evaluation Method							●					
Final Report (Year End) due to the State of Hawaii												Due July 2016



BOYS & GIRLS CLUB
OF MAUI

POSITION DESCRIPTION

TITLE: PROGRAM DIRECTOR
(Clubs C, D, E and F)

PERFORMANCE PROFILE SOURCE: Youth Development Professional

DEPARTMENT: Programs

REPORTS TO: Unit Director

Exempt

Non-Exempt

PRIMARY FUNCTION:

Responsible for overseeing the delivery of a broad range of programs within a designated Clubhouse, such as Education, Special Education, Social Recreation, Arts & Crafts and Physical Education. Plan, develop, oversee implementation and supervise programs and program staff.

KEY ROLES (Essential Job Responsibilities):

Prepare Youth for Success

1. Plan and oversee the administration of designated Clubhouse programs and activities that support Youth Development Outcomes:
 - Establish Clubhouse program objectives consistent with organizational goals and mission.
 - Oversee the provision of day-to-day program activities in accordance with established standards and goals.
 - Ensure that members are encouraged to participate in a variety of program areas/activities and receive instruction and constructive feedback to develop skills in program area(s).
 - Demonstrate leadership to assure conduct, safety and development of members.

Program Development and Implementation

2. Establish and maintain Clubhouse program goals and settings that insure the health and safety of members. Ensure that site staff understand and effectively communicate standards of program; that they ensure program areas are safe, well ventilated and well lit; and that club equipment is maintained in good working condition.
3. Ensure the evaluation of Club programs on a continual basis and ensures programs/activities respond to member needs and address their gender and cultural diversity.
4. Control Clubhouse program and activity expenditures within approved budget.

JOB DESCRIPTION

TITLE: PROGRAM DIRECTOR

Supervision

5. Ensure proper record keeping and reporting including activities and events conducted, breakdowns of daily participation figures, notable achievements and any problems/issues.
6. Ensure productive and effective performance by all program staff and volunteers.

Marketing and Public Relations

7. Increase visibility of Club programs via posting of daily schedule, announcements of upcoming events and the dissemination of timely information for the development of advertising and promotion through mailings, fliers and media releases.

ADDITIONAL RESPONSIBILITIES:

1. May oversee special programs and/or events (i.e. Keystone, Youth of the Year and Awards Programs), and/or participate in the implementation of other unit activities as necessary.
2. May be required to drive Club van periodically.
3. May consult with parents concerning member and branch issues.
4. Performs other related duties as assigned.

RELATIONSHIPS:

Internal: Maintain close, daily contact with Club staff (professional and volunteer), Club members, and supervisor to receive/provide information, discuss issues, explain or interpret guidelines/instructions; instruct, and advise/counsel.

External: Maintain contact as needed with external community groups, schools, member's parents and other to assist in resolving problems.

SKILLS/KNOWLEDGE REQUIRED:

- Four year degree in related field from an accredited college or university, or equivalent experience.
- A minimum of five years work experience in a Boys or Girls Club or similar organization planning and supervising activities based on the developmental needs of young people.
- Strong communication skills, both verbal and written.
- Group leadership skills, including an understanding of group dynamics.
- Demonstrated organizational, staff and project management abilities.
- Mandatory CPR and First Aid Certifications.
- Valid Driver's License.

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job the employee is required to: sit regularly, use hands to finger, handle, and/or feel; talk and hear. The employee must occasionally walk and lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus. Employee may be required to drive for errands.

JOB DESCRIPTION

TITLE: PROGRAM DIRECTOR

DISCLAIMER:

The information presented indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications and objectives required of employees assigned to this job.

Signed by:

Incumbent _____

Date _____

Reviewed by:

Supervisor _____

Date _____

Approved by:

Chief Professional Officer _____

Date _____



BOYS & GIRLS CLUB
OF MAUI

POSITION DESCRIPTION

TITLE: YOUTH DEVELOPMENT PROFESSIONAL

PERFORMANCE

PROFILE SOURCE: Youth Development Professional (Part-time)

DEPARTMENT: Programs

REPORTS TO: Unit Director

Exempt

Non-Exempt

PRIMARY FUNCTION:

Plans, implements, supervises and evaluates activities provided in within a specific program area, such as Education, Special Education, Social Recreation, Arts & Crafts, and Physical Education.

KEY ROLES (Essential Job Responsibilities):

Prepare Youth for Success

1. Create an environment that facilitates the achievement of Youth Development Outcomes:
 - Promote and stimulate program participation;
 - Register new members and participate in their club orientation process;
 - Provide guidance and role modeling to members.

Program Development and Implementation

2. Effectively implement and administer programs, services and activities for drop-in members and visitors.
3. Monitor and evaluate programs, services and activities to ensure safety of members, quality in programs and appearance of the branch at all times. Prepare periodic activity reports.

Supervision

4. Ensure a productive work environment by participating in weekly branch staff meetings.

ADDITIONAL RESPONSIBILITIES:

1. May participate in special programs and/or events.
2. May be required to drive Club van.
3. Performs other related duties as assigned.

JOB DESCRIPTION

TITLE: YOUTH DEVELOPMENT PROFESSIONAL

RELATIONSHIPS:

Internal: Maintains close, daily contact with Club staff (professional and volunteer), Club members, and supervisor to receive/provide information, discuss issues, explain guidelines/instructions; instruct; and advise/counsel.

External: Maintains contact with external community groups, schools, members' parents and others to assist in resolving problems.

SKILLS/KNOWLEDGE REQUIRED:

- High School diploma or GED.
- Knowledge of youth development and experience in working with youth.
- Ability to motivate youth and manage behavior problems.
- Ability to deal with the general public.
- Ability to plan and implement quality programs for youth.
- Ability to organize and supervise members in a safe environment.
- Mandatory CPR and First Aid Certifications.
- Valid State Drivers License/

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job the employee is required to: sit regularly, use hands to finger, handle, and/or feel; talk and hear. The employee must occasionally walk and lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus. Employee may be required to drive for errands.

DISCLAIMER:

The information presented indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications and objectives required of employees assigned to this job.

Signed by: _____

Incumbent

Date

Reviewed by: _____

Supervisor

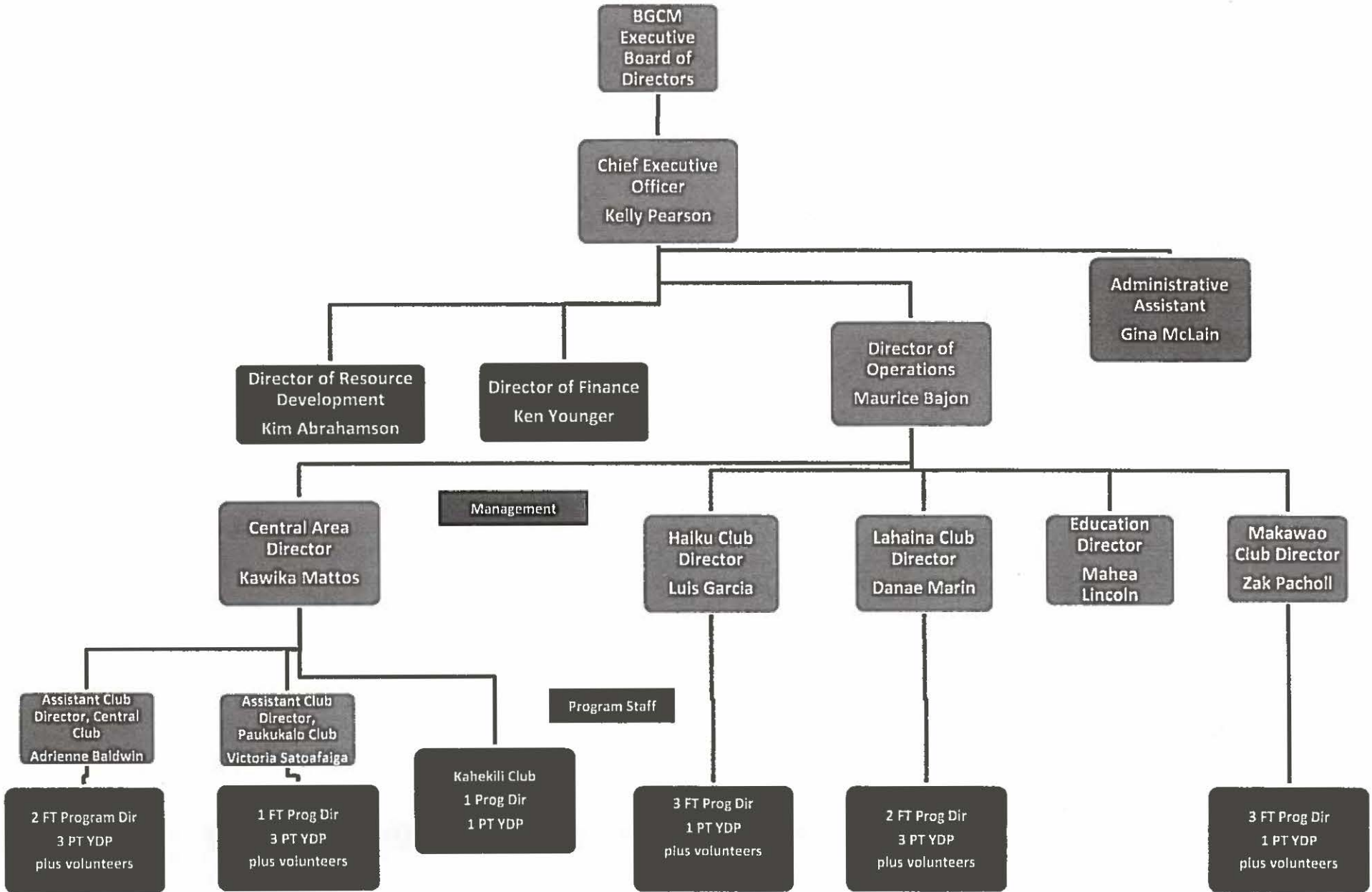
Date

Approved by: _____

Chief Professional Officer

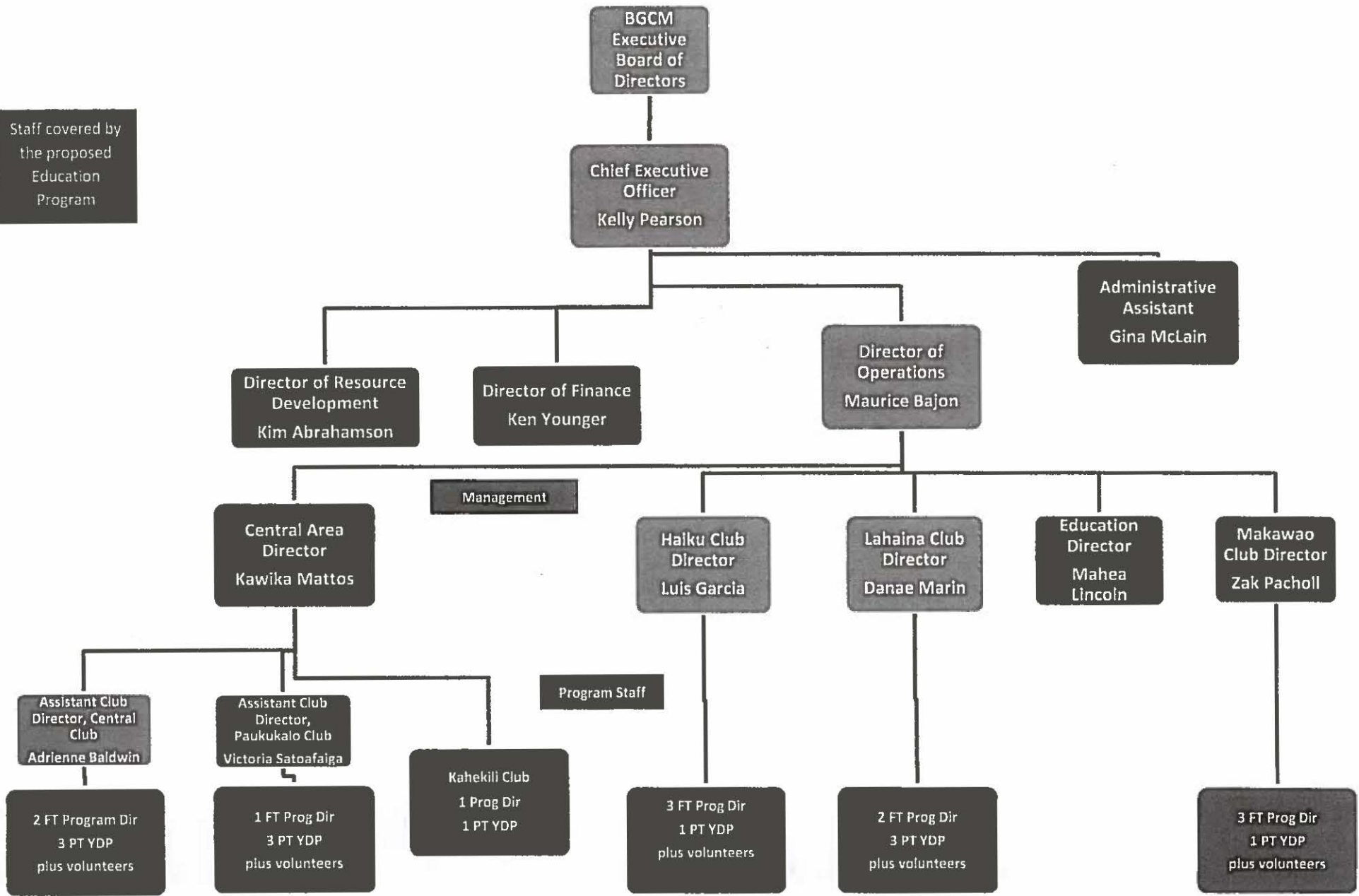
Date

**BOYS & GIRLS CLUBS OF MAUI
ORGANIZATIONAL CHART
Fiscal Year 2015-16**



**BOYS & GIRLS CLUBS OF MAUI
ORGANIZATIONAL CHART
EDUCATION PROGRAM STAFF (purple)
Fiscal Year 2015-16**

Staff covered by the proposed Education Program



BUDGET

BUDGET REQUEST BY SOURCE OF FUNDS
(Period: July 1, 2015 to June 30, 2016)

Applicant: BOYS & GIRLS CLUBS OF MAUI

BUDGET CATEGORIES	Total State Funds Requested (a)	County of Maui (b)	OJP (c)	(d)
A. PERSONNEL COST				
1. Salaries	166,795	41,272	46,124	
2. Payroll Taxes & Assessments	28,400	7,016	7,841	
3. Fringe Benefits	13,305	3,302	3,690	
TOTAL PERSONNEL COST	208,500	51,590	57,655	
B. OTHER CURRENT EXPENSES				
1. Payroll processing fees	5,300	1,045	1,045	
2. Office Supplies	1,000	340		
3. Telecommunication	6,200	1,300	1,300	
4. Lease/Rental of Space	350			
5. Utilities	7,350	1,425		
6. Facility Maintenance	3,600	760		
7. Minor Equipment Purchases	2,500	540		
8. Equipment Repair & Maintenance	2,100			
9. Computer Repair & Maintenance	5,700			
10. Staff Training	2,000			
11. Activity Supplies	18,300	1,500		
12. Scholarship Awards	6,000			
13. Insurance	6,100	1,500		
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	66,500	8,410	2,345	
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	275,000	60,000	60,000	
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	275,000	Kenneth Younger (808) 242-4363 ext 223		
(b) County of Maui	60,000	Name (Please type or print) Phone		
(c) OJP	60,000	[Redacted Signature] 01/29/15		
(d)		Signature of Authorized Official Date		
TOTAL BUDGET	395,000	Kelly Pearson, CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION PERSONNEL - SALARIES AND WAGES

Applicant: BOYS & GIRLS CLUBS OF MAUI

Period: July 1, 2015 to June 30, 2016

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Education Director	100%	\$37,500	100%	\$ 37,500
Area Director	20%	\$57,500	10%	\$ 5,750
Club Director	55%	\$43,100	25%	\$ 10,775
Assistant Club Director	50%	\$38,800	25%	\$ 9,700
Program Director	310%	\$34,000	150%	\$ 51,000
Youth Development Professional	300%	\$25,400	205%	\$ 52,070
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				\$ 166,795
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Applicant: BOYS & GIRLS CLUBS OF MAUI

Period: July 1, 2015 to June 30, 2016

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

**BUDGET JUSTIFICATION
CAPITAL PROJECT DETAILS**

Applicant: BOYS & GIRLS CLUBS OF MAUI

Period: July 1, 2015 to June 30, 2016

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2012-2013	FY: 2013-2014	FY:2014-2015	FY:2014-2015	FY:2015-2016	FY:2016-2017
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						