

**THE THIRTIETH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating                       Capital

Legal Name of Requesting Organization or Individual:    Db:   
Boys to Men Mentoring Network of Hawaii, Inc.                      Boys to Men Mentoring Network of Hawaii, Inc.

Amount of State Funds Requested: \$ 100,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):  
Boys to Men Mentoring Network of Hawaii's program is to provide fatherless and at-risk 12-17-year-old boys with caring male mentors through in-school group mentoring and community group circles. Boys are at-risk of educational failure, delinquent behavior, becoming involved in substance abuse, violence or gang activity. We seek to partner with the State of Hawaii to expand our successful mentoring program on the Islands of Oahu, Molokai, and Lanai to add six schools, train and recruit 24 mentors and reach an additional 72 boys in the 2019/2020 school year.

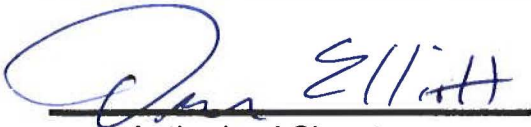
Amount of Other Funds Available:	Total amount of State Grants Received in the Past 5 Fiscal Years:
State:                      \$ <u>0</u>	\$ <u>0</u>
Federal:                      \$ <u>0</u>	Unrestricted Assets:
County:                      \$ <u>14,125</u>	\$ <u>50,017</u>
Private/Other: \$ <u>15,000</u>	

New Service (Presently Does Not Exist):     Existing Service (Presently in Operation):

Type of Business Entity:	Mailing Address:
<input checked="" type="checkbox"/> 501(C)(3) Non Profit Corporation	PO Box 44316
<input type="checkbox"/> Other Non Profit	City:                      State:                      Zip:
<input type="checkbox"/> Other	Kamuela                      HI                      96743

Contact Person for Matters Involving this Application	
Name: Duane Elliott	Title: Executive Director
Email: duane@b2mhawaii.org	Phone: 808-960-8188

Federal Tax ID#: [REDACTED]	State Tax ID#: [REDACTED]
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	Executive Director	1/17/19
Authorized Signature	Name and Title	Date Signed

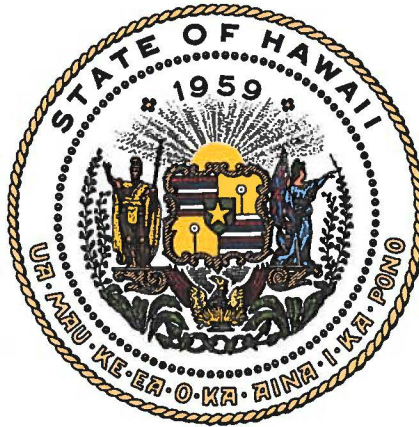
**received**  
1/18/19 10:00am TR

## Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
  - a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing

 DUANE ELLIOTT Executive Director 1-17-18  
AUTHORIZED SIGNATURE PRINT NAME AND TITLE DATE



## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

#### BOYS TO MEN MENTORING NETWORK OF HAWAII

was incorporated under the laws of Hawaii on 03/09/2013 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 10, 2019

Director of Commerce and Consumer Affairs



**Application for Grants**

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

I.

**Certification – Please attach immediately after cover page**

**1. Certificate of Good Standing (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2018.

Certificate of Good Standing included after cover page per instructions

**2. Declaration Statement**

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes. ([Link](#))

Please see attached

**3. Public Purpose**

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. ([Link](#))

Please see attached

**NARRATIVE:**

**II. 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.

Please include the following:

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

Since 2015 Boys to Men Mentoring Network of Hawaii Inc. (BTM HI) serves at-risk, fatherless and/or disconnected teenage boys ages 12-17 in middle and high school. This evidence-based, international model developed in San Diego, California in 1996. Boys we serve are growing up without a father or a positive male mentor in their lives and are at risk of educational failure, substance abuse, delinquent or violent behavior, gang activity and becoming criminally/forensically involved.

Boys to Men Mentoring Network of Hawaii's mission statement:

1. We empower boys to grow into healthy and mature, men, fathers and leaders in our communities by modeling authentic leadership and supporting them to leave behind destructive behaviors that keep them from their true potential.

2. We mobilize men through our Boys to Men Mentoring program, by creating communities of male mentors who accept their shared responsibility for the future of our youth band who find greater purpose and connection in all aspects of their lives.

BTM HI embraces at-risk boys into our circles at 11 Big Island schools serving 155+ boys and 30+ mentors across the island (Kona, Kohala, Waimca, Honokaa, Pahoa, and four schools on Oahu. BTM HI seeks to partner with the State of Hawaii to expand our program

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

to serve the Islands of Oahu, Molokai, and Lanai. This expansion will be to recruit and train 24 new mentors, reach an additional unduplicated 72 at-risk boys at six new schools in this geographic area.

**2. The goals and objectives related to the request;**

Boys to Men Mentoring Program goals in 2019/2020 school year are: 1) To embrace 72 fatherless, at-risk boys and strengthen their decision-making skills, self-esteem, social skills, and emotional regulation through mentor modeling and activities; 2) Improve his academic performance, goal-setting skills, share his life goals and dreams; 3) Fortify family relationships, connect him to his community, peers and mentors; and 4) Create an upward trajectory toward a healthy adult life.

Our objectives are to: 1) Screen, train and mobilize 24 caring, culturally competent male mentors to provide positive role modeling, healthy communication and supportive environment; 2) Provide a safe space for 72 boys/peers and 24 mentors at six schools to share their fears, mistakes, thoughts and challenges; 3) Build relationships and rapport with school administrators, counselors and teachers to provide support and meet the mentoring needs of boys; and 4) Engage boys in circles to help them improve their decision-making skills, goal setting, academic performance, develop social-emotional maturity and connect with others. 5) Host goal-setting activity to assist boys with setting short term and long-term goals, tracking their goals and resources needed to accomplish goals.

**3. The public purpose and need to be served;**

Boys to Men Mentoring Network of Hawaii provides at-risk fatherless and disconnected middle school and high school boys, ages 12-17, with weekly, in-school group mentoring circles throughout Hawaii. A group circle is comprised of 1-2 staff facilitator(s), 2-5 volunteer male mentors, and 10-15 teenage boys who are referred by school administrators, counselors, and teachers. Fatherlessness is detrimental to the development of young men, often resulting in boys being at high risk for educational failure, behavioral problems, dropping out of school, engaging in delinquent behavior, substance abuse disorder, violence or gang life (fatherhood.org).

There are a significant number of children growing up without a father or a mentor in their lives in the three geographic areas we are targeting. Many of the boys we serve are growing up without a father in the home and are in low socio-economic families. Based on kidscount.org's study, 40% of families headed by a single mother with children under 18 years at home, live in poverty which is associated with a lack of academic success. Today, in Honolulu County, 68.6% female households care for children with no spouse; 42,519 children are growing up without a father (The State of Fathers in the State of Hawaii, 2015). On the Island of Lanai, 28.3% of children are growing up in without a father or mentor in their home (factfinder.census.gov) and on the Island of Molokai the average number of female-led households with children, and no male present is 22% (<https://www.towncharts.com/Hawaii/Demographics/West-Molokai-CCD-HI-Demographics-data.html>).

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

The Island of Oahu has the highest density of all the Hawaiian Islands, due to its population of 953,207 (worldpopulationreview.com). This higher population density leads boys to the exposure of juvenile delinquency, gang activity, and substance abuse disorders. In 2016 the Hawaii State Attorney General reported the juvenile arrest rate for violent offenses at 158 per 100,000 juveniles Honolulu – this was the highest rate among all Hawaiian counties. In Maui County, the juvenile crime rate is 157 per 100,000 (kidscount.org).

Gang activity is on the rise. In the Hawaii News, the October 25, 2017 article “Violence raises concern over Waikiki’s street kids”, the article stated “...juvenile arrests jumped in four categories, including aggravated assault, which rose 11 percent to 51; stolen property, which rose 25 percent to 20; disorderly conduct, which rose 2 percent to 63; and drug law violations, which increased 5 percent to 229.” Many fatherless boys we serve attend schools where delinquent behavior, gang activity and crime are rampant in their community. This environment often leads boys to become forensically involved. The 2014 SANDAG Gang Involvement report found gang involvement often started in middle school and is heavily influenced by their peers. Among boys who joined gangs, according to SANDAG, “...58% began hanging around gangs because their friends belonged and stated this as the number one reason.”

The rate of students graduating on time is one of the lowest rates in Hawaii with Honolulu County at 84.0%. Students who did not finish the 9<sup>th</sup> grade in Honolulu county was 4.1% in 2017 almost twice the rate of Hawaii County at 2.7%. In Maui County students not finishing 9<sup>th</sup> grade was 3.4% in 2017 (<https://www.opendatanetwork.com>).

Research conducted by the National Fatherhood Initiative (fatherhood.org), clearly indicates the startling, damaging impact and adverse effects growing up without a father has on our children: “Children are 4x greater risk of poverty...more likely to experience behavioral health problems...279% more likely to carry guns and deal drugs than their peers living with their fathers...[frequently] face(s) abuse and neglect, ...[a higher propensity] to engage in delinquency than those whose fathers are present....and two times more likely to drop out of school.” When BTM mentors engage boys early on in the program, boys often express their feelings of despair, depression, and sadness. According to a KPBS article interviewing Alan Blankstein author of “Poverty, Dropouts, Pregnancy, Suicide: What The Numbers Say About Fatherless Kids” ...children growing up without a father are more than twice as likely to commit suicide (as seen on 8.30.18 at <https://www.kpbs.org/news/2017/jun/18/poverty-dropouts-pregnancy-suicide-what-the/>).

These preceding factors, compounded with fatherless, have a negative impact on a young man's ability to make good decisions in his life unless he has positive an intervention like that of Boys to Men caring mentors and peers.

4. Describe the target population to be served;  
BTM HI serves fatherless and at-risk middle and high school boys ages 12-17 from Hawaiian, Pacific Islander, and Asian descent. We seek to serve at-risk, fatherless and/or disconnected boys on the islands of Oahu, Molokai, and Lanai with many living in rural and/or small, underserved communities.

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

The most populated of the Hawaiian Islands is Oahu with a population of 953,207 (2019), is home to Honolulu, Hawaii's State Capital ([www.worldpopulationreview.com/states/hawaii-population/](http://www.worldpopulationreview.com/states/hawaii-population/)). Oahu is known as "The Gathering Place" and is in the County of Honolulu. The ethnic breakdown of this island is 43% Asian, 20% White, 9% Native Hawaiian Pacific Islander, 8% Hispanic or Latino, 5% Native, 2% Black or African American Two or more Races 22%, three or more races 7% and 1% some other race. Honolulu's median household income in 2016 was \$69,964.

Molokai Island is remotely located just east of Oahu It is home to a population of 7,345 ([www.worldpopulationreview.com/states/hawaii-population/](http://www.worldpopulationreview.com/states/hawaii-population/)). The population consists of 61.6% native or partial Hawaiian (2010), 30.7% full or partial Filipino, 11.7% full or partial Japanese, with 12.6% White, American Indian /Native Alaskan 2.6% and .1% African American. The average income per household is \$44,109.

The land area of the Island of Lanai is just 3.57 square miles (city data.com) and is home to a population of 3,135 people ([www.worldpopulationreview.com/states/hawaii-population/](http://www.worldpopulationreview.com/states/hawaii-population/)). The racial demographic breakdown is: Asian 57.4%, Hispanic 12.1%, Native Hawaiian and Other Pacific Islander alone 12.0%, White alone 8.1 %, Black alone 0.85% and American Indian alone 9.33%, Two or more races 12.1% (city data.com). The per capita is \$26,137 creating a very challenging local economy especially when housing mean prices (2016) were \$27,027, and the rent was \$973 (citydata.com).

Many of our Oahu, Molokai and Lanai young men may experience isolation, sadness, frustration, anger, and feeling lost while growing up without a father or mentor in the home. Without someone to guide our boys, they are left to navigate their lives on their own, often making one bad decision after another.

A majority of the boys who will receive our mentoring services come from lower income families and qualify to receive Free/Reduced school lunches. Sadly, the child poverty level has increased in the last ten years from 2007 to 2017 in Hawaii from 10% to 20%. The poverty level in the County of Honolulu is 22.5%, with 12.2% of children living in families with incomes below the poverty level and 23.1% of children are receiving public assistance. The islands of Molokai and Lanai are in Maui County where the poverty level is 11.7%, and 27.6% of children are receiving public assistance (kidscount.org).

Based on our experience working with at-risk boys we serve, they are highly likely to live with more than one of the following disadvantages: have an incarcerated parent; suffer periodic homelessness; are from underserved social economic; lack positive male role models in their lives; have been exposed/involved in gang activity or violence; and have experienced educational, financial, health, or behavioral problems. Many boys go home every night to a dysfunctional, often violent and abusive home.

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

**4. Describe the geographic coverage.**

This project will serve four schools (to be identified) on the Islands of Oahu, Molokai, and Lanai.

Oahu is the third largest island of the Hawaiian Islands, is home to two-thirds of the total population of the state and is home to the state's capital, Honolulu. The Island of Oahu is northwest from the Big Island. Oahu's Waikiki Beach is the main tourist area amidst all the Hawaiian Islands. Along with tourism, manufacturing is another strong industry primarily concentrated on Oahu, producing apparel and cotton-based products (newsmax.com)

The Island of Lanai, known as the Pineapple Island, is a remotely located off the west side of Maui. The island is rich in natural resources and wildlife.

Molokai is just northwest of Maui and is known as the Friendly Island. The island is 38 miles long and 10 miles wide and is the fifth largest Island of the main Hawaiian Islands.

We will be collaborating further with the Honolulu School District administration to identify and set up new schools. We have already begun to discuss our program with administrators for the islands of Lanai and Molokai. Because of the remote location of these islands, staff will travel to serve these islands by air to establish and create circles at six new schools.

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

Our leadership team will provide quality assurance to ensure fidelity to the program, processes, and protocols. Evaluations will be conducted by Mr. Duane Elliott, Mr. Kevin Cochran, and Mr. Trevor Spring. Program monitoring will be conducted by Mr. Trevor Spring to ensure fidelity to the program model and data collection is completed for all the sites, and school partners provide school reports.

Our program process and outcomes will be measured by:

- Participating boys' attendance records for the weekly meetings
- SDQ Behavioral screening questionnaire (for 3-16 year-olds.)
- Data from boys' grades, school attendance and school behavior referrals 2x/yr.



**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

BTM HI's longer-term outcomes are qualitative resulting in boys staying in school, graduating from high school, going to college or getting a job by welcoming disconnected boy to become part of our circle and a productive part of our society. By working with the State of Hawaii we can work together to positively impact the lives of at-risk boys in Oahu, Lanai, and Molokai.

We measure our program's longer-term outcomes through surveys, self-reporting, program attendance records, school records and boys' inquiries during our weekly meetings. This helps our mentors identify topics for our weekly meetings and stay relevant to boys' needs.

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.

Boys to Men Mentoring Network will provide the reporting requested by the State Agency on the appropriation of state funds. We will provide a quarterly report on the funding allocation, progress on our goals and objectives, program improvements, successes, and gaps. Boys to Men will request grant funds on a quarterly basis if awarded this grant.

**IV. Financial**  
**Budget**

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
  - a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2020.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$25,000	\$25,000	\$25,000	\$25,000	\$100,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2020.

Boys to Men will seek funding from:

- Grant funders including local government, foundations, corporations and community organizations
- Continue to develop our donor relationships in the community
- Host our 100 Wave, Charity Walks, and Tom Watson Golf Tournament fundraisers

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

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.

Not applicable

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2020 for program funding.

Boys to Men Mentoring Network of Hawaii has received County of Hawaii funds. In 2016 we received \$53,000 and in 2017 we received \$25,000 and in 2018 \$14,125 was awarded. We have received no other federal, state or county government contracts, grant or grants in aid in the prior three years.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2018.

Boys to Men Mentoring Network of Hawaii's current assets are \$50,017

## **V. Experience and Capability**

### **1. 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.

Boys to Men has three years' experience working with at-risk boys and providing mentoring services to boys throughout the State of Hawaii. BTM HI has experience providing these services under a County of Hawaii grant successfully in 2017/2018 and 2018/2019. We have experienced staff ready to coordinate and facilitate group mentoring circles to help fatherless and/or disconnected boys. We have extensive experience working in remote locations and building relationships with school partners, community organizations, corporations, and government agencies.

In the last twelve (12) months we have expanded from seven (7) schools to thirteen (13) schools successfully. We began 2018 serving 75 boys, and we are now serving over 155 at risk, fatherless and/or disconnected boys now at fourteen (14) circles after adding seven (7) circles in the past twelve (12) months. We have recruited, screened and trained thirty (30) mentors, adding sixteen (16) more mentors in the past year. Our nurturing approach empowers boys to break through their mental and emotional barriers and create stronger connections with their friends, families, and communities. We intend to expand our program with these grant funds to reach 72 more boys, recruit 24 more mentors and add six more school partners to our network. We continually work to maintain updated, best practices

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

when working to mentor boys by partnering with various social service organizations in our community, the Mankind Project and the National Mentoring Network.

We work to provide our evidence-based group mentoring model which has been duplicated and scaled throughout the world. The Chronicle of Evidence-Based Mentoring Group Review Board, led by Gabriel K. Kuperminc, Ph.D. (Georgia State University) in January 2016, reviewed 13 group mentoring programs in the United States. The review's preliminary evidence supports our program outcomes which showed "Group mentoring programs can produce an array of positive outcomes for youth (behavioral, emotional, academic, etc.) ...group cohesion and belonging and a strong group identity, and [group] mentoring programs offer a context for activities that develop mentee skills, change mentee attitudes, and offer positive peer interactions; and that these processes may lead to behavioral outcomes for participants".

**2. 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.

BTM HI partners with each school to provide a facility or room on campus to host our BTM in-school group mentoring circles program at no cost to BTM HI. The rooms used are private and designated for program activities to engage 10-12 boys through facilitator-led conversations and discussions about relevant topics. We work with our school partners to obtain an MOA as a commitment to our program and complete any documentation to reserve the facility or room at each school site.

**VI. Personnel: Project Organization and Staffing**

**1. 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.

Boys to Men Mentoring Network of Hawaii proposes to expand our staff and volunteer core to deliver mentoring services to the Islands of Oahu, Lanai, and Molokai. BTM HI's Oahu Lead Facilitator, Mr. Trevor Spring is prepared to hire Lead Facilitators and recruit caring male volunteer mentors to execute this project to provide mentoring services on a weekly basis to schools on the remote islands. Our staff has the experience in program expansion, logistics and working with school administrators to implement the program. In the past three years, we have expanded our program from ten boys to serving 155+ boys in 2018 at eleven Big Island schools and four Oahu schools.

Mr. Duane Elliott - Executive Director: Mr. Elliott has extensive experience administrating grants and will administer this State of Hawaii grant if funded. Mr. Elliott oversees the daily operations and provides supervision for BTM HI's Program Director. He connects with

**Applicant: Boys to Men Mentoring Network of Hawaii, Inc.**

local community service organizations to recruit new mentors, engages other community organizations to build relationships, cultivates donor relationships and works closely with the Board of Directors to execute strategic initiatives. Mr. Elliott has 27+ years of professional experience as a CFO and a non-profit community leader.

Kevin Cochran - Program Director: Directs the mentoring program to ensure fidelity to the program model and curriculum is maintained, provides guidance, supervision, and direction to the Regional Mentor Facilitator and the Oahu Regional Facilitator. Mr. Cochran has worked with the Department of Education as a Behavioral Health Specialist for the past 18 years.

Jason Donaldson - Regional Mentor Facilitator: Oversees site program, recruitment, training, screening and coordination of male mentors, assists with group circle facilitation and provides supervision for Oahu Regional Facilitator.

Trevor Spring - Oahu Regional Mentor Facilitator: Recruits, screens, and coordinates volunteer mentors, builds relationships with school administrators/counselors/teachers/parents/students, co-facilitates with male mentors Oahu program circles.

## **2. 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 organization chart that illustrates the placement of this request.

Please see attached)

## **3. Compensation**

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

The following are our highest paid officers, director or employees by position and the annual salary they receive:

- Executive Director - \$66,000
- Program Director - \$24,480
- Oahu Director - \$28,900
- Lead Facilitators – \$56,000 (\$4,000 per school, 14 schools)

## **VII. Other**

### **1. 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. Boys to Men Mentoring Network of Hawaii does not have any pending litigation.

### **2. Licensure or Accreditation**

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request. There are no special qualifications, licensure or accreditation to conduct mentoring services in the community. We rely on our evidence-based model, the professional training and expertise of our staff who use best practices to deliver mentoring services to our targeted population.

### **3. Private Educational Institutions**

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

This grant will not support sectarian or non-sectarian private educational institutions of any kind.

### **4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2019-20 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2019-20, but
- (b) Not received by the applicant thereafter.

#### **SUSTAINABILITY PLAN:**

Boys to Men Mentoring Network of Hawaii plans to continue building its fundraising revenue from July 2020 to June 2021 through: 1. grant funding from foundations, corporations, and government organizations throughout the year; 2) Schedule fundraising events including our Tom Watson Golf Tournament in January 2021, 100 Wave fundraiser in September 2020 and April 2021, Charity Walks in May 2020 and May 2021; 3) Build relationships with private donors throughout the year.

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAI'I REVISED STATUTES**


The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
  
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
  
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawai'i Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Boys to Men Mentoring Network of Hawaii, Inc.  
(Typed Name of Individual or Organization)

 1/17/19  
(Signature) (Date)

Duane Elliott Executive Director  
(Typed Name) (Title)

Date: January 17, 2019

**Public Purpose statement**

The public purposes of these funds are to fund Boys to Men Mentoring Network of Hawaii's mentoring program expansion to the Islands of Oahu, Molokai and Lanai. This program expansion will provide services to six schools, train and recruit 24 mentors and reach an additional 72 boys in the 2019/2020 school year.

Duane Elliott, Executive Director



Date: 1/17/19



**BOYS TO MEN MENTORING NETWORK OF HAWAII**  
**2019 ORGANIZATIONAL CHART**



*\*Lead facilitators will need to be hired and volunteer mentors will need to be recruited*



**BOYS TO MEN MENTORING NETWORK OF HAWAII, INC.**  
**MENTORING PROGRAM**  
**TIMELINE**

1. Provide a projected annual timeline for accomplishing the results or outcomes of the service

<b>ACTION</b>	<b>TIMELINE</b>	<b>RESPONSIBLE PARTY?</b>	<b>MILESTONE</b>	<b>How will progress for this activity be measured?</b>
Meet with school administrators to establish school sites and discuss referral process	July 2019	Trevor Spring	Agreement to start the school group mentoring program.	Starting the in school group mentoring program.
Recruit and train 24 male mentors	July/August 2019	Duane Elliott, Kevin Cochran & Trevor Spring	Twenty-four mentors recruited	The number of mentors registered at training
Check in with school administrators to organize final preparations	August 2019	Trevor Spring	Confirmation of all four school sites	The number of school site reservation agreements.
Meet with two new school site administrators to establish school sites and discuss referral process	September 2019	Trevor Spring	Agreement to start the school group mentoring program.	Starting the in school group mentoring program.
Meet with boys from 2 schools – 24 boys	September 2019	Trevor Spring	Met with 24 boys, distributed SDQ, and boy surveys	The number of SDQ's completed, signed parent permission slips and circle ck-in sheets
Meet with boys from 2 schools - 24 boys	October 2019	Trevor Spring	Met with 24 boys, distributed SDQ, and boy surveys	The number of SDQ's completed, signed parent permission slips and circle ck-in sheets
Meet boys from 2 schools – 24 boys.	November / December 2019	Trevor Spring	Met with 24 boys, distributed SDQ, and boy surveys	The number of SDQ's completed, signed parent permission slips and circle ck-in sheets
Track program data	December 2019	Trevor Spring	Collect data for all 6 groups	The check -in sheets and school report data received.
Conduct mentor evaluations	January 2020	Kevin Cochran / Trevor Spring	Met with 24 mentors	Completed mentor evaluations

<b>ACTION</b>	<b>TIMELINE</b>	<b>RESPONSIBLE PARTY?</b>	<b>MILESTONE</b>	<b>How will progress for this activity be measured?</b>
Meet with school administrators, mentors, facilitators to obtain feedback on program progress	January 2020	Trevor Spring	Completed meetings with six schools.	Reports from each meeting.
Share progress with boys, facilitators, mentors, funders and community	January 2020	Duane Elliott	Send out email newsletter to email list	The number of newsletter emails distributed
Continue mentoring program in 6 schools with 72 boys	January 2020	Trevor Spring	Met with 72 boys, distributed SDQ, and boy surveys	The number of SDQ's completed, signed parent permission slips and circle ck-in sheets
Distribute SDQ to boys	May 2020	Trevor Spring	Obtained 72 SDQ questionnaires	The number of SDQ's completed
Meet with school administrators, mentors, facilitators to obtain feedback on program	June 2020	Duane Elliott/Kevin Cochran / Trevor Spring	Completed meetings with six schools	Reports from each meeting.
Conduct mentor evaluations	June 2020	Elliott/Trevor Spring	Met with 24 mentors	Completed all 24 mentor evaluations.
Share progress with boys, facilitators, mentors, funders and community	June 2020	Duane Elliott	Send out email newsletter to email list	The number of newsletter emails distributed
Complete State of Hawaii -GIA report	June 2020	Duane Elliott	Report completed	Report submitted

**SCOPE OF WORK - BOYS TO MEN MENTORING NETWORK OF HAWAII – BTM MENTORING PROGRAM**


<p><b>GOAL 1:</b>  <b>1) To embrace 72 fatherless and at-risk boys and strengthen their decision-making skills, self-esteem, social skills, and emotional regulation through mentor modeling and activities.</b></p>	
<p><b>Measurable Objective:</b>  <b>1) Screen, train and mobilize 24 caring, culturally competent male mentors to provide positive role modeling, healthy communication and supportive environment;</b></p>	<p><b>Outcome and Tools to Measure:</b>  Mentor training check in registration will verify mentor participation and completion rates. Group circle attendance sheets will track mentor attendance at each group circle. Annual mentor evaluations will be conducted to ensure fidelity to the model and to evaluate mentor performance.</p>
<p><b>Measurable Objective:</b>  <b>2) Provide a safe space for 72 fatherless and at-risk boys/peers and 24 mentors at six schools to share their fears, mistakes, thoughts and challenges;</b></p>	<p><b>Outcome and Tools to Measure:</b>  Mentee group circle attendance sheets will track mentee attendance at each group circle. Boys will self-report in the group circle discussions. and mentors will model participation. Strengths and Difficulties Questionnaire (SDQ) will be distributed at the beginning and end of the school year to measure boys’ decision-making skills, self-esteem, social skills and emotional regulation. Check in will be used with boys and mentors to identify any issues. Feedback from schools, boys and mentors will be obtained on a quarterly basis through surveys.</p>
<p><b>GOAL</b>  <b>2) Improve his academic performance, goal-setting skills, share his life goals and dreams.</b></p>	
<p><b>Measurable objective</b>  <b>3) Build relationships and rapport with school administrators, counselors and teachers to provide support and meet the mentoring needs of boys.</b></p>	<p><b>Outcome and Tools to Measure:</b>  Meet quarterly with school administrators, counselors and teachers to identify issues, successes and changes. Distribute surveys to schools to obtain program feedback. Obtain school data and reports to track each boys’ performance and compare data to identify correlations. Establish MOA’s with all schools.</p>
<p><b>3) Fortify family relationships, connect him to his community, peers and mentors.</b></p>	
<p><b>Measurable Objective:</b>  <b>4) Engage fatherless and at-risk boys in group mentoring circles to help them</b></p>	<p><b>Outcome and Tools to Measure:</b>  Work to provide support for boys expressing academic performance issues and work with</p>

<p>improve their decision-making skills, goal setting, academic performance, develop social-emotional maturity and connect with others.</p>	<p>school to provide resources. Provide opportunities for boys to set goals at the beginning of each quarter and review goals and self-report his goal progress. Invite family to celebratory events including Graduation, 100 Wave Kick Off and fundraising events. Distribute surveys to parents twice a year to obtain feedback and boys' progress on connecting with family and community. Use SDQ to identify boys' self-esteem, peer relationships, conduct and prosocial activity progress.</p>
<p><b>Goal: 4)</b> <b>Create an upward trajectory towards a healthy adult life.</b></p>	
<p><b>Measurable Objective:</b> 5) Host goal-setting activity to assist boys with setting short term and long-term goals, tracking their goals and resources needed to accomplish goals.</p>	<p><b>Outcomes and Tools to Measure:</b> Engage boys in goal setting activity at the beginning of the year and discuss goals with boys on a quarterly basis. Use SDQ and self-reporting during group circles to identify boys' self-esteem and their confidence in setting and attaining goals.</p>

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2019 to June 30, 2020

Applicant: Boys to Men Mentoring Network of Hawaii Inc.

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	63,900			
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
<b>TOTAL PERSONNEL COST</b>	<b>34,775</b>		<b>14,125</b>	<b>15,000</b>
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	8,500			
2. Insurance	1,500			
3. Lease/Rental of Equipment	0			
4. Lease/Rental of Space	3,500			
5. Staff Training	12,150			
6. Supplies - J Groups	5,100			
7. Telecommunication	0			
8. Utilities	0			
9. Advertising / Outreach	3,900			
10. Auto Reimbursements	6,750			
11. Conference / Workshops	3,750			
12. Mentor Trainings - Advanced	8,500			
13. Mentor Groups - Food budget for boys	6,000			
14. Office / Program Supplies	1,750			
15. Supplies Mentors	3,825			
16.				
17.				
18.				
19.				
20.				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>65,225</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>0</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>0</b>			
<b>E. CAPITAL</b>	<b>0</b>			
<b>TOTAL (A+B+C+D+E)</b>	<b>100,000</b>		<b>14,125</b>	<b>15,000</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	100,000	Duane Elliott		808-960-8188
(b) Total Federal Funds Requested	0	Name (Please type or print)		Phone
(c) Total County Funds Requested	14,125			1-17-2018
(d) Total Private/Other Funds Requested	15,000			Signature of Authorized Official
<b>TOTAL BUDGET</b>	<b>129,125</b>	Duane Elliott - Executive Director		
		Name and Title (Please type or print)		

**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2019 to June 30, 2020

Applicant: Boys to Men Mentoring Network of Hawaii Inc.

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	Full	\$66,000.00	15.00%	\$ 9,900.00
Program Director	Part	\$24,600.00	40.00%	\$ 9,840.00
Oahu Lead Facilitator	Part	\$28,800.00	70.00%	\$ 20,160.00
Lead Facilitators - 6 men	Part	\$24,000.00	100.00%	\$ 24,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				<b>63,900.00</b>

**JUSTIFICATION/COMMENTS:** Each school has a lead facilitator that is paid \$400 a month for 10 months of the year. Volunteer support mentors are not paid.

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2019 to June 30, 2020

Applicant: Boys to Men Mentoring Network of Haw

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				

**JUSTIFICATION/COMMENTS:**

Not applicable - we are not requesting captial equipment or motor vehicles.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				

**JUSTIFICATION/COMMENTS:**

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2019 to June 30, 2020

Applicant: Boys to Men Mentoring Network of Hawaii

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2017-2018	FY: 2018-2019	FY:2019-2020	FY:2019-2020	FY:2020-2021	FY:2021-2022
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
<b>TOTAL:</b>						
<b>JUSTIFICATION/COMMENTS:</b>						
NOT APPLICABLE - WE ARE NOT REQUESTING A CAPITAL REQUEST						



**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Boys to Men Mentoring Network of Hawaii, Inc.

Contracts Total: 1

14,125

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY</b> (U.S. / State / Haw / Hon / Kau / Mau)	<b>CONTRACT VALUE</b>
1	Group Mentoring Program	9-2018 - 8-2019	County of Hawaii	State	14,125
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3					
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**BOYS TO MEN MENTORING NETWORK OF HAWAII  
BOYS TO MEN MENTORING IN-SCHOOL BASED GROUP MENTORING CIRCLES  
PROGRAM EXPANSION: OAHU, LANAI AND MOLAKAI**

**PROPOSED STAFFING PATTERN-WEEKLY SCHEDULE**

*Program Staffing pattern is based on each school's schedule, may vary occasionally due to vacations, holidays and when school is closed*

SUN	TIME:**	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	9:00 AM		School 1	School 2	School 3		
			Lead Facilitator	Lead Facilitator	Lead Facilitator		
			Volunteer Mentors - 3*	Volunteer Mentors - 3*	Volunteer Mentors - 3*		
	10:00 AM						
	11:00 AM						
	12 NOON						
	1:00 PM		School 4	School 5	School 6		
			Lead Facilitator	Lead Facilitator	Lead Facilitator		
			Volunteer Mentors - 3*	Volunteer Mentors - 3*	Volunteer Mentors - 3*		

\*Mentors will be recruited once grant award has been received

\*\*Weekly group circle meetings are for 1 hour from 9:00 am to 1:00 pm