

Eligibility

Completed by girlslightourway@gmail.com on 4/26/2023 8:33 PM

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

Eligibility

Please provide the following information.



City of Peoria Violence Prevention

City of Peoria
419 Fulton Street
Peoria, IL 61602
309-494-8600

Applications are available to not-for-profits, 501(c)3 organizations, and government agencies to provide violence prevention programs for City of Peoria residents.

Programs must meet the criteria of one of five priority areas: Thriving Neighborhoods, Empowered Youth & Young Adult, Restorative & Resilience, Intervention, or Violence Reduction. For these categories the minimum funding request is \$50,000 and the maximum funding request is \$400,000. All programs must be evidence-based and have measurable results. A total of \$1,200,000 is available for violence prevention with \$700,000 in federal funding from the American Rescue Plan and \$500,000 in state funding from the Illinois Department of Commerce and Economic Opportunity (DCEO).

There is also funding available specifically for Workforce Training. In addition to measuring the number of people served, these programs must also measure how many clients are connected to permanent employment. The minimum request for Workforce Training is \$150,000 and the maximum is \$300,000. A total of \$300,000 is available for Workforce Training in state funding from the Illinois Department of Commerce and Economic Opportunity (DCEO).

Eligible applications will be reviewed by the Community Development Block Grant (CDBG) Public Services Advisory Commission and agencies will be notified of funding decisions following City Council approval.

Questions? Contact grants@peoriagov.org

1. Does your program serve low-income residents of the City of Peoria?

Yes

2 Is your organization (or the lead agency) a not-for-profit, 501(c)3, or government agency?

NOTE: If your organization does not meet this requirement, you may partner with a qualifying "lead agency" that will serve as your fiscal agent.

Yes

3 Does your organization (or the lead agency) have a completed audit for its most recent fiscal year? (This must be a full audit. 990 forms do not meet this requirement.)

NOTE: If your organization does not meet this requirement, you may partner with a qualifying “lead agency” that will serve as your fiscal agent.

Yes



IF YOU ANSWERED 'NO' TO ANY OF THE ABOVE QUESTIONS, YOUR ORGANIZATION DOES NOT QUALIFY FOR VIOLENCE PREVENTION FUNDING.

A. Applicant Agency Information

Completed by girlslightourway@gmail.com on 5/11/2023 10:54 PM

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

A. Applicant Agency Information

Please provide the following information.

A.1 Violence Prevention Program Title

PLOWing for Peace

A.2 Organization Name

Girls Light Our Way DBA Peoria Lights Our Way

A.5 Address

1325 W Holly Hedges Dr Suite 32 Peoria, IL 61615

A.3 Contact Person

Dawn Harris Jeffries, PhD

A.4 Title

President & CEO

A.6. Contact Phone Number

(917) 770-6058

A.7. Contact Email Address

girlslightourway@gmail.com

A.8 Program operating location if different than listed above.

various locations in Peoria various Peoria Public Schools
Locations Peoria, IL 61605

A.9. If partnering with a lead agency, lead agency name:

NOTE: If your organization is not a not-for-profit, 501(c)3, or government agency, AND/OR does not have a completed audit for its most recent fiscal year, you may partner with a qualifying "lead agency" that will serve as your fiscal agent. If partnering with a lead agency please complete this Lead Agency Agreement below.

Please complete and upload the Fiscal Sponsor Agreement



[Fiscal Sponsor Agreement](#)

****No files uploaded**

A.10 Lead Agency contact name, email and phone number

Dawn Harris Jeffries, Ph.D.

A.11 Date of Incorporation

12/31/2014

A.10 Federal Employer Identification Number

47-1519825

A.11 City of Peoria EEO

An EEO number shows that an organization has registered with the City of Peoria as an Equal Employment Opportunity organization. Please follow the instructions on [this form](#) to register. For more information on completing the form, please see this [instruction guide](#).
03765240331

A.12. Agency Unique Entity Identifier (UEI):

All agencies receiving federal money must register for a UEI. In April 2022, The federal government phased out the use of the DUNS replacing it with the UEI. For more

information please [click here](#)

KRULWW7SLF85

A.13. SAM Cage Code # and Expiration

All agencies receiving federal money must register for a SAM Cage Code. Please visit www.sam.gov to register for free. Please also provide the expiration date of the SAM Cage Code. Agencies must have a DUNS number to register for a SAM Cage Code

7M2G3

A.14 Agency Annual Operating Budget

\$227,675.00

A.15 Number of Paid Staff

6

A.16 Number of Volunteers

10

B. Funding Requested

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

Completed by girlslightourway@gmail.com on 5/12/2023 9:09 AM

B. Funding Requested

Please provide the following information.

B.1 Requested Amount: Min \$50,000 and Max \$400,000

NOTE: The Minimum request for Workforce Training is \$150,000 and the Maximum is \$300,000.

\$400,000.00

B.2. Total Project Budget

\$0.00

B.2 Number of Unique Clients to be served

300

B.4 Priority Area

Thriving Neighborhoods

B.5 Please provide a Detailed Project Budget for administrative costs

Item	Amount	Short Description
Personal and Fringe	\$0.00	All costs (including admin) are budgeted and allocated directly to programs.
Other	\$0.00	
	\$0.00	

B.6 Please provide a Detailed Project Budget for direct program costs

Item	Amount	Short Description
Personnel and fringe Direct expenses	\$40,000.00	Director's Oversight, Research Tracking, Partner development, Reporting, Training, programming
Travel	\$0.00	
Equipment	\$40,000.00	Lawn mowers, edgers, gardening tools, painting tools, etc.
Materials and Supplies	\$40,000.00	Trees and flowers to be planted during the program.
Contractual	\$50,000.00	Stipends for two professional landscapers to help teach and guide participants about the essentials of lawn care service and caring for plants.
Program Expenses	\$10,000.00	Social Media resources, phone outreach, radio and television programming, press releases, and materials for Participants to

		have a uniform shirt to wear while engaging in the program.
Other	\$10,000.00	Allocated Admin - allocation of insurance, transportation, expenses-tracking
Other	\$200,000.00	Participants as partners - stipends to participants. One most significant reasons and issues causing gun-related violence is poverty. One of the most impactful solutions to reduce gun-related violence is workforce development and income for the family, GLOW wishes to provide the participants barrier reduction funds in the form of incentive stipends for participation and feedback. The largest portion of the grant funding request is the incentive and barrier reduction fund totaling \$200,000. It maintains dignity and modest income for participants and their families as they learn to tackle issues of violence.
Other	\$10,000.00	Participant Specific Tracking & Day-to-day Project Management, Client Scheduling & Confirmations
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
	\$400,000.00	

C. Program Information

Completed by girlslightourway@gmail.com on 5/11/2023 10:53 PM

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

C. Program Information

Please provide the following information.

C.1. Provide a brief description of your proposed program and goals. Describe the work to be performed, including the activities to be undertaken or the services to be provided, frequency and duration of services to be received by the average client or participant, and who will be carrying out the activities.

Girls Light Our Way DBA – Peoria Lights Our Way will offer The Peoria Lights Our Way (PLOW) Thriving Neighborhoods is a pre-employment training program that will serve 50 participants. At-risk youth moving into adulthood are a population who often struggle with viable employment. This program will provide employment training, valuable “real world” employment experience, and increased income directly to this specific population. Youth and young adults ages 16 - 24 will benefit from mentorship and intensive training to help them build employment, leadership and life skills. Training will be designed to build the skills identified by GPEAK and the State of Illinois as “Essential Employability” competencies and will include the following skills: communication, cultural competence, adaptability and flexibility, teamwork and conflict resolution, problem solving, decision making, critical thinking, initiative and self-drive, reliability and accountability, and planning and organization. Training will also include General employment topics such as: how to conduct a job search, complete an employment application, create a resume, how to dress for an interview, practice interviews, and appropriate workplace attire and behavior. Additional life skills training topics to include: self-efficacy, self-esteem, mental health and wellness, fiscal education and budgeting. While participating in training, participants will also benefit from part-time employment throughout the community with one of the program’s employment partners - earning income and gaining valuable work experience. Participants will work 4 days a week, 4 hours a day and be paid a wage

C.7. Describe the number of people to be served and the outcomes that will be measured. (Please see program guidelines for example measurable results. Multiple outcome measures must be included.) What is the basis for selecting the outcomes and how do they demonstrate achievement of the overall goals of the project? Describe the evaluation tools that will be used to track/monitor the progress of the activity, how progress will be measured, why these measures were chosen, and how these methods are evaluated. If you are expanding a current program or reinstating a previous program, please discuss the impact the program has had in our community, specifically highlighting quantitative and qualitative outcomes.

The total number of Unique Clients to be served is between 375-500, including both participants and clients of the program. The target population for this program is youth and young adults ages 16 - 24 who face significant barriers to employment; including, but not limited to; a disabling condition, generational poverty, lack of a high school diploma, low level of employable skills, illiteracy, no history of stable employment, and criminal backgrounds, who reside in neighborhoods that demonstrate community risk factors for violence. While the target population for this program is ages 16 – 24, other individuals outside of that age range with a desire to secure employment may also be served.

This program will serve 50 direct participants and the outcomes are as follows:

To provide employment training and part-time employment to 50 individuals.

- 90% of individuals served will increase their income.
- 75% of individuals served will maintain their employment after the program concludes.
- 90% of the individuals served will benefit from improved

of \$30 per hour doing landscaping, light vandalism remediation, and light carpentry and painting. At the conclusion of the program participants may apply to work for the Girls Light Our Way partner or strike it out on their own as an entrepreneur. Should they decide to become an entrepreneur the participant will have an opportunity to “purchase” the landscaping equipment and tools by working additional days at \$15/hour. We say “purchase” as an effort to avoid secondary sales. The distribution of stipends and bonus funds will be guided by the following participation and incentive policy:

Participants must complete the following requirements:

- Participate in pre/post survey discussions at each session.
- Be on time for all sessions, only three tardies will be allowed.

- Complete all mandatory sessions and training.

Participants will not be paid for missed sessions.

- Breathe and think through what they have learned and what they can do with the training to make their life’s path different.

- Think through your decisions and scenarios completely to various endings until you find one that does not end in any type of violence or suspension.

- Think about what you would have a legislator do (i.e., vote for/against) to assist you and your life as a result of this session.

- What would you do differently to resolve a situation as of this session? What would you continue to do?

- Practice reflection at the end of each day, week, month, season. Journal if you can.

- Learn the Tenets of Taekwondo during the series.

Note: Make-up sessions will be made available at the discretion of the session leader. If any of these rules are of concern to you, please be sure to discuss it with Ms. Dawn or a session leader. Our rules are always subject to change and evolution.

These stipends are vital to program implementation as incentive for active participation, a technique to address poverty as a barrier to full participation, and to support research-based evidence that youth/young adult employment programs reduce crime in poverty-stricken areas.

The purpose of this program is to provide working opportunities to participants, to provide training of specific skills such as landscaping, painting, planting flowers, trees, and shrubs, as well as teaching skills for self-efficacy (this

employment skills including: communication, cultural competence, adaptability and flexibility, teamwork and conflict resolution, problem solving, decision making, critical thinking, initiative and self-drive, reliability and accountability, and planning and organization.

- 25% of individuals served will continue building employment skills by pursuing an apprenticeship in the skilled trades.

- Some individuals served will receive a small amount of money to purchase clothing or reduce another barrier of maintaining.

Participants will complete a Career Cluster Inventory, work readiness activities, and post-assessments as necessary to demonstrate work readiness skills improvement. At the end of two weeks of employment, participants will complete a worksite skills assessment using the tools provided. Each participant will also complete these and other assessments at the conclusion of the paid work experience. Throughout employment period, participants will be provided with support services based on their individual needs including employment support services, social emotional support services, life skills development, educational support services, and career plan development. At the conclusion of the paid work experience, youth will apply what they have learned in the workforce to their further education or to an apprenticeship or employment training program.

Skills development will be measured using pre- and post-evaluations using the Illinois Essential Employability Skills Assessment. Because this program addresses poverty as a contributing factor to violence, performance measures were selected to measure improved skills, increased income and employment retention as ways to assess improved family stability. Industry-specific assessments will also be used to measure specific job skills in relation to specific employment opportunities. Assessments will be accessible to all and modified to meet the needs of the individual being served. For example, questions will be read verbally to those who struggle with reading.

In addition to the assessment tools outlined above, program effectiveness will be evaluated using information compiled about the completion of activities and through observation and discussion. At the end of each session, GLOW staff and participants discuss the day’s activities. Participants will share what they learned to ensure clarity and understanding and provide examples of real-life applications of the discussion topic. Employment partners

includes following through on activities agreed upon at regular times, returning calls and communicating effectively, and learning time management skills). The final goal of this program is to “sell” participants the tools they need to be successful so they can take pride in their work after project completion. This program supports the mission of GLOW by equipping participants with the skills needed to create a pathway out of poverty.

GLOW will contract two (2) local landscaping professionals to work with a group of 50 participants to teach specific skills like landscaping, painting, planting, and caring for vegetation like flowers, trees, and shrubs. Andre Shaw, of Andre Shaw’s Handyman Services, will lead one of the groups for landscaping and minor vandalism removal. Tony Barron of Barron’s Services will lead the other group with landscaping only. Participants will get “real world” job experience working with the landscaping professionals, offering services to households within the same zip codes of greatest need (61602, 61603, 61604, 61605, and 61606). This will also provide opportunities for networking for the participants, should they decide to pursue this line of work following program completion.

Peoria residents (clients) in the zip codes with the highest need for landscaping and lawn services and minor vandalism repairs will have an opportunity to request services via a link on the Girls Light Our Way website/Google Survey. Once clients have been verified, that will allow Andre, Tony and their teams to set a scheduled day and determine the best, most efficient route for participants.

C.2. Explain specifically how this program addresses the Priority Area selected on the previous page. How does the program address the goal of violence prevention in the City of Peoria?

This program addresses two-fields: to provide participants with skills to improve their lives and to clean up and beautify areas of high crime in Peoria. Citizens within the targeted demographic will benefit from this program, learning employment skills, vocations and trades, and have an opportunity to earn income through viable means. This program will help to beautify Peoria, specifically in these low-income zip codes where vegetation is scarce. There is research to support the positive effects of being among nature, but also that crime rates have been generally lower in areas with more vegetation. Participants will be

will also be asked to provide feedback on the program and to evaluate the part-time employees they have working for them. Educational session leaders will also provide feedback on performance of participants. Attendance and adherence to program and incentive rules will also be tracked and used to evaluate the program’s success. While the number of participants in the program will be limited to 50, clients who will benefit from the program include up to 150 households within disproportionately impacted areas. The clients will benefit from lawn service, landscaping service, and paint service at no cost. This will help to clean up and beautify the areas, supporting violence prevention in Peoria. Outcomes will be measured using multiple methods; this includes tracking the progress of knowledge, skills, and self-efficacy methods of participants through the program, tracking the number of client households and individuals serviced during the program, and tracking the number of trees, shrubs, and flowers planted in client neighborhoods during the program. GLOW utilizes a database that records information about all participants and clients who engage with the program. This program will allow GLOW to track the outcomes regarding participants and clients and the number of trees, shrubs, and flowers planted in client neighborhoods will be tracked by client.

We will track all forms of crime as reported by the Peoria Police Department and Crime Mapping for the areas, census tracts and zip codes. We will also track the following for the 50 specific participants and the areas they serve:

Recidivism Rates

- Crime Stats in Focused Area
- Arrest rates
- Earnings
- Employment Retention
- Education & Training
- Housing Stability
- Mental Health Stability
- Substance Use Stability
- Community Building
- Graduation Rates
- Participation Numbers

We also intend to track to the following outcomes for comparison:

planting vegetation like trees, shrubs, and flowers within these low-income zip codes, beautifying the area at no cost to the residents. Participants will beautify areas through lawn service, landscaping services, painting over graffiti and restoring public areas.

The key to Violence Prevention is to systematically reduce risks through prevention, intervention and increase resilience in individuals, families, and communities by expanding access to high quality, culturally competent, coordinated, social, emotional, and mental health supports that address the impact of trauma. GLOW invests in the mental health and well-being of young people who reside in communities impacted by gun violence, provides tools for healthy decision-making, and provides economic opportunity for a pathway out of poverty.

One of the most significant reasons and issues causing violence is poverty. One of the most impactful solutions to violence is workforce development and income for the families in impacted neighborhoods. GLOW wishes to provide the participants barrier reduction funds in the form of incentive stipends for participation and feedback - which maintains dignity and modest income for families as they work to improve their lives. Participants will build employment skills and experience through on-the-job training; engage in prosocial training to develop interpersonal and conflict resolution skills they can use to resist violence. At the conclusion of the program, they will use what they learned to continue to work for their employers, go into an apprenticeship program or further training, or even start their own small business.

According to crimemapping.com, acts of vandalism made up over one-third of all the reported crime in Peoria over the past six months, more than any other category of crime. The PLOW-TN program will address vandalism by employing participants to paint over graffiti and beautify those neighborhoods most impacted by crime. These areas do not have the resources to be able to do this alone. By helping to engage citizens in both work opportunities and the community they reside in, GLOW will work to prevent violence in Peoria.

There is also evidence that suggests contact with plants can be calming and healing. Many people turn to nature in times of deep struggle, finding oasis by the water, listening to white noise that is inspired by nature, spending time seeing the breeze blowing the leaves on the trees. "People derive benefits from plants in a wide range of situations, including active contacts or involvement such as

These small changes, like adding benches and planting vegetation like trees and flowers, make a big difference. Zimmerman states, "These surface-level environmental changes turned out to have a profound economic and societal effects...over time, community members reported fewer mental health problems, said they'd been victims of crime less often, and felt less afraid". The effects were actually measurable: crime within the area improved tenfold, with "assaults decreased 54%, robberies 83%, and burglaries 76% between 2013 and 2018". This area in Flint, Michigan is comparable to Peoria in both size, demographic, and poverty level. These citizens invested in their community to improve life for everyone, and it made a measurable impact.

C.8. For Workforce Training programs only, how many clients will you connect to permanent employment?

N/A

C.9. How will your organization track and record client demographics for the proposed program? How will you track outcome measures listed above?

All participants will complete a Career Cluster Inventory, pre-assessment work readiness activities, and post-assessments as necessary to demonstrate work readiness skills improvement. At the end of two weeks of employment, participants will complete a worksite skills assessment using the tools provided. Each participant will also complete this assessment at the conclusion of the paid work experience. Throughout the employment period, participants will be provided with support services based on their individual needs including employment support services, social emotional support services, life skills development, educational support services, and career plan development. At the conclusion of the paid work experience, youth will apply what they have learned in the workforce to their further education or to an apprenticeship or employment training program.

Skills development will be measured using pre- and post-evaluations using the Illinois Essential Employability Skills Assessment. Because this program addresses poverty as a contributing factor to violence, performance measures were selected to measure improved skills, increased income and employment retention as ways to assess improved family stability. Industry-specific assessments will also be used to measure specific job skills in relation to

gardening, and through more physically passive experiences such as viewing flowers in a park or looking at plants through a window.” This is stated in Influences of Passive Experiences with Plants on Individual Well-Being and Health, a research paper presented by Roger S. Ulrich and Russ Parsons of the Texas A&M College of Architecture. 61602, 61603, 61604, 61605, and 61606 are the neighborhoods in Peoria that our program will provide service to. This program not only benefits the participants, but also the clients who will be receiving lawn care, landscaping, and the planting of vegetation in their neighborhoods. “A large body of research on recreational experiences has indicated that leisure activities in nature settings with vegetation are important for helping people cope with stress as well as in meeting other non-stress-related needs”. Ulrich and Parsons report that “restoration from stress has emerged as a key perceived benefit in most of the research on urban parks and green spaces in residential areas.

According to an article published in 2018 by Marc A. Zimmerman, Director of the CDC-funded Youth Violence Prevention Center and Prevention Research Center at the University of Michigan, a study over five years was conducted in Flint, Michigan detailing the positive effects of small changes to urban environments in reducing violence. These small changes, like adding benches and planting vegetation like trees and flowers, make a big difference. Zimmerman states, “These surface-level environmental changes turned out to have a profound economic and societal effects...over time, community members reported fewer mental health problems, said they’d been victims of crime less often, and felt less afraid”. The effects were actually measurable: crime within the area improved tenfold, with “assaults decreased 54%, robberies 83%, and burglaries 76% between 2013 and 2018”. This area in Flint, Michigan is comparable to Peoria in both size, demographic, and poverty level. These citizens invested in their community to improve life for everyone, and it made a measurable impact.

C.3. How long has this program been in operation or is it a new program?

This is not a new program. This specific program is 4 years old.

C.4. What specific geographic area does the program serve? (List Census Tracts or City-Wide.)

specific employment opportunities. Assessments will be accessible to all and modified to meet the needs of the individual being served. For example, questions will be read verbally to those who struggle with reading.

In addition to the assessment tools outlined above, program effectiveness will be evaluated using information compiled about the completion of activities and through observation and discussion. At the end of each session, GLOW staff and participants discuss the day’s activities. Participants will share what they learned to ensure clarity and understanding and provide examples of real-life applications of the discussion topic. Employment partners will also be asked to provide feedback on the program and to evaluate the part-time employees they have working for them. Educational session leaders will also provide feedback on performance of participants. Attendance and adherence to program and incentive rules will also be tracked and used to evaluate the program’s success.

GLOW also utilizes a database that records information about all participants and clients who engage with the program. Through this database, we will create reports about participants and clients to track multiple features. This includes attendance record, contact information, demographic information, etc. This will help GLOW to track the outcomes of the effectiveness of the program, considering all factors.

C.10. How will outreach about program availability be conducted? What experience does your organization have with the target population of your program? What is your organization’s capacity to carry out the program and provide direct services and/or case management for participants?

Participants for the program will be recruited using radio, social media (Facebook, Twitter, & Instagram), local news appearances, and through other marketing activities. GLOW works closely with Peoria Public Schools to ensure the participation of underserved and marginalized youth. Peoria Public Schools are committed to ensuring these students have access to the benefits an extra-curricular education provides and devotes its resources to assisting GLOW in reaching these populations. GLOW will also utilize existing relationships with local social service agencies to identify and outreach to the target population. GLOW utilizes the following strategies to remove barriers

The program will be city-wide with preference to citizens in census tracts below War Memorial, Highway 150 in distressed zip codes. GLOW utilizes a detailed database of which distressed zip codes and census tracts have good natural resources and those considered “nature deficient”. We will confirm the tracts with the relevant members of the City of Peoria if requested. We will cross reference the “nature deficient tracts” with high crime tracts and start with those neighborhoods first.

C.5. Specifically, what is the need for the program, what does the program do, and what is the target population for the program? Describe how the activity addresses community needs to reduce violence in the community. Be precise in the project design and how it is linked to goals. Use data and facts for the need and provide sources for the data.

With a crime rate of 37 per one thousand residents, Peoria has one of the highest crime rates in America compared to all communities of all sizes - from the smallest towns to the very largest cities. The year 2021 broke a record for the record number of homicides in the city. In all, 34 people were the victims of homicide last year. The chance of becoming a victim of either violent or property crime in the city is one in 27. When you compare Peoria to other communities of comparable populations, it is significantly higher than average. Looking specifically at violent crimes, the rate is one of the highest in the nation. There has been a surge in property crimes and motor vehicle theft over the last few years.

Peoria has also in the top 10 worst cities for single mothers and the sixth most segregated city in the country. On top of this, it is trying to recover from one of the highest poverty levels, nearly 40%. Crime in the city of Peoria is especially prevalent in the 61602, 61603, 61604, 61605 and 61606 zip codes. Serving individuals residing in these areas, the GLOW team sees the impact that poverty, violence and crime has on the families in these neighborhoods every day. GLOW and its community partners strategically work towards transforming the lives of families by offering this whole life approach to health, wellness, and social mobility.

ds Assessment in 2020 to determine how best to meet the education, financial stability and health needs of people in central Illinois and Identified the following trends:

- The number of low-income households is increasing—as a larger percentage of households are earning less than

to participation:

- Providing services at multiple locations – utilizing partner facilities located in the areas of most need.
- Providing van transportation for the participants in need - \$5 will be charged each way to the participants (typical uber costs are \$15-20). Bus tickets will eventually be provided, and participants will be taught how to use the bus to arrive at the training locations.

Outreach will also be made to the probation department, local community colleges, participating employment partners, and to local trade organizations to recruit participants.

GLOW has extensive experience working in communities impacted by violence. GLOW partners with the local public schools and other social services organizations to provide activities-based leadership and educational programming to youth from pre-kindergarten through age 24 to improve their social mobility. GLOW helps youth and their families address food insecurity issues, provides literacy training and appropriate clothing for interview and work. GLOW assists youth entering the workforce by preparing them with the skills necessary to apply, interview, and secure and maintain employment. GLOW provides youth with access to specialized tutors and homework assistance to help reduce their educational gaps. They learn the value of giving back to the community through volunteering. GLOW connects youth with caring, adult mentors in their respective fields of interest to help guide them in the business and culture of the profession they would like to pursue. GLOW youth visit the local community college, Illinois Central College, to complete admissions and annual scholarship applications. GLOW graduates have proceeded to attend colleges around the state and country, as well as the United States military.

GLOW works to end systemic inequalities that affect the lives of local youth, seeks to build youth who are confident, disciplined, and always learning. GLOW helps girls youth from trauma or violence and grow into adults with healthy minds, bodies, and spirits. GLOW graduates become independent in their professional, academic, and personal lives. Because GLOW targets students who are living in poverty, the organization aims to equip youth with the necessary tools to find financial success and become active citizens of the community. In a culture that gives the most respect to the loudest voices, GLOW is an advocate

\$35,000, while the number of households earning \$35,000 or more has declined.

- Household income is disproportionately affected by race and gender, which is reflected in the level of income earned by educational attainment.
- Single-parent households—particularly those with a female head of household and children under 18—are much more likely to live in poverty.
- Low-income individuals have household situations that impact their ability to succeed academically. When a child is hungry and cannot concentrate, or when a single parent cannot find childcare so they can take a night class, the lack of resources to meet basic needs hinders their ability to learn.
- Chronic truancy has been linked to serious delinquent activity in youth and to significant negative behavior and characteristics in adults, while excessive student absenteeism is linked to higher rates of poverty, health challenges, community violence and difficult family circumstances.
- Income growth continues to be uneven by race, ethnicity and gender. The median income for Black households remains at or below pre-recession levels. Poverty rates are likely to worsen as a result of the COVID-19 pandemic.
- Many populations have difficulty finding work because they have lower levels of educational attainment, lack occupational or soft skills, and face other home or family life barriers. Populations most affected by workforce readiness barriers include: adults with a high school diploma/equivalent or less; people living in poverty; low-income, at-risk youth moving into adulthood; and racial/ethnic minorities.

GLOW acknowledges race and gender mobility gaps hold some workers back. Per the Brookings Institute, across the labor market, Hispanic and Black women face the lowest shares of upward transitions: 37 percent and 43 percent, respectively, well below the 57 percent for white men and 61 percent for Asian men. The gaps persist regardless of education: for Asian men with a bachelor's degree or higher, 75 percent of transitions are upward compared with only 56 percent for comparably educated Hispanic women. According to the Brookings Institute, many workers in low-wage occupations get trapped. Low-wage work is sticky. Over 10 years, only 43 percent of workers in low-wage occupations leave low-wage work. Their chances of moving up get smaller and smaller the longer they remain. Every four years, the probability of escaping low-

for racial justice and equity for the unheard.

Each of the GLOW educational sessions is led by a professional who is certified and/or trained for the respective activity. GLOW works with social workers, certified yoga instructors, black-belt Taekwondo instructors, professional designers, photographers, artists, producers, entrepreneurs, tradesmen, and more. GLOW has partnered with hundreds of professionals to provide girls with shadowing opportunities in businesses throughout the city of Peoria. The occupations the girls have been exposed to range from high-level corporate positions to small entrepreneurial businesses. Specialized sessions are offered for careers with access to confidential and sensitive data such as nurses, social workers, physicians, and educators. Nursing job shadow opportunities are led by nursing instructors from Bradley University and Methodist College School of Nursing. GLOW also utilizes community resources to provide educational sessions in a variety of fields. Game and computerized art design sessions are run by professional graphic designers and Bradley University students (under the direction of the college dean). GLOW has served more than a thousand girls over the past 11 years.

All GLOW staff are college educated and have been with GLOW since they successfully graduated from the pilot program. They understand how an individual's environment can contribute to racial and social inequity. Because of their roles as former program participants, they are uniquely positioned to relate to the needs of and understand the challenges faced by the girls and young women served by this program. They are fully informed of the impact of violence and how it plagues the community. They have successfully completed the curriculum sessions that will be provided to participants and have received training on trauma-informed care practices and the social determinants of health.

C.11. How does the program collaborate with other agencies? Describe your agency's working relationship with other organizations and describe services and programs by other agencies that will provide additional or similar services to your clients. Please detail the formal agreements and history of partnerships within the community. Do these agreements lead to cost savings for your agency?

wage work shrinks by half, with the chances reaching only 1 percent in their 10th year.

Below is more information regarding the specific zip code areas served by GLOW (all numbers match the following zip codes in order, ex: Zip-code 61602: 98, 111.4%, 52.3%, 66.2% 23.0%, \$18.2k, -3.0%, -5.9%, 91%, 6%, 2:7, 8%, 26%, 11%):

Zip codes: 61602, 61603, 61604, 61605, 61606

DCI Score: 98, 99.1, 8.6, 97.1, 97.1

No High School Diploma: 11.4%, 16%, 10.8%, 24.9%, 9.3%

Poverty: 52.3%, 34.1%, 17.9%, 41%, 27%

Unemployment: 66.2%, 39.6%, 23.7%, 46%, 20.2%

Housing Vacancy Rate: 23.0%, 21.2%, 12.1%, 21.4%, 16.4%

Median Household Income: \$18.2k, \$33.1k, \$47.6k, \$23.1k, \$44.4k

Change in Employment: -3.0%, -27.9%, -5.45, 6.3%, -22.4%

Change in Establishments: -5.9%, -4.7%, -7.7%, -2.1%, -12.0%

Children under 5 in Poverty: 91%, 50%, 29%, 60%, 23%

Children Without Health Insurance: 6%, 10%, 1%, 4%, 3%

Child to Adult Ratio: 2:7, 10:29, 6:19, 6:13, 6:31

Individuals Without Insurance: 8%, 12%, 5%, 9%, 8%

Population under 18: 26%, 26%, 22%, 27%, 14%

Population over 65: 11%, 11%, 18%, 14%, 8%

GLOW acknowledges that youth and young adults in our community are faced with hunger, poverty, violence, and other adversities and trauma. These dimensions foster and perpetuate each other and have a direct impact on their lifestyle, nutritional levels, education, and day-to-day experiences. Emily Blankenberg referred to Maslow's hierarchy of needs and the desire to follow the law.

"Maslow said that each individual looks to complete a hierarchy of needs. Those needs include basic needs for survival (i.e., food, water, and shelter). Therefore, when an individual is deprived of a basic need there is an increased amount of economic, physical, mental, and emotional stress that the individual feels. When a large group is denied these rights- including continuous access to food, access to clean drinking water, access to shelter - the marginal benefit to follow the law significantly diminished, while the incentives to break the law increases".

According to the Centers for Disease Control and Prevention, the Community Risk Factors for Violence include:

- Diminished economic opportunities

GLOW collaborates closely with corporate and agency partners all over the county. Agency partners assist with providing access to wraparound services to address each client and participant's individual needs. GLOW also partners with OSF HealthCare, UnityPoint Hospital, University of Illinois College of Medicine, Eureka College, Know College, Methodist College of Nursing, several departments at Bradley University and corporations and businesses, such as Caterpillar, Merrill Lynch, Raytheon, Lowes, and Justine Peterson to provide services. Numerous partnerships with local business owners, tradesmen, baristas, local food banks, and trauma-focused self-care workshops led by local social workers enhance delivery of program services. For example, GLOW partners with a local community center housed in the distressed area to access space for meal preparation. Local businesses also provide career mentorship. GLOW collaborates with mid-sized banks and engineering firms, local business owners, chefs, and restaurateurs and coffee shop owners, large and small accounting firms - who are all looking to hire individuals to give them a chance at equity.

GLOW already has an established relationship and is an active participant in SafetyNet, our local community's violence prevention organization. Local social service agencies, in addition to providing sites for programs, will also be utilized to provide referrals for eligible program participants. Existing relationships with other service providers will be utilized to meet the needs of participants with more specialized support needs.

For the purpose of this program, GLOW will also be collaborating with the following employment partners to provide part-time employment opportunities to the individuals served in a variety of industries and skilled trades, including but not limited to:

- Andre Shaw Handyman Services – general carpentry and landscaping
- Tony Barron's Lawn Service
- Bradley University's Accounting Department – A few upperclassman students and the chair of the department
- AS Solutions - accounts payable clerk

Other collaborative partnerships will provide linkage to needed resources for participants including:

- PCCEO – general self sufficiency
- Minority Business Development Center – resources for

- High concentrations of poor residents
- High level of transiency
- High level of family disruption
- Low levels of community participation
- Socially disorganized neighborhoods

GLOW's PLOW-TN Program seeks to impact violence by building employment skills and providing economic opportunity to youth and young adults ages 16-24 who are impacted by poverty and reside in neighborhoods demonstrating these risk factors.

The need for this program is two-fold: to provide participants with skills to improve their lives and to clean up and beautify areas of high crime in Peoria. Citizens within the targeted demographic will benefit from this program, learning employment skills, vocations and trades, and have an opportunity to earn income through viable means. This program will help to beautify Peoria, specifically in these low-income zip codes where vegetation is scarce. There is research to support the positive effects of being among nature, but also that crime rates have been generally lower in areas with more vegetation. Participants will be planting vegetation like trees, shrubs, and flowers within these low-income zip codes, beautifying the area at no cost to the residents. Participants will beautify areas through lawn service, landscaping services, painting over graffiti and restoring public areas.

According to the 2022 Annual Report prepared by the Peoria Police Department, "Total crime in 2022 increased by 4% compared to 2021 but is still on a downward trend from 2019. Violent Crimes increased by 11% in 2022, accounting for 26% of all crimes reported." While on the downward trend, we continue to work hard to provide resources, tools, knowledge, and opportunities for those who are most vulnerable to crimes. GLOW's target population is those who are living in poverty, with the goal to equip participants with not only knowledge, but also physical and mental tools to help find financial success and to break the cycle of poverty. We work to remove barriers to accessing reasonable work opportunities in Peoria, specifically 61602, 61603, 61604, 61605, and 61606 zip codes, where crime is most prevalent. Four categories make up violent crime: these include homicide, aggravated assault, sexual assault, and robbery. From 2021 to 2022, the number of murders decreased from 33 to 24, but

individuals who want to start a business

GLOW collaborates closely with agency partners across the country. For the Partners as Participants program, we will contact agencies within the 61602, 61603, 61604, 61605, and 61606 zip codes to determine if there is need amongst their client bases. Partnering with local agencies allows GLOW to reach more people in need across more neighborhoods in Peoria. GLOW has enjoyed long standing partnerships with many local entities. These collaborations are essential to extending the reach of each of our organizations, as when we work together, we can impact a larger number of people and it strengthens our Peoria community. These partnerships allow us to create more opportunities to reach more people in need.

Also, GLOW/PLOW has a relationship with the Peoria Chamber of Commerce. The CEO, Joshua Gunn and the Chamber Ambassadors have extensive relationships in the Greater Peoria and its surrounding areas. The CEO and several ambassadors have agreed to connect our participants with business owners who are willing to teach/train and provide general insights on the opportunity and practicalities of creating and running their own businesses. The corporate members will work with GLOW/PLOW to connect participants to job openings that fit participants best post training. If the participants lack certain technical skills needed for the job GLOW/PLOW will collaborate with them to find the most suitable occupation at the time and continue to collaborate with the participant to collect the skills needed for their most ideal job/career.

GLOW also collaborates with the Greater Peoria Unions, namely the local Carpenter's union. We have established a process and pipeline for enrolling our participants in the union and job opportunities until they are skilled enough to command their own assignments.

There are times when we identify a participant who has low literacy levels. They are ashamed of testing and not meeting the reading and math skill levels to pass the GED. And, while we want all our participants to obtain their GED or better what we really want is to help them find a job/career with a meaningful wage. Dr. Jeffries has partnered with Ph.D. level colleagues to assist our participants with honing the skills needed for specific jobs and trades.

Some trades do not require 12th grade levels of education.

aggravated assaults grew from 963 to 1,075 (Peoria Police Department 2022 Annual Report).

PLOW-TN will immediately address the need to reduce violence in Peoria by providing legitimate work opportunities, teaching new skills to participants, giving participants tools to complete the work, and will yield vegetation for citizens in Peoria. Crime is more prevalent in certain areas of Peoria. The citizens within those areas will be targeted participants for this program to help reduce future instances of crime. By providing skills and tools to help these citizens positively engage with and invest in their communities, future violence may be prevented. The program also works to clean up and beautify neighborhoods within Peoria, aiding in prevention of future crimes. Combined, they will hopefully result in a lower crime rate in those areas.

C.6. Provide information on how the program is evidenced-based. Provide clear, detailed information to support that project design. Please refer to research, third-party program evaluations or other objective data that indicates program design and note all sources of data. NOTE: Programs must be evidenced-based to be eligible for funding.

According to What Works In Job Training: A Synthesis of the Evidence published by the United States Departments of Labor, Commerce, Education and Health and Human Services, effective employment and training-related programs for youth and adults, particularly the most disadvantaged, include the following components:

- Early exposure to a range of career information and opportunities.
- Work experience for youth still in school to enhance educational outcomes.
- Work-based learning, when economically disadvantaged youth receive wages.
- Youth benefit from comprehensive and integrated models that combine education, occupational skills, and support services.
- A post-secondary education, particularly a degree or industry-recognized credential related to jobs in demand, is the most important determinant of differences in workers' lifetime earnings and incomes.
- The more closely training is related to a real job or occupation, the better the results for training participants.
- Lower-skilled individuals and those with multiple barriers

They only require a ninth-grade level of education to pass their respective trade exams. Dr. Jeffries is working with the local unions to address this limitation. Another example would be painters. The Painters' union does not require a Ph.D. but at least enough education to read the paint cans and measure effectively enough to mark off sections, and other skill related tasks. Painters in the union make \$30/hr. starting salary.

Perhaps the Thriving Neighborhoods program will encourage someone learning to paint over vandalism to be equally encouraged to paint as a union member for \$30. Or do work related to a Chamber of Commerce Member.

C.12. How does your agency practice and promote diversity, equity and inclusion?

GLOW strives to create a diverse team where its members are valued as individuals and work together as a team. The team provides services to a diversified target population regardless of gender, ethnicity, race, color, creed, religion, sexual orientation, national origin, age, physical or mental challenges, marital status, or any other cultural descriptors.

GLOW is an African American-led organization. As such, the issues of equity and racial justice are pre-eminent and inform every decision the organization makes and everything the organization does. GLOW works to advance the local economy and quality of life in Peoria by promoting education and improving the employability skills, self-sufficiency and social well-being of African Americans and people in need. Programs and services are designed to help to achieve greater equity for disparately impacted communities. GLOW has been working in disparately impacted communities for the past 11 years. Services are provided to people of all racial and ethnic minorities, refugees, immigrants, seniors, low-income earners, uninsured individuals, undocumented individuals, individuals with limited English proficiency, individuals with disabilities, and those experiencing homelessness. The programs and strategies employed by the GLOW are designed to improve financial, civic, and health equity by increasing access to services and community resources, empowering people to engage in improving their self-efficacy, and connect people with additional resources that will support their physical, social, environmental, and mental well-being.

to employment benefit from coordinated strategies across systems, and flexible, innovative training strategies that integrate the education, training, and support services they need to prepare for and succeed in the workplace. The program incorporates these elements providing opportunities to explore a variety of careers and earn wages, specialized industry-specific training to build employment skills, and support services to meet everyone's unique needs.

According to a 1980 National Longitudinal Survey of Youth study conducted by Jeffrey Grogger, National Bureau of Economic Research Faculty Research Fellow, "almost everyone worked, whether they committed crimes or not." This survey was unique because it included questions indicating whether respondents had committed certain types of crimes and "what fraction of their income was derived from crime." This provides us with a fuller view of how crime activity and money are connected. "Young men are quite responsive to price incentives". Our goal through Partners as Participants is to provide opportunities to earn income through legitimate means, and to give the skill training to propel them forward to a more sustainable future.

There is also evidence that suggests contact with plants can be calming and healing. Many people turn to nature in times of deep struggle, finding oasis by the water, listening to white noise that is inspired by nature, spending time seeing the breeze blowing the leaves on the trees. "People derive benefits from plants in a wide range of situations, including active contacts or involvement such as gardening, and through more physically passive experiences such as viewing flowers in a park or looking at plants through a window." This is stated in Influences of Passive Experiences with Plants on Individual Well-Being and Health, a research paper presented by Roger S. Ulrich and Russ Parsons of the Texas A&M College of Architecture. 61602, 61603, 61604, 61605, and 61606 are the neighborhoods in Peoria that our program will provide service to. This program not only benefits the participants, but also the clients who will be receiving lawn care, landscaping, and the planting of vegetation in their neighborhoods. "A large body of research on recreational experiences has indicated that leisure activities in nature settings with vegetation are important for helping people cope with stress as well as in meeting other non-stress-

The mission of GLOW is to provide under-resourced students and young adults with access to tools for mental, nutritional, and physical wellness, self-efficacy, and literacies of power. The goal is to reduce disparities, inequality, and inequity for people born into poverty who deal with the outcomes of structural racism regardless of race, sexual orientation, religion.

GLOW's DEI plan is as follows:

GLOW commits and pursues 100% diversity, equity, and inclusion in operations for our diverse board, staff, partners, and program participants. GLOW believes that everyone deserves equitable experiences regardless of the race or where they live. The organization is committed to calling out implicit bias in partner programs when needed. GLOW is so dedicated to operating toward equity for our members, it is engrained into programs, operations, practices, and experiences. They accomplish this by:

- Meeting program participants where they are.
- Ensuring they ALL feel valued.
- Working to strengthen their self-worth and sense of self.
- Providing equitable access to opportunities in middle class habitus and frames.
- Teaching them how to navigate barriers and challenges of racism, sexism, and classism.
- Providing knowledge, various forms of literacy (i.e. print, financial, media, and critical consciousness), and programming led by people who believe in them.
- Providing them with opportunities to develop a strong sense of citizenship where all people are treated equitably.
- Providing access to apprenticeships and job opportunities.
- Ensuring the members understand that voting is a right and a responsibility.
- Providing them with tools to critically think through choices that can support or derail their paths out of poverty to pursue equity on their own.

All our current GLOW staff members grew up in the neighborhoods and schools in the most distressed areas in Peoria. They understand the complex issues facing the community and leverage their substantial social capital on behalf of the participants of all the GLOW programs, to help community members reach their personal and professional goals. They are educated, civic minded individuals, and committed, with significant social capital,

related needs". Ulrich and Parsons report that "restoration from stress has emerged as a key perceived benefit in most of the research on urban parks and green spaces in residential areas".

Journalist Randi Hacker (Center for East Asian Studies, University of Kansas), states in her Beautification Bashes Burglary report that residents in Sugunami, a neighborhood in Tokyo, Japan, began Operation Flower. This effort began "when a neighborhood watch group reported that streets with flowers had fewer burglaries". In 2002, a group of dedicated volunteers took to the large task of planting seeds in front of residences and near streets in the neighborhood. By 2008, their crime rate had dropped nearly 80%, going from a "record 1,710 break-ins in 2002, reported only 390 in 2008". This is due to many factors, including more people out and about caring for their plants, not staying isolated in their homes.

According to an article published in 2018 by Marc A. Zimmerman, Director of the CDC-funded Youth Violence Prevention Center and Prevention Research Center at the University of Michigan, a study over five years was conducted in Flint, Michigan detailing the positive effects of small changes to urban environments in reducing violence. These small changes, like adding benches and planting vegetation like trees and flowers, make a big difference. Zimmerman states, "These surface-level environmental changes turned out to have a profound economic and societal effects...over time, community members reported fewer mental health problems, said they'd been victims of crime less often, and felt less afraid". The effects were actually measurable: crime within the area improved tenfold, with "assaults decreased 54%, robberies 83%, and burglaries 76% between 2013 and 2018". This area in Flint, Michigan is comparable to Peoria in both size, demographic, and poverty level. These citizens invested in their community to improve life for everyone, and it made a measurable impact.

All of the previously stated evidence supports the goal of violence prevention in the city of Peoria. Participants will gain skills and tools to improve their personal lives, but their work through the program will also help to improve disproportionately affected areas within Peoria. There are mental health benefits of being with nature that both participants and clients will benefit from. Participants will benefit by interacting with vegetation and learning how to care for it, as well as clients who will benefit from having vegetation around their residences and in public areas.

and strong ties to members and leaders in the community. The staff and partners will administer the program and serve as mentors for the participants.

GLOW makes a conscious, dedicated effort to ensure its leadership is representative of the population served. 95% of GLOW's Board of Directors are African American women; 2% are African American male/LGBT; 1% Latina (Latin American Female); 1% are Caucasian female and 1% are Caucasian male. GLOW leadership use their diverse backgrounds and an equity lens on a ongoing basis to analyze the impact of policies and procedures on marginalized communities and to ensure equitable outcomes. In addition, many of GLOW's program offerings are designed specifically to meet the needs of diverse populations. GLOW staff who are representative of the population served. 94% are African American female, 2% Caucasian female, 2% are Hispanic-Latino, 2% are Latino males.

To assist its team in becoming culturally proficient, training will be scheduled on a consistent and regular basis in the areas of cultural awareness and competency. Diversity Equity and Inclusion Training will be provided by Dr. Dawn Jeffries.

C.13. Please provide a breakdown of your current staff demographics by race/ethnicity and gender identity.

The organization has one full-time employee. Educational sessions will be led by representatives from the trade organizations and business owners. Stipends are paid to student workers as a barrier reduction for administrative work. All GLOW staff are college educated and have been with GLOW since they successfully graduated from the pilot program. They understand how an individual's environment can contribute to racial and social inequity. Because of their roles as former program participants, they are uniquely positioned to relate to the needs of and understand the challenges faced by the young adults served by this program. They are fully informed of the impact of violence and how it plagues the community. GLOW staff who are representative of the population served. 94% are African American female, 2% Caucasian female, 2% are Hispanic-Latino, 2% are Latino males.

C.14. Please provide a breakdown of your Board of Directors or governing body by race/ethnicity and gender

Clients will also see cosmetic improvements to their residences, including lawn care, landscaping, painting, etc. Evidence suggests the impact of adding vegetation on crime rates in urban areas, which supports violence prevention efforts in Peoria.

identity

GLOW makes a conscious, dedicated effort to ensure its leadership is representative of the population served. 95% of GLOW's Board of Directors are African American women; 2% are African American male/LGBT; 1% Latina, 1% are Caucasian female and 1% are Caucasian male.

C. Program Information Cont'd

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

Completed by girlslightourway@gmail.com on 5/12/2023 9:24 AM

C. Program Information Cont'd

Please provide the following information.

C.15. Staff Qualifications: Please identify key program staff, titles and include background and qualifications (education, experience, training, etc.). Include ALL staff to be funded with Violence Prevention funds and staff that will compile reports. If the position has not been hired, please include requirements in job description in the background section.

Staff Member	Name	Title	FTE on This Program	Grants Funds Used
Dawn Jeffries	GLOW	Founder & President, Grant Oversight, Strategy and Implementation, Interaction with Partners	Yes	Yes
Landscaping Professional to teach participants	Andre Shaw	Owner, Carpentry & Landscaping	No	Yes
Landscaping Professional to teach participants	Tony Barron	Owner, Tony Barron Lawn Services	No	Yes
Social Worker - General Career Readiness training as a part of administration and participant resources	Janet Rodriguez	GLOW - Social Worker	No	Yes
College Educated Program Manager responsible for participant and client tracking and scheduling	Alexys Evans	GLOW - Education & Operations	No	Yes
College Graduate & Law Student responsible for client engagement and grant tracking; She will also assist with Career Readiness Education &	Kiamber Russell	GLOW - Education & Operations	No	Yes

Tracking				
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C.16. Are there or will there be any program membership or fees charged to the participant in the proposed program?

No

C.17. What is your organization's experience in managing publicly funded projects? Describe any specific experience your organization has in the administration of federal, state, and local government funds. If you are using a fiscal agency, you may list the information for that agency.

GLOW Founder and CEO Dawn Jeffries has an extensive background in managing and providing oversight of federal, state, and local funds. Her most recent grant oversight tasks included management and allocations of grants for Illinois State Criminal Justice Information Authority, Department of Commerce and Economic Opportunity, Department of Public Health, Department of Children and Family Services; federal grants with the Department of Labor, and several local grants such as City of Peoria's CDBG and TIF grants, and Edwards Power Plant settlement grants. GLOW also partners with two organizations with federal, state, and local grant project expertise who provide Certified Public Accounting Services and who are responsible for the general oversight of GLOW financials – Bradley University and AS Solutions.

Consultants have managed federal grants and help when needed. Bradley University staff have significant experience with federal, state, and local funds.

C.18. List funders for the last two years (including the City of Peoria, if applicable) and describe type and frequency of monitoring. Also describe any findings, the resolution of those findings, and any monetary penalties incurred.

Greer- Quarterly.

Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting. Finally, inputs are added and updated within the Greer database for quarterly measures.

Peoria Public Schools- Monthly-Quarterly.

Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting.

Brooks- Monthly.

Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting.

Peoria Medical Society Alliance- Quarterly.

Per the Alliance's request - A description of each session was drafted in WORD, photos were taken and submitted with the formal report with dates, participant numbers, goals, objectives, Qand outcomes.

Caterpillar- Quarterly.

Daily activities were tracked by excel spreadsheets.

Best Buy - quarterly - tracked by spreadsheets.

American Medical Society Alliance Health and Education Initiative - Quarterly - by spreadsheets.

C.19. Describe your organization's financial reporting system/accounting procedures and time keeping system regarding the proposed activity. How will your organization separate Violence Prevention funds from other funds for identification, tracking, and reporting? Describe your organization's internal controls that minimize opportunities for fraud, waste, and mismanagement.

GLOW is a small but growing nonprofit. As such, the organization does not require a sophisticated financial or accounting system for accounting now. The GLOW time tracking system is a commercial web-based tool with features for time tracking required for grant monitoring. Since we only pay stipends to students and session leaders for work performed for programs the current tool is sufficient. That said, all financial activity is tied to the organization's card

or checks which are recorded by the organization's banking system. Financials are created using downloads from the online banking system and submitted to an independent accounting firm for review.

Violence Prevention funds will be held in a separate sub-account for reporting, tracking, and reporting. Timekeeping will be tracked in the web-based tool. At the year's end GLOW's accounting firm will finalize financials, all receipts, policies and procedures, and conduct a full scope audit. The secondary view for internal controls to verify that there was no fraud, waste, or mismanagement comes from partners at the Bradley University Accounting Department. As our partner, a CPA professor and class of soon-to-be accountants will validate and verify activity. A second CPA volunteer is owner of a mid-sized firm who will monitor and confirm for our third-party auditors at year end.

C.20. As a part of the application process, your agency or sponsored fiscal agency must have conducted and must submit a copy of its most recent audit.

In the most recent audit, were any findings issued?

No

C.21. Is your agency required to complete a Single Audit?

No

C.22. Explain in narrative form how Violence Prevention funds will be used as shown in the proposed budget (e.g. describe specific direct service and administrative positions for the program). Describe the specific need for all items outlined in the budget and how you will ensure that all costs are reasonable per 2 CFR Part 200. Describe your program funding source diversity if applicable. Provide details on program expenses and explain how the cost per unit of service and the cost per unduplicated client are reasonable for this program.

Gun violence is costly and while costs vary depending on the circumstances of the incident, each gun fatality costs taxpayers an average of \$273,904 for the initial and long-term repercussions of that incident, and each nonfatal injury costs \$25,150. As the State seeks to close budget shortfalls, a \$250,000 investment in Girls Light Our Way for 100 women and girls may help to lower incidents and costs. The \$250,000 investment, which is less than the gun fatality cost for a single taxpayer, would cover the following for its participants.

Thriving Neighborhoods

GLOW is requesting a total of \$400,000 for the program. Based on the categories listed for the Detailed Project Budget above, costs for PLOW-TN have been allocated like so:

- \$200,000 is to be allocated to stipends to participants within the program. Participants are paid to engage with the program. This provides a viable method of income to prevent further instances of crime among the participants, as well as providing an incentive to continue engaging with the program. One of the most significant issues that influences violence is poverty, while one of the most impactful solutions to prevent violence is workforce development and income for the family. GLOW wishes to provide the participants barrier reduction funds in the form of incentive stipends for participation and feedback. The largest portion of the grant funding request is the incentive fund totaling \$200,000. This funding is needed to maintain dignity and provide modest income for families as they work to improve their lives. All incentive funding will be distributed in accordance with the described previously in this proposal;
- \$40,000 is to be allocated to the grant and team lead, Dr. Dawn Harris Jeffries, for oversight, guidance, partnership development, reporting oversight and preparation assistance, and general grant direction. Dr. Jeffries takes care of all day-to-day operations regarding GLOW and will serve as the team lead for this program;
- \$40,000 is to be allocated toward the purchase of equipment in support of the program goals. This includes, but is not limited to: lawn mowers, lawn edgers, gardening tools and gloves, painting tools, etc;

- \$40,000 is to be allocated toward the purchase of vegetation. This includes trees, shrubs, and flowers that are to be planted throughout Peoria over the course of the program. This vegetation will mostly go in neighborhoods of clients served, but may also be used in public areas;
- \$50,000 is to be allocated toward stipends for two (2) professional landscapers to provide guidance and training to participants. These stipends are to help cover the cost of providing the skills and time provided by professionals;
- \$10,000 is to be allocated toward program expenses: including but not limited to, Social Media resources to help bolster participant and client engagement, phone outreach and press releases, radio and television programming, and materials for uniforms. Participants will be provided with a uniform shirt to wear during participation in the program. Client Specific Tracking & Daily Project Management has \$10,000 budgeted and Program specific allocations for insurance, transportation, expenses-tracking is \$10,000

Below you will find the per participant (pp) cost of 50 participants and 250 citizens getting lawn service.
 Director's Oversight, Research Tracking, Partner development, Reporting, Training, programming \$133pp.
 Group Leads - 2 leads \$167pp.
 Lawn Mowers, Edgers, Gardening Tools \$133pp.
 Client Specific Tracking & Daily Project Management - \$33pp
 Allocated Admin - allocation of insurance, transportation, expenses-tracking \$33pp
 Trees, Flowers, Plants \$133pp
 Social Media, Radio, Marketing \$33pp
 PAP (50 people) \$667pp This amount is more impressive than \$25,150 for a nonfatal injury and \$273,904 for a gun fatality as presented above.

C.23. Is there any additional information you want to mention? Use bullet style for each item in the space provided.

Each Participant is responsible for the following promise/contract. The GLOW Girl Promise is:

- ☐ Ms. Dawn/Session Leaders promise to support you and do everything within her/our power to i.e., ensure you succeed and have experiences beyond your wildest dreams. She wants you to be successful and a productive citizen.
- ☐ And, in return – you promise to work hard and do everything within your power to pursue your goals toward success and a life beyond your wildest dreams.
- ☐ GLOW Girl Rules are guidelines each participant is required to abide by. We have these to help groom you to shine bright. When you abide by these rules, we believe it allows the world to see your unique gifts and talents.
- ☐ Respect Dr. Dawn Harris Jeffries and the session leaders.
- ☐ Actively participate and engage in activities available to you.
- ☐ Do not engage in “unreasonable issues” and things you cannot return from.
- ☐ To whom much is given much is expected so you must volunteer your time when asked.
- ☐ Read something informative every day. Ms. Dawn and Session leaders will help you.
- ☐ Trying new things, get out of your comfort zone, and explore unfamiliar things.
- ☐ Speak with your mentor or administrator when you are upset or having a bad day. Talk through scenarios on achieving the best possible outcome for your life. Learn a few deescalation processes.
- ☐ Avoid “messy” girls and messy teachers as best you can. Discuss them with your mentors.
- ☐ Do not engage/encourage/entice your parents to exacerbate drama.
- ☐ Practice gratitude daily.
- ☐ Meditate, breathe, or remain silent and think positive thoughts for at least 5 minutes everyday
- ☐ By participating in GLOW, you automatically give GLOW Leadership confidential access to your grades. If you earn a C or below you must attend tutoring. Grades are important for

scholarships and your future.

☒ You will be taught how to avoid pregnancy. If you become pregnant you are immediately expelled from in-school and after school GLOW groups. You will be moved to the young adult group program for young women 19 and over because your life and responsibilities may change to reflect an adult's a little more.

Participants must complete the following requirements:

☒ Participate in pre/post survey discussions at each session

☒ *Complete 80% of all activities within each session and section of the class. Find a way to make up critical missed sessions (missed opportunities) if possible.

☒ Complete all mandatory sessions.

☒ Breathe and think through how what you've learned can what you we make life better for you.

☒ Think your decisions and scenarios all the way through to various endings until you find one that does not end in any type of violence or suspension. And, help your friends do the same. (For example, support yourself and other girls with assurance that fighting and violence is not worth it.)

☒ Think about what you would you have a legislator to do (i.e., vote for/against) to assist you and your life as a result of this session.

☒ What would you do differently to resolve a situation as a of this session. What would you continue to do?

☒ Practice Glow Girl Reflection at the end of each day, week, month, season. Journal if you can.

☒ Learn the Tenants of Taekwondo during the series.

☒ *Make-up sessions will be made available at the discretion of the session leader.

☒ If any of these rules are of concern to you, please be sure to discuss it with Ms. Dawn or a session leader. Our rules are always subject to change and evolution.

These stipends are vital to program implementation as incentive for active participation, a technique to address poverty as a barrier to full participation, and to support research-based evidence that youth/young adult employment programs reduce crime in poverty-stricken areas.

D. Conflict of Interest

Completed by girlslightourway@gmail.com on 4/26/2023 8:37 PM

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

D. Conflict of Interest

Please provide the following information.

As an applicant requesting funding, will any of your employees, agents, consultants, officers, or elected officials experience the following conflicts of interest:

D.1. Participate in the decision-making process for the approval of this application? (i.e., a City of Peoria City Council Member or a Member of the [CDBG Public Services Advisory Commission](#))?

No

D.2. Have a personal financial interest or reap a financial benefit from this program/activity?

No

D.3. Have an interest in any contract, subcontract, or agreement with respect to this application either for themselves or those with whom they have family or business ties during the program year and for one year thereafter?

No

If you selected yes to any of the above, clearly describe the conflict below.

E. Required Documents

Completed by girlslightourway@gmail.com on 5/10/2023 12:05 PM

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

E. Required Documents

Please provide the following information.

Documentation



Financial Audit *Required

FINAL 12.31.2022 GLOW Audited Financial Statements.pdf



IRS Tax Exempt Letter *Required

tax exempt letter.pdf



Audit Findings

No Audit Findings.docx



Please upload a copy of the Single Audit

***No files uploaded*



Program Fees Supporting Documents

***No files uploaded*

Submit

Completed by girlslightourway@gmail.com on 5/12/2023 9:24 AM

Case Id: 35405

Name: Girls Light Our Way - 2023

Address: various locations in Peoria

Submit

Please provide the following information.

☒ I certify that the information contained in this application is true and correct; that it contains no misrepresentations, falsifications, intentional omissions, or concealment of material facts; and that the information given is true and complete to the best of my knowledge and belief. I agree to comply with all federal and City of Peoria requirements if funded.

Agency CEO Name

Dawn Harris Jeffries, Ph.D.

Agency CEO Signature

Dawn Harris Jeffries, Ph.D.

Electronically signed by girlslightourway@gmail.com on 5/11/2023 10:55 PM