

## Eligibility

Completed by lgravemier@goodwillpeo.org on 4/24/2023 5:22 PM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

---

### 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](mailto: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 lgravemier@goodwillpeo.org on 5/11/2023 3:54 PM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

---

### A. Applicant Agency Information

---

Please provide the following information.

#### A.1 Violence Prevention Program Title

Revive: Youth Mental Health Support

#### A.2 Organization Name

Goodwill Industries of Central Illinois

#### A.5 Address

2319 E War Memorial Dr Peoria, IL 61614

#### A.3 Contact Person

Lori Johnson

#### A.4 Title

Director of Program Services

#### A.6. Contact Phone Number

(309) 682-1113

#### A.7. Contact Email Address

lljohnson@goodwillpeo.org

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

2319 E War Memorial Dr Peoria , IL 61614

**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.**

N/A

Please complete and upload the Fiscal Sponsor Agreement



[Fiscal Sponsor Agreement](#)

**\*\*No files uploaded**

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

N/A

**A.11 Date of Incorporation**

11/09/1934

**A.10 Federal Employer Identification Number**

370673521

**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](#).**

02280-210930

**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](#)

030562425

**A.13. SAM Cage Code # and Expiration**

*All agencies receiving federal money must register for a SAM Cage Code. Please visit [www.sam.gov](http://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*

ORKB7 exp 4/2/2024

**A.14 Agency Annual Operating Budget**

\$19,605,362.00

**A.15 Number of Paid Staff**

401

**A.16 Number of Volunteers**

30

## B. Funding Requested

Completed by lgravemier@goodwillpeo.org on 5/11/2023 4:08 PM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

### 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.**

\$54,115.31

#### B.2. Total Project Budget

\$374,395.02

#### B.2 Number of Unique Clients to be served

75

#### B.4 Priority Area

Restorative & Resilience

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

Item	Amount	Short Description
Personal and Fringe	\$0.00	
Other	\$4,396.85	Indirect costs calculated using 10% De Minimus rate
	\$4,396.85	

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

Item	Amount	Short Description
Personnel and fringe Direct expenses	\$43,068.46	Youth Mental Health Advocate (100% of time for 6 months) \$26,040.00 wages and \$8298.86 fringe benefits  Program Manager salary (20% of time for 6 months): \$6,619.87 wages and \$2,109.73 fringe benefits  Total personnel = \$43,068.46
Travel	\$400.00	Staff travel for outreach, community meetings, and student visits, reimbursed using the federal mileage reimbursement rate

Equipment	\$0.00	
Materials and Supplies	\$500.00	General supplies, including office materials, cleaning supplies, storage, etc.
Contractual	\$0.00	
Program Expenses	\$5,750.00	<p>\$1,250 in Youth Engagement and recognition (ex. Stressball with motivational phrase for completing a goal; passes to the Zoo for a youth and mentor, group bowling outing for all youth that met attendance goals)</p> <p>\$1,500 in Youth and Family Assistance Provides direct assistance to families with a demonstrated need impacting their youth's welfare. Examples could include food baskets, gas cards, school uniforms, coats, etc.</p> <p>\$1,000 Curriculum Materials - Books, workbooks, therapy and stress aids, and teaching guides to deliver evidence-based services and interventions to clients.</p> <p>\$2,000 Food and refreshments to be served at counseling sessions, support groups, and community events and trainings.</p>
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
	\$49,718.46	

## C. Program Information

Completed by lgravemier@goodwillpeo.org on 5/12/2023 10:32 AM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

---

### 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.**

1. Last year we were one of five agencies awarded Violence Prevention funding for November 2022 through December 2023 to launch our new Youth Mental Health program, Revive. This application and funding request will provide program continuity and allow us to build on the momentum we are already seeing in our initial program start-up year. Since our initial funding award runs from supports our program through December 2023, we are only requesting funding for the additional six months that is currently not funded (from January 2024 through June 2024), so that our request doesn't overlap with our existing funding for the program. All budget and outcomes discussed in this application represent the requested 6 months of service delivery continuation.

In our many years of serving youth in the Peoria community, we have discovered that unmet mental health needs are often the greatest barrier to success for youth in all of our programs. The support provided by our Revive program is intended to decrease the likelihood that youth served would commit violence or enter the juvenile justice system.

As proposed in our initial program application, our Revive program has added a full-time Mental Health Advocate to our Goodwill Youth Services team for the purpose of providing trauma-informed mental health and social/emotional support to youth and adults across the city of Peoria. The Youth Mental Health Advocate will directly provide all services.

**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.**

In the six months of program extension funding we are requesting, we expect Revive to serve over 75 youth across several Service Tracks, in addition to offering professional development and support for other staff members, allowing us to maximize the program effects.

After spending a few months on start-up preparation and hiring, our Revive Program has already trained 39 adults and served 32 youth to date and is well on its way toward meeting all proposed outcomes by the end of December.

We have received additional funding from the State of Illinois that began in March and has enabled us to add a Licensed Mental Health Professional and Student Services Coordinator who can also provide resources and support to youth in the program. (Our youth are designated as city-funded or state-funded depending on their needs to prevent double-counting youth in both grants.)

Though most of these youth in our Revive program are still working through the program activities, the initial youth feedback from the program has indicated a very positive response to these services, with youth indicating that

Our Revive program currently provides 5 categories of services to youth, families, and the broader organization/community.

- Assessment – Each youth will receive a needs assessment to gauge mental health needs to determine appropriate levels of service and referral.
- Case Management & Navigation - Case management will help youth and families find and navigate enrollment for ongoing mental health treatment through a network of community partners. Case management includes the creation of a goal plan, referrals, direct assistance, and regularly scheduled staff check-ins
- Therapeutic Interventions -Individual or small groups of youth to work on specific skills or behaviors, utilizing the cognitive-behavioral therapy model
- Education & Outreach - Facilitate classes and workshops to teach social/emotional skills to youth, both at Goodwill and our various community partners to reach the widest number of youth possible.
- Training & Support - Facilitate professional development for staff and volunteers to better understand the mental health needs of youth. Serve as an advisor on Goodwill Industries of Central Illinois' Trauma-Informed Practices committee to advocate for best practices as a trauma-informed agency.

The program will consist of the following service tracks.

Track 0 is for staff, while youth will be placed in Track 1-3 depending on needs and setting

- Track 0 - Training and Support: training, consulting, and professional development services on the topic of Mental Health for the non-certified staff of Goodwill and our community partners. This also includes an advisory seat on our organization's Trauma-Informed Care committee. Though no youth are served in track 0, it does help to better equip our front-line staff to recognize and intervene in potential mental health crises and results in 100 indirect Units of Service.
- Track 1- Education & Outreach: Track 1 is the least intensive track. Services in this track include group classes and workshops on a variety of Social-Emotional Learning (SEL) skills offered to groups of youth in school or agency settings. These classes are typically a one-time or short-term service, but can result in youth being referred to more intensive tracks if they demonstrate a need for services. This track would serve 50 unique youth, and would result in 50 hours of direct Units of Service and 100

having someone to talk to about their concerns and mental wellness has been very beneficial.

Our Youth programs have a long history of meeting or exceeding all outputs and outcomes for their respective programs and funders. We are confident that Revive will continue this high level of achievement based on early indicators.

In designing the Revive program, we chose outcomes that measure program success in three distinct areas. Youth Demographics ensure we are serving the clients most in need of services, Program Outputs ensure that our program delivery is providing an adequate level of support, and Youth Outcomes show that our services and interventions are improving outcomes for youth. Below is a breakdown of measurable outcomes in each of these areas:

Youth Demographics: Measured through intake paperwork; tracked in CaseWorthy database

100% of youth served will have a suspected or diagnosed mental health struggle affecting their daily life  
75% of Youth served will be considered low-income  
Youth enrolled will have an average of 3 risk factors for violence at time of enrollment

Program Outputs: Measured in CaseWorthy and the Monthly Monitoring Report

75 unique youth served January 2024 - June 2024  
Program will provide 150 referrals to outside organizations annually  
Program staff will complete 1,775 Units of Service for youth clients.  
Program staff will complete a minimum of 150 direct contact hours with youth annually

Youth Outcomes: Measured through assessments from staff & youth, and confirmed with relevant stakeholders (teachers, family, employers, probation officers, etc).

90% of youth will complete their assigned program track  
85% of youth completing their program track will report gained knowledge  
85% of youth completing program track 2 & 3 will meet at



hours of indirect service to plan, schedule, and record outcomes from services provided.

- **Track 2 - Moderate-Need Youth:** Track 2 is the next most intensive track. Youth in this track receive an initial assessment to determine need, and then 6 months of monthly case management and therapeutic interventions, and assistance and referrals to provide more long-term supports. We anticipate that this track would serve at least 15 youth, and would result in 175 direct service hours and 250 indirect service hours (coordinating referrals, completing case notes, examining data, creating intervention plan and goals)
- **Track 3 - High-Need Youth:** Track 3 is the most intensive service track, and is intended to serve youth who are most at-risk based on their initial assessment. This track provides weekly meetings with the Mental Health Advocate for case management, therapeutic interventions, direct assistance, and referrals to additional agencies for long-term support. This track would serve 10 youth, and result in 400 direct service hours and 800 indirect service hours (coordinating referrals, completing case notes, examining data, creating intervention plan and goals)

**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?**

The Revive program falls within the Restoration and Resilience Priority Area. Goodwill Industries of Central Illinois has over 13 years experience in providing a variety of evidence-based youth programming that results in measurable outcomes for adolescents age 10-24. Our current youth services include Revive (youth mental health support, violence prevention, and trauma-informed care), Transition Services (GED case management for age 16-24), GoodGuides (youth mentoring for ages 12-17), Teen REACH (afterschool program for ages 10-14), and GoodSkills (youth educational outreach for ages 10-24).

Despite the variety of ages and program delivery models, all of these programs are designed to serve youth at risk of violence or victimization, or those who already have had contact with the justice system, and place them on a life-changing path to success. We feel that to truly move the needle on curbing youth violence, mental health supports will be crucial to prevention and restoration efforts. This is why we've chosen to continue programming in the

least 1 of their goals

85% of youth completing program track 2 & 3 will have a guardian or adult supporter engaged with the program  
85% of youth completing program track 2 & 3 will have improved engagement with school or work  
85% of youth completing program track 2 & 3 will demonstrate learned coping skills from their CBT interventions  
75% of employed youth will retain their job for at least 90 days

**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?**

Goodwill Industries of Central Illinois has a proven track record of maintaining accurate client information and tracking outcomes for a variety of grant-funded programs, including federal, state and private. We collect detailed client demographics during intake and use our internal database, CaseWorthy, to both maintain individual client data and pull detailed reports for whole programs on a variety of grant outcomes. Every Goodwill program completes a Monthly Monitoring Report (MMR) that tracks progress toward all outcomes, as well as challenges and successes. These reports also create a new Continuous Improvement Plan (CIP) each month, which identifies a need in the program and implements a solution. This report is shared up through supervisors and leadership each month before reaching our Board of Directors Program Services Subcommittee, which provides feedback and support back down to the program front line staff. Most of our programs report outcomes to funders on either a monthly or quarterly schedule, using either internally-created forms or the reporting method of the funder's choice. We pride ourselves in consistently meeting outcomes for our partners and funders.

**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**

Restoration and Resilience area.

Over the last several years, we have documented a sharp increase in the percentage of our youth who are experiencing mental health challenges that often prevent them from fully benefiting from our services until these challenges can be addressed. These same mental health needs, if unmet, still place them at increased risk of being a victim or perpetrator of violence, despite other support and assistance they have received through our programming.

All of our front-line Youth staff are trained to recognize mental health needs in youth and provide appropriate support in crisis situations. However, this in-the-moment aid is no substitute for actual mental health care, just as basic first aid is not meant to replace comprehensive health care.

We also work with community partners to refer clients to external psychiatric services, but the landscape of mental health care is complex and constantly changing. Having a designated staff member with professional knowledge of the youth's mental health needs and a focus on just mental health services allows other staff to focus their attention on other barriers, such as education, housing, employment, and food security to truly provide holistic services to these families.

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

This program began in November 2022 with the first round of Violence Prevention funding through the City of Peoria. We are looking to continue the program for an additional 6 months

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

This program serves youth from the entire city of Peoria who have a demonstrated need for mental health and behavioral support. While we recognize the importance and value of focusing services on certain zip codes, census tracts, or communities that are disproportionately affected by violence to ensure equity, we also believe that city-wide services help prevent youth from slipping through the cracks and services can be offered continuously in spite of the high rate of mobility in and out of specific districts and

### **participants?**

Goodwill's Youth Services department has been developing relationships with schools, agencies, and organizations for over 13 years and we maintain a diverse network of community contacts to use to spread the word about new programming. During this time, our Youth Services department has focused on offering programs that serve a target population of youth with risk factors, and we have successfully continued to meet a wide array of outcomes for various funders year after year.

Our presence in the community combined with our strong partnerships with other youth-serving agencies and schools means that we never struggle to recruit youth. This school year our Teen REACH program opened enrollment at the beginning of August, and was full with a waitlist after 3 weeks of accepting applications.

Our Mental Health Advocate position has a strong focus on partnership and proactive outreach, and our Program Manager currently sits on several committees to facilitate outreach and partnerships. These committees include the Peoria Safety Network, the Children's Mental Health Initiative, and the Peoria Youth Wellness Committee, among others. We have also secured agreements with other youth-serving agencies to provide services to their organizations, and have arranged additional consulting with a private practice LCSW to help grow the program.

Goodwill of Central Illinois is also fortunate to have an in-house Marketing and Communication team who are able to utilize their networks and a wide variety of media formats (print, radio, TV, paid advertisements, and social media) to promote our programs and services.

We are confident that with our history of successful program administration and extensive partnerships throughout the Peoria community, we will be able to successfully run the Revive program and provide meaningful services and case management for our clients.

**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**

neighborhoods. With that said, based on enrollment in our other youth programs and focus of the program, we anticipate that 75% of youth enrolled will be low income, and 100% will have risk factors for juvenile justice involvement.

**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.**

The correlation between mental health and juvenile violent crime is undeniable. According to a 2021 study by NAMI, the National Alliance on Mental Illness, about 70% of youth in the juvenile justice system have a mental health condition. Peoria has a specific struggle with juvenile justice, as Peoria County has the highest rate of youth detentions per youth population in the state of Illinois (26 youth detained for every 1,000 youth in the county) according to a report by the Illinois Juvenile Justice Commission.

This correlation is why Goodwill of Central Illinois has chosen to focus on adding mental health support to our existing services for youth at increased risk of violence or victimization, as any attempt to tackle the issue of violence would be incomplete without this component. This is also why our project design has a significant focus on outreach, assessment, and direct services, so that we can find the youth who are most struggling and reach them before their mental health leads them into the path of violence.

We see the need for this support reflected in our internal program data in addition to national and state statistics. Of our GoodGuides students surveyed during the 2019-2020 school year, 83% identified struggles with mental health at enrollment, despite only 15% of them participating in professional counseling. Mental health remains one of the primary needs expressed across our youth programs.

We also use data to determine where we focus our partnership efforts. For instance, one of our priority school partners, Harold B. Dawson Middle School, (who referred over 50 students for services this school year) has a suspension rate 12 times the state average, with 6 times as

**community. Do these agreements lead to cost savings for your agency?**

Goodwill Industries of Central Illinois maintains a wide variety of partnerships throughout the Peoria Community. We sit on several committees that foster collaboration across agencies, including the Hope Network, Youth Service Network Panel, Continuum of Care, and the Peoria Youth Wellness Community Partnership. These committees allow us to share resources and ideas with other agencies, as well as track trends that are affecting entire populations and communities.

Goodwill also has written agreements and MOUs with various agencies, including several Peoria Public Schools, Hult Center for Health Living, Center for Prevention of Abuse, U of I Extension Office, Illinois Central College, Navicore, and UnityPlace. In addition to the organizations that we have official partnerships with, we are always seeking out new ways to collaborate on projects with various agencies. For example, our Goodwill Youth Services team recently organized a Back-to-School meeting with other Peoria afterschool providers, including 4H, Girl Scouts, Dream Center, Neighborhood House, National Youth Advocate Program, and the Peoria Park District, to discuss the upcoming challenges and opportunities for serving Peoria youth in out-of-school time programs. We also shared this Violence Prevention funding opportunity with all organizations in attendance, as we know that no one agency is going to be able to create lasting change in the community alone, and we look to partner with any organization that shares our vision and commitment to the clients we serve.

These partnerships and agreements do lead to cost savings for our agency, from organizations that are willing to waive typical fees for their services or presentations due to our agreement, or through efficiencies created by sharing resources to serve clients. However, more importantly we would not be able to serve our clients as effectively without the collaboration and expertise that these partnerships bring.

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

As an Equal Opportunity Employer, we are committed to ensuring we are an organization that fosters and promotes a culture of diversity, equity and inclusion, and that we

many school-related arrests according to the Illinois State Board of Education. A portion of the Revive program would support students who are already receiving services from one of our existing youth programs, but whose mental health challenges are creating a barrier to their success in those other programs. The addition of mental health services alongside other interventions has the potential to exponentially improve outcomes for these youth.

Despite the high need for mental health services, youth and families often struggle to access care. According to a 2021 study by NAMI, 1/6 of youth age 12-17 experience a mental illness every year. In Illinois specifically, there were over 145,000 youth with depression in 2021. Unfortunately, almost 62% of them reported receiving no treatment for their depression within the past year.

This makes sense when you learn that in Illinois, patients are 3x more likely to have to go out-of-network for mental healthcare than for physical healthcare, resulting in unsustainable cost even for those families with health insurance. Almost 5 million people in Illinois live in a community that does not have enough mental health providers to meet demand.

Youth were especially hard-hit by the pandemic's effects on mental health: according to the CDC, there was a 31% increase on youth (12-17) ER visits due to mental health crisis in 2021 (compared to 2019). According to the Surgeon General's recently released advisory on Youth Mental Health, ER visits for girls attempting suicide rose 51% in 2021 when compared to the same time period in 2019.

This data shows the need for mental health services, but in particular shows the need for the Revive program to provide both immediate education and intervention while youth may be awaiting more in-depth treatment. This also demonstrates the need for the Revive program to serve as a case management and navigation service to help youth and families find and understand their treatment options, particularly when those options are limited.

Data Sources:

<https://ijjc.illinois.gov/wp-content/uploads/2021/08/IJJC->

practice this within our own organization as well as those we serve. We realize this is a multifaceted goal, and involves education and commitment for all levels of staff and administration.

As a CARF-accredited organization, we ensure our program practices and policies comply with best practices, including Rights of Persons Served, among others. We maintain and regularly update a Cultural Competency, Diversity and Inclusion plan, which states our belief that knowledge of and response to aspects of diversity are critical components in providing quality services to persons served. This plan is reviewed and updated annually.

In 2020, we created a cross-organizational DEI Committee, which continues to meet quarterly to ensure that we continue to prioritize and move forward key DEI initiatives. We have created diversity, equity and inclusion statements that reflect our commitment to working to continue to address inequities. These statements been communicated to all employees and are posted on our website, [www.goodwillpeo.org](http://www.goodwillpeo.org)

We now have over two years of DEI committee experience, and we continue to track our progress toward our key initiatives via a DEI scorecard, which is available both internally for Goodwill employees and on our website. Some examples of our recent DEI accomplishments:

- We analyzed key organizational and program metrics to understand outcome disparities and to inform appropriate equity-forward initiatives, such as hiring practices, in policies and decision-making. One result of our research included the hiring of a full-time HR recruiter, who is focused on ensuring we are communicating employee hiring opportunities into all community channels, including an increased focus on in-person job fairs and community events such as Freedom Fest in South Peoria.
- We regularly review statistics/demographics to ensure we are serving underserved populations in our communities. To ensure equitable participant representation, our Outreach Manager regularly spends time out in the community at local agencies, food pantries, and shelters in targeted zip codes to make more individuals aware of our services.

<https://nami.org/NAMI/media/NAMI-Media/StateFactSheets/IllinoisStateFactSheet.pdf>

[http://webprod.isbe.net/ereportcard/publicsite/getReport.aspx?year=2020&code=4807215001006\\_e.pdf](http://webprod.isbe.net/ereportcard/publicsite/getReport.aspx?year=2020&code=4807215001006_e.pdf)

<https://www.hhs.gov/sites/default/files/surgeon-general-youth-mental-health-advisory.pdf>

**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.**

Goodwill of Central Illinois prides ourselves on offering high-quality, evidence-based programs with oversight from third-party evaluators. As an organization, we follow the model of trauma-informed care provided by SAMHSA (Substance Abuse and Mental Health Services Administration) and are assessed annually by the Illinois Collaboration on Youth on our adherence to evidence-based, trauma-informed practices. They certified our agency as trauma-informed in January of 2023.

We also renew our accreditation through CARF (Commission for the Accreditation of Rehabilitation Facilities) every three years to ensure that both our organization and our programs have a commitment to safety and a focus on client rights. These two rigorous accreditation processes ensure that policies and practice in all aspects of the organization are based on the most current research and guidelines from respected experts in their respective fields.

Goodwill's Youth Services department follows the research-backed structure of Positive Youth Development (PYD) for all of our programs, activities, and services, a practice that focuses on developing consistent relationships and increasing both internal and external assets that research has proven to lead to positive outcomes for adolescents.

- The DEI committee has a renewed focus this year on tangible actions to create a more inclusive environment for under-represented populations. For example, our Marketing and Communications department recently upgraded our website with additional options to make the information accessible for those with visual impairments, drafted guidance for staff to include pronouns in their email signatures, and translated many of our marketing materials into Spanish.

- In 2021, we focused on employee DEI awareness and education, such as Safe Zone training from Central Illinois Friends and Hult Center for Healthy Living to ensure we were creating a more inclusive environment for LGBTQ+ employees and clients. We engaged an experienced and knowledgeable DEI consultant who has been working with us to provide consulting work for the DEI committee and we conducted an implicit bias training for our organization's entire leadership staff in August 2022. We followed this up with an organization-wide DEI panel discussion in April of 2023, and will provide additional DEI training to our Retail Managers in May of 2023 .

Goodwill of Central Illinois is committed to representing those we serve, and fostering acceptance, inclusion and respect for diversity in all forms. Our DEI initiatives will continue to evolve to meet the needs of our community.

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

As an Equal Opportunity Employer, ensuring diversity and representation is an ongoing priority for our organization and we remain committed to recruit staff who represent diverse populations within our community.

Of our current 401 employees of Goodwill of Central IL:

119 identify as male, 282 identify as female  
305 identify as White  
40 identify as Black /African American  
6 identify as Asian  
18 identify as two or more races  
29 identify as Hispanic or Latino

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



Additionally, our mentoring program GoodGuides is a national program that follows the Elements of Effective Practice for Mentoring, a national guidebook for structured mentoring programs. GoodGuides specific approach was modeled after the evidence-based program of Big Brother, Big Sisters of America, one of the most-researched mentoring programs in the country. GoodGuide's design received additional input and guidance from the Office of Juvenile Justice and Delinquency Prevention at its inception, due to our focus on serving older youth at risk for entering the justice system.

The Revive program also follows the structure outlined in these evidence-based models to guide its outreach, mentoring, and case management components. For the therapeutic interventions and education, we utilize Cognitive Behavioral Therapy (CBT), widely-considered the gold standard for addressing a wide variety of mental health concerns. This therapy focuses on teaching clients to recognize patterns of thoughts and behavior and teaches coping skills to help them address this cycle. We would consider additional evidence-based therapy models based on the recommendations of our Mental Health Advocate or partners.

More information on our Evidence-Based Practices:

SAMHSA Trauma-Informed Practice

<https://store.samhsa.gov/sites/default/files/d7/priv/sma14-4884.pdf>

CARF Accreditation

[https://carf.adobeconnect.com/\\_a997522103/r20caeintro/](https://carf.adobeconnect.com/_a997522103/r20caeintro/)

Positive Youth Development Framework

<https://www.search-institute.org/where-to-start/youth-programs/>

Elements of Effective Practice for Mentoring

<https://www.mentoring.org/resource/elements-of-effective-practice-for-mentoring/>

Cognitive Behavioral Therapy

[https://www.hopkinsguides.com/hopkins/view/Johns\\_Hopkins\\_Psychiatry\\_Guide/787145/all/Cognitive\\_Behavioral\\_](https://www.hopkinsguides.com/hopkins/view/Johns_Hopkins_Psychiatry_Guide/787145/all/Cognitive_Behavioral_)

*Printed By: Irina Riggerbach on 6/28/2023*

## **identity**

As an Equal Opportunity Employee, ensuring diversity and representation is an ongoing priority for our organization including a specific ongoing focus of our Executive Board and we work to recruit new board members who represent diverse populations and perspectives within our community.

Of our current 22 members on our Board of Directors:

13 identify as male, 9 identify as female

19 identify as White,

3 identify as Black/African American

3 are Veterans, 2 are active duty military and one is a Gold Star father

Therapy\_\_CBT\_\_

## C. Program Information Cont'd

Completed by lgravemier@goodwillpeo.org on 5/11/2023 4:22 PM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

### 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
	Lyndsie Gravemier	Program Manager	.25	Yes
	Kelli Marion	Youth Mental Health Advocate	1	Yes

**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.**

Our organization has extensive and proven experience ensuring successful fiscal management and achieving successful outcomes of federal, state, and local grant funding for the multiple programs our organization has managed over many years.

Our public funders for some of the grants we currently manage include the Department of Housing and Urban Development (supports our Downing Veteran Home), the Illinois Department of Human Services (supports our Downing Veteran Home, and our Teen Reach program), the Illinois Veterans Administration (supports our Downing Veteran Home, Veterans Employment, and Stand Down) and WIOA (supports our GED transition program and our Adult Re-Entry program).

We were awarded a new grant in 2021 from DHS to become the SNAP to Success provider of Job Training and Employment Services for our Central Illinois service area, in conjunction with USDA.

We are one of the agencies selected by ICC to be a subgrantee agency partner to case manage participants receiving technical training in their Workforce Equity Initiative grant. We are also partnered with ICC as part of the recently-announced Hired! IT Workforce Accelerator project, providing IT training and support services to result in 1000 job placements in central IL over the next three years.

We also have partnered with the City of Peoria to operate a manage a City of Peoria CDBG Public Service grant since 2020. We are also currently partnered with the City of Peoria to operate a Violence Prevention program, Revive, geared



toward youth mental health support, which currently ends 12/31/23 and which we are hoping to extend through June, 2024 with this application.

In addition to public funding, we also partner with and manage grants from private funders including Facebook/Meta (through Goodwill Industries International), Heart of Illinois United Way, PNC, and Community Foundation of Central IL, among others.

**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.**

Goodwill Industries of Central Illinois manages a wide array of funding and reporting responsibilities, and have not received findings or been out of compliance with our funders. Below are our primary funders and reporting requirements.

- City of Peoria Community Development Block Grant - Bi-monthly reporting, annual monitoring, no findings
- Community Foundation of Central IL Annual impact report, no findings
- Facebook (GII subgrantee) - Monthly reporting, no findings
- Heart of Illinois United Way - Quarterly and annual reporting, annual monitoring, no findings
- PNC Foundation - Annual impact report, no findings
- ICC Workforce Equity and Hired! IT Initiative subgrantee (Case Management) - Monthly reporting, annual monitoring, no findings
- DOL subgrantee from CareerLink WIOA (funds our GED Transition Support Program) - Monthly reporting, annual monitoring, no findings.
- HUD (funds our Downing Veterans Home) - Annual APR reporting, on request monitoring, no findings
- IDHS (funds our Downing Veterans Home) - Monthly and quarterly reporting, on request monitoring, no findings
- IDHS (funds our SNAP to Success program) - Monthly and quarterly reporting, on request monitoring, no findings
- IDHS (funds our Teen Reach Afterschool Program and Trauma-Informed Behavioral Health services) Monthly and quarterly reporting, on request monitoring, no findings
- IDVA (Funds our Downing Veterans Home, Veterans Program Support) - Quarterly reporting, on request monitoring, no findings

**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.**

Goodwill is supported by a strong financial department with highly-qualified staff who bring years of experience in managing federal, state, foundation and community grant funding, and ensure that accurate processes guide our financial tracking, timekeeping and reporting systems.

Each grant funded program has its own unique accounting code to ensure that we track the revenue and expenditures specific to each grant. Items purchased must be approved not just by the program manager, but also by two additional levels of management, including the department's director and the President/CEO. Each requisition is quickly reconciled for timely processing through the accounting system and monthly line item grant expenditures reviews and individual reconciliations are conducted.

We have a monthly detailed financial review and reconciliation of every grant each month, and these results are shared with Executive Leadership. We are governed by a very active and engaged board, and our standard processes include sharing grant revenue and expenses monthly with our Planning and Resource subcommittee, and grant performance and continuous improvement assessment with our Program Services board subcommittee monthly. These

subcommittees in turn present to our Board of Directors monthly.

We currently manage two City of Peoria grants, CDBG Public Service grant and Violence Prevention, and as a result, we are familiar and have experience with the needed data collection and reporting, and we have produced all required grant reporting on time and successfully met all grant fiscal and performance measures, including successfully completing our annual monitoring with no findings.

**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.**

The majority of Violence Prevention funds will be used to pay the salary and benefits for a new, full-time Youth Mental Health Advocate position, who will also be the program lead on the Revive program. This is the only position funded through Violence Prevention grant dollars, but will be supported by other team members since their work is inextricably linked. This individual will be a mental health professional with relevant education and experience, and will facilitate program deliverables, including outreach, assessment, case management, interventions, education, and community-wide mental health advocacy.

Violence Prevention funding will also provide this individual with the tools necessary to ensure youth clients receive adequate support and that program outcomes are met. This includes a computer and cell phone, as this staff member will spend a high percentage of their time out in the community performing outreach and education. Because of the travel necessary to perform this outreach, we are also including a modest budget for mileage reimbursement using the current federal rate. This would allow them to travel about 100 miles each month, which is consistent with our mileage for other youth programs. Another tool necessary for community outreach is a clicker system, allowing us to capture real time data from groups of program attendees.

To ensure that the program is providing holistic, evidence-based services for youth, we have also included program expenses that will directly benefit youth. The curriculum line item will pay for evidence-based CBT curriculum workbooks and facilitator guides for intervention and education sessions. Youth engagement and recognition funding provides opportunities for youth to engage in positive experiences with other youth in the program, such as a bowling outing or cooking class, and also provides the ability to purchase incentive items to recognize youth for meeting program goals. Past incentives have included items like program t-shirts, journals, picture frames, motivational wristbands, stressballs, backpacks, etc. There is also some funding for direct assistance. When a youth or family has a specific need, such as rental assistance, that our program was designed to meet, we try to refer to other agency partners who can offer more specialized services. However, we also recognize that youth and families often have needs that fall through the cracks, immediate needs that can't wait for a referral process to take place, or they lack access - such as transportation - to engage with these services. Direct Assistance (bus passes, gas cards, food baskets, school or work uniforms, etc) ensure

that a youth or family's progress toward stability is not halted by a simple barrier.

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

The funding period of this application overlaps with our currently-funded grant term that goes through December 2023. We would not plan to utilize these funds or show additional outcomes until January 2024 to be able to continue the program for an additional 6 months, through June, 2024.

## D. Conflict of Interest

Completed by lgravemier@goodwillpeo.org on 4/28/2023 8:45 AM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

---

### 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 lgravemier@goodwillpeo.org on 5/9/2023 11:44 AM

Case Id: 35392

Name: Goodwill Industries of Central Illinois (Youth) -

Address: 2319 E War Memorial Dr , Peoria , IL 61614

---

### E. Required Documents

---

Please provide the following information.

---

#### Documentation

---



**Financial Audit \*Required**

2021 Goodwill - Final Audit Report.pdf



**IRS Tax Exempt Letter \*Required**

6092\_6\_IL Sales Tax Exemption Certificate through 2024-11-01.pdf



**Audit Findings**

*\*\*No files uploaded*



**Please upload a copy of the Single Audit**

*\*\*No files uploaded*



**Program Fees Supporting Documents**

*\*\*No files uploaded*

## Submit

Completed by lgravemier@goodwillpeo.org on 5/12/2023 10:47 AM

**Case Id:** 35392

**Name:** Goodwill Industries of Central Illinois (Youth) -

**Address:** 2319 E War Memorial Dr , Peoria , IL 61614

---

## 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**

Don Johnson

**Agency CEO Signature**

*Don Johnson*

*Electronically signed by dejohnson@goodwillpeo.org on 5/12/2023 10:47 AM*