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190874a_HEROES Program Childrens
Trust RFA20-937_20200402

Alachua County Community Support Services
Children's Trust of Alachua County

Children's Trust of Alachua County RFA 20-937 Capacity Increases and Infrastructure Improvements for Programs Serving Youth

12/18/2019 deadline

Gainesville Police Department

HEROES Program (Help Empower Rebuild Overcome Educate & Succeed)

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USD\$ 8,450.00 Requested

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Application Questions [top](#)

Executive Summary Questions

1. Which of the following Funding Category(s) best describe your project? Check all that apply. (Applicants will be required to answer additional questions based on the categories selected).

- ☒ Seasonal Expansion or Pilot Program (ages 6-18), Additional Questions 34-36
- ☐ Increase in Service Volume (ages 6-18), Additional Questions 37-40
- ☐ Innovation (ages 6-18), Additional Questions 41-42
- ☐ System Capacity Building (ages 6-18), Additional Questions 43-45
- ☐ Capital Improvements (ages birth-18) Additional Questions 46-49

2. Describe the need being addressed by your proposed project. Cite relevant data including the source, waiting list, historical service trends, etc.

The Gainesville Police Department's HEROES (Help Empower Rebuild Overcome Educate & Succeed) is designed to provide activities, mentoring and life skills to some of our most vulnerable youth during the Out of School summer time. The youth involved in the HEROES program will be youth identified as "at-risk", "youth in need of services" and "vulnerable" children between the ages of 12-17. 95% of those youth will be African American. GPD will work with 12-15 (capacity) youth. The number might vary depending on losing youth during the program or adding youth during the program. 15 youth tends to be our capacity because we provide door to door transportation along with chaperoning and monitoring for a safe and healthy experience. The youth identified for this program come from various referrals; School Resource Officers, Patrol Officers, community referrals, school referrals and Department of Juvenile Justice referrals. Supporting data will illustrate the need for this program.

3. Describe the demographics of the participants your program intends to serve, e.g., ages, gender, race,

household composition, economic levels, etc.

12-15 mostly youth of color (95%) youth boys between 12-17 years of age. Most of the youth come from lower economic and single parent households. We target families that cannot afford summer youth activities for their children.

4. What opportunities will your program seek to create for marginalized and vulnerable youth of Alachua County?

LIFE SKILLS, SOCIAL SKILLS, SPORTS/ACTIVITIES, EDUCATIONAL/VOCATIONAL EXPOSURE. We would also include Police/Youth Dialogue and Parent/Youth Dialogues, both designed to break down relationship barriers and strengthen community trust.

5. Are there specific eligibility criteria (age, gender, income level, etc.) for your project or is it open to all children?

We will be selective in identifying boys that exhibit risk factors such as; gang activity, prior arrests, truancy, school discipline and some Law Enforcement encounters. Again, ages 12-17 (that's the age we start to see behavior aberrations) - boys.

6. What strategies do you or will you use to reach and enroll your target population?

Law Enforcement, DJJ, School Board, Community - meet to look at proposed youth. We meet with parents and explain program, look for support and sign waivers.

7. How many unique (count each child served only once) children are projected to be served (describe time period), e.g. 100 youth annually?

12-15 youth 4 days a week - 7:00AM to 5:00 PM - beginning the 1st Monday following School being out through summer and ending a week prior to school starting. Fall for 2020 has not yet been posted.

8. Describe the key activities of your project, including duration and frequency, for example: math tutoring, daily, monthly, number of days per week, number of hours each session, etc.

Daily Activities; CPR, Job Interviewing, creating Brand, Fishing rhoguh IFAS, Shop, Cooking, eating manners/conversaion, Vehicle Maintenance, Basketball team, beach, golf, bowling, swimming, Tennis thru AIM, Rays baseball, Dialogues, Military, educate.

9. What specific measurable outcomes will your project produce?

While working with Law Enforcement we breakdown some of those misconceptions related to police officers AND misconceptions related to youth of color. Difficult to quantitatively show results, but historically HEROES promotes this trust and positive relationships. We will also be able to show a reduction in arrests (of the youth we are working with) and simultaneously, a reduction in summer time juvenile crime (car thefts/car burglaries). This program also provides us an opportunity to address needs/trauma affecting these youth that vicariously increase their chances to be raised by the Juvenile Justice system. Clothes, proper bedding, food, transportation, and opportunity are a few areas that the Children's Trust Funding and GPD can address through collaboration/stakeholders/resources. Ultimately, we hope to reduce the Relative Rate Index that reflects an over-representation of black youth in the Department of Juvenile Justice system. HEROES strives to have kids be kids and be able to enjoy their summer experiences.

10. Does your project address the documented racial inequities in Alachua County? If so, describe how and what is measured.

The DJJ report on DMC (disproportionate minority contact) list Alachua County as having the 2nd (of 67 counties) worst DMC Relative Rate Index in the State of Florida for FY 2017/2018. In 2018, 93% of the youth that were arrested by the Gainesville Police Department were youth of color. GPD has taken unprecedented lead in understanding that we must address ALL areas of disparities, otherwise our youth of color will continue to fuel the "School to Prison Pipeline". The Racial Inequity in Alachua County report illustrates overwhelming disparity when addressing poverty, school suspensions, Juvenile arrests, and reading proficiency impacting our youth of color. Prevention and Intervention at this age is critical at improving outcomes for our juvenile youth of color. Currently we have 178 youth on probation in Alachua County, of which 143 are youth of color. Currently we have 61 youth committed to a residential treatment program (prison), of which 57 are youth of color. The HEROES program focuses on vulnerable youth of color and attempts to mitigate traumatic childhood experiences by providing mentoring, counseling, opportunities, while developing a more positive relationship with Law Enforcement.

11. Does your project reach out to marginalized and vulnerable youth populations? If yes, describe the youth served.

95% of the youth we serve are youth of color living in some of the more challenging neighborhoods with Alachua County. Very few, if any, of the youth we serve have an active and engaged "father" role model.

12. Does your project address disproportionately overor under-represented youth, e.g., black males in the juvenile justice system, minorities under/over represented in special education, economically disadvantaged under-represented in gifted programs, etc?

We mostly represent black youth in the Juvenile Justice System or those projected to be in the Juvenile Justice System.

13. How is your program coseffective and data-driven? Is there potential for greater scale? If so, please explain.

Chief Tony Jones supports the HEROES program and provides the following commitment;

- 3-4 Personnel (usually 3 officers) – salaries/benefits included
- Daily vehicle transportation – vans, gas, insurance
- Space for activities/meetings; offices, public buildings.

We don't have ANY funding for food, programming, fees, clothing (for youth) and other ancillary expenses to operate a legitimate youth summer programs. Some restaurants and programs will give us discounts but very few provide us anything for free.

This program could be modeled on a much larger scale if ALL of the city and county School Resource Officers and Deputies were assigned to HEROES during the summer weeks. Unfortunately, because of staffing and training, most of our officers aren't available during the summer. If you really looked at the 30-40 youth that continue their adolescent behavior regardless of DJJ intervention and allowed law enforcement to work with them all summer, your outcomes would be amazing. We'd probably be successful at disbanding some gangs, strengthening Law Enforcement relationships with not only youth but their families, reduction in youth arrests and reductions in youth related crime.

General Requirements

14. How and where does your agency maintain a physical presence in Alachua County?

The Gainesville Police Department has its headquarters at 545 NW 8th Avenue. During the HEROES program, the Officers would deploy from this location.

15. Describe how your project is evidence-based or a best-practice.

This would be our 5th year conducting HEROES. Between 2014 and 2017, and during the time youth were out of school, we reduced juvenile arrests by 63% (116 arrests in 2014 compared to 42 arrests in 2017). We saw arrests spike in 2018 to 100, but with a dedicated HEROES staff and commitment from Chief Tony Jones we saw youth arrests reduced to 45 arrests in 2019. HEROES employs the adage of keeping youth active, engaged, and inspired during their summer involvement while fostering relationships with law enforcement and mending pre-conceived ideas of law enforcement. It is also designed to allow Officers to witness first hand the disadvantages, obstacles, barriers, and trauma that our youth have to overcome to succeed.

The HEROES program models some of its core practices from the Comprehensive Gang Model that promotes outreach work, mentoring, and relationship building. In 2015, we successfully disbanded an entire gang affiliation through this work and replaced it with HEROES. We still maintain those relationships today.

16. Is your agency a 501(c)3 or governmental organization? If not, explain your alternate/legal tax status.

City of Gainesville is a Governmental Entity-City of Gainesville Police Department

17. Describe how you ensure that your employees and volunteers have appropriate Level 2 background checks as required by Florida law. When are background checks completed, on whom, and how often?

As Law Enforcement Officers our backgrounds extend beyond Level 2 backgrounds. Still, the Officers involved in the HEROES program ALL have Level 2 backgrounds completed for DJJ.

18. Describe how your agency is collaborating with others to provide this proposed program, describe the collaboration, list the collaborating agencies, and define the contributions of each agency to the program.

AIM - Aces in Motion allows are youth to participate in tennis and life lessons

University of Florida - We conduct campus tours and use several of their facilities for our program (bowling) for example.

IFAS - fishing - learn about biology of fish, environmental issues and allows time to fish.

RiverPhoenix Center for Peacebuilding - helps conduct Police/youth Dialogue that conversation with youth and Officers/deputies. Works on youth perceptions of Law Enforcement and Officers perceptions of Youth. One on one dinner with Officer and youth. Role play, Iceberg, brain development, etc.

Alachua County Sheriff Office - HEROES participates in Youth Summit - 2 day event usually held at Eastside High School.

Department of Juvenile Justice - many of the HEROES youth are on probation - youth get community credit for some events.

Career Source - Job opportunities and resume writing taught by Career Source staff

Greenhouse Church - provides youth recreation at their Hub.

City of Gainesville Parks and Recs - Provides basketball through HeatWave and summer pool passes, and golf lessons through Ironwood - instill teamwork, camaraderie, responsibility, discipline.

Meridian - Ropes Course - teamwork, overcoming fears, discipline

Grace Market Place - community service - provide supplies and allows youth to participate in giving back.

19. Are there any other organizations or collaboratives that provide the same or similar services? If so, explain how the programs are different.

NONE.

20. Does your program contribute to new knowledge, increase service to a new sustainable level, or advance the community response to critical issues facing youth?

Yes - For a variety of reasons, mostly attributable to poverty, the HEROES youth will experience events and activities that their families wouldn't normally be able to arrange or afford. The youth and Law Enforcement will forge new understanding, relationships and respect for each other.

There was a time that Law Enforcement was judged on who/what Officer Friendly did in schools or incidents in homes where Law Enforcement showed up and took someone to jail. But today, Law Enforcement is measured by what events happen around the country. An Officer involved shooting in California WILL effect how local youth view their local Law Enforcement. Police legitimacy in the eyes of our youth and in the eyes of the community gets challenged. Its imperative that we begin cultivating these relationship at younger ages. Trust, Dignity, Respect, Transparency, and Trustworthiness are key pillars in sustaining community confidence while providing better outcomes for our most vulnerable youth. These deposits into community vaults will help stem the trauma and help the healing when Law Enforcement makes a withdrawal. Hopefully we never have to make a withdrawal.

The youth of today are mostly informed through social media. HEROES steps outside of that virtual world and allows youth to measure cops in other ways; through compassion, empathy and understanding.

21. How does your program promote the growth and development of children and adolescents?

The HEROES program promotes better relationships with predominately youth of color and law enforcement officers in our community. We believe, encourage and inspire our youth to make courageous decisions that could impact them the rest of their lives. From school, to gangs, to arrests, combating bullying, to better relationships with their parents, we attempt to understand and address a variety of youth experiences. Because our officers are also School Resource Officers we benefit from understanding what our youth are experiencing when we see behavior in schools. Youth begin to trust cops and cops begin to care about youth.

22. Will you specifically include children who have experienced trauma and if so what are the special needs you will treat? How will you provide this treatment and what experts will you partner with?

This is the best question yet. Although I've described many benefits to the HEROES program from opportunity, Life skills, relationship building, teamwork, trust, etc. I believe we serve these youth and their families by identifying other needs/services that could benefit them. For example, the Gainesville Police Department with the Alachua County School Board introduced the System of Care several years ago that provides broader services to youth experiencing mental health, Trauma and Adverse Childhood Experiences. As a Board member of the Child Advocacy Center (and Detective for most of my career), I understand the lasting and catastrophic effects personal and sexual trauma can have on a child. As a Board member of Partnerships for Strong Family I understand the services that can be provided to a family and how to navigate those services through what seems like a complex (and time consuming) process. We would also be able to determine what services a family might need through school, DJJ, DCF, Reichert House, and other community programs. As a Trauma informed agency we understand that Trauma appears in a variety of ways and people respond to trauma differently. GPD through HEROES would take the lead on these family staffings and could help facilitate community services that families may have not been aware of.

23. Describe how your project provides services in the rural areas of Alachua County. What are the geographic boundaries (if any) of your program?

Some of the youth that we serve might reside outside of the City of Gainesville. As a program that provides door to door services, we would make arrangements with county residence to pick up their youth for the HEROES program, as well as drive them home. Our boundaries would be Alachua County.

Budget, Financing, and Data Questions

24. Will your agency be subcontracting with any other agencies to provide services? If yes, upload a copy of your sub-contract in the documents tab.

- ☐ Yes
☒ No

25. Will your program utilize any volunteers or interns? If so, how many and what duties will they perform?
none at this time.

26. Describe any pending litigation involving your agency, if applicable.
none

27. Has your agency received any audit, financial review, and/or monitoring reports issued by an independent organization within the past calendar year? If so, please upload a copy on the documents tab.

☐ Yes
☒ No

28. If you are awarded less than your funding request, how will you adjust your proposal?
Probably reduce our program or obtain donations from faith-based or community partners.

29. If your funding is not continued on an annual basis, what is your plan for its continuation? What is the foundation for future years?

Since the Gainesville Police Department provides 85% of the funding for our program (Officers salaries, vehicles, gas, insurance, and a venue), I believe Chief Tony Jones and/or his predecessor would continue to look for funding to accomplish the HEROES program; i.e. grants, donations, in-kind, etc.

30. Does your agency have experience in providing the proposed program services and if so, how long has it been engaged in these activities?

The Gainesville Police Department has been committed to the HEROES program since 2015. In addition to HEROES, GPD runs the Reichert House and contributes staffing to Heatwave

31. What is the timeline for implementation of your proposed project? List your key milestones. Include when, where, and by whom services will be provided.

The HEROES program would run from June 1st, 2020 until a week before school starts in August of 2020 (date of school starting has not been posted). The program will run 8-9 weeks during the summer of 2020.

1. Life Skills – cooking class, automobile service (flat tire, checking fluids), CPR Class (with certification), job interviewing skills or creating your brand. Fishing through IFAS.
2. Social Skills – Shopping for dress clothes, proper eating protocol with peer/adult (mannerism, conversation, courtesy).
3. Sports Activities – The young men participate on a basketball team that teaches teamwork and dedication. The youth are exposed to golf through the youth Ironwood golf program. The youth are exposed to tennis through Aces in Motion. The youth are exposed to bowling through the University of Florida. Swimming through the City of Gainesville Parks and Recreation.
4. Educational/vocational exposure – The youth are taken to the Mayport Naval base in Jacksonville (tour and speaking engagement), tour the University of Florida.
5. Other Opportunities – Rays baseball game, paintball, laser tag, Wild Adventures, crescent beach, Blues Springs.

The relationship that the youth build with Law Enforcement is invaluable, therefore we also include a Police/Youth Dialogue and a Parent/Youth Dialogue during the summer that breaks down relationship barriers and strengthens community trust.

Everyday we will identify the event (s) for that day and parents will be informed in advance of our expectations.

During the last week of the HEROES program we will have a dinner recognizing the youth that excelled in each event (lunch, brand, vehicle maintenance, cpr, dialogue, etc) with parents and partners recognized.

The program will run Tuesday - Friday's beginning Monday June 1st, 2020 until probably the first week in August of 2020.

32. What data will be collected, how will it be analyzed, and how often will reports be issued to the Children's Trust?

The Direct data would be Arrest of youth being served in the HEROES program. Secondary data would be overall juvenile crime rates and juvenile arrest rates in the City of Gainesville during the summer. More protracted data could include yearly Arrest records of those youth HEROES has served. Ultimately we would like to look at our DMC/relative rate index data and how we compare to the rest of the State.

33. How does your program reduce economic barriers to participation and/or increase access to services?

All of the youth that we work with would not able to experience ANY of these activities for a variety of reasons but most glaring is poverty. For the Youth and their families, the program is free. Additionally, all of the youth get to go back to school and tell their friends everything they did during the summer...with cops!!!!

Seasonal Expansion or Pilot Programs:

If you are not applying for this funding category, answer "NA" to Questions 34-36

34. If your project is a seasonal expansion, what is the planned duration?

The HEROES program would run from June 1st, 2020 until a week before school starts in August of 2020. The beginning of School date has not been set. The HEROES program is approx. 8-9 weeks.

35. If your project is a pilot program, is it based on a national model or promising approach? How did you determine the methodology?

Chief Tony Jones has supported police efforts that have positively impacted our youth. In 2015 the idea was born out of a gang intervention concept that embraced the juvenile spirit that youth want to be involved in activities and if we didn't provide them positive opportunities..they would create their own. Although created and supported by the Gainesville Police Department and this community, HEROES garners national attention through program sharing what we believe works best. HEROES is not a panacea, but combined with other community efforts, programs, and institutions, provides a healthier and safe summer experience and better long-term outcomes for our most vulnerable youth.

36. Explain what makes your program new or unique to Alachua County.

We are not aware of any other police department nationally that commits to working with "at-risk" youth similarly to the HEROES program. It's one of the few efforts that addresses DMC and Racial and Ethnic Disparity regarding youth arrests.

Increase in Service Volume

If you are not applying for this funding category, answer "NA" to questions 37-40

37. How will the requested funds allow you to expand your program?

n/a

38. How will an expansion impact any waiting list or delay for services?

n/a

39. How many additional children will be served?

n/a

40. Describe how your project will reach more children. Does it expand to include additional marginalized groups or address any barriers to participation?

n/a

Innovative Projects

If you are not applying for this funding category, answer "NA" to Questions 41 and 42

41. Describe how your program is innovative and or/unique.

n/a

42. Is your project based on a national model or a promising approach? Explain.

n/a

System Capacity Funding Questions

If you are not applying for this funding category, answer "NA" to Questions 43-45

43. How will this proposal increase the capacity of Alachua County organizations to serve all youth?

n/a

44. Describe the participating groups and/or key partners. What other organizations are impacted by your proposal?

n/a

45. Does your project increase the professionalism, measurably impact the stability, or improve the quality of programs currently offered to youth in Alachua County? Explain.

n/a

Capital Improvement Funding

If you are not applying for this funding category, answer "NA" to Questions 46-49

46. How will this project improve your program's ability to serve youth in Alachua County?

n/a

47. What cost-saving measures, if any, does your proposal include?

n/a

48. Does this funding expand your program's capacity? If so, explain.

n/a

49. How will your proposed capital improvements be maintained once CTAC funding expires?

n/a

Documents [top](#)

Documents Requested *

Required? Attached Documents *

AUTHORIZATION BY BOARD OF DIRECTORS

[download template](#)

Program Budget Worksheet



[Heroe's Project Budget](#)

[download template](#)

Copy of agency's most recent, signed annual tax return accepted by the IRS.

Copy of agency's total budget for the current operating year (in your agency's format) that details all revenues and expenses.



[City of Gainesville's Budget](#)

Copy of agency's most recent audit and Financial Review and Management Letter

[City of Gainesville's Annual Financial Report](#)

Copy of agency's most recent, outside funder monitoring report

[City of Gainesville-Funder Monitoring report](#)

Acknowledgement of Addenda--Review final addendum posted no later than 5pm on December 11, 2019. Sign it, date it, and upload it here.



[Signed Final Addendum](#)

Additional Documents (such as subcontracts)

* ZoomGrants™ is not responsible for the content of uploaded documents.

Application ID: 155371