

Project ENABLE - Alameda County Community Capacity Fund

Project Blueprint

March 2015

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Project Highlights

- 8 million dollars over the course of 3 years will be dedicated to capacity building grants for non-profit organizations
- A central component of the project is “The Academy” that consists of 22.5 hours instruction and peer learning
- The project utilizes a tiered and staged approach that allows for greater participation and stronger outcomes
- Participation in cross-site evaluation is mandatory

Project Objectives

“The fund would be designated to support the development of a capacity building program based on evidence-based practices to serve the AB 109 population: utilize best practice models and a data analysis to inform and evaluate community programs; and provide financial support to build strong community-based programs.”

Supervisor Keith Carson, June 25, 2014

Project Goal

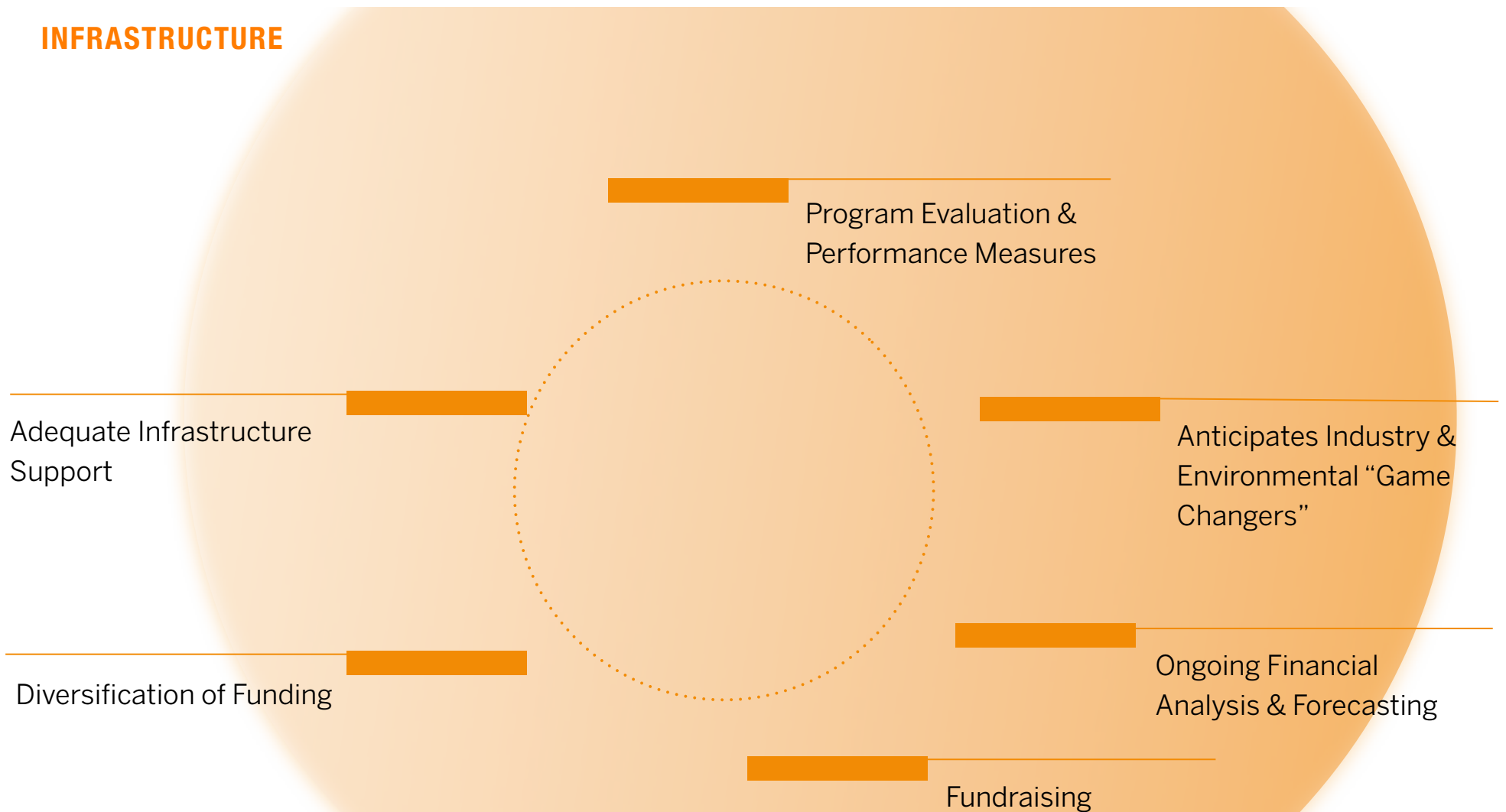
Project ENABLE's goal is to improve the capacity of organizations to deliver effective services to the reentry population living in Alameda County.

Current Challenges of Organizations Serving the Criminal Justice Population

- Restricted funding sources
- Performance measurements and program evaluation inconsistent and/or absent
- Few resources dedicated to evidence-based models and best practices in the field
- Inadequate infrastructure
- Limited formal knowledge regarding non profit management
- Insufficient resources for staff development/training
- Limited knowledge of industry “game changers” or proactive approaches

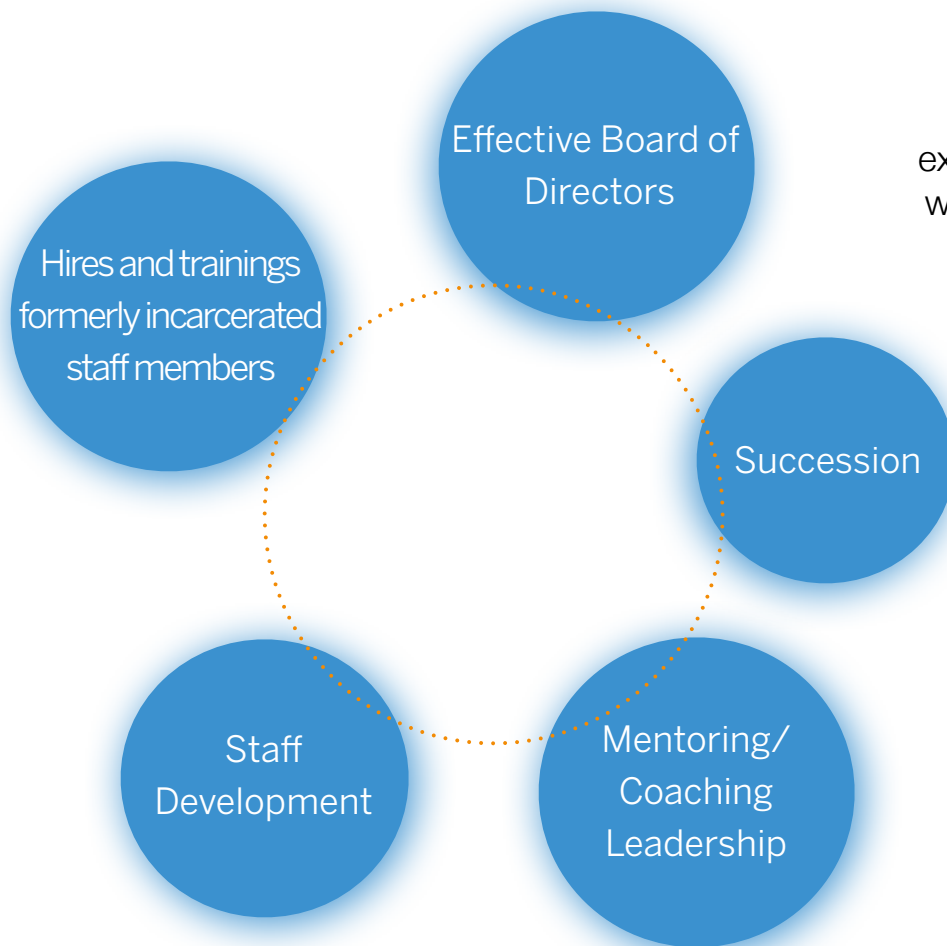
Characteristics of a Sustainable Organization

INFRASTRUCTURE



Characteristics of a Sustainable Organization

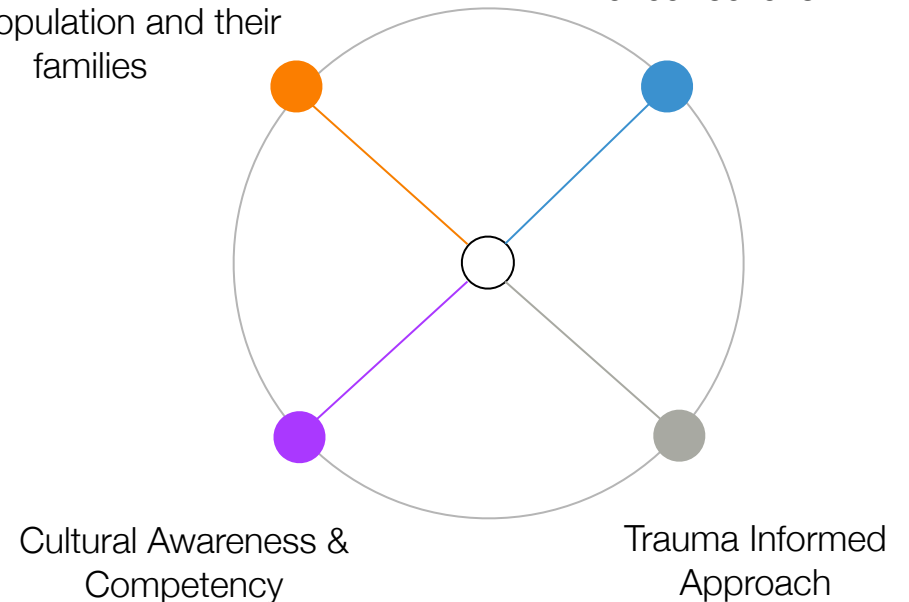
STAFF & BOARD DEVELOPMENT



PROGRAM DESIGN

Strong knowledge & experienced with working with population and their families

Understands the culture of corrections



Types of Capacity Building Activities

**TECHNICAL
ASSISTANCE**

**ADDITIONAL
FUNDING**

**Improve Capacity of
Community Agencies**

TRAINING

Types of Technical Assistance

- Self-Assessment and Proposal Writing Clinics
- On-Site Agency Assessments
- On-Going Support & Monitoring
- Evaluation

Guiding Principle

THE PROCESS IS TRANSFORMATIONAL

- Offered over period a period of time
- Assistance is customized and individualized
- Asset-based
- Provides opportunities for peer learning and networking
- Utilizes a staged approach
- Trainings are repeated and offered at different locations
- Trainings are linked to applied learning
- Board members and staff are involved
- Incorporates activities that improve interactions with county government

Eligibility

PHASE 1 KICK OFF MEETING

Anyone interested
in serving the
criminal justice
population

PHASE 2 SELF ASSESSMENT & ACADEMY

Anyone interested
in serving the
criminal justice
population

PHASE 3 PROPOSAL WRITING CLINICS & GRANTS

Completed Self-Assessment
Completed Academy
Prior experience serving the
criminal justice population
Non-profit status

Grant Summary

GRANT GUIDELINES

Items to be considered when developing applications for capacity building grants:

- Applications that request resources for strengthening operations
- Applications that focus on program evaluation or data collection and reporting
- Applicants must agree to participate in a cross-site evaluation (additional resources will be made available for participation)
- Applications for evidence-based interventions and incorporating evidence-based practices
- Applications that demonstrate collaboration among two or more partners
- Applicants must be a non-profit

Grant Summary

Although the expansion of services is one method of building capacity those applications that are limited to only increased or enhanced services will need to demonstrate a robust sustainability plan.

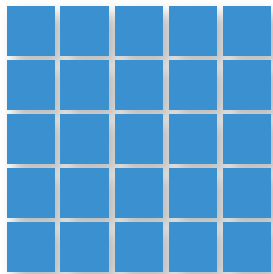
SIZE OF GRANTS

- Grants awarded in the amounts of \$25,000 - \$150,000
- Approximately 80 grants that average \$100,000 selected through Application Process

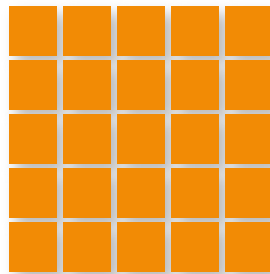
Grant Summary

GRANT DISTRIBUTION

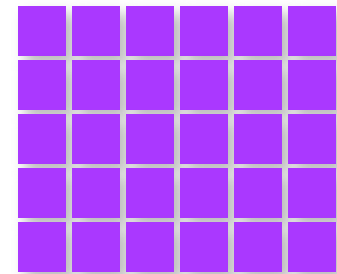
Approximately 80 grants that average \$100,000 will be awarded.



January 2016 - 25 grantees
\$100,000 amount (average)

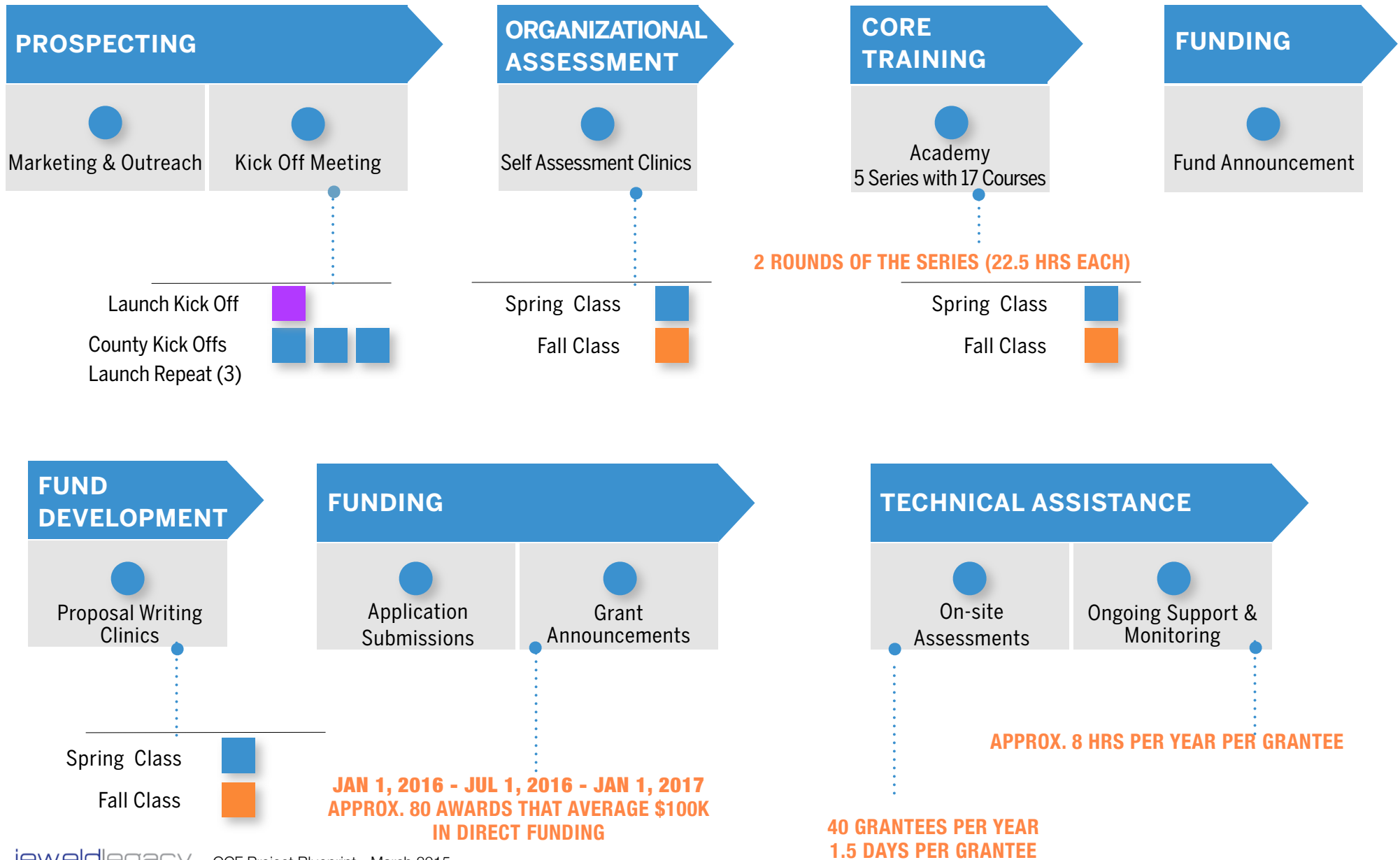


July 2016 - 25 grantees
\$100,000 amount (average)



January 2017 - 30 grantees
\$100,000 amount (average)

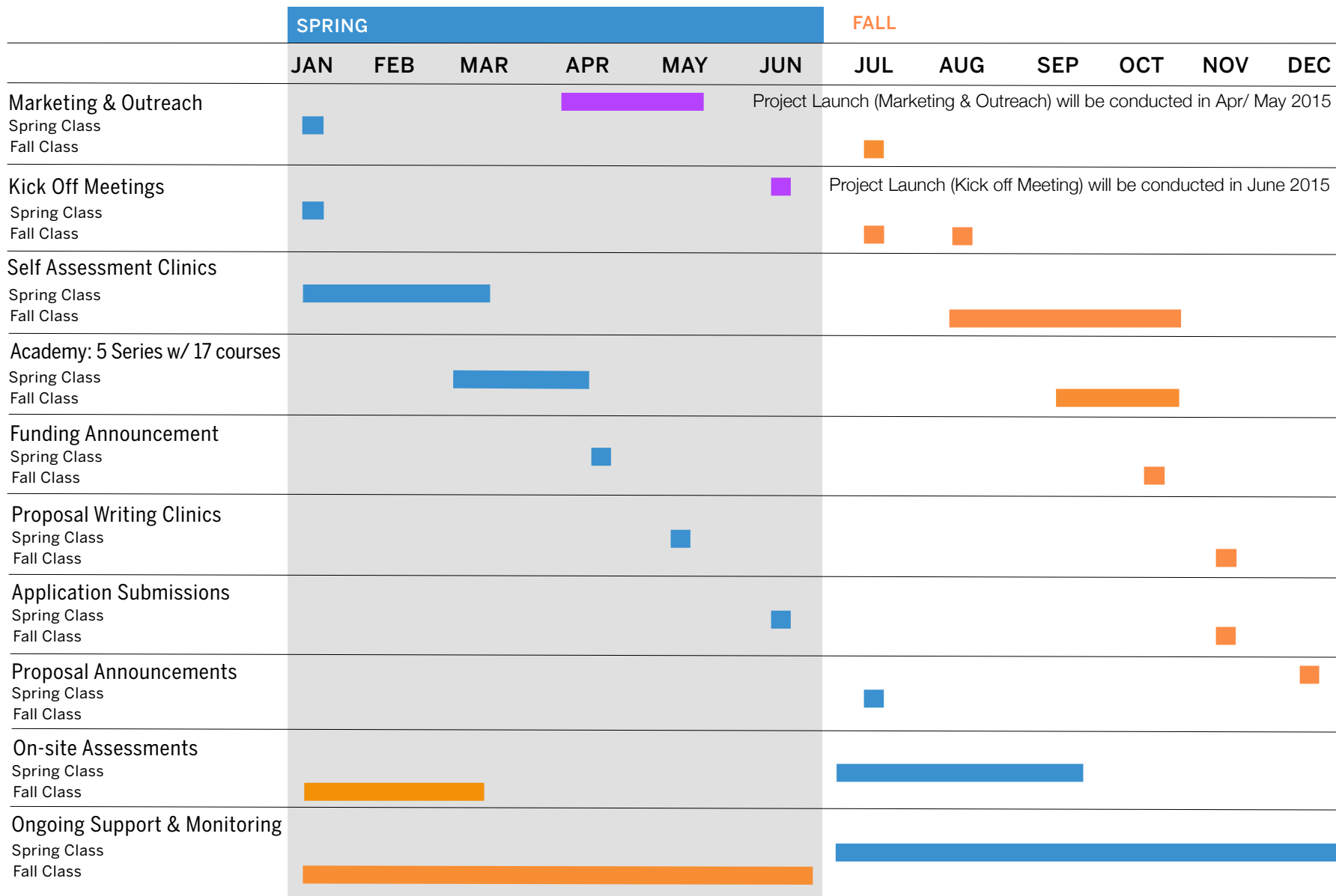
Capacity Building Modules



Project Timeline

The Project launches in the Spring of **2015**
 There is a **Fall** & **Spring** class for each of the following years:

2015 - 2016 2016 - 2017 2017 - 2018



Core Curriculum

Academy Series & Courses

SERIES ONE

EVALUATION
AND
DOCUMENTING
IMPACT
1.5 hrs

- Performance Measures and Why They Matter - 1.5 hrs

SERIES TWO

MEASURING
RECIDIVISM
AND
SUCCESS
2.5 hrs

- Definitions and Various Ways to Measure Recidivism - 1.0 hrs
- Program Evaluation: Necessary or Just Evil - 1.5 hrs

SERIES THREE

PROGRAM
DEVELOPMENT
AND IMPACT
7.5 hrs

- What Works: Evidence Based Models for Criminal Justice Populations - 1.5 hrs
- Criminogenic Needs- 1.5 hrs
- Mental Health and Substance/Abuse Alcohol Abuse Interventions within the Criminal Justice Populations - 2.5 hrs
- Impact of the Criminal Justice System on Children and Families - 2.0 hrs

SERIES FOUR

NON PROFIT
PLANNING
AND
MANAGEMENT
7.5 hrs

- Fiscal Management - 1.5 hrs
- Technology - 1.0 hrs
- Identity Statement - 1.5 hrs
- Human Resources - 1.5 hrs
- Governance - 1.0 hrs
- Operations - 1.0 hrs

SERIES FIVE

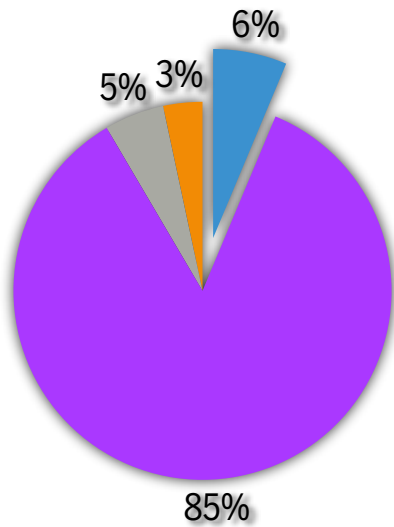
DEVELOPMENT
AND
SUSTAINABILITY
3.5 hrs

- Fundraising - 1.5 hrs
- Grant-writing - 1.0 hrs
- ABC's of Contracting with County Agencies - 1.0 hrs

CURRICULUM TOTAL - 22.5 HOURS

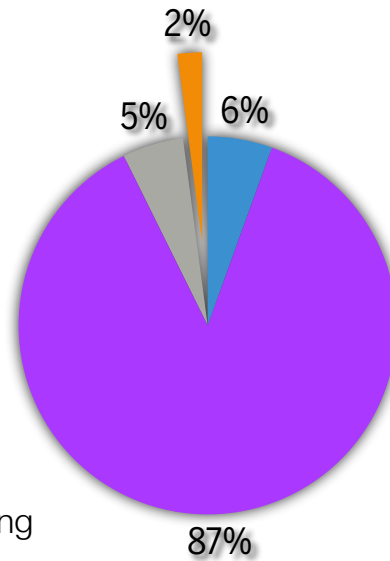
Budget

2015 - 2016



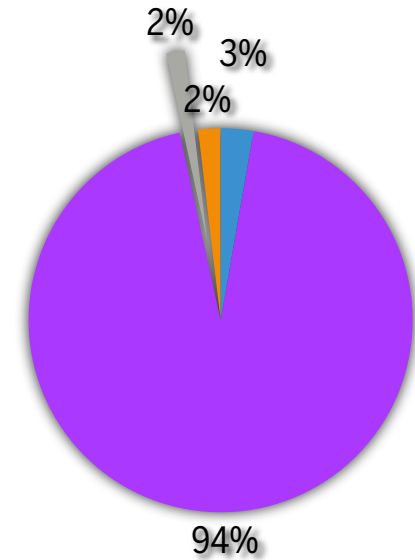
- Training/Assessments/Clinics/On-site Monitoring
- Grant Awards
- Evaluation
- Coordination

2016 - 2017



- Training/Assessments/Clinics/On-site Monitoring
- Grant Awards
- Evaluation
- Coordination

2017 - 2018



- Training/Assessments/Clinics/On-site Monitoring
- Grant Awards
- Evaluation
- Coordination

Budget

	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	
Kickoff Days - once a year	Kickoff	Kickoff	Grantee Conference	Grantee Conference	Total
18 hours x \$125/hr	\$2,250.00	\$6,750.00	\$2,250.00	\$2,250.00	\$13,500.00
Keynote speaker	\$3,000.00				\$3,000.00
Food	\$2,500.00	\$3,000.00	\$3,000.00	\$3,000.00	\$11,500.00
Program Materials (printing, pens, etc)	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$8,000.00
Marketing	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$4,000.00
Total	\$10,750.00	\$12,750.00	\$8,250.00	\$8,250.00	\$40,000.00
Core Competency Training					
17 classes = 22.5hrs x \$125/hr (class 1)		\$5,625.00	\$2,812.50	\$2,812.50	\$11,250.00
17 classes = 22.5hrs x \$125/hr (class 2)		\$5,625.00	\$2,812.50	\$2,812.50	\$11,250.00
6 hours for development of curriculum		\$8,500.00	\$8,500.00	\$-	\$17,000.00
Food		\$2,000.00	\$2,000.00	\$2,000.00	\$6,000.00
Program Materials (printing classroom materials)		\$2,000.00	\$2,000.00	\$2,000.00	\$6,000.00
Total	\$-	\$23,750.00	\$18,125.00	\$9,625.00	\$51,500.00
Technical Assistance & Self Assessment					
(2) 8 hour days include up to 3 consultants					
day 1 - 8 hours x \$125 x 3 consultants		\$3,000.00	\$3,000.00		\$6,000.00
day 2 - 8 hours x \$125 x 3 consultants		\$3,000.00	\$3,000.00		\$6,000.00
Total	\$-	\$6,000.00	\$6,000.00	\$-	\$12,000.00
CCF Proposal Writing Clinic					
(2) 8 hour days x \$125 x 3 consultants					
November 2015 - 2 days (\$3,000 per day)		\$6,000.00			\$6,000.00
May 2016 - 2 days		\$6,000.00			\$6,000.00
Nov 2016 - 2 days			\$6,000.00		\$6,000.00
Total	\$-	\$12,000.00	\$6,000.00	\$-	\$18,000.00

Budget

	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	
	Kickoff	Kickoff	Grantee Conference	Grantee Conference	Total
On-Site Deeper Dive - (40 grantees)					
1.5 days = 12 hours - up to 1 consultants					
12 hours x \$125 x 1		\$60,000.00	\$60,000.00	\$30,000.00	\$150,000.00
4 hours x \$125 x 1 consultants for report		\$20,000.00	\$20,000.00	\$20,000.00	\$60,000.00
Total	\$-	\$80,000.00	\$80,000.00	\$50,000.00	\$210,000.00
On-Going Monitoring - 3 years					
Once a year send team to monitor					
		\$40,000.00	\$40,000.00	\$20,000.00	\$100,000.00
8 hours x \$125 for each grantee / each cycle					
Total	\$-	\$40,000.00	\$40,000.00	\$20,000.00	\$100,000.00
Evaluation					
If Grantee doesn't have an Evaluator		\$45,000.00	\$43,000.00	\$-	\$88,000.00
Mandatory Evaluation		\$100,000.00	\$100,000.00	\$50,000.00	\$250,000.00
Total	\$-	\$145,000.00	\$143,000.00	\$50,000.00	\$338,000.00
Project Coordination					
Project Coordinator (1.0 FTE)	\$-	\$50,000.00	\$50,000.00	\$50,000.00	\$150,000.00
Project Manager (.50 FTE YR1 and .15FTE YR2)	\$10,833.33	\$19,500.00	\$5,000.00	\$5,000.00	\$40,333.33
Fringe Benefits x 20%	\$2,166.67	\$13,900.00	\$11,000.00	\$11,000.00	\$38,066.67
Telephone/Communications	\$2,000.00				\$2,000.00
Total	\$15,000.00	\$83,400.00	\$66,000.00	\$66,000.00	\$230,400.00
Total	\$25,750.00	\$402,900.00	\$367,375.00	\$203,875.00	\$999,900.00

Evaluation

LEVEL ONE (ORGANIZATIONAL/PROGRAM LEVEL)

Evaluators will be available to grantees for the following:

- Assistance in ramping up to participate in the cross-site evaluation
- To build infrastructure for collect data
- To create a feedback loop for continuous program Improvement
- Incorporating and utilizing “Results Based Accountability”

LEVEL TWO (CROSS-SITE EVALUATION)

Design evaluation plan that includes qualitative and quantitative measures

- Develop data collection tools
- Implementation of plan
- Provide continuous feedback
- Provide baseline, interim and final reports

Other evaluation activities include

- Scanning/mapping of services/programs/capacity
- Working with program & services workgroup and community advisory board
- Incorporating/training on results based accountability

Outreach & Recruitment

MARKETING

- US Mail, Email and Texting
- Social Networks – Facebook and Instagram
- Build a CCF Website and link
- During events have a box for attendees to fill out cards with the names of others
- Post News Group
- East Bay Express
- Hotline with posted information (may or may not be feasible)

DATABASE

- List of people and organizations across CAB
- CAB members and Carol will provide lists of resources from their districts who are serving the criminal justice in some capacity

Outreach & Recruitment

BOARD SUPERVISOR OUTREACH

- Board of Supervisor's websites and networks
- Each Board Supervisor holds a kickoff in their district

AGENCIES

- City Council members throughout the district place it on their websites/FB
- Local State Legislators
- County Agencies
- Pastors of Oakland and Alameda County
- Training locations
- Alameda County Probation Departments website
- Black Elected Officials and Faith Based Leaders



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