

Group Information	
List all group members	1. Mattie Steele 2. Lauretta Roe 3. Enialju Evans
Summarize your communication plan for the semester (how do you plan to reach each other, communicate and ensure that communication is received? (this section will NOT be included in the final paper)	The group has concluded to meet every Wednesday and Friday at 6:00 PM EST. Furthermore, if the group has any upsets with the schedule, we will maintain communication by utilizing texts, phone calls, and emails as resources. Our group will be using facetime to communicate. Finally, group chats are available for 24/7 assistance and communication.

Assignment 1 - New Organization Brief (70 points)	
In your chosen group, brainstorm and complete the “New Organization Brief” assignment. You will choose your organization’s name, mission, vision, the population you will serve, service offerings, and 2-3 goals. You will also describe the organizational chart and projected positions you might expect in your organization.	
1.1 Organization Name (2 points)	Kids Connection
1.2 Mission statement (5 points)	<p>Kids Connection ensures foster childrens’ quality of life and healing through empowerment and bridging the gap between adolescent and adulthood and help prevent dependency and delinquency of children by responding to their basic needs.</p> <p>Kids Connection ensures a quality of life for children who have aged out of the foster care system and help with healing through empowerment and bridging the gap between adolescent and adulthood. -Lauretta</p>
1.3 Vision statement (5 points)	<p>In the future, the team would like to provide an organization which helps teens who are in the foster care system be able to live independently after transitioning through foster care.</p> <p>In the future, the team would like to provide an organization which helps teens who are in the foster care system be able to live independently after transitioning from foster care. -Lauretta</p>

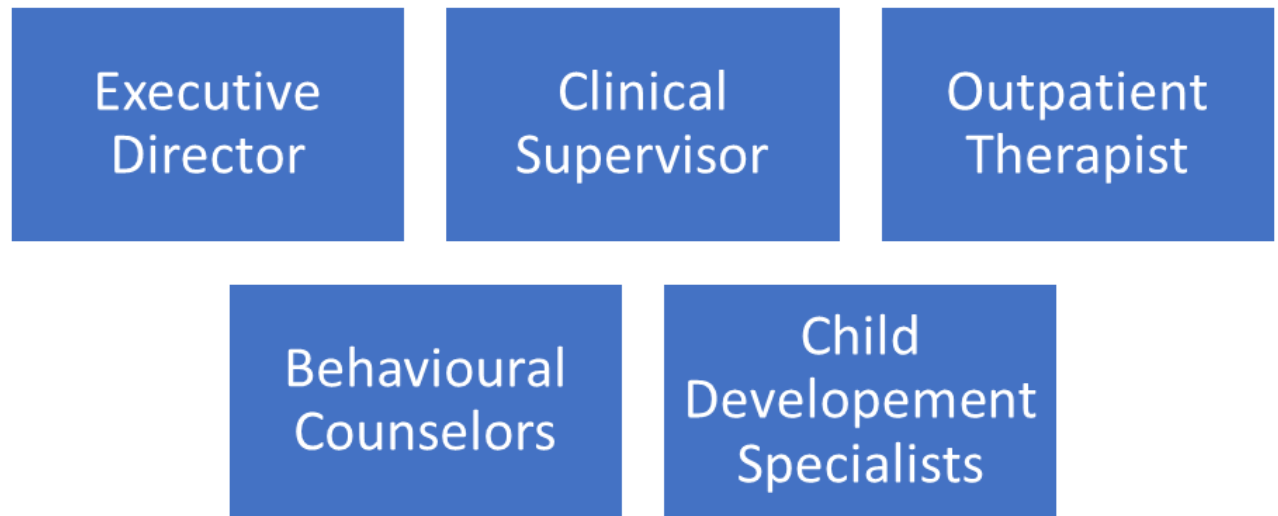
<p>1.4 Organizational description and goals (what is the purpose of the organization, and what are at least 2-3 organizational goals you envision) (10 points)</p>	<ol style="list-style-type: none"> 1. Providing housing for children who have aged out of the foster care system 2. Provide resources/classes to help children in foster care who have aged out of the system prepare for real life experiences and jobs. <p>The purpose of this organization is to provide housing for those who have aged out of foster care. One organizational goal is for the youth to gain the skills needed to live independently as an adult. Another goal is for Kids Connection to provide different resources such as job readiness, resumes, etc.</p> <p>Lauretta</p>
<p>1.5 Market analysis and environmental assessment. Describe the business/nonprofit environment where your organization will operate. What other organizations are in the immediate environment that may be similar to yours? How are their services complementary, similar, or different than what your organization would offer? Because of this, what chances for long term operations would you project for your organization? (15 points)</p>	<p>Kids Connection will operate out of Chattanooga with two locations. Chattanooga has a population of a little over 180,000. The median household income is 47,000 a year. 16.7% of the population are in poverty. Tennessee has over 9100 foster kids alone, but only 4,000 parent homes. A similar program is the extension of foster care offered by the government (citi-data.com, 2022).</p> <p>The Independent Living division provides educational and employment opportunities, as well as consistent safe housing. They offer training vouchers along with living allowance, life skills classes and leadership opportunities. This division provides living arrangements such as a dorm, foster home, supervised independent living, home of a relative or supportive adult.. The group home must sign an agreement, have monthly meetings to track progress, and attend court every 6 months (TACF, 2022).</p> <p>Chambliss Center for Children’s Transitional Living Program provides stable housing and case management services for single occupancy. The housing is a fully furnished apartment with utilities included. The teen is required to be enrolled in a secondary program. Supervised and unsupervised options are available. Case managers monitor teens' progress. (Kid Central, 2023).</p> <p>Tennessee Alliance for Children and Families provides housing, food stipend and monthly allowance (TACF, 2022).</p> <p>Holsten United Methodist Home provides supervised independent living on the United Methodist Campus. Teens are required to have at least part time employment, and be enrolled in an educational program. The housing has round the clock live-in staff, counseling and case management; assistance in securing a drivers license, exploring interests, securing employment and locating housing (TACF, 2022).</p>

	<p>McNabb Center helps homeless teens with employment and counseling (TACF, 2022).</p> <p>Partnership for Families offer a less restrictive non-traditional living; case management, career plan development, and counseling. .This agency is also known as KidCentral TN-River City Youth Collective which provides financial education, life skills, social skills and health education (TACF, 2022).</p> <p>These agencies all serve the purpose of helping foster children who have aged out of the system become independent. Kids Connection will differ in that it will provide a less restrictive living arrangement where there is less supervision. Kids Connection will assist youth who do not want a college but would rather go into a trade. This would be ideal for youth who have a natural skill or some connection to a particular employer.</p> <p>The likelihood of having longevity for the program is low due to the fact that there are so many other agencies offering similar assistance. The agency holds an unpopular opinion that college is not always the answer for everyone so we will see some resistance.</p> <p><i>Chattanooga, Tennessee.</i> Chattanooga, Tennessee (TN) profile: population, maps, real estate, averages, homes, statistics, relocation, travel, jobs, hospitals, schools, crime, moving, houses, news, sex offenders. (n. d.). Retrieved February 9, 2023, from https://www.citi-data.com/city/Chattanooga-Tennessee.html</p> <p><i>Supportive housing.</i> TN Alliance for Children & Families. (2022. May 17). Retrieved February 7, 2023, from https://www.tnchildren.org/extension-of-foster-care/supportive-housing/</p> <p><i>Transition services for youth who are disabled or aging out of foster care.</i> kidcentral tn. (n. d.). Retrieved February 9, 2023, from https://www.kidcentraltn.com/support/adoption-foster-parents/transition-services-for-youth-who-are-disabled-or-aging-out-of-foster-care-.html</p> <p>Lauretta</p>
1.6 Uniqueness: What is unique about your organization that no other does/has? (5 points)	<p>Kids Connection uniqueness is within the organization as to how we help foster children after they age out of foster care. Through their childhood there are many resources given to foster children while in the system, as far as funding, having placement within a foster home, and having advocates readily available for them while still in the age range. The organization wants to provide funding from that state to which after the children age out and turn eighteen they will still have a safety belt before entering adulthood. This organization also wants to offer</p>

	<p>housing, and classes to those children about work etiquette, and have counselors readily available for behaviors, or other leading matters.</p> <p>Mattie</p>
1.7 Describe your target client population (age, group, common problem, etc.) (5 points)	<p>The organization's population will be children who have been in foster care who are the ages of eighteen to twenty-one who have aged out of the system. The common problem these children will have will be having no family to support them after aging out of the system. It has been shown that after children age out they sometimes do not have a place to go, and can become homeless at a young age, and have no skills or etiquette to maintain a job, or suffer from mental ailments. There have also been shown that there are low percentages that these youth will attend college after aging out if left to fend for their own, or could end up abusing substances. Youth this age typically have these issues because they have no support, after aging out of the system, they are left to their own devices to make a life for themselves. The statistics show only 3% will earn a college degree, only 50% will find employment when they reach the age of 24, 70% of the young women are pregnant by the age of twenty, 25% are dealing with PTSD coming out of the system, and 25% will be incarcerated after aging out of the system.</p> <p><i>What are the dangers of aging out of foster care?</i> (n.d.). Adoption.org.</p> <p>https://adoption.org/dangers-aging-foster-care</p> <p><i>What happens to kids who age out of foster care?</i> (2022, September 23). House of Providence - Until Every Child Has A Home. https://www.thehofp.org/articles/what-happens-to-kids-who-age-out-</p> <p>-Mattie</p>
1.8 Describe the services you would like to offer; how will the services be	<p>The services will be delivered through the agency. Children will come to our agency to receive classes about job etiquette, resources for transportation, and will receive housing until they can maintain a job and be able to be</p>

delivered. (5 points)	stable on their own once out of the system. We will have a team of staff members of social workers that will be ready to educate these children and help them bridge the gap from childhood to adulthood once entering our facility. There will also be outreach teams who will go through the community educating foster homes/families of these services as well. This organization is a housing facility. Lauretta
1.9 What is your group's interest in creating this organization? (3 points) (this section will NOT be included in the final paper)	The executive director will be the person who is in charge of the organization. The executive director will be securing necessary funding streams, needs or other financial resources for expansion and sustainability, oversight of its budget and personnel. The program will devise strategic plans in collaboration with key Executive Staff and will ensure all program policies, procedures and guidelines are adhered to and implemented consistently among Foster Care programs as appropriate. Directly under the executive director will be the clinical supervisor, who will be supervising the volunteers and staff. They will ultimately be signing off on treatment plans, and monitoring the progress of the outpatient therapists, and child development specialists. Outpatient therapists and behavioral therapists will be working closely together by providing mental health assessments, and providing education on mental health, and providing a safe space for the youth to be able to talk about trauma. The child development specialists will provide resources for the youth on jobs, and will provide resources for funding and housing for the youth who are in our program. All funding and housing will be overseen by the clinical supervisor and signed off by the executive director. -Lauretta

1.10 Organizational chart. Create an organizational chart that showcases projected positions in the organization. (10 points)



Assignment 2 – Human Resources Plan (65 points)

Develop a human resources plan for your program, which includes how many staff and volunteers you will need, and how you will address diversity. Present a brief job description for each main function (must present at least three functions). Include a plan to keep your volunteers and staff involved and motivated: any activities, rewards, or staff development plans as well as staff and volunteer evaluation plans.

2.1 Provide an introduction/overview of your human resources plan (5 points)

This organization will motivate the employees by making the workplace a pleasant place to be. This organization will treat each employee ethically and follow the Code of Ethics to ensure each employee is treated with respect. This team will provide proper onboarding and training. Not providing employees with a proper onboarding experience can have an immediate effect on their confidences. It is important to have regular meetings to review safety rules and discuss prevention to keep the workplace safe. Having a safe environment starts from day one, this means hiring qualified individuals who pay close attention to detail. A safe workplace starts with employees following safety requirements and performing their jobs to their best ability.

-Lauretta

<p>2.2 Describe in detail how many staff and volunteers you will need and provide a reasoning for your decision (must have at least three positions) (5 points)</p>	<p>This group would like to work closely with CASA. CASA as a child advocacy group who work closely with DCS. CASA volunteers based. For each seven young adults our group legally has to have one volunteer. By working closely with CASA our group will have resources dealing with youth who are close to aging out of the foster care system. They can also help us correlate resources with DCS, and other agencies who work with foster care agencies. To include our staff, we would also like to include staff child developmental specialists who work closely with DCS and foster care agencies. Each child development specialist will be assigned eight youth on their caseload. Lastly, on our staff we would like to provide an outpatient therapist. Our organization would like to provide four outpatient therapists to work closely with our youth in order to work with them on a mental level, and help provide resources through jobs, and job resources.</p>
<p>2.3 Provide a brief job description for each main function (must present at least three functions) (5 points)</p>	<p>Upon assignment to a case, monitor the progress of the court ordered case plan; investigate all relevant facts through personal interviews and review all records, documents and clinical data; facilitate resolution of identified problems; and present an accurate portrait of the child to the court at hearings through written and verbal reports.</p> <p>Maintain complete written records about the case.</p> <p>Report any incidents of child abuse or neglect to the office and/or the appropriate authorities immediately.</p> <p>Determine the best interest of the child by utilizing as many factors as possible.</p> <p>Participate in any planning or treatment team meetings involving the child.</p> <p>Advocate for the child by attending all court hearings, by making written recommendations to the court on what decision is in the best interest of the child.</p> <p>Remain actively involved in the case until formally discharged by the court</p> <p>Child Development Specialist</p> <p>Creates therapy plans for youth to overcome obstacles DCP's work closely with the children and DCS/guardians in order to help youth maintain their goals</p> <p>Organize referrals</p> <p>Provide resources for children/DCS and families</p> <p>Outpatient Therapist:</p> <p>Implements and maintains the Integrated Behavioral Health program's philosophy, principles, and procedures in all facets of performance.</p> <p>Provide services and conduct self in a manner consistent with the profession Code of Ethics.</p> <p>Assess or provide therapy, counseling, intervention and/or education to clients in a professional manner</p> <p>Provide resources for youth who are aging out of system</p> <p>Provide mental health assessments for youth who have been in the foster care system.</p>

	<p>Our volunteers will be assigned children to monitor with daily phone calls to ask how their day went, discuss any obstacles and share progress. Our volunteers will serve as mentors to give support and motivation. The volunteers will attend fundraising events, help answer questions, pass out flyers and father support.</p> <p>Lauretta</p>
<p>2.4 Describe your plan to keep your volunteers and staff involved and motivated: any activities, rewards, or staff development plans (include literature that supports the effectiveness of your plans) (20 points) (<i>Literature base required</i>)</p>	<p>To keep staff and volunteers motivated, bonuses would be offered to the employees for each successful transition of a foster child into a place of employment (Creative Volunteer, 2020). We know this would work because the extra money would be an incentive for our employees. The agency will provide flexible schedules to recruit volunteers and staff who may not find other agencies with flexibility (Creative Volunteer, 2020). Rewards will be given for staff and volunteers who meet the goals that are set such as bonuses or lunch provided. Staff development meetings will meet weekly to discuss achievements and the need for improvements. In one article of research, Social Identity Theory is used to address outcomes such as feelings of being respected (Creative Volunteer, 2020). This framework has proved to be effective in the study of the behavior of volunteers (Boezeman et al., 2008). This theory indicates that a person gets their self-worth through the positive experiences they have (Boezeman et al., 2008). Feelings of being supported, pride and respect motivate volunteers to stay engaged (Boezeman et al., 2008). Volunteers can feel valued and respected by how they are treated, a positive environment and feeling well trained (Boezeman et al., 2008). The American Bar Association recommends encouraging staff to show appreciation and acting as a role model to staff (ABA, 2003).</p> <p>Boezeman, Edwin J., & Ellemers, N. (2008). Volunteer recruitment: The role of organizational support and anticipated respect in non-volunteers' attraction to charitable volunteer organizations. <i>Journal of Applied Psychology</i>, 93(5), 1013-1026/ https://doi.org/10.1037/0021-9010.93.5.1013</p> <p>Creative Volunteer. (2020, September 6). <i>10 ways to motivate your nonprofit volunteers</i>. Volunteer Opportunities. https://www.volunteer-opportunities.org/10-ways-to-motivate-your-nonprofit-volunteers/</p> <p><i>Getting to 'yes': How to motivate busy people to volunteer.</i> (n.d.). American Bar Association. https://www.americanbar.org/groups/bar_services/publications/bar_leader/2003_04/2802/motivating/</p> <p>Lauretta</p>
2.5 Describe in detail your staff	This organization will conduct evaluations on each staff member. The evaluation will focus on different things the

<p>evaluation plans (include literature that supports the effectiveness of your plans) (10 points) <i>(Literature base required)</i></p>	<p>organizations need to work on. Our goal is to make sure each staff member is happy. We also want to be able to figure out how we can help our staff if needed. This organization will do an evaluation every six months on the employees. The evaluation will consist of a few questions. The evaluation will start with setting goals, monitor goals, providing feedback, and rating the employee. Performance evaluation provides a time for discussing, planning and reviewing the performance of each employee. Each employee will be evaluated at the end of their introductory period and six months by their supervisor. The evaluations provide the basis for better understanding between the employee and supervisor with respect to your job performance, potential and envelopment within the Organization. It is an opportunity to ensure expectations by both are being met, goals set and there is clear alignment with the mission.</p> <p><i>Staff evaluations.</i> Human Resource Management. (n.d.). https://humanresources.ku.edu/staff-evaluations</p> <p>Kuligowski, K. (2023, January 23). <i>How to develop an employee performance plan.</i> Business News Daily. https://www.businessnewsdaily.com/15967-how-to-evaluate-employee-performance-.html</p> <p><i>How to evaluate an employee: A performance review checklist.</i> FreshBooks. (2019, March 28). https://www.freshbooks.com/hub/leadership/evaluate-an-employee</p> <p>Lauretta</p>
<p>2.6 Describe in detail your volunteer evaluation plans (include literature that supports the effectiveness of your plans) (10 points) <i>(Literature base required)</i></p>	<p>This organization will sit down with our volunteers once every six months to evaluate the progress they are making with the clients. Providing this support for the volunteers will let them be able to talk about what they would like to work on, and what the supervisor can provide to them for help. This organization wants our volunteers to be heard, and it is statistically shown, when volunteers, or staff members feel recognized, and heard they flourish more in a facility. The evaluation will be an hour long, and there will be a specific case brought to head that the volunteer has been struggling with. The supervisor will sit down and provide resources, and new plans of action for the volunteer to help them succeed within the company. While doing this evaluation it will show the volunteers that there is a trust, and not a power balance between the two since they are volunteer based. There will also be diversity which is talked about in each evaluation in order to provide the most diverse workplace, and show that the volunteers/staff is safe. This organization will be working with CASA in order to receive volunteers. The key to evaluations for volunteers or staff for our organization is for the volunteers to be heard and appreciated. These evaluations will mimic ones that are based on payroll as well.</p> <p>Richard Waters D. (n.d.). <i>Measuring the Non-Profit Volunteer Organization Relationship.</i> The International Journal of Volunteer Administration</p> <p>Peter Drucker F. (n.d.). <i>What businesses can learn from nonprofits.</i> Ellis Archive on the Professional Leadership of Volunteers. https://www.ellisarchive.org/sites/default/files/2019-09/Document_20190918_0004_1.pdf</p> <p>Kendrick, S. (2021, October 11). <i>Why nonprofits should evaluate volunteers.</i> VolunteerHub.</p>

	<p>https://www.volunteerhub.com/blog/evaluating-volunteers/ <i>The essential guide to nonprofit volunteer management.</i> (2022, December 31). GiveForms - Your Go-to Digital Fundraising Platform. https://www.giveforms.com/blog/the-essential-guide-to-nonprofit-volunteer-management</p> <p>Lauretta</p>
<p>2.7 Describe at least three strategies you will use to address diversity in your organization (include supporting literature) (10 points) (<i>Literature base required</i>)</p>	<p>Effective communication creates an inclusive workplace by incorporating a positive and welcoming environment and attitudes (Bentley University, 2015). This organization will use professional development to provide opportunities to learn about diversity and intersectionality (Bentley University, 2015). This organization will be a role model by being engaged with staff who are members of a diverse population and take extra care to make them feel comfortable (Norton & Fox, 1997). This team will have clearly defined expectations (Bentley University, 2015). Creating and maintaining a workplace culture that is conducive to acceptance and tolerance (Norton & Fox, 1997). The agency will be mindful of all issues of diversity such as the glass ceiling (Weiss, 1999). Women are less likely to climb the ladder to leadership positions or stay in those positions once they are obtained (Weiss, 1999). Awareness of these issues will decrease the chances of this discrimination in the agency (Norton & Fox, 1997). Gender discrimination has less awareness than racial diversity (Weiss, 1999). Research findings show that 17% of women leave their jobs due to dissatisfaction with the workplace environment (Weiss, 1999). Women report that they do not feel as supported as their male counterparts (Weiss, 1999). Women also report that they do not feel they are adequately trained as well as their male coworkers (Weiss, 1999). Being educated on these issues is the first step to eliminating discrimination. Relias training that provides education on diversity and discrimination will be required for all employees. The agency will not tolerate oppression by having an open door policy where staff are encouraged to voice concerns. One downfall that organizations have is that they only focus on the differences between groups and the problems that arise from them. Other parts of the organization must be taken into consideration such as culture, structure, roles and responsibilities, and work relationships.</p> <p><i>7 ways to promote diversity in the workplace.</i> (2015, October 6). Bentley University. https://www.bentley.edu/news/7-ways-promote-diversity-workplace</p> <p><u>Norton, J. R., & Fox, R. E. (1997). <i>The change equation: Capitalizing on diversity for effective organizational change.</i> American Psychological Association.</u></p> <p>Weiss, A. E. (1999). <i>The glass ceiling: A look at women in the workforce.</i> Twenty First Century Books.</p> <p>Lauretta</p>

<p align="center">Assignment 3 – Marketing Campaign Plan (60 points)</p> <p>Develop a marketing plan, including a campaign name, slogan, and any marketing materials you might use (letterhead, brochures, T-shirt logos, designs, buttons, etc.). Be creative!</p>	
<p>3.1 In your group, develop a marketing campaign strategy, and introduce/summarize it here. The main questions to answer are: What do you hope to accomplish through your campaign? What are your target audiences? What is the evidence that your strategy will work with the target population? (7 points)</p>	<p>The organization would like to be an outreach to young adults who have aged out of the foster care system. The organization would like to provide support financially, and provide a safe place for the young adults to stay. The organization would like to accomplish an outreach to the community through advertising on tik tok, instagram, and twitter. Our organization will promote our services as far as funding, transportation, and educational opportunities, as well as work opportunities. The organization's target audience will be young adults ages from 18-25. It has been shown statistically to reach younger adults tik tok and instagram is the way to reach them. These are the applications that are used the most throughout the younger generation. Our organization will also reach the older generation, we will advertise through facebook. We will make catchy videos for the organization's campaign, and use repetitive music to engage our audience. To reach our professional audience our organization will submit our plans on linked in.</p> <p>Daros, A. R., Williams, G. E., Jung, S., Turabi, M., Uliaszek, A. A., & Ruocco, A. C. (2018). More is not always better: Strategies to regulate negative mood induction in women with borderline personality disorder and depressive and anxiety disorders. <i>Personality Disorders</i>, 9(6), 530–542. https://doi.org/10.1037/per0000296</p> <p>Horng Jinh Chang, & Ming Han Du. (2021). Donor Experience Sharing, Why, and Who They Are? <i>International Journal of Information & Management Sciences</i>, 32(2), 177–193. https://doi-org.ezproxy.southern.edu/10.6186/IJIMS.20210332(2).0005</p> <p>Marketing your practice: Creating opportunities for success. (1996). https://doi.org/10.1037/10200-000</p>

	<p>American Psychological Association, Practice Directorate, & Coopers & Lybrand, L.L.P. (1996). Organizing and implementing marketing programs. In <i>Marketing your practice: Creating opportunities for success</i> (pp. 66–73). American Psychological Association. https://doi.org/10.1037/10200-006</p> <p>Norton, J. R., & Fox, R. E. (1997). <i>The change equation: Capitalizing on diversity for effective organizational change</i>. American Psychological Association.</p> <p>Organizing and implementing marketing programs. (1996). <i>Marketing your practice: Creating opportunities for success</i>, 66-73. https://doi.org/10.1037/10200-006</p> <p>Lauretta</p>
3.2 Develop clear steps for your marketing campaign (number them and provide short descriptions for clarity) (8 points)	<p>Have an introduction</p> <ol style="list-style-type: none"> 1. TikTok: Our organization will go out into the community and interview young adults who are either in the foster care system, or have aged out, and ask them what their essential needs are, and have them sign a consent if they are willing to be interviewed and make a tik tok. 2. Facebook: For Facebook our organization will submit a flier explaining our services, which will be colorful, and eye-catching. 3. Instagram: For Instagram our organization will provide a reel/photo promoting our organization's plan for funding, and transportation. 4. Linked in: For linked in our organization will promote our professional status quo of the foundation we are forming for the young adults.
3.3 For each step, develop clear goals (5 points)	<p>The Organization goal for our organization by using TikTok is to be able to have an outreach to young adults to show the services that will be provided for our agency. By having this on an application that is used a lot, it will be able to reach thousands of youth who do not know about the services we offer. Kids Connection's goal by using outreach Facebook is to provide accountability, and resources for the older generation in order to show how important this outreach is for young adults who have aged out of the system. In doing so we could possibly reach other foster care agencies, teachers, or counselors. The goal as an organization by using instagram would be to provide a comfortable space for the older and younger generations alike to educate them on our services. The Organization's goal for using linked in would be to establish professional relationships with other organizations who are like minded, and can also swap resources between our organization.</p>
3.4 For each goal, evaluate the impact on the targeted audience/s (5 points)	<p>The reason our organization will use tik tok as a goal to reach young adults, is because it is a new popular application that is thoroughly used, and they will be comfortable using this application. Our organization will be</p>

	<p>using instagram and facebook because individuals of all ages use this application, and the applications are easy to use and our organization thinks it will be easier to reach both populations by dispersing evidence over multiple platforms. The targeted audiences will be engaged by the comfortability of the applications, and the use of the applications daily. Our organization will also be using linked in to reach a professional audience, as well as their engagement we will show them pictures and videos, and literature based papers in order to persuade them to support our organization.</p>
3.5 Present your marketing campaign name (2 points)	New Beginnings
3.6 Present your marketing campaign slogan (3 points)	There is always room at the table for you with us, and always a home.
3.7 Evaluate (describe and analyze) the relationship of your marketing campaign name and slogan to the mission of the organization (10 points)	<p>Kids Connection ensures foster childrens' quality of life and healing through empowerment and bridging the gap between adolescent and adulthood and help prevent dependency and delinquency of children by responding to their basic needs.</p> <p>Kids Connection ensures foster childrens' quality of life and healing through empowerment and bridging the gap between adolescent and adulthood and help prevent dependency and delinquency of children by responding to their basic needs.</p> <p>The agency ensures that those who age out of foster care are not left behind. The agency will aid in the transition from foster care to independent living and assist these individuals in sustainability. These individuals will be taught skills and empowered to thrive in their new beginnings. The ultimate goal is to improve the quality of life of these children as they transition as independent adults. Therefore making a new beginning for them The team will educate the children about life skills such as budgeting to equip them to be successful in sustaining their independence. Meanwhile, the team will provide housing, job skills and case management to guide them through the transition. Perhaps, for the first time in their lives, they will feel welcome, valued, and gain a sense of belonging, Lauretta</p>
3.8 Presents exemplary and creative additional marketing materials (20 points)	<p>This organization will have the Kids Connection logo on t-shirts, coffee mugs, pencils, ball caps, sticky note pads and cuzies. These items will get our name out, put our logo out there for recognition and bring awareness to the organization. The organization will have a social media page to gain recognition within the community. The organization will have a web page for people to access information about the organization such as foundation,</p>

	<p>mission, purpose, funds, locations etc.</p> <p>Once our organization has been established for some time, we will post testimonials on the website and social media.</p>
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Lauretta

Assignment 4 – Fundraising Campaign Plan (110 points)

Develop a fundraising campaign plan and supporting documents by using the SMART goals format (use template provided). Present three (3) SMART goals using three (3) types of fundraising activities, with at least 2-3 strategies each. In addition, develop a Case for Support letter and attach it to your Plan.

4.1 Develops three fundraising SMART goals relevant to the organizational mission (30 points)

Use the template provided and attach the completed form to the assignment.

How much, by when, from whom. Raise \$10,000 from individuals by the end of the 2023 fiscal year.

<u>Specific Strategies/Tactics</u> This is something you will do to accomplish the goal. Answer the question—What will you do?	<u>Process Measure</u> How will you account for doing the activities needed to accomplish the strategy? What is the result of “what you do”/strategy?	<u>Attainability-Outcome Measure</u> Is your strategy reasonably attainable? What is it that will show you accomplished your strategy? How will you measure it? How will you know you accomplished the tactics?	<u>Relevance</u> What are the expected results after implementing this strategy? Why is this important in the overall fundraising plan?	<u>Time frame and Responsibility</u> Who is responsible for seeing that the strategy gets done and by when?
Bake sale	Monitoring – in the middle , how do I know that things are going in the right direction Charting to make sure what baked goods we have, how many, how	At the end of the process , what I will have to show is: Sold 500 baked goods Had 25 vendors participating	This one piece of the goal puzzle. Make individuals aware of organization through sponsorships, and selling baked goods.	Volunteers from the organization Lacey Bunzswitt 3 months

		many vendors, etc. sign-ups			
	Giving Tuesday Campaign	Charting the donations given to us, re-evaluating on each Tuesday	At the end process we will have raised 5,000 and had 20 volunteers participating	Raise awareness for our organization on an individual level	Administrative staff members Josh Whitaker 6 months.
	Writing letters for an outreach of individuals	tracking on who responds to our letters, who donates, and how much is donated.	Average gift amount \$2,000	Be able to raise awareness personally by writing letters that include the organization's mission statement.	Administrative staff Jone Rush 6 months
<p style="text-align: center;">Corporate Fundraising Plan – SMART Goals</p> <p style="text-align: center;">Goal 1: To figure out how much money we can raise by 2023 from corporations to 100,000\$</p>					
	<u>Specific Strategies/Tactics</u> This is something you will do to accomplish the goal. Answer the question—What will you do?	<u>Process Measure</u> How will you account for doing the activities needed to accomplish the strategy? What is the result of “what you do”/strategy?	<u>Attainability-Outcome Measure</u> Is your strategy reasonably attainable? What is it that will show you accomplished	<u>Relevance</u> What are the expected results after implementing this strategy? Why is this important in the overall fundraising plan?	<u>Time frame and Responsibility</u> Who is responsible for seeing that strategy gets done and by when?

			your strategy? How will you measure it? How will you know you accomplished the tactics?		
	Identify corporations that have historically given money to child/children services or services for children or families . Make a list and create a social media fundraiser that will promise to be an opportunity for advertising for those who donate.	Monitor social media to make sure the post is being viewed. Staff will regularly share the post and post frequent updates of the growing amount donated to spark interest and attention.	At the end of this process, the organization will have 200k donations and 15 corporations supporting us.	Create the donor base for solicitation complete w/ donor profile This will bring awareness about our organization and make good community connections to collaborate with in the future.	Kidz Connection Administrative : Laretta Roe will post and monitor progress. Staff will give the comp 6 months to review with their board and make budget decisions.
	Approach and invite family oriented corporations for donations. Target Walmart Ford Gap Kids Six Flags	Write letters to the companies. Include information about our mission and offer to make public mention of the donors via newspaper, social media or radio.	Send letters to the corporations The organization will have 20 major corporations. Staff will gather responses from companies who return contact. Staff will document and chart responses.	Staff will produce a database of donors who give this year and could be approached in the future.	Enialju Evans Kids Connection Supervisor

			Out of 20 letters sent, we expect half of the corporations to respond.		
	Have a gala and invite organizations on the comprehensive list.	Create plaques/tier honoring them for their contributions. Contact press and ask for a feature about the organization with mention of supporters. This will help promote advertisement and give press an opportunity for recognition. Those who donate 1-5000, 5000-10,000 different tier recognitions	Chart prediction of how many businesses will give in each tier 1 in tier one 2 in tier 2 10 in tier 3	Corporation support will continue post fundraising cycle-publicity for good deeds	Fundraising Committee Chair: Mattie Steele
	<p style="text-align: center;">Grant Fundraising Plan – SMART Goals</p> <p style="text-align: center;">Goal 1: The goal is to estimate how much grant money we will receive by 2024</p>				
	<u>Specific Strategies/Tactics</u> This is something	<u>Process Measure</u> How will you account for doing the activities needed to accomplish the strategy? What is	<u>Attainability-Outcome Measure</u> Is your strategy reasonably attainable? What is it that will show	<u>Relevance</u> What are the expected results after implementing this strategy? Why is this	<u>Time frame and Responsibility</u> Who is responsible for seeing that the strategy gets done by when?

	you will do to accomplish the goal. Answers the question—What will you do?	the result of “what you do”/strategy?	you accomplished your strategy? How will you measure it? How will you know you accomplished the tactics?	important in the overall fundraising plan?	
	Find donors with priorities in line with the organization.	Search for solicited opportunities published by donors. Proactively reach out to donors on ideas that are in line with the organization's priorities. Conduct donor landscaping mapping to understand donors funding areas. Conduct competitor mapping to understand competitors funding models, areas of work and advantages. and schedule routine meetings with donors and stakeholders to discuss ideas for the organization's needs.	Document findings. Received responses will confirm strategy is successful.	Knowledge will be gained regarding what donors are suitable to support the organization. This will be useful in that we can continue to apply for grants with these donors in the future.	HR staff Lauretta will conduct mapping and search for donors.
	Write grants	Fill out grant forms and send applications.	Write 10 grants with a goal of making \$100,000.	This effort is necessary to establish interest with the donor. Information in the grant will include information about the organization and its mission. Donors will be made aware of our organization. Collaboration	HR staff Enialju will write grants and send them. Grants should be submitted no later than the specified deadline to the donor.

				relationships will be established.	
	Send bids	Develop a bid summary and submit bids.	Send bids to 20 donors.	The donors will be notified of the organization's interest in receiving their support.	Fundraising Committee C Mattie will send bids to organizations.
	Joint effort				
4.2 Describe each of the SMART goals you developed and clearly describe the link between the three activities and each corresponding goal (30 points)	<p>The organization will have three specific fundraising goals targeting individual donors. These activities include a bake sale, a giving campaign and writing letters to individual donors. The bake sale will be measured by charting to keep inventory, track vendors, and organize sign-ups. This strategy is attainable as evidenced by having sold 500 baked goods with 25 participating vendors. Volunteers will have a time frame of three months to accomplish results. The organization will gain the audience's attention by doing a bake sale. The organization will gain awareness by giving out flyers or posting the bake sale on social media. The organization will have a bake-a-thon to get to know the audience better. The second specific goal is having a campaign called Giving Tuesday. The campaign will be measured by charting donations given to us and will be re-evaluated each Tuesday. At the end of the process, we intend on having an achievable goal of \$5,000 raised and 20 volunteers who participated. This will be relevant to our plan because it will raise awareness about our organization. This goal is set to be achieved within 6 months.</p> <p>The third specific individual goal is writing letters for an outreach of individual donors. This will be measured by a method of tracking who responds to our letters, who donates and how much they donate. A goal of an average gift amount of \$2,000 is achievable. This is relevant because it will raise awareness. The expected time to achieve this goal is 6 months.</p> <p>The specific goals in the fundraising plan for corporate donations consists of identifying corporations with interests aligned with Kidz Connection, approaching said corporations for donations, and organizing a gala to invite these corporations. Measurable goals will include monitoring social media to ensure the post is being viewed and promoted, writing letters to companies to spark interest in our organization, and contacting the press to promote advertising for these donors. These will be proven to be achievable as evidenced by receiving \$200,000 in donations and obtaining 15 corporate supporters. These goals are relevant to the needs of the organization as it will build community connections, provide a database of donors who may continue to support the organizations endeavors and ensure future contributions. A time frame of 6 months is expected to achieve this goal.</p> <p>Specific goals set for the grant fundraising plan consist of finding donors with priorities that are in line with the priorities of the Kidz Connection, writing grants and sending bids. Measurable goals will be searching donors,</p>				

	<p>contacting them, filling out grants and submitting bids. These goals will prove to be achievable when responses are received, grants and bids are sent. These goals are achievable as evidenced by the knowledge and information gained regarding suitable donors, connections are established with donors, and donors receive information regarding what the organization is about. Expected time frame will correspond with the deadlines set for the grants by the donors.</p> <p>Kids Connection marketing campaign is a strategic initiative that involves several essential moving parts to achieve success. Strategies include the use of social media to spread awareness about the organization, the development of marketing materials to expand the reach for public awareness and building partnerships with other organizations through fundraising events to build a sense of community and improve potential impact on the individuals it serves. Through these efforts, awareness of services offered will be raised while raising funds for the organization. While being goal oriented in building strong collaborations with partners, the quality of life of the clients served will be enhanced and the organization will build a strong name for itself.</p> <p>Lauretta</p>
<p>4.3 Clearly explain the rationale behind the strategies employed (as noted in the SMART Plan); all strategies and explanations are substantiated with relevant supporting research and/or documentation (30 points) (<i>Literature base required</i>)</p>	<p>The organization has three goals established for a fundraising plan. On the smaller end of the financial return will be a bake sale. This will help build our brand and bring awareness to our organization while promoting a sense of community. Studies suggest that the mere act of asking people to predict whether they will act on a desirable behavior increases the likelihood of them performing the task (Sherman, 1980, Spangenberg & Greenwald, 1999). It is always good to do your homework as this will save valuable time and money. A strategy will be in place to be mindful of social class when targeting donors. Studies suggest the donor's social class is indicative of underlying motives regarding donating (Yuan 2018). The bake sale will have sold 500 baked goods with 25 participating vendors. Volunteers will have a time frame of three months to accomplish results.</p> <p>The second specific goal is having a campaign called Giving Tuesday. The goal is to build strong collaborations while interacting with donors and supporters. The organization will also have the opportunity to form alliances with other organizations that share similar interests. The campaign will be measured by charting donations given to us and will be re-evaluated each Tuesday. At the end of the process, we intend on having an achievable goal of \$5,000 raised and 20 volunteers who participated. This will be relevant to our plan because it will raise awareness about our organization. This goal is set to be achieved within 6 months.</p> <p>The third specific individual goal is writing letters for an outreach of individual donors. This will be measured by a method of tracking who responds to our letters, who donates and how much they donate. A goal of an average gift amount of \$2,000 is expected to be achieved within 6 months. This is relevant because it will raise awareness.</p> <p>The specific goals in the fundraising plan for corporate donations consists of identifying corporations with</p>

interests aligned with Kidz Connection, approaching said corporations for donations, and organizing a gala to invite these corporations. One study suggests that the decision to contribute to an organization depends on the donor's commitment to the cause while the size of the donation depends on the motivation to make progress towards the organization's goal (Koo, 2021). A Go Fund Me page will be set up and shared through Social Media (Facebook, Twitter, Instagram, TikTok). Social Media is an effective way to expand our reach. Measurable goals will include monitoring social media to ensure the post is being viewed and promoted, writing letters to companies to spark interest in our organization, and contacting the press to promote advertising for these donors. A website will be created that showcases the services offered. The goal is \$200,000 in donations and obtaining 15 corporate supporters within 6 months. These goals are relevant to the needs of the organization as it will build community connections, provide a database of donors who may continue to support the organizations endeavors and ensure future contributions. Research suggests that people are more competitive when they think they are close to a standard of reference, when they think the amount of competitors is small (Vandergriff 2012). Statistics show that men are more competitive than women, so we may want to keep that in mind when looking for donors. It would be beneficial to be mindful of that fact when engaging with donors.

Specific goals set for the grant fundraising plan consist of finding donors with priorities that are in line with the priorities of the Kidz Connection, writing grants and sending bids. Measurable goals will be searching donors, contacting them, filling out grants and submitting bids. These goals will prove to be achievable when responses are received, grants and bids are sent.. Expected time frame will correspond with the deadlines set for the grants by the donors.

References

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Sherman, S. J. (1980). On the self-erasing nature of errors of prediction. *Journal of Personality and Social Psychology*, 39(2), 211–221. <https://doi.org/10.1037/0022-3514.39.2.211>

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Sprott, D., & Spangenberg, E. (2003). The importance of normative beliefs to the self-prophecy effect —article Sprott. *Journal of Applied Psychology*, 88(3), 423–431.

	<p>Vandegrift, D., & Holaday, B. (2012). Competitive behavior: Tests of the N-effect and proximity to a standard. <i>Journal of Neuroscience, Psychology, and Economics</i>, 5(3), 182–192. https://doi.org/10.1037/a0029221</p> <p>Yuan, M., Junhui, & Kou, Y. (2018). Donors’ social class and their prosocial reputation: Perceived authentic motivation as an underlying mechanism. <i>Social Psychology</i>, 49(4), 205–218.</p> <p>Lauretta</p>
4.4 Develop a Case for Support letter (you will use the design you will develop in you final assignment) that offers clearly expressed emotive and economic justification for supporting the program, and is substantiated with relevant supporting research and/or documentation (20 points)	(See attachment)
<p align="center">Assignment 5 – Organizational Policy and the Legal Environment (85 points)</p> <p>Describe a policy that directly affects your organization, the services you provide, or your target population. Develop four organizational policies specific to your organization.</p>	
5.1 Find and name a local/state/federal policy/law that is influencing your organization’s desired operations or services. (5 points)	<p>2021 Tennessee Code Title 37, Chapter 2, Part 6 extension of foster care</p> <p>37-2-603 establishment of resource centers to provide or facilitate assistance</p> <p>(a) The private, nonprofit community is urged to establish a network to provide information, assistance, services and supports to persons from 16 to 24 years of age who were in foster care on the person’s 18th birthday and persons from 16 to 24 years of age who have been in foster care at any time after the person’s 14th birthday</p> <p>(b) The resource centers shall provide or facilitate the assistance necessary to:</p> <ol style="list-style-type: none"> 1. Deal with the challenges and barriers associated with the transition into adulthood and early adult years. 2. Support post-secondary education, vocational training and job skills development for such people. 3. Find and retain employment, housing, transportation, parenting and family support, health care

	<p>and mental health care, and</p> <p>4. Navigate systems and procedures that impact the person's education, employment, health, and mental welfare and basic needs.</p> <p>(c) These services shall be available at any time until the person reaches 24 years of age regardless of whether the youth elects to remain in a voluntary extension of foster care arrangement with the department or the youth chooses to terminate any relationship with the state.</p> <p>(d) The resource centers shall be supported in part by the department in the community where the centers are located, subject to the availability of funds specifically appropriated for this purpose. The department is authorized and encouraged to share staff with the resource centers, as well as provide financial support.</p> <p>37-2-604 preparing foster children for independent living tennessee code title</p> <p>In preparing a foster child for independent living prior to the child reaching the 18 years of age, the department shall provide information on the resource centers established pursuant to this part to all children over 16 years of age in foster care. The information shall include the address of the nearest resource center and services available front he center. Each child shall be encouraged to maintain periodic contact with resource center personnel and to provide current and accurate residence and contact information to the resource center. Ninety days before a child leaves state custody, the Department of Children's services shall notify the child of all information, services, web sites and assistance available for post-custody.</p> <p>https://codes.findlaw.com/tn/title-37-juveniles/tn-code-sect-37-2-603.html</p> <p>https://codes.findlaw.com/tn/title-37-juveniles/tn-code-sect-37-2-604.html</p> <p>Lauretta</p>
<p>5.2 Describe the intent of the policy named in the previous section, its application, intended target population, who provides oversight, etc. What were the goals of the policy? What problem did it intend to address? (20 points)</p> <p><i>(Literature base required)</i></p>	<p>The intent of this policy is to provide a safe haven for adolescents who are aging out of the foster care system. This policy will be implemented to provide housing, and funding and to provide resources for those adolescents who are still over the age of eighteen. The application for this policy will be something Kids Connection will provide. In this organization the guidelines will be that the adolescents will not be adopted, they will be soon aging out of Foster Care, and do not have permanent homes they can reside in. These are the requirements in order for this policy to be in place. The intended target population for this policy are adolescents/young adults ages 18-21. This organization wants to implement a safe haven to those who are of this age. This policy will cover</p>

	<p>the youth until they reach the age of 21 and will provide housing, and resources to vocational schools at this age. To ensure all youth who apply at this agency, these requirements to ensure their needs are being met to the best of the organization's ability. This organization would like this policy to be overseen by the Programs Supervisor in order to be met on a state level. Federally, the organization can be funded through the state \$986.00 monthly by the state. The goal of this policy is to offer an extension to youth who have been neglected or aged out of the Foster care system in order to give them a better chance at life, and be able to maintain stability. The problem addressed within this policy is helping young adults not become homeless, or have no life experience to be able to maintain stability. This organization wants to provide stability to those who have never experienced this before. This policy is relevant to Kids Connection because it clearly defines the initiative to improve the chances of success of children who age out in foster care.</p> <p><i>Foster care policies.</i> (n.d.). Office of Children and Family Services OCFS.</p> <p>https://ocfs.ny.gov/main/sppd/policy/foster-care.php</p> <p><i>Laws & policies.</i> (n.d.). https://www.acf.hhs.gov/cb/laws-policies</p> <p><i>Laws and policies that promote systems of care.</i> (n.d.). Child Welfare Information Gateway.</p> <p>https://www.childwelfare.gov/topics/management/reform/soc/build/socpolicies/</p> <p>Lauretta</p>
<p>5.3 Analyze the ways in which the policy named in section 5.1 influences your organization's operations (example: Affordable Care Act and the level of employee benefits you might have to provide, and what that means for the organizational budget). Use the professional literature to substantiate your claims wherever applicable. (20</p>	<p>Tennessee Code Title 37, Chapter 2, Part 6 details the establishment of resource centers aimed at helping children aging out of foster care. The intent of this policy is to provide a safe haven for teens aging out of foster care in order to increase their chances of a successful future. This policy urges nonprofits to ban together and establish a network of support for these children during their transition from foster care to independent living. The policy outlines expected services such as post-secondary education, vocational training, job skills, assistance in gaining and retaining employment, housing, transportation, and health care. The policy states these individuals are entitled to these benefits until the age of 24. This policy dictates that children shall be provided with the nearest resource center and be encouraged to maintain in contact with said resource center. This service will begin to take effect within 90 days of the child aging out of foster care. The goal of this policy is to prevent these children from</p>

<p>points) (<i>Literature base required</i>)</p>	<p>becoming homeless and providing them with a stable future. This policy defines the purpose of Kids Connection and describes its mission, to ensure these children have a fair chance at success. There is much evidence that indicates what the outcome is for children who do not receive this support. One particular study revealed a significant amount of evidence linking foster care and homelessness. The National Assistance Providers and Clients (NSHAPC) noted that even though only 20% of the homeless populations were families (Zlotnick, 2009). 57% of homeless men and 76% of homeless women had minor children in foster care (Zlotnick, 2009). Foster children are often unable to achieve success as well as their peers (Nunez, 2022). Achieving complete independence is difficult for any child, but it has been proven to be more difficult for foster children (Nunez, 2022). The transitions from dependent to independent status can be one of the most difficult processes a person undergoes in life. Many of these individuals experience anxiety during this time as they feel unprepared and the prevalence of hardships during this time is significant (Nunez, 2022). Another study showed that the presence of a support system such as a mentor significantly reduced stress and improved satisfaction with life (Nunez, 2022). These children will have numerous opportunities for social support in the various resource facilities that they will frequent (Nunez, 2022).</p> <p>Núñez, M., Beal, S. J., & Jacquez, F. (2022). Resilience factors in youth transitioning out of foster care: A systematic review. <i>Psychological Trauma: Theory, Research, Practice and Policy</i>, 14(S1), S72–S81. https://doi.org/10.1037/tra0001096</p> <p>Zlotnick, C. (2009). What research tells us about the intersecting streams of homelessness and foster care. <i>The American Journal of Orthopsychiatry</i>, 79(3), 319–325. https://doi.org/10.1037/a0017218</p>
<p>5.4 Write an organizational policy specific to your organization that addresses the applicable aspects of the local/state/federal policy/law you analyzed in sections 5.1-5.3. (10 points)</p>	<p>Kidz Connection staff and volunteers will coordinate care with TDCS in the transitional process of individuals aging out of foster care into independent living. This collaboration will enhance the probability of the individual being successful by providing support to teens aging out of foster care. Support services will include connecting the teens with resources for post-secondary education, vocational training and job skills development in order to retain employment, housing and transportation. Other supports will include health care including mental health care as well as their basic needs. This evens the score so to speak as they will have a supportive network similar to individuals not in the foster care system.</p>
<p>5.5 Write a grievance policy that <u>is</u> specific to your organization. (10</p>	<p>(See attachment)</p>

points)	
5.6 Write a conflict of interest policy that is <u>specific</u> to your organization. (10 points)	(See attachment)
5.7 Write a whistleblower protection policy that <u>is specific</u> to your organization. (10 points)	(See attachment)
Assignment 6 – Budget and Budget Narrative (50 points) Create a budget for the organization you propose, and justify your line items in a budget narrative.	
6.1 Describe the rationale for the budget plan for the organization (20 points) (How does the budget reflect the organization’s mission, vision and goals? Why do you need all these positions, room/s, equipment, etc. – link it back to fulfilling your organizational mission, and the needs of the target populations.)	<p>Kids Connection proposed budget for the upcoming year covers personnel, operation, housing, financial resources, and supplies. Funding for Kids Connection will largely come from grants, fundraising events, and donations. The personnel expenses will cover salary for all employees and staff. The staff include; Executive Director, Professional Staff, and Supportive Staff. An example of an Executive Director would be the CEO and program director. The Professional Staff would be the Behavioral Counselor and Social Worker. The Supportive Staff would be the janitor to clean the housing unit. The maintenance would make sure the housing units are up to code and in livable condition.</p> <p>Operation expenses will cover utilities for the housing, water, natural gas if needed, computers for the youth to use, wifi, furnishing , electronic communications which includes: phones and security systems. Supplies expense would be food, office supplies, and cleaning supplies. Other Financial expenses would</p>

	<p>include living allowance and housing vouchers. This budget reflects Kids Connection commitment to help youths who have aged out of the foster care system transition into independent adult living.</p> <p>The proposed Kids Connection budget is in line with our mission, vision, and goals. The budget allows Kids Connection to carry out the organization mission by providing a quality life for children who have aged out of the foster care system and help with healing through empowerment and bridging the gap between adolescent and adulthood. Each position has an equally important duty to the success of fulfilling the mission of Kids Connection. The Importance of Mission Vision in organizational strategy (Ahmed, 2019) talks about the importance of having a well designed program and how important the organization's mission, vision, and goals are to an organization. Having an finance resources allows the organization to provide a living allowance for the teens and pay for any training they will need.</p>
<p>6.2 Create a comprehensive income budget plan (10 points)</p>	<p>Insert it here. If needed, you may attach the budget plan to the assignment.</p>

6.3 Create a comprehensive expenses plan (10 points)

Insert it here. If needed, you may attach the budget plan to the assignment.

PROGRAM BUDGET SUMMARY

PROGRAM		DATE PREPARED		Page		Of	
KIDS CONNECTION		4/30/23		1		2	
Contractor Name				Budget period			
		from		/1/24 to		/1/25	
Mailing address							
Federal ID number							
				Total Budget			
Categories				Use Whole Dollars)			
1. Salary & Wages				222,000			
2. Fringe Benefits				60,000			
3. Supplies and Materials							
Training				9056			
Office Materials				3883			
4. Other Expenses							
Utilities							
Housing assistance				18,000			
Non-housing assistance							
Commui							
Others (explain)							

	TOTAL DIRECT EXPENDITURES			
	SOURCE OF FUNDS:			
	State funds			388,000
	Fundraising			23,667
	Donations			188,365
	TOTAL FUNDING			600,032
PROGRAM BUDGET-COST DETAIL SCHEDULE				
Use whole dollars only	BUDGET PERIOD	DATE PERIOD		
PROGRAM	1/1/24	1/1/25		
KIDS CONNECTION				
CONTRACTOR	BUDGET AGREEMENT	1/1/24		
1. SALARY & WAGES	POSITIONS REQUIRED	TOTAL SALARY		

	POSITION DESCRIPTION			
	Coordinator	1	\$6,000	
	Case managers	4	24,800	
	1.		80,800	
	TOTAL SALARY & WAGES			
	2.		60,443	
	FRINGE BENEFITS:			
	FICA			
	Unemployment insurance			
	Retirement			
	Life ins			
	Health ins			
	Vision			
	Dental			
	Worker's comp			
		2. Total Fringe Benefits:	60,443	
	3.			
	TRAVEL			
	4,000 miles at .50 a mile			
		3. TOTAL TRAVEL	\$	7,000
	4.			
	SUPPLIES & MATERIALS			
	Office supplies		\$	3883
	Training supplies		\$	905

	4. TOTAL SUPPLIES & MATERIALS		\$	4,788
	5. EQUIPMENT	Amount		
	laptops		\$	5,000
	printer		\$	300
	5. TOTAL EQUIPMENT:		\$	5,300
	6. OTHER EXPENSES			
	Utilities			1200
	Communications (cell phones)			350
	Trainings			2982
	7. Total Direct Expenditures			262,863
	Indirect Cost Calculations:			3500
	8. Total All Expenditures			266,363
	Lauretta			
6.4 Present a detailed budget narrative supported by relevant professional literature (This section justifies each expense you listed in your budget, with	Category one: Salaries and Wages			

supportive documentation) (10 points)	<ul style="list-style-type: none"> ● Executive Director: \$80,000 for 0.1 FTE for 12 months yearly salary ● Social Worker: \$36,000 for 0.1 FTE for 12 months yearly salary ● Behavioral Counselor: \$66,000 for 0.1 FTE for 12 months yearly salary ● Human Resources: \$40,000 for 0.1 FTE for 12 months yearly salary ● HouseKeeper : \$12.00 hourly ● Maintenance: \$20.00 hourly ● Job Trainer: \$16.00 hourly <p>These salaries are based on the median wages for these positions offered in Chattanooga, Tennessee depending on education level and experience.</p> <p>Category two: Fringe Benefits</p> <p>The Federal Insurance Contributions Act (FICA) mandates every person to get social security and Medicare taken out of their check; this is mandated by the federal government. The FICA requires all employees and employers to pay 7.65 percent of wages (Internal Revenue Service, n.d.). 6.2% goes towards social security and 1.45% goes towards Medicare taxes which equals out to 7.65 %. All employees are required to pay social security and Medicare unless their employer pays it from their own funds. The self-employment tax rate is 15.3%. The rate consists of two parts: 12.4% for social security</p>
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	<p>and 2.9% for Medicare (Internal Revenue Service, n.d.). To create a fringe benefit plan in Chattanooga, Tennessee we will use data from a similar competitive area. The following information is what Kids Connection use to develop their total cost of benefits:</p> <ul style="list-style-type: none"> • Social Security : 6.2 % • Medicare: 1.45 % • Insurance (health, dental, vision, basic life insurance, long term disability): 28.83% • Personal Time Off, Bereavement, Sick Leave: 4.5% • Retirement: 3.9 % <p>Based on the information above the fringe plan is developed by Chattanooga Tennessee</p> <ol style="list-style-type: none"> 1. Retirement: Each employee at Kids Connection can participate in the 401(k) retirement plan. At Kids Connection we will add into your retirement plan up to 3.9% if you contribute to it. Employee deferral participation eligibility is immediate upon hire; annual matching is discretionary and vesting is scheduled at 20% per year for the first five years until you are fully vested in the matching funds at the end of year five.
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	<ol style="list-style-type: none"> 2. Kids Connections pays 100% of our employees premiums and dependents coverages split 50% 50% between Kids Connection and the employee. Kids Connections wants to show our employees that we are committed to them working with us and they are well appreciated. 3. Vacation Time: Kids Connection offers each employee ten days annually through the second year of employment, increasing in increments. 4. Sick Time: Kids Connection has twelve days annually for personal or immediate family illness or injury needs. <p>Category three: Office Equipment</p> <p>Kids Connection plans to have five employees with Samsung Galaxy Book Go laptops at \$350.00 each for \$1,750. The taxes in Chattanooga are about 9.75% which will be added to each laptop (Estimates on Bestbuy..com are \$350.00).</p> <ul style="list-style-type: none"> ● Printer model: HP Color Smart Tank 7301 Wireless ● Paper Cost: \$12.00 per ream for 500 sheets ● Ink Cost: \$60.00 for two complete cartridges <p>Category four: Training</p> <p>For the staff training this is a estimate of the total cost of trainings for the year:</p>
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	<ul style="list-style-type: none"> ● CPR/First Aid Certification Training: \$125 for five employees or \$25 per person the training is done online. ● Mandated Reporter Training: \$50 each for five employees yearly ● HIPAA: \$15.00 each for five employees yearly one hour course online ● Child Abuse Training: Course is free for each employee and will take four hours to complete online. <p>These training will provide each employee with the proper training necessary for each job duty and help them complete their job safely. The Mandated Reporter Training will cost \$50 for five employees; they will take it yearly and it is mandated for employees to take the course. Employees will take CPR/First Aid Certification Training which will cost \$125 for five employees or \$25 per person the training is taken online. The next training employees will have to take is HIPAA. The HIPPA training will cost \$15.00 each for five employees. This course is taking yearly and is one hour long online. Finally the Child Abuse Training is a free four hour course and is completed yearly online.</p> <p>It is essential for employees at Kids Connection to take all of these training sessions so they can provide quality services to each person at the organization.</p> <p>Category five: Supplies and materials</p>
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- Office supplies are estimated at \$2000 for the entire year which include; pens, stapler, desktop organizer, file folders, notepads, tape, etc. This cost is estimated from what our employees of five individuals spend.

Category seven: Other expenses

- Communication: Cell phones will be needed so the team can stay productive and connected with one another. The service we will provide to each employee is T-Mobile. The monthly bill for the phone will be \$50 each for four lines which brings the total to \$200 monthly and an additional \$60 for an extra line. Over the year the total cost for five supported staff will be \$3,120.
- Utilities: Besides monthly rent we will need to pay for other utilities. This will include water, sewer, and electricity. Based on the usage in Chattanooga Tennessee will cost \$389.00 per month and \$4,668 yearly.
- Liability Insurance: To protect Kids Connection from potential lawsuits and claims we will purchase liability insurance. Based on quotes and providers **at insure on the** estimated cost of liability insurance is \$10,000 yearly.

Assignment 7 – New Organization Proposal, Final paper (190 points)

For your complete organizational proposal you will compile/synthesize all the component assignments submitted throughout the semester into one paper. A complete and detailed grading rubric can be found in E-class.

