

## **Neighborhood and Community Engagement Commission**

### **One Minneapolis Fund Committee**

#### ***Report on Year 1 of the One Minneapolis Fund***

The One Minneapolis Fund was initiated in 2013 to provide grants to community organizations in Minneapolis for leadership development and community engagement activities. The program was aimed at increasing participation in neighborhood and community organizations among members of underengaged communities in Minneapolis.

In the first year of the program, a total of \$62,000 was available for grants. In January 2013, grant applications were received from 24 non-profit organizations. A committee of the Neighborhood and Community Engagement Commission reviewed all applications and made funding recommendations to the City Council. In April 2013, grants for three projects were approved which are described below. All projects were underway by July of 2013 and were completed in the summer of 2014.

This report summarizes the first year of the One Minneapolis Fund and provides recommendations for the future of the program.

#### **Overview of Projects**

Three projects were funded in the first year of the program. Each project is briefly described below. A more extensive description of each project is included in the attached reports submitted by each grantee.

*Lao Assistance Center - \$20,000.* The program established the Lao Leadership and Advocacy Institute to provide leadership training to Southeast Asian residents. A total of 33 people completed the program.

*Pillsbury United Communities, Waite House - \$20,000.* Waite House organized community circles to provide an engagement networks for Latino residents in the Phillips Community. In the program, 26 participants attended 10 training workshops on engaging with neighborhood and community organizations.

*Conflict Resolution Center - \$22,000.* The grant funded an ongoing youth leadership development program designed for low income Minneapolis youth of color. The program serves at-risk students and those who have been in contact with the juvenile justice system. Specific activities include mediation training for participants. The program also involved leadership development, conflict resolution instruction, restorative justice mediation, and peacekeeping circles.

## Program Accomplishments

All grant recipients completed the attached report forms which detail their experience.

The programs operated by the Lao Assistance Center and Pillsbury Waite House were both start-up initiatives to train residents from under engaged communities in participation in neighborhood and community organizations. The key outcomes of the projects include:

The Waite House program reports that relationships were created between Latino leaders in the Phillips neighborhoods and current members of Phillips neighborhood associations.

- Waite House reported that after completing the program, participants were more likely to engage with the Police Department. This has resulted in more police patrols in their neighborhood.
- Of the 26 people who completed the Waite House Community Circles program:
  - *Two joined the board of the Midtown Phillips Neighborhood Association.*
  - *Several others are preparing to run for seats on the board East Phillips Improvement Coalition*
- The Waite House received a grant from the City of Minneapolis Health Department in 2014 to allow the Community Circles program to be continued for an additional year.

The Lao Assistance Center created the Leadership Institute which will continue to provide leadership training members of the Southeast Asian Community.

- Of the 33 people who completed the Lao Leadership Institute
  - *One gained a seat on the Shingle Creek Neighborhood Association board.*
  - *Four others are currently serving in various community organizations.*
  - *Others have indicated they have applied to serve on nonprofit boards or City of Minneapolis Advisory Commissions.*
- The Lao Assistance Center will continue the Leadership Institute in 2014.

Funding provided to the Conflict Resolution Center was used for an ongoing set of programs aimed at at-risk youth.

- The grant to the Conflict Resolution Center contributed to funding for a series of ongoing programs operated by the Center. There are, therefore, no outcomes resulting specifically from the One Minneapolis Fund grant but rather a large number of youth served by the Center's programs.

Both the Waite House and Lao Assistance center have made presentations on their programs to at various forums, including the City's 2014 Community connections Conference.

## Lessons Learned

In the final reports, the grant recipients cited the following difficulties in their projects:

- For two of the programs, the training programs were initiated with grants from One Minneapolis Fund. The start-up phase of these programs, organizing the programs and recruiting participants, took more time than anticipated. Both projects are, however, continuing in 2014 with the experience gained in the initial year likely to lead to even more successful outcomes.
- Moving participants from the training programs to participation in neighborhood and community organizations may take longer than initially anticipated. Often there is a period of several months for schedules of board appointments in various organizations to open. To avoid discouragement among participants, it is important to emphasize the long term nature of community participation.
- Waite House reported that work and child care responsibilities limited the time available for some participants in the program. This was especially true for completing homework assignments. They recommended that time in the sessions be used to allow participants to complete their work.

One Minneapolis Fund Report Form  
Cover Sheet  
Year 1: 2013-2014

Date of Report: Tuesday September 2<sup>nd</sup>, 2014

**Organization Information**

Pillsbury United Communities-Waite House

<i>Name of organization</i>	<i>Legal name, if different</i>
2323 11 <sup>th</sup> Ave. South	41-0916478

<i>Address</i>	<i>Employer Identification Number (EIN)</i>
Minneapolis, MN 55404	

<i>City, State, Zip</i>		
612.721.1681	612.721.2752	www.puc-mn.org

<i>Phone</i>	<i>Fax</i>	<i>Web site</i>
Francisco Segovia	612.455.0362	segoviaf@puc-mn.org

<i>Contact person</i>	<i>Phone</i>	<i>E-mail</i>

**Grant Information**

Project Name: Phillips Community Circles

Dates Project Ran: July 1, 2013- June 30<sup>th</sup> 2014

2-3 sentence description of project:  
This project will focus on developing Latino leaders through the implementation of Community Circles.

These circle will act as cultural, social and political network among Latino residents to achieve goals  
selected by members to impact their community

## One Minneapolis Fund Report Form

Please use the following format for a report for the One Minneapolis Fund. Your report can be brief. The information in the report may be used by the Neighborhood and Community Engagement Commission and Minneapolis City Departments and shared with others such as the Minneapolis City Council.

### Report Narrative

**1. Please briefly outline your original goals and objectives, as stated in your proposal.**

**The Waite House Center to foster leadership and resident participation Waite House proposed to the city of Minneapolis the following outcomes:**

- The creation of four community circles, one in each neighborhood association in Phillips.
- Engage a minimum of 6 members per circle to achieve sustainability
- All members will attend five 3 hour sessions to increase leadership and social analysis skills
- All members will attend three 90minutes facilitated visits to Abubakar As-Saddique Islamic Center, Little Earth Housing Project and Hope Community. These meeting will allow Latinos leaders to interact with leaders from other communities.
- At least one member per circle will run for a seat with their neighborhood association.

**2. What progress did you make toward your original goals and objectives? What activities led to meeting these goals and objectives?**

A post evaluation was administrated to people joining Community Circles in the year 2013-14, and these are the results:

#### Qualitative results

- People felt more confident while engaging with police officers and the Police Department. "I had the courage to discuss safety issue with police officers from the Third Precinct. Now more officers are patrolling the areas... Crime has decreased and I hope that in the near future my neighborhood will be a safer place to live" (*Community Circle member*).
- Several of the people attending Circles were neighbors living in close proximity but did not speak to each other before attending the workshops. In the first meeting attendees realized were experiencing the very same issues and also recognized their lack of engagement with each other. The workshop allowed them to discover their collective power, sense of connection and common vision for a safer community.
- People attending workshops were able to discover and see themselves as leaders. They gained skills in the area of communications, asset mapping and leadership. They also discovered that safety and poor housing conditions, two of several social determinants to health, were impacting their well-being.
- Several of the people involved had become agents of change in their own community. As result two people are fully engaged in school parent groups; five others are planning to run for seats in the neighborhood association and two are already members of Midtown Neighborhood Association.
- Circles awoke in members a sense of belonging and ownership. Members understand that alone they can't change their community and that they have to outreach to others and build networks to achieve their desired goals.

#### Quantitative results

- Of the 26 people registered 17 completed 90-100% of 10 workshops. The remaining 9 attended between 50% - 90%. Members missed sessions due to work responsibilities, previous commitments and illness.
- Community Circles offered 4 5-hours sessions and 6 4-hours sessions for a total of 10 sessions or 44 hours of facilitated instruction.
- Two circle members joined the Midtown neighborhood association. About 10 members attended East and Ventura Village neighborhood meetings to become acquainted with their neighborhood association.
- Residents of East Phillips and Midtown had enough members to organize their own Circles but they still need to extra support. West Phillips and Ventura Village did not have enough people to form Circles. Solid leaders were identified bur unfortunately conflict with work schedule did not allow them to fully participate.
- The Circle members residing in Midtown organized a house meeting with Third Precinct Police Department. About 25-30 people attended the meeting.

**3. If applicable, describe the population served or community reached during the grant period. Use numbers and demographics such as race/ethnicity, gender or geographic location.**

Community Circles intended to develop leadership skills on 32 Latinos (men and women) residing in the Phillips Community. After a year of activities the program successfully engaged a total 35 people. About 26 attended leadership trainings offered at Waite House. Of all 32 members about 60% were women and these all were mothers.

**4. Were there any unanticipated results, either positive or negative? What did you learn because of this grant? As a result of your project, did any Minneapolis resident join a City board, commission, or other similar group? If yes, please describe (number of people, which group, etc.)**

Community Circles graduated a total of 26 leaders. Members attended a total of 100 hours of leadership development, which included: 40 hours of structured time leaning about asset mapping, building collective power, group discussion, identifying the varies types of leaderships and the social determinants of health. Overall the results were extremely positive however the proposed goals were too ambitious. After twelve month of implementing the program we learned the following:

1. Each session should include enough facilitated discussion time. People needed enough time to discuss the subject of study to be able to assimilate the theory in discussion.
2. Include enough time for fieldwork. Busy adults do not have time do home assignments. For instance: Instead of asking people to do an asset mapping on their own, the entire class should have done it together.
3. We had an ambitious project and we did not have enough time to address the issue of race and race relations. We also did not have a solid curriculum that would allow us to have a productive conversation and systematic conversation. In future trainings we'll dedicate enough time to that topic and we'll adopt a curriculum that best fit the trainee population.

On the positive side the project achieved the following:

1. Two people joined the Midtown neighborhood association and several others are ready to run for seats in the East Phillips association.
2. New relationship were created between Latino leaders and existing members of the neighborhood groups.

3. Leaders attending the training are now aware of the neighborhood associations, their purpose and impact in the larger community.
4. Latino leaders residing in East Phillips and Midtown began drafting a proposed plan for their respective association to impact safety.
5. The emerging leaders are now conscience that they must empower themselves to provoke their desired changes. They have also learned a collective voice has more power than individual ones.

**5. If you have future plans for sustaining this program or project, please describe those plans.**

Phillips Community Circles was granted a 12 month \$28,000 contract with the City of Minneapolis Health department. The contract focuses on Leadership, Wellness and Safety for Latinos residing in Phillips. This grant will allow us to continue to keep the development of the Circle project.

**6. Are there any other important outcomes as a result of this grant?**

Leadership of neighborhood associations are now more aware of the importance of engaging Latinos in their decision making process. While the sentiment is there, only engaged leaders of the Latino community will ensure that traditional systems hear their voices.

**7. Do you have any plans to publicly share your results or findings? How (e.g. newsletters, community meetings, etc.)?**

Waite House staff is often invited to participate on panels to present on Community Circles. Staff shares findings, best practices and strategies for engaging with the Latino Community. In addition, staffs of a number of neighborhood associations who have become aware of Waite House's Community Circles have requested in-person meetings to seek support and advice.

**8. How will you organization use the findings of this project?**

Housing and safety are two major issue impacting Latinos in Phillips. Waite House will facilitate a meeting between Circle leaders and chairs of the varies neighborhood associations to discuss the issues stated above and to seek strategies for reducing their impact on Latinos

**9. How would you suggest others in the community benefit from your program?**

Community Circles intended to develop human capital in the form of new leaders. These leaders will engage with various organizations and issues impacting their communities. For instance as result of Circles the police department created partnerships with leaders interested in building safer communities. Neighborhood associations have the opportunity to recruit new members from Circles.

**10. How were you supported in your project?**

Waite House leveraged in-kind support from Latino leaders to facilitate workshops in the area of leadership and the elaboration of action plans. Waite House-Community Circles obtained financial and in-kind support from Community Catalyst. Students from a University of Minnesota Spanish class provided childcare support for parents attending the workshops.

**11. Are there any suggestions you would like to make to improve the program?**

As stated previously, two key changes are suggested to improve the program:

- 1) Allocate enough time in each session for issue discussion and processing. People needs enough time to process and to incorporate knowledge. Adding to much information is overwhelming and impact people's ability to acquire knowledge.

2) Busy adults have hard time accomplishing homework assignments. They are too busy dealing with family responsibilities and work. Instead use some of the sessions to do for fieldwork. For instance, for the activity of asset mapping, facilitator and trainees could walk the neighborhood together.

12. To help us continue the work of the One Minneapolis Fund, if you have any photos, videos or graphics relating to your program, please share them with us.

Photos will be submitted.



<b>Financials</b>
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1. Please attach an income and expense statement for this grant period. Also, include your original budget.

**ONE MINNEAPOLIS FUND  
 PILLSBURY UNITED COMMUNITIES  
 PHILLIPS COMMUNITY CIRCLES  
 (Original budget submitted 5-7-13)  
 BUDGET**

**EXPENSES**

1.	Community Organizer	16,000
2.	Public Ally Member	11,500
3.	Insurance, Benefits, Etc./In-Kind	4,320
4.	Travel           700	
5.	Equipment for organizer(Laptop)   944	
6.	Computers/ Technology for Project participants	3,700
7.	Supplies	500
8.	Printing and Copying/In-kind	500
9.	Facilitators	1,500
10.	Snacks(donations \$83)	800
11.	Retreats	500
12.	Administrative Services/ 8% HR. Accounting	3,939
13.	Rent and Utilities/In-kind	3,800
	<b>TOTAL</b>	<b>48,703</b>

**SOURCES**

1.	In-kind Contribution (This amount Includes \$83 snack donation)	8,703
2.	One Minneapolis Fund/requested	20,000
3.	Minneapolis Foundation/Secured	20,000
	<b>TOTAL</b>	<b>48,703</b>

2. Please attach a statement including *actual* income and expenses.

**ONE MINNEAPOLIS FUND  
PILLSBURY UNITED COMMUNITIES  
PHILLIPS COMMUNITY CIRCLES**

**BUDGET  
Income**

Source	Amount
One Minneapolis Fund	\$20,000
Community Catalyst	\$10,000
Blue Cross Blue Shield	\$11,897
<b>Total</b>	<b>\$41,897</b>

**Expenses**

PERSONNEL	Role on project	Base salary or annual wage	% time on project*	Salary/wages charged to project	Fringe Benefits
Francisco Segovia	Project Manager	60,000	10%	6,000	1,800
Jovita Morales	Comm. Organizer	32,500	50%	16,250	4,388
<b>TOTAL SALARY/WAGES</b>				22,250	-----
<b>FRINGE BENEFITS</b>				-----	\$6,188
<b><u>TOTAL PERSONNEL COSTS (TOTAL SALARY PLUS FRINGE)</u></b>				<b>\$28,438</b>	
<b>PROJECT EXPENSES [categories below may be modified as needed]</b>					
Printing and copying				900	
Supplies. pen, easels, folders, etc. for participants				500	
Food for participants				925	
Hired facilitators to teach classes and field support Organizing Apprenticeship Project				1,500	
Office supplies				\$600	
Rent and utilities				3,800	
<b><u>TOTAL PROJECT EXPENSES</u></b>				<b>6,725</b>	
<b><u>TOTAL DIRECT COSTS</u></b>		(sum of Total Personnel and Total Project Expenses)		<b>\$38,088</b>	
<b><u>ADMINISTRATIVE COSTS</u></b>		(not to exceed 10% of Total Direct Costs)		<b>\$3,809</b>	
<b><u>TOTAL COSTS</u></b>		(sum of Total Direct Costs and Administrative Costs)		<b>\$41,897</b>	

## Budget Narrative

### 1. Personnel (Salary/Wages and Fringe Benefits)

For regular permanent employees fringe benefits are calculated at .27 %. It's based on Pillsbury United Communities' formula, and includes medical insurance, dental care, paid time off, temporary disability benefits, and retirement fund matching contributions.

**Francisco Segovia.** Program Manager/Supported the design and evaluation of Community Circles. He facilitated 4 sessions

**Jovita Morales/** Community Organizer. Recruited Circle members, provided home visits to follow up on issues that matters to members, attended neighborhood meetings, supported logistic for workshops and coordinated childcare.

### 2. Program Expenses

- Access to photocopier machine Promotional flyers, displays and posters, and other educational materials \$75 monthly X12= yearly \$900
- Supplies. pen, easels, folders, etc. for participants \$50 per session x 10=500
- Food for participants. 10 session + graduation= 84.09 X11= \$925
- Organizing Apprenticeship Project/ facilitated 2-4 hours sessions and provided educational materials and supported the entire project. Consulting 600 plus 2 sessions at \$450 each= 900= \$1,500
- \$600 for basic office supplies for manager and Organizer. \$50 monthly X 12=\$600.
- Rent and Utility. % paid by staff's office and use of meeting room, dining room and childcare room. \$316/monthly X 12= \$3,800

**3. Administrative Costs:** Specify the rate used (not to exceed 10% of the direct costs) and indicate agency costs covered by the rate (example: rent, computer services, phone, etc.).

10% Administrative cost covers share of building space (rented from Minneapolis Parks and Recreation Board), technology access (computers, phones, printer, scanner, internet), and building maintenance.

**One Minneapolis Fund Report Form  
Cover Sheet  
Year 1: 2013-2014**

Date of Report: September 3, 2014

**Organization Information**

Lao Assistance Center of MN (LACM)

<i>Name of organization</i>			<i>Legal name, if different</i>		
503 Irving Ave N					
<i>Address</i>			<i>Employer Identification Number (EIN)</i>		
Minneapolis, MN 55405			36-3255880		
<i>City, State, Zip</i>					
612-374-4967 www.laocenter.org					
<i>Phone</i>		<i>Fax</i>		<i>Web site</i>	
Chanida Phaengdara Potter		612-481-3964		chanida.potter@gmail.com	
<i>Contact person</i>					
Sunny Chanthanouvong, Executive Director			Phone 612.374.4967 E-mail: sunny@laocenter.org		

**Grant Information**

Project Name: LACM Lao Leadership & Advocacy Institute

June 2013-June 2014

Dates Project Ran: \_\_\_\_\_

2-3 sentence description of project:  
LACM's Lao Leadership & Advocacy Institute (LLAI) is a project aimed at developing, supporting, and connecting emerging leaders and advocates in the Southeast Asian communities, with a specific focus on the Lao Minnesotan community. Through training, civic engagement, community involvement, and capacity-building; participants are more equipped to advocate and represent the needs of their respective communities and be part of the decision-making tables where their voice matters and can create the necessary impact to drive a more inclusive and diverse community in Minneapolis.

# One Minneapolis Fund Report Form

Please use the following format for a report for the One Minneapolis Fund. Your report Can be brief. The information in the report may be used by the Neighborhood and Community Engagement Commission and Minneapolis City Departments and shared with others such as the Minneapolis City Council.

## Report Narrative

1. Please briefly outline your original goals and objectives, as stated in your proposal. In the original proposal, we outlined from June 2013-July 2014:

### PROJECT DESCRIPTION

The **Lao Leadership Project** seeks to RECRUIT, PREPARE and FACILITATE THE PLACEMENT of emerging Lao leaders onto governing non-profit boards and/or various advisories that serve and/or represent the needs and interests of local Lao community members. The project has the following core elements:

- 32 emerging Lao leaders (ages 21-40 with college degrees and professional careers) will be recruited to participate in one of four cohorts offered once each quarter..
- Each quarter, the first month will be focused on recruiting and assembling 10-12 emerging Lao leaders who make a commitment to participate in the cohort. In the second month of each quarter a 16-hour leadership training will be offered to cohort members, and in the 3<sup>rd</sup> month of each quarter, the LACM Lao Leaders project facilitator(s) will assist graduates connect and commit to serving on local governing board and advisory committees.

### PROJECT OUTCOMES

Of the 32 emerging Lao leaders participating in the project training:

- 29 (90%) will graduate from the training
- 16 (50%) will fulfill a commitment of serving on a governing board or advisory committee (i.e., elected) within 3 months of completing training

2. What progress did you make toward your original goals and objectives? What activities led to meeting these goals and objectives?

Although we had a late launch to the start of the project due to developing the curriculum and planning the recruitment process, from August 2013 through August 2014 we were able to:

-Recruit and enroll 36 participants

-Of the 36 participants, 33 participants finished the training program

-Of the 33 participants who finished the training program, 6 are involved in serving on a commission, committee, or involved in their community in some form of capacity-building (some have indicated they applied to be on a public and nonprofit board and commission but have not received confirmation for participation)

-We are still in a work-in-progress of placing participants on public and nonprofit boards and commissions

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## ACTIVITIES

Through carefully planning a marketing strategy within our Southeast Asian and nonprofit networks and recruitment efforts from personal and professional circles, we were able to attract interest to the training program from mainly former clients, local leaders, and young professionals.

Through working with some well-known and reputable facilitators and trainers in the areas of leadership/advocacy/civic engagement, we were able to create a working curriculum that was focused on the key topics of Southeast Asian history, basics of the nonprofit/public sector in solving community issues, advocacy strategies, and building on key leadership concepts for personal and professional growth.

3. If applicable, describe the population served or community reached during the grant period. Use numbers and demographics such as race/ethnicity, gender or geographic location.

The demographics reached:

- 60% from Minneapolis, 40% from Twin Cities metro area (Brooklyn Center, Brooklyn Park, Burnsville, Bloomington, Shakopee, etc...)
- 100% are of Southeast Asian heritage (Lao/Hmong/Vietnamese)
- Ages of 26 participants between 19-33 years old, 10 participants between 50-75 years old
- All participants are English-speakers with basic knowledge of Lao language
- About 20 participants held a higher education degree
- 80% are female, 20% are male

4. Were there any unanticipated results, either positive or negative? What did you learn because of this grant?

We learned through the pilot phase of the program in 2013, that the bulk of the work was to try to create a working model that was culturally specific to the Lao community, which had the least amount of representation on boards and commission. The majority of 2013 was spent on creating the curriculum, developing the learning materials and resources, securing the facilitators and speakers for the project, and then launching the market plan of the training program to potential participants.

## POSITIVES

The project has allowed more participation from younger professionals who had no previous community involvement. We have seen an increased level of volunteerism and participation in community-related events from cohort alum. We have also seen an increased level of readiness to voice opinions and engage in conversations where participants felt they belong. More participants were better able to reflect on their leadership and navigate the system. More advocates have come out of the Lao community than we anticipated.

## NEGATIVES

Since much of 2013 pilot phase was mainly driving the promotion of the program and recruitment efforts, there was not a focus on a structured post-program support system from leaders in the nonprofit and leaders in the public sectors in ensuring that participants

were more involved where they were needed. There was a lack of access and promotion of resources and opportunities from both sectors. If there could have been a better support system post-training, participants may have been better connected immediately after the training and felt more compelled to take on a role on a decision-making table.

#### LESSONS LEARNED

A few key lessons were learned. Although it is necessary to have benchmarks to measure success, we realized the outcomes from the previous proposal were aggressive because it did not take into account the culturally-specific needs and low level of readiness of the participants. Secondly, there is a working model that seems to be more fitting for the Lao community in the realm of what we deem as 'civic engagement' (which is still a very new and foreign concept to the Lao community, who come from war-torn repressive countries). For example, through storytelling and sharing our histories, participants felt more passionate and compelled to take action. Finally, we have realized the importance of up keeping an engagement plan that would increase community involvement rather than immediately encouraging the idea of being on a board and commission (which seemed daunting to many who have not reached a comfortable level of readiness yet). We believe that engaging them in volunteerism and community involvement will help build that level of readiness.

In 2014, the second year of the program has now incorporated a training institute in conjunction with a network coalition, which we hope will engage both current and previous cohort participants. We will also hold community events they can be a part of and also a retreat or conference that builds on the 'next steps' of advocacy and leadership. We plan on reaching out to key nonprofit and City leaders to build a post-program support system that will really drive how participants see their role and where they feel they fit in.

We believe that the better measure of success of this project is to look at the differences in readiness and involvement before and after the program, which we truly feel have made the biggest impact.

5. As a result of your project, did any Minneapolis resident join a City board, commission, or other similar group? If yes, please describe (number of people, which group, etc.)

One participant is serving on the Shingle Creek Neighborhood Association. One participant did an internship for a state representative. Four other participants are currently in non-Public but community-related coalitions and committees (health advocacy, immigration reform, anti-trafficking, and fair housing and elders coalition).

6. If you have future plans for sustaining this program or project, please describe those plans.

We will work with the City of Minneapolis and other cities where the majority of Lao and Southeast Asian community members reside to actively outreach to previous participants and engage in promoting the project so that there is better reception of the benefits of joining the program.

We also plan to work with nonprofit and community leaders to increase volunteerism and civic engagement opportunities, as well as build a network that will support participants more meaningfully.

Financially, we plan to seek funding where possible to drive the program more effectively and market it better to the community. We hope the city deems such projects successful and transformative to the social changes necessary in a thriving city. If the funding sources from foundations and public agencies isn't possible, we intend on making sure that we are getting the highly reputable training that we can promote the training program as a valuable asset and tool for the community—and thus charge a minimal fee for it.

7. Are there any other important outcomes as a result of this grant?

The most important part of the outcome is seeing our participants learn and understand how they reflect on themselves and how they see their role in their community issues. Although we may not have placed participants on boards and commissions as we would like to see, we have seen increased involvement and volunteerism at LACM, which is vital to our community resilience and we believe that in due time (2-3 years of up keeping the development of this engagement), we will soon see more involved in the political advocacy.

8. Do you have any plans to publicly share your results or findings? How (e.g. newsletters, community meetings, etc.)?

We have published the program on Little Laos on the Prairie, which is a community culture blog. If progress continues, we plan to release a press release as part of recruitment to local news organizations later this year.

9. How will your organization use the findings of this project?

LACM plans to use the outcomes and results of the project to better improve our strategic planning and how we will improve capacity-building. We also plan to use it as part of our advocacy plan and prioritizing our issue areas in working with partners, public officials, and other stakeholders of our community's success.

10. How would you suggest others in the community benefit from your program?

We hope to build and develop a better marketing strategy to promote the program as not only a means to an end for emerging leaders/advocates to be educated, but that they will be a part of a network that is fully supported and respected by city officials and other key leaders and finally see their role in a transformative process for the community.

11. How were you supported in your project?

We were supported mainly by LACM's ED, local partners in the nonprofit field and depended on the leadership and creativity of the main project coordinator, Chanida Phaengdara Potter.

12. Are there any suggestions you would like to make to improve the program?

As was previously mentioned above on program improvement, there needs to be a direct involvement from the City of Minneapolis (and other public agencies) in outreach to the community for participation that is culturally-appropriate and specific to the needs of the community. The idea of civic engagement is still relative new to our community and we cannot just force participation. This is the area where the City of Minneapolis can better provide the resources and opportunities for our previous and current participants to be involved.



A couple suggestions: guarantee a few seats be made available and more active placement for participants who have completed training (so that there is a direct relationship in completing the training), build a NEC-related mentorship program with participants, and develop better partnerships for engagement activities.

13. To help us continue the work of the One Minneapolis Fund, if you have any photos, videos or graphics relating to your program, please share them with us.

We have a Facebook group that we actively upkeep (in addition to LACM's page) called 'Lao Leadership Institute' here: <https://www.facebook.com/groups/160638320810032/?fref=nf>. Some photos are below (with many more that can be sent via email):



**Financials**

1. Please attach an income and expense statement for this grant period. Also, include your original budget.
2. Please attach a statement including *actual* income and expenses.
3. Please feel free to include a narrative for any of your expenses and income, if necessary.
4. Please include a list of additional funders, including amounts received for this project or program.

# One Minneapolis Fund Report Form

## Cover Sheet

### Year 1: 2013-2014

Date of Report: August 14, 2014

<b>Organization Information</b>
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Conflict Resolution Center

<i>Name of organization</i>	<i>Legal name, if different</i>
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2101 Hennepin Ave S	36-3421329
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<i>Address</i>	<i>Employer Identification Number (EIN)</i>
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Minneapolis, MN 55405	
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<i>City, State, Zip</i>		
612 822 9883	612 822 9890	www.crcminnesota.org

<i>Phone</i>	<i>Fax</i>	<i>Web site</i>
Karmit Bulman	612 813-3201	karmit@crcminnesota.org

<i>Contact person</i>	<i>Phone</i>	<i>E-mail</i>
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<b>Grant Information</b>
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Project Name: CRC Youth Leadership Program

Dates Project Ran: May 1, 2013- May 1, 2014

2-3 sentence description of project:

CRC received \$22,000 to support a youth leadership development program designed for low income Minneapolis youth of color. The program helps at risk students to achieve academic success and helps those engaged in youth crime to find a different path. The program prepares youth to lead self-sufficient and productive adult lives, and directly addresses the disproportionate impact of youth crime and school suspensions/expulsions on students of color.

# One Minneapolis Fund Report Form

Please use the following format for a report for the One Minneapolis Fund. Your report Can be brief. The information in the report may be used by the Neighborhood and Community Engagement Commission and Minneapolis City Departments and shared with others such as the Minneapolis City Council.

<b>Report Narrative</b>
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**1. Please briefly outline your original goals and objectives, as stated in your proposal.**

CRC’s goals were to develop and run a youth leadership development program designed for low income Minneapolis youth of color. The program helped at risk students to achieve academic success and helped those engaged in youth crime to find a different path. Program goals were to prepare youth to lead self-sufficient and productive adult lives and to directly addresses the disproportionate impact of youth crime and school suspensions/expulsions on students of color. The program also provided critical life skills in communication, leadership and conflict resolution. Overall goals of the program were to use conflict resolution and restorative justice programs as alternatives to, or as prevention of, exclusionary school discipline processes and criminal adjudication. CRC’s program improves the chances that students will succeed academically, graduate, and steer away from violent or criminal behavior. The program helped youth cope with transitions and conflicts; enabled them to better understand their need to be accountable for their misbehavior; enabled students to retain connection to their schools and to education generally; connected youth with community resources and teaches, as well as provided role models and increased conflict resolution skills.

**2. What progress did you make toward your original goals and objectives? What activities led to meeting these goals and objectives?**

The funding was used to develop four distinct programs that engage diverse communities and build integrated community engagement in Minneapolis. Progress under each initiative is described below:

**1. Mediator Leadership Development –**

CRC’s stated objective was to provide basic mediation training for 15 new volunteers each quarter. Volunteers were to be recruited from under-served and diverse communities. Between May 1, 2013, and May 1, 2014 CRC conducted four basic mediation skills training programs for a total of 105 new mediators. Of the new mediators, 17 are African American, 4 are Asian, 3 are Somali and 3 are Hispanic. These new mediators of color have already begin to reach out to youth of color in our school and community intervention programs. Our Hispanic mediators have been instrumental in helping us bridge language barriers with the Spanish speaking population and have even served as volunteer intake workers for Spanish speaking phone callers.

## **2. Youth Leadership Development –**

CRC's stated objective was to provide ten-week leadership development and conflict resolution classes on an ongoing basis to no fewer than 100 youth per year. CRC served 170 unduplicated youth in schools last school year. We also served 93 youth through our conflict resolution instruction program at the Link's Evening Reporting Center. In addition, CRC trained 16 youth from underserved communities at the Minneapolis Police Department Juvenile Unit's Crime Prevention Program and worked with 20 American Indian youth in conjunction with Little's Earth's six week summer program on conflict resolution. CRC also provided anger management classes for 7 youth referred from Hennepin County Probation.

## **3. Restorative Justice Youth Diversion Program –**

CRC's youth restorative justice diversion program provides juvenile petty offenders with a victim-offender mediation session in lieu of a court hearing and criminal sentence. Youth are empowered to provide their own solutions for addressing the criminal offense. Most youth take responsibility for the harm done and participate in significant community service projects. They also agree to connect with ongoing community support programs. During the grant period, CRC's goal was to provide no fewer than 130 people, including 50 juveniles, with victim-offender mediation sessions. We served 112 youth. The reduction in youth served is due to the fact that the Minneapolis Police Department discontinued its restorative justice program in the winter, 2014. We are awaiting new referrals when the program is reinstated. 112 youth choose to participate in CRC's restorative justice diversion program as an alternative to criminal adjudication. All participating youth agreed to conduct community service, to apologize to the victim and to work harder at school attendance and good grades. The youth took responsibility for the offenses committed and worked on a plan to prevent future criminal behavior.

## **4. Minneapolis Public School Peacekeeping Circles and Mediation –**

In school year 2013-2014, CRC provided services in 6 Minneapolis schools for students ranging in age from 2<sup>nd</sup> through 12<sup>th</sup> grades. We served 174 unique students, who participated in 109 Circle sessions and 106 mediation and conflict consulting sessions. CRC volunteers provided 770 student contact service units from September through May. A student contact service unit is one hour of mediation, conflict consulting or a facilitated Circle provided to a student by a trained CRC volunteer. Some students may receive multiple services over multiple days.

Mediation is an effective method of resolving student conflicts and preventing exclusionary school discipline processes, and thereby improves the chances that students will ultimately succeed academically. In mediation, students are able to speak about their concerns, address their needs and come up with solutions that they feel are equitable. By blending restorative and mediation practices, CRC emphasizes repair as much as resolution, and relies on development of empathy as a method that not only helps resolve

the problem at hand but carries the potential for greater life lessons. Students who have participated in CRC's mediation program have found that it is empowering, effective in resolving conflicts, and helps them to improve their conflict resolution skills. CRC utilizes teams of trained professional volunteers to work with students to settle disputes and conduct follow-up sessions. CRC's goal was to serve no fewer than 100 students in a minimum of three Minneapolis Public Schools for the remainder of 2012-13 school year and the 2013-14 school year. CRC conducts weekly peacekeeping circles designed to continue for at least one year. CRC's Heart of Hope Peacemaking Circles follow a seven module framework over the course of an entire year. Another program involves using the Words Work curriculum in 1-2 hour per week sessions over a ten week period or a 4 hour a week session over a five week period. The curriculum is divided into five parts, each focusing on core elements of communication and problem-solving: breaking the ice, communication, relationships, leadership and problem-solving. This program is offered weekly on a year round basis at the Hennepin County Evening Reporting Center managed by The Link. This program is also offered regularly at several schools. Again, CRC's objective was to provide no fewer than 100 students in a minimum of three Minneapolis Public Schools, the opportunity to participate in peacekeeping circles and mediation. CRC far exceeded this goal by working with 175 separate students in weekly peacekeeping circles at Patrick Henry, Anderson, Broadway, Northeast Middle, Seward Montessori, Bryn Mawr and Washburn Schools.

These CRC school-based programs empower economically disadvantaged school youth to achieve long-term stability and well-being. Our youth programs are strength and asset-based and they provide school youth with the tools they need to build positive lives for themselves. Our programs enable youth to develop important life skills in conflict resolution, leadership and communication skills. Our programs teach social skills so that underserved youth develop healthier relationships and higher self-esteem. We focus on developing and applying skills in listening, problem-solving, cooperation and appreciation of differences. These skills lead to competence and confidence in resolving problems and help youth to develop emotional literacy.

**3. If applicable, describe the population served or community reached during the grant period. Use numbers and demographics such as race/ethnicity, gender or geographic location.**

For CRC's school program, racial demographics were as follows: 73% African American; 13% Hispanic; 8% American Indian; 6% Caucasian. 54% of students served were female and 46% male. All students resided in Minneapolis. Our other youth programs have similar demographics.

**4. Were there any unanticipated results, either positive or negative? What did you learn because of this grant?**

We learned that our partnership with the Minneapolis Police Juvenile Unit is critical to reaching as many youth as possible at the first sign of trouble. While it is unfortunate that the police department referrals have halted for the time-being, we are confident that significant program improvements will result once the referrals are reinstated.

**5. As a result of your project, did any Minneapolis resident join a City board, commission, or other similar group? If yes, please describe (number of people, which group, etc.)**

Many of the youth served by CRC, who were once labeled as offenders, became leaders. Eight became CRC Youth Council members. At Broadway school for parenting and pregnant mothers, youth completed a peacebuilding circle process over a 10 week period. From this circle, 4 youth became CRC youth council members. 4 youth council members assisted Youth Intervention Programs Association (YIPA) in the planning of Youth Day on the Hill. These youth created the ideas and coordination of the youth rally for over 400 attendees. One of the youth spoke about his experience in conflict resolution. 93 youth participated in CRC's Words Work Program at The Link's evening reporting center. Words Work helps youth be more willing to accept responsibility for what they've done and for what they can do to send their lives forward in a positive direction. The youth are applying the Words Work lessons in their lives. Words Work helped one youth realize he has more control of his future and gave him tools to handle conflict in a positive way. After attending for about a month, he told the Words Work group how Words Work helped him think about his future potential and how his actions in conflict affect his chances at achieving his goals. When a car full of peers he described as "gang bangers" rolled up and tried to engage him in a fight by calling him names etc., he used the insights he gained at Words Work and ignored the car. Words Work helped him see consequences and to read body language and he chose to walk on to work instead of engaging in the fight.

In addition to the activities described above, CRC is working on expanding the current Words Work, Heart of Hope and mediation/conflict resolution training programs by training "graduates" of these programs to serve as advisors, trainers and coaches. A peer mediation program will be developed for those youth who complete the CRC basic mediation skills training. We are also working on creating a youth council and we will train youth to represent the community (proxy) in our restorative justice diversion sessions.

**6. If you have future plans for sustaining this program or project, please describe those plans.**

CRC plans to sustain this program. We have applied for funding from Youthprise, the Minneapolis Foundation and the Otto Bremer Foundation.

**7. Are there any other important outcomes as a result of this grant?**

The development of the CRC Youth Council is an important program outcome. The CRC Youth Council is a group of middle and high school students who are interested in developing leadership skills while increasing conflict resolution capacity within our programs. In addition, the skills that they learn will spill over into the schools and communities in which they reside. Youth of color are identified through the programs we offer and will be trained to become mediators, trainers and coaches and serve as community proxies in our restorative justice diversion sessions. The training consists of our 30 Hour Basic Mediation Training, in addition to follow up coaching and development by staff and adult volunteers. We have established a partnership with Step-Up, a program that connects businesses and nonprofits with youth that



come from low-income backgrounds, to create the next generation of talented and diverse youth for the workforce. This partnership allows our youth to attend a 10 hour leadership and job skills training which provides critical workforce training in addition to the eligibility to receive a stipend for their hours during the summer months. The Youth Council will assist in the evaluation of our programs, ensuring that they are youth friendly, resulting in an increased internal capacity that best serves the youth our programs work with every day.

**8. Do you have any plans to publicly share your results or findings? How (e.g. newsletters, community meetings, etc.)?**

CRC shares some findings in our annual report, in monthly and quarterly newsletters and at our annual fundraising breakfast and on our website. In addition, CRC won the Minnesota Council of Non-Profits Mission Award in the category on Innovation and will be sharing our work through publicity in conjunction with this award.

**9. How will you organization use the findings of this project?**

We use the findings to improve the program and to adapt the program to community needs.

**10. How would you suggest others in the community benefit from your program?**

Engaging youth who were once labelled as offenders in community leadership is powerful work. We are pleased with the program outcomes and would be happy to assist others in expanding youth leadership and empowerment programs.

**11. How were you supported in your project?**

We were powered by over 220 volunteer mediators, instructors and facilitators. Financially, the support from the One Minneapolis Fund was critical in helping us build a strong foundation for the youth engagement parts of our programming.

**12. Are there any suggestions you would like to make to improve the program?**

I suggest that you provide multi-year funding for programs funded during the first year of the One Minneapolis Fund. Program sustainability comes from at least three years of funding from a dedicated source.

**13. To help us continue the work of the One Minneapolis Fund, if you have any photos, videos or graphics relating to your program, please share them with us.**

## Financials

1. Please attach an income and expense statement for this grant period. Also, include your original budget.
2. Please attach a statement including *actual* income and expenses.
3. Please feel free to include a narrative for any of your expenses and income, if necessary.
4. Please include a list of additional funders, including amounts received for this project or program.