

A. Organization & Contact Information

Case Id: 14524
Name: Hope To Thrive - 2022/23
Address: *No Address Assigned

Completed by joytwilliams@gmail.com on 11/18/2021 1:35 PM

A. Organization & Contact Information

The Request for Proposals and additional materials to assist with completing the application can be found on the City's webpage for [Community Agencies](#)

A.1. Organization Name

Hope To Thrive

EXECUTIVE DIRECTOR/MANAGER

A.12. Name, Title

Joy T. Williams, Executive Director

A.2. Project/Program

Hope to Thrive Toxic Stress Mitigation and Prevention through Poverty Reduction

A.13. Email

joy@hope2thrive.com

A.3. FY 2022-23 Funding Request Amount

\$80,000.00

A.14. Phone

(336) 412-1382

A.4. Agency's Total Operating Budget

\$65,000.00

CONTACT

A.15. Name, Title

Joy Williams

A.5. Mailing Address

5059 BUTTERFIELD DR Winston Salem, NC 27105

A.16. Email

joy@hope2thrive.com

A.6. Project/Program Location Address

5059 BUTTERFIELD DR Winston Salem, NC 27105-3433

A.17. Phone

(336) 412-1382

A.7. Organization Website

Hope To Thrive

BOARD CHAIR

A.18. Name

Pilar Horne-Davis

A.8. Year 501(c)(3) status obtained

2018

A.19. Term Expiration

12/31/2021

A.9. Organization Fiscal Year

April 1 - March 31

A.20. Email

phorneda@gmail.com.

A.10. Federal Tax ID Number

A.11. Federal DUNS Number

A.21. Phone

(336) 997-1713

B. Project Overview

Completed by joytwilliams@gmail.com on 11/18/2021 2:41 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

B. Project Overview

Please provide the following information.

APPROACH (7 POINTS)

B.1. Provide a concise description of the proposed project/program, indicating specifically how City funds will be used. Briefly, what are the goals/objectives of the project/program?

Instability and economic loss from the Covid-19 pandemic have exacerbated chronic diseases and the experience of poverty. This has made some more likely to commit assault, homicide, suicide, or fall into a deep depression, illicit activity, and more. In May 2020, California's General Surgeon Dr. Nadine Burke Harris told The New York Times the pandemic had created "a perfect storm" for increasing stress hormones that can negatively affect mental and physical health among vulnerable populations. That same month, the Winston-Salem Police Department announced that targeted aggravated assaults had increased 50% during the COVID-19 crisis.

Prolonged exposure to poverty, adverse childhood experiences, and violence feeds a deadly and cyclical trauma known as toxic stress, a recognized activation of the body's stress response system that is linked to the nine leading causes of death in the US, according to the Harvard's Center on the Developing Child. At least 60% of the population is affected by toxic stress, according to the CDC.

Hope to Thrive (HTT) inspires hope by reducing toxic stress among low income residents of Winston-Salem through providing food and resources to move the mindset and person out of poverty, and prevent recidivism. An elder, black male over 70 years old, who says he is blessed, is grateful, "Just keep doing what you are doing, the fellowship and food means a lot." We started a process to help support elders and previously incarcerated young adults to find a job as well as mental health support/mentorship.

To alleviate the threats from toxic stress during and after the pandemic, HTT aims to provide a Toxic Stress Mitigation and Prevention Program to low-income households in Winston-Salem, concentrating on East and South Winston to improve the experience of poverty. Our approach is evidence informed. Scholars agree there is a positive correlation between community building and improved mental health, and our program will deliver sustainable and replicable relief through meaningful and measurable outcomes, such as providing a food pantry, services to low income residents of the City of Winston Salem, such as programs for low income elders, and creating jobs.

This funding will support our Holistic Produce Pantry and programming, trauma-informed trainings with our participants and our church partners, mental health support and services to work through the mindset of poverty, and services to reduce recidivism.

The grant will also support free community events, such as cultural dance classes (West African dance, salsa, Cherokee tribal dance, clogging), arts programming for youth engagement, and free music lessons. The funds will go towards hiring dance teachers, purchasing supplies (props, clothing, shoes, cameras etc.) and constructing an outdoor removable dance floor to hold dance classes throughout the City. The goals of Hope To Thrive's Toxic Stress Mitigation and Prevention Program are to reduce poverty, address racism, and promote positive systemic change:

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2 of 33

We will reach at least 80 unduplicated participants of our services to low income residents such as Heritage programming, elder programming to prevent loneliness and depression, including services to our veterans, African dance and other cultural arts, food pantry and trauma- informed trainings

We will participate in supporting the creation of 10 new jobs.

We will serve between 2 - 10 previously incarcerated youth/adults or those convicted of a crime

B.2. How will a participant access the proposed project/program, use the services, and derive a beneficial outcome from participation?

Hope to Thrive (HTT) participants will access this project through current programming, intentional partnerships, HTT's staff, promotional materials around Forsyth County, news releases, and word-of-mouth. HTT currently runs a Holistic Produce Pantry that serves approximately 20 unduplicated families with additional partner sites in which our numbers well exceed 100 people, as much as twice a week. Many of the participants need several services at once, such as being housing insecure. Many of these participants fear eviction—although illegal—if they speak up about their housing problems, such as rodent infestation, landlord intimidation, or repair needs. Some just need housing assistance.

Art and cultural opportunities will be held at the pantry and other locations throughout Winston-Salem for greater community access. The classes will be free on a first-come, first- served basis. We also are in the process of organizing online courses that can be accessed on-demand or virtually. This funding will help us make this programming accessible to those who are homebound or for all to maintain social distancing. The program's low-income participants will benefit directly from improved services, which immediately reduces toxic stress levels, helping neighborhoods and communities as well.

Participants can access these services by attending classes in person or online. With racial tensions high, and the City being segregated by race, ethnic groups, socio-economic status, and other dividers, there needs to be more intentional opportunities where different groups can come together over a shared project. The arts programming is meant to bring people together of different backgrounds, and problem solve over an arts and culture event together, and to have the opportunity to build friendships through cultural foods, sharing in the activities, and reflecting together at the end of the arts programming. Not only is there a cultural-relational benefit for the individuals and the City, but the arts are also scientifically known to reduce stress, boost the immune system, and bring happiness and laughter. We also infuse our arts-based programming into our anti-racism work, and that augments our holistic approach to making the City of Winston Salem healthier and wealthier.

B.3. Describe the unmet need that the proposed project/program seeks to address. Include data supporting the need.

According to Dr. Nadine Burke Harriss, General Surgeon of California, the uncertainty and huge economic losses from the pandemic has added to increased stress amongst vulnerable populations at dangerous levels, exacerbating chronic diseases and putting people more vulnerable to commit aggravated assaults, homicides, suicides, fall into deep depression, illicit activity, and more. In Winston Salem alone, targeted aggravated assaults are up 50% during COVID-19, according to the police department. The constant stress produces poor health outcomes, and feeds into a deadly cycle, which is medically categorized as toxic stress. At least 60% of our population is affected by toxic stress, which links to the top 9 leading causes of death in the US, according to the CDC. One participant said, "Joy, I can't take this no more; this here situation is too much." (Black elder, wheelchair bound grandmother who lives with her two grandsons under 7, her daughter, a veteran, and has asked HTT for money to pay rent, utilities, food, and therapy.) She is one participant that represents several of our connected families.

Hope to Thrive (HTT) seeks to address and reduce toxic stress that affects the vulnerable population described in the previous question who lack transportation, face emotional barriers to improving their housing situation, and are low-income. Many of our clients come to us for aid, confiding in our small organization of trusted, caring staff. Our clients share the emotional trauma they are carrying. They share their fear of landlords or the stresses they find as they look for services to help them. They are often underserved because they need a long-term solution, not just an immediate one. Many of our clients go in and out of the ER because their stress levels aggravate underlying health conditions, and we're able to be with them through these challenging times.

HTT has personal relationships with our clients, and in turn, our clients are also many of our volunteers. HTT is located on Butterfield Drive in Winston-Salem, with a partnership with Grace Presbyterian Church that complements our holistic approach to thriving in health and well-being. Because housing security is a critical component of our goal, we also travel to about 30% of our clients' homes, dropping off food on porches, and at times, delivering inside homes. We see housing conditions firsthand, and we can assess what resources are needed. By developing a deeper understanding of our clients' situations, having resources to address the needs, we can better reach our goal of providing housing and thriving in health and well-being.

Community support in the form of food pantries, housing assistance, job training programs, counseling, therapy and free programs and activities at local libraries and through other partnerships can ease the burdens of adults suffering from toxic stress, according to Harvard's Center on the Developing Child. Meanwhile, the U.S. Department of Housing and Urban Development acknowledges the connection between housing and food insecurity, and many organizations are working towards improving housing security and eliminating food security. Not many are doing both simultaneously, within the very neighborhoods in which their clients live. To this end, HTT aims to help low-income East and South Winston-Salem residents reduce toxic stress through its proposed Toxic Stress Mitigation and Prevention Program with community supports ranging from a holistic produ

COLLABORATION (6 POINTS)

B.4. Describe any specific collaborative relationships with other organizations (public or private) and how they will impact the project/program. How will collaboration contribute to the planning, implementation, operation, oversight, and performance measurement of the proposed project/program?

Scales Memorial Holiness Church, NAACP, Crisis Control, The Food Bank, Wentz United Methodist Church, Life Transformation Church, and many community members.

HTT's Holistic Produce Pantry is called "holistic" because it has been about more than produce from the start. Through a partnership with local leaders from Neighbors for Better Neighborhood, we've distributed PPE and helped people stay connected to other accessible resources since the start of the pandemic. We also help people gain access to mental health services through our partnership with Wake Forest Counseling Department and Gabrielle Sandor and Jeffrey Shaw, both local mental health professionals. Also, our partnership with the City of Winston-Salem granted us \$15,000, allowing us to do this in a meaningful way for English and Spanish speaking participants. We also received additional funding from the Black Philanthropy Initiative and the Winston-Salem Foundation, which continues to help the program.

These partnerships continue to help through the following processes:

Planning: Funding from the Winston-Salem Foundation allows HTT to invite participants to take on an ownership role within the Holistic Produce Pantry. This ownership role means that we have several meetings during the week where we discuss Hope to Thrive's operations, including any needed changes or necessary planning. These meetings consistently have at least three - six persons involved with the planning various stages of HTT, and the meetings are open to any participant.

Implementation: HTT has over 20 volunteers that help implement our programs. Some of our volunteers come from Wake Forest Medical School and Physician Assistant programs, as well as their counseling programs, while our professional volunteers come from the Fearless Women network and HUSTLE WS in Winston-Salem. And we have volunteers throughout the US who help remotely with the capacity of HTT. We have started two committees within HTT that provides oversight with our pantry, and the other provides oversight with our finances. We also have an advisory committee separate from these two that helps advise Hope To Thrive with our general operations.

Operations: The Winston-Salem Foundation's Executive Director cohort, along with HandsOn NorthWest Winston-Salem, has started a support group for new executive directors. This group has already been instrumental in providing accounting support, policy and procedures, and other capacity-building resources to Hope To Thrive. Recently, the Board voted to hire Joy Williams as the Executive Director of Hope To Thrive, and that makes one paid employee for the organization.

Oversight: The Board of Directors, and close nonprofit leaders, are strong resources who mentor Joy Williams as a new executive director, and will provide oversight. The board meets quarterly, and sometimes monthly, and can review all financial statements associated with the organization.

Performance Measurement: Joy Williams is the manager of collecting the needed data to analyze and report data regarding our program measurements. We want to ensure that our planned performance is executed, and outcomes are met or exceeded. We have partnerships that will hold us accountable to these metrics and program assessment through the participants, Board, the mentors of HTT, the Women's Earth Alliance, and the new Executive Director support group.

C. Strategy and Performance

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C. Strategy and Performance

Please provide the following information.

STRATEGY (5 POINTS)

C.1. The City of Winston-Salem's strategic priorities, adopted most recently in the [2017-2021 Strategic Plan \(2019 Update\)](#) and under review for adoption by City Council for FY 2022 - FY 2025 Strategic Plan, are used as guiding principles to establish community priorities based on the vision, mission, and values set forward by the Mayor and City Council.

Indicate which of the City's strategic focus areas your program aligns with best (select one):

Healthy Environment

C.2. Select the service area(s) that your project/program relates to:

- Housing/Homelessness
- Economic Development
- Construction Rehabilitation
- Poverty Reduction
- Arts and Culture
- Youth
- Public Safety
- Transportation
- Other

PERFORMANCE (15 POINTS)

C.3. Describe the system to be used to track participant and program data. List any key reports and their frequency that will be used to capture project/program performance.

The Hope to Thrive toxic stress mitigation and prevention program will prevent and mitigate toxic stress related to housing vulnerability in Winston-Salem through decent and affordable housing, services and facilities, and by creating jobs.

The main research question for evaluating this program concerns the series of activities delivered by the program. Is the program's service activity—toxic stress mitigation and prevention activities—being implemented as designed, serving the low income population, and increasing decent and affordable housing, reducing poverty, and creating new jobs?

We currently have started a partnership with Forsyth Futures in which we are using their services for pro bono services to start to understand where we are with our outcomes and impact. We expect that the research firm will help to provide validated program measuring tools, such as validated surveys and questionnaires.

As an ongoing measuring tool, we ask participants who attend the programming to fill out a survey that will capture the impact.

We issue reports on a monthly basis, and are able to track our challenges, successes, and weaknesses within a steady stream of data, and be able to course correct.

We include questionnaires, motivational interviewing, focus groups, exit surveys, and participant observations to understand how we are doing in terms of reaching or exceeding our outcomes.

Potential indicators for assessing the program model include the duration of the participant and our open meetings, and participant attendance rates, which can be collected through member logs or records. For example, after each meeting and pantry date, our volunteers may be responsible for recording how long the meeting lasted, how many individuals attended the pantry or topics covered during the session. The evaluator will compile the data from all members' logs to assess whether the activities are implemented as designed and consistent regarding duration, attendance, and topics covered. Another potential indicator for determining whether activities are implemented as designed is volunteer members' delivery of the program curriculum to mitigate and prevent toxic stress.

C.4. Explain the steps that will be taken if the stated program goals provided in C.3. are not achieved.

The plan for monitoring and evaluating Hope to Thrive is ongoing. Internally, we have interviews with our participants weekly, checking in on food and other needs, making changes as necessary. We evaluate our metrics and goals through interviews, questionnaires, surveys, and observations. Our primary metric is the number of people we serve through our produce pantry outreach, and how many of those participants access the other toxic stress mitigation and prevention services, such as housing financial assistance or other housing services, such as housing counseling.

We plan to conduct six interviews per month, reaching at least four participants with each interview/focus group. We have a reflection at the end of each pantry to understand what needs to change and to bring a systemic change awareness to the immediate relief we are providing the community. We write down these responses. These interviews and focus groups are reaching, on average, each participant at least twice per month. We want to reach at least 80 households within the next fiscal year of providing these specific Rapid Rehousing Services. We know that this program will be successful if we are able to be funded to provide paid staff and financial means to serve at least 20 households with the hope of reaching 80 households with our decent and affordable housing, services to reduce poverty, and creating jobs. If we are not fully funded to provide the services in full as planned, then we will be able to re-evaluate how expansive the programming we can offer.

Suppose our above program goals are not met? In that case, it will be because our monitoring and evaluation system showed that we needed to change our program to better serve low-income populations, and those living in poverty.

Attach participant/program data sample report



Participant/Program Data Sample Report *Required

June Program Updates (2).pdf

Reporting January 2021CWS (1).pdf

C.5. Use the chart below to show how your agency measures program effectiveness. List goals, activities, and performance measures you will use to evaluate services, facilities, and programs that will be funded by the City. Performance measures can be quantitative and/or narrative.

Applicants will be reimbursed funds based upon timely submissions of eligible invoices. These invoices should describe services rendered and should align with the goals and objectives cited here. Where outcomes do not align with goals, please be prepared to provide a written summary of shortcomings.

Stated Program Goals	Program Activities in Support of Goals	FY 20-21 Previous Year Results	FY 21-22 Current Year Projected Results	FY 22-23 Next Year Anticipated Results
We will reach at least 80 unduplicated participants of our services to low income residents such as Heritage programming, elder programming to prevent loneliness and depression, including services to our veterans, African dance and other cultural arts, food pantry and trauma-informed trainings	Contract workers and staff will provide classes, anti-poverty resources, and various options to support decent and affordable housing through our produce pantry, mental health services, trauma informed trainings, anti-poverty programming, housing assistance, and our one on one support to those who have been previously incarcerated to prevent recidivism.	Worked with over 80 individuals in 2020-2021, 2 new jobs were created, 10 unduplicated low-income participants within our pantry, and over 10 virtual participants within our heritage cultural arts programming	We added 2 additional sites to our pantry, increased our service area to over 20 unduplicated numbers, and provided cultural classes to 5 people	Serving mental health support to over 80 unduplicated participants receiving our services and benefitting from new jobs.
Create new jobs that helps to prevent recidivism	Mental health professional provides goal setting and one on one support	Worked with two youth to create one new jobs	Worked with six individuals to create two new jobs	work between 2 - 10 previously incarcerated young adults and at risk individuals to create at least 6 new jobs
Provide services to reduce poverty	Provide a produce pantry with hot meals at least twice a week, and other program services for food insecure populations	Worked with over 60 families for the produce pantry and hot meal program and produce pantry	Worked with over 75 families for our hot meal programs and produce pantry	Work with over 80 families for our hot meal program and produce pantry
		Including 2019, we	We will provide at	We anticipate being

Increase the wellbeing of low income residents of Winston- Salem through the arts and culture toxic stress mitigation and prevention program within the year	Arts and culture providers offer online and in person arts and culture activities during the pantry times.	provided at least 11 participants with arts and culture within their homes and 90% of participants said that it made them feel more calm	least eight free arts and culture classes during the pantry dates, being able to affect at least 12 participants that respond that they feel more calm.	able to offer a free arts and culture class at least during 85% of the pantry dates, affecting positively at least 90% of participants who report being more calm.
Increase the cultural engagement opportunities of Winston- Salem's residents through arts and culture for one year.	Artists and cultural teachers provide at least three different free arts and culture opportunities per month for Winston- Salem's residents within the year.	Provided arts and culture for 11 Winston- Salem residents on average once a month during the year; at least 5 of those residents had never taken the dance, art, or film classes.	Provided 3 arts and culture free classes in person and virtual for at least 50 Winston- Salem residents; at least 15 had never been in a class of that type before.	We anticipate we can reach 11- 15 Winston -Salem residents per month within the year, who are newly exposed to the cultural arts and culture activities and at least 50% will repeat the classes. We anticipate being able to specifically serve a small network of diverse youth through this program, as global leaders and world changers.

	Total Unduplicated Number Served	Total Number Served
FY 20-21 Previous Year Results	10	500
FY 21-22 Current Year Projected Results	20	1,000
FY 22-23 Next Year Anticipated Results	80	4,160

C.6. FY 20-21 Program Accomplishments

HTT inspires hope for all communities to thrive in health and wellbeing. Our equity lens collected heritage food stories of 9 elders in the Butterfield neighborhood. We grew those foods, such as okra and tomatoes. We shared over 5 lbs of food with the elders and the neighborhood, thus, addressing food insecurity, poverty, and equity within this black and latino neighborhood.

Our social justice lens gave voice to the once silenced stories and preserving these living histories to promote African

American heritage and culture throughout East Winston, that was decreased due to economic divestments, gentrification, and other significant economic and social changes. There were approximately 10 youth who preserved these Butterfield stories by embodying the activities, such as baking homemade bread, and making their own dinner from scratch, during our summer youth programming to teach them about the Butterfield neighborhood, which used to be a thriving middle class area.

According to our 2019 data, the project provided equity, social justice, and anti-poverty social benefits for homebound elders, who had limited social interaction, and were susceptible to loneliness. A bed-bound elder black woman said after an interview, "Thank you for not forgetting about us." 80% of the participants said the program created a more friendly atmosphere and a sense of safety.

We connected 2 participants to one of our four business partners (Cody's BBQ, Taste of Triad, Carrabba's, and Om) in the community who are committed to training, or hiring within our network to help move people through and out of poverty.

HTT led social justice conversations in 2019 regarding faith, sex, and sexuality. We had over 100 people attend online, and 15 in person, where different sexual and gender identities spoke their truths. A white trans man said, "Joy, thank you for your courage and innocent exploration of these truths."

HTT was able to connect 2 churches to these panelists and anti-trafficking organizations to help promote respectful conversations around adverse experiences and honest questions. HTT's mission is to inspire hope for all communities to thrive in health and wellbeing. We are founded on social justice, equity, and anti-poverty principles.

The Holistic Produce Pantry is the most active program during COVID-19. We have partners such as Life Transformation Church, NAACP, Scales Memorial Church, The Food Bank, Crisis Control, Christ Rescue Temple, and others.

Our Mental Health Programming includes a counseling intern from Wake Forest University, and 2 mental health professionals. One black woman, two black males mental health counselors, and one white female. Our staff has been able to serve five people over the summer, and this Spring will be serving our pantry participants 40 hours a week, adding the capacity to serve upwards of 20 - 30 more people.

We also set up virtual support groups in Spanish to address the Spanish speaking populations within our produce pantry. There are two professionals who Latinx who organize these groups.

We served over 4000 hot meals since June 2020, using black business owners who are situated within the East Winston zip code.

We reach at least ~ 20 unduplicated families through the Holistic Produce Pantry.

During the pantry, three black volunteers from East Winston shared their heritage with youth and other residents (about 12) to embody the power of one's history in order to move forward with hope.

C.7. FY 22-23 Key Objectives

"Increase cultural engagement opportunities for Winston-Salem residents through arts and cultural activities for one year"

We chose this objective because we will provide cultural opportunities for Winston-Salem residents to engage in, whether virtually or in-person. This engagement includes dance classes, films, cultural cooking seminars, and more. It is not enough to provide the opportunity, but rather, to present it as an opportunity that builds social capital, friendships, relationships, and a more unified city equipped to work through and learn about often segregated similarities and differences. We aim to reach over 100 people with our arts and culture program, including the numbers reached from our Holistic Produce Pantry, the participants who go through the Rapid Rehousing Financial Assistance and Services, and the residents of Winston-Salem at large, including investing in a small youth art cohort during the summer Global Leaders, World Changers Program.

“Increase the well-being of low-income residents of Winston- Salem through exposure to the Arts within the year”

According to HUD, housing and food insecurity are very much related to each other, which means that our produce pantry likely has many housing-insecure participants who are dealing with multiple levels of stress. The City of Winston-Salem Police Department has reported that since COVID-19 aggravated assaults are up 50%, and according to Dr. Nadine Burke-Harris, General Surgeon of California, this level of stress, medically-termed toxic stress, feeds into higher risks of crimes, such as aggravated assaults.

We are building an evidenced-based program that will allow pantries to adapt to the needs of insecure communities beyond food, teaching participants how to relax, cope, or experience calm to lessen stress and increase quality of life. We chose this key objective because it allows us to show the impact of reducing toxic stress among the food and housing vulnerable populations in tandem with the importance of attending to the mental health that housing insecurity brings.

“Improve housing security for vulnerable populations in need of emergency shelter”

We chose this metric because many of our participants are housing insecure and with financial assistance from WS, we are confident we can improve their living situation and therefore the WS community. Through working with five churches, we can serve at least five people who are needing housing assistance to pay for utilities or other expenses to secure decent and affordable housing. We are interested in working with marginalized populations that include, undocumented, Spanish-speakers as well as domestic violence and domestic abuse victims. There are other resources that will connect these persons to decent and affordable housing that will help maintain and guard confidentiality and provide the needed support services. Our role is to equip the churches to house the people, and to be a safe temporary emergency shelter if present shelters remain filled or at capacity due to COVID-19.

“Improve the housing stability of low-income residents”

We chose this metric because many of our participants are housing insecure due to their rent, mortgage, utilities, and/or housing services, and our mission is to help them cope with this level of stress to improve their health and the health of the overall community. We aim to reach at least 20 households with the expectation that we can reach 80.

Attach participant/program data sample report

Documentation



Participant/Program Data Sample Report

June Program Updates (2).pdf

D. Organizational Capacity

Completed by joytwilliams@gmail.com on 11/19/2021 1:22 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

D. Organizational Capacity

Please provide the following information.

MISSION (5 POINTS)

D.1. Provide an overview of the organization. Include the organization's mission statement and the major services, programs, and activities provided. How does the proposed project/program help advance the mission of your organization?

Hope to Thrive is a non-profit that inspires hope for individuals, families, and communities to thrive in complete health and well-being. We do this by strengthening and coordinating faith networks, food chain pathways, and health care systems in addition to offering innovative opportunities for positive creativity and transformation.

Hope to Thrive engages people within these networks as individuals, beginning with their own process of understanding, but not without considering the broader context, such as oppressive systematic barriers imposed upon rural and urban communities.

By engaging individuals as part of these systems, Hope to Thrive acknowledges that cultural behaviors can stem from trauma related to these systems, such as lack of access to healthcare and healthy food. This can then manifest into poor health outcomes—from diabetes to depression to the contraction of sexually-transmitted diseases or infections.

Hope to Thrive addresses these outcomes, focusing on meaningful activities, such as community dialogues, arts and culture, and any activity that can help mitigate and prevent toxic stress holistically, including providing immediate services, such as food, housing, jobs, or mental health support. These activities allow people to explore their own beliefs, learn from others, and gain clarity by enabling them to enter into and engage with each other in open and honest spaces.

Hope To Thrive's mission is to inspire hope for all communities to thrive in health and well-being.

FUNCTION (5 POINTS)

D.2. How long has your organization been in operation?

Hope to Thrive was incorporated in 2018.

D.3. How does your organization benefit and serve the City of Winston-Salem and its citizens?

Hope to Thrive is currently:

Sharing helpful information regarding COVID-19 prevention and food resources in Winston-Salem, both in English and Spanish over social media, hardcopies, and other platforms.

Seeking out mental health services by locating providers who speak English and Spanish and work within trauma-informed therapy to address underlying and now exacerbated occurrences of toxic stress and to mitigate adverse childhood experiences. To date, five therapists have been identified, over five participants have accessed the services.

Printed By: Rene Williams on 1/28/2022

13 of 33

We have provided two mental health professionals.

We have provided food for vulnerable populations in and around the Carver High School area, over Fifteen families to date.

Supplying fresh fruits and vegetables related to specific chronic disease prevention within Winston-Salem's vulnerable populations.

Providing in-depth COVID-19 education through WHO's free training education portal, provided on its website and shared with churches and community groups.

Writing protocols for churches, groups, community gardens, and others to implement essential services safely under COVID-19 recommendations. Three protocols to date have been written and are available for free download on www.healingjoyministries.wordpress.com website.

Organizing an Elder Pal program for elders isolated from family and friends, delivering food to their front step, either in their homes or writing letters to elders in facilities. Fifty-two participants across the nation; 54% concentrated in Winston-Salem.

Working with other organizations to connect COVID-19 resources and model share throughout other Black and Latinx communities in Winston-Salem, such as Monticello Park, a focused neighborhood of United Way. Hope to Thrive is in partnership with them to expand food distribution to families who are unable to go to NAACP and Carver High School during their food distribution hours.

At least 26 families consistently utilize the food pickup on Tuesdays of fresh fruits and vegetables, whether white, Black, young, undocumented Spanish Speaking or elderly. All need the food program and come to pick up bread, fruits, and vegetables.

Sanitation materials are provided during the pantry days.

The demand for Spanish resources is immense, and Hope to Thrive is working with a few other organizations across NC, especially in Robeson County, to translate, produce, and distribute information regarding COVID-19 in Spanish to create prevention resources and make supplies available. Our outreach to the undocumented Spanish-speaking community is an important one; and we feel that our bilingual director, Joy Williams, and Co-Executive Director, Anita Ortiz Luna, is able to efficiently do that. We have two Spanish-speaking groups that we work with in Winston Salem; one is connected to Herbalife and has around 30 households, and the other, within the community in which Hope to Thrive serves, totals around 20 households.

In addition, many of these families need secure shelter, and Hope to Thrive has begun to work with faith communities to equip them with protocols and supplies to provide short-term day and night trauma training to help mitigate folks within their networks who are experiencing increased risk to injury, abuse, or other adverse experiences, while adhering to social distance guidelines, sanitizing of surfaces, washing of hands, and other recommendations and governmental regulations.

STRUCTURE (5 POINTS)

D.4. In the chart below, list key personnel and executive staff involved in the proposed project/program.

Position Title	Activities/Inputs	Total Work	% of hours
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		Hours Per Week	proposed to be funded
Executive Director	Management of programs, running of services	40	100.00 %
Program Assistant/Administrator	Helping to run and operate the meetings and program for participants, scheduling, etc.	40	100.00 %

D.5. List all executive staff and their compensation (other than per diem).

Executive Staff Name	Title/Role	Compensation	% of Hours Proposed to be Funded
Joy Williams	Executive Director	\$62,000.00	50.00 %

D.6. Attach an organizational chart

Organizational Chart *Required

24189_Hope To Thrive Organization Chart.docx.pdf

D.7. Please complete the Diversity of Employment and the Employment Profile below. See the [Request for Proposals \(RFP\)](#) for definitions of position types used in the Employment Profile.

Describe the hiring process and how it is structured to provide the most diverse candidate pool. Best practices for accessing a diverse hiring process and candidate pool include:

Currently, Hope to Thrive is not intending to hire outside of our current staff, we just plan to pay our staff. We plan to keep the staff that is currently involved with the program, and just add payment to their work. There is a large inequality of paying women, and people of color, and it is important to HTT to not only ask for funds to run the program, but to provide funds to offer a livable wage, which creates more accessibility within the work itself, and allows us to serve the very communities in which we live, play, and worship within. The staff that have attained positions with Hope to Thrive have started to volunteer through connections of The Winston Salem Foundation, HUSTLE, and other platforms.

Joy Williams, MPH, MFA, MDiv, is the founder and first Director of Hope to Thrive. She started the produce pantry in her yard when Grace Presbyterian Church was closed, and is a resident of East and South Winston Salem. She has been an unpaid Director since the start of Hope to Thrive, and is also one of the providers of some of the contract work that Hope to Thrive has been able to secure in the past. She is bilingual, and is passionate about reaching the hard to reach in Winston Salem, using her personal lived experiences of food insecurity, housing insecurity, and other toxic stress experiences as information in how to direct a program that serves the needs of those that her professional training highlights as vulnerable.

Cynthia Aguilar Palaez, bilingual, is a graduating student, majoring in Accounting, from Salem College and came on board with Hope to Thrive in August 2020. She took over the financial bookkeeping of HTT, and has worked with other volunteers on our books. She is also guiding Hope to Thrive with writing financial internal measures and protocols. She will be hired or contracted as our bookkeeper or we will use her firm that she currently works at. The program assistant role will be part of the position or will be a separate position all together if we need to split the roles.

The Board will approve all hires, reviews job descriptions, and will help to advertise the positions.

Please enter the total number of **Full-Time** Positions and Employees you have in the table below, as well as the employee's appropriate race/ethnicity and gender identity.

	Male - White	Male - Black	Male - Other	Female - White	Female - Black	Female - Other
Executives/Managers					1	
Professionals						
Technicians						
Office/Clerical						
Laborers/Service Workers						
Total Full-Time						

Please enter the total number of **Temporary/Part-Time** Positions (FTE) and Employees you have in the table below, as well as the employee's appropriate race/ethnicity and gender identity.

	Male - White	Male - Black	Male - Other	Female - White	Female - Black	Female - Other
Executives/Managers						
Professionals	1	3		2		
Technicians						
Office/Clerical						1
Laborers/Service Workers	2	5		2	4	
Total Part-Time/Temp						

D.8.

Attach a list of all Board Members AND compensation (other than per diem) *Required

Board list2021.xlsx - Board.pdf

D.9. Number of full Board meetings held during the last twelve months

6

D.10. Number of Board's Executive Committee meetings held during the last twelve months

1

ABILITY (5 POINTS)

D.11. If this is an application for new funding, please describe the steps your organization will take to establish an action plan for successful program launch, including appropriate stakeholder training and coordination. Articulate a clear methodology for service delivery within the context of established goals and include a timeline of key action items and approximate dates for delivery.

Hope to Thrive will begin to implement its operational plan for this program when allocated funds are deposited, the outsourced accounting firm is informed, and the Resource Advocate and Financial Committee teams have met to engage the accounting firm's process.

Phase I will involve reviewing the criteria for how volunteer teams and the finance committee will work together and within their respective committees. This process should take two or three meetings to solidify a plan beginning this

project. The committees are already working together regarding the budget allocated by current sources, and we have both teams set up.

In Phase II, identified participants will work with our volunteers, getting our staff in place, and rolling out the strategic plan.

In Phase III, each participant referred to the Finance Committee for further "Rapid Rehousing" financial assistance or "Rapid Rehousing" services will be reviewed. This phase should take one or two weeks to complete.

In Phase IV, the final recommendations are sent to the Co-Executive Director to be signed by two check signers of the organization or otherwise approved by the Board. This phase should take anywhere from a few hours to one day.

In total, the timeline should take as little as 2.5 weeks or as much as 1.5 months from the first allocation of funds or services. The program's contingencies depend on the Resource Advocates and the Financial Committee members availability to meet. The period that the funds are dispersed could conflict with committee members' schedules. In those cases, we will ensure that the majority of the members can meet to move forward with the program.

D.12. Describe your organizations' past success with flexibly responding to unforeseen events, which had the potential to negatively impact deliverables. What were best practices learned, if any? How would you successfully use these practices with the proposed program, if necessary?

HTT's community engagement and health equity work is our volunteer-run Holistic Produce Pantry that started in March 2020 when the pandemic shut down food sites, which is a great example of us being flexible with unforeseen events. Most of our programming was in person, and the pandemic put a halt to those gatherings. We decided to partner with other organizations to redistribute produce, and attach health resources to our produce pantry.

Through relationships and partnerships, our participants who are low wage earners, and therefore food insecure reach deeper into the community by sending food and COVID-19 education and other health and civic resources to support those individuals and families who are further marginalized who cannot come to our sites, such as providing emergency broadband benefit information for reduced service. This network is the heart and key to changing the health and civic participation in Forsyth County.

As an example of our impact, when the vaccine first started, our populations who ranged from black, latino, high poverty/low wealth, did not have access to appointments or ways to make appointments. The black elderly in zip code 27105 didn't have access to the internet to be able to schedule online appointments, and the phone lines were often busy. Our HTT team used our partnership with Grace Presbyterian Church, Novant Health Hospital system, and community relationships to provide COVID-19 education to get access to the vaccine for over 100 individuals who are connected to our produce pantry network. Our goal was to increase the number of people within historically marginalized communities, the black elderly was our highest population served, the access they wanted to the vaccine. All of these individuals and more were able to get vaccinated within a month's time frame. We have continued to help schedule appointments and share COVID-19 information both in Spanish and English.

D.13. How does your program's policies/procedures ensure fair treatment, equitable access, and utilization of benefits for all persons, particularly marginalized and underserved groups and communities (i.e., marketing, outreach, eligibility determination and appeals)?

The eligibility are low income households, and we are certain that our volunteers will go through the criteria and the screening process to ensure our intended population is served, and served well. We will also have materials in both Spanish and English to address any language barriers.

Many of the Hope To Thrive staff come from the same vulnerable communities in which it serves. We approach the work not from outside of the community, but as someone who understands community needs which informs our work, making it more accessible and inclusive to the community. We are intentional with making sure that we can employ the same faces of the people we serve. For example, our contract workers include those Spanish Speaking persons who migrated to the US by foot, were detained at the border, and through a long legal process now have a work permit to legally work. They have unique knowledge of the challenges, trauma, and housing insecurity felt by newcomers. In addition, our current leader, Joy Williams, came from a background of housing insecurity and since COVID-19, had to access housing and food services to stay afloat as well. Our policies and procedures are currently being written with a detailed view of what it means to be trauma-informed, and to approach this work with equity, fairness, dignity, and making sure all have equal access to the services, benefits, and programming. We have resources in Spanish and English in order to reach a wider audience. The Co-Executive Director, Anita Ortiz Luna, is Spanish Speaking, a newcomer to the US who gained her permanent residency, and is overseeing the Spanish Speaking outreach. Having co-leadership is important so we can ensure our ability to reach a wider audience and make Spanish Speakers feel more comfortable.

Hope to Thrive is in its second year of operating a program based on grant funding. We are working with an organizational development coach to write trauma-informed policies and procedures. We are working with COMPASS at the University of Houston in Texas to compile a set of policies and procedures to be ready by April 1, 2021, our next fiscal year.

These trauma-informed policies and procedures will be culturally sensitive and include ways to engage with vulnerable populations by considering how trauma adds to toxic stress.

We want to make sure that the vulnerable populations are not being taken advantage of, which influences how we market this program. We must gain permission to use photos, quotes, and anything else that might identify our participants. Our outreach must be inclusive and reach all those who need our services and activities within our area of focus within East and South Winston, but are open to serve any resident of Winston Salem who meets the criteria that our volunteers will ensure is explained to all interested. The Board will help approve eligibility criteria if there is a discrepancy, and receive and evaluate any appeals to ensure fair and equal access to this program by all.

E. Cost Effectiveness

Case Id: 14524

Name: Hope To Thrive - 2022/23

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Address: *No Address Assigned

E. Cost Effectiveness

Please provide the following information.

BUDGET AND FUNDING (10 POINTS)

E.1. Please complete the table to show the organization's operating budget.

Expenditures by Program	Budgeted FY 21-22	Projected Actuals FY 21-22	Proposed Budget FY 22-23
Program Services	\$65,000.00	\$28,000.00	\$60,000.00
Fundraising	\$0.00	\$0.00	\$0.00
Management and General	\$10,000.00	\$40,000.00	\$70,000.00
Total Expenditures by Program	\$75,000.00	\$68,000.00	\$130,000.00

Expenditures by Category	Budgeted FY 21-22	Projected Actuals FY 21-22	Proposed Budget FY 22-23
Employee Salaries and Wages	\$40,000.00	\$40,000.00	\$62,000.00
Employee Benefits	\$0.00	\$0.00	\$20,000.00
Facility Rent and Utilities	\$0.00	\$400.00	\$1,200.00
Training and Conference Registration	\$0.00	\$0.00	\$3,000.00
Membership and Dues	\$0.00	\$0.00	\$0.00
Travel and Transportation	\$1,200.00	\$500.00	\$3,000.00
Grants to Individuals and Organizations	\$0.00	\$0.00	\$0.00
Contracted Fundraising Services	\$0.00	\$0.00	\$17,000.00
Goods Purchased for Resale	\$0.00	\$0.00	\$0.00
Other Contracted Services	\$33,800.00	\$27,100.00	\$63,800.00
Other Operating Expenditures	\$0.00	\$0.00	\$0.00
Capital Outlay	\$0.00	\$0.00	\$0.00
Total Expenditures by Category	\$75,000.00	\$68,000.00	\$170,000.00

Revenues by Category	Budgeted FY 21-22	Projected Actuals FY 21-22	Proposed Budget FY 22-23
City of Winston-Salem	\$0.00	\$50,000.00	\$100,000.00
Forsyth County	\$0.00	\$0.00	\$0.00
State of North Carolina	\$0.00	\$0.00	\$0.00
Federal Government	\$0.00	\$0.00	\$0.00
Admissions/Program Revenues/Sales	\$0.00	\$0.00	\$0.00

Memberships	\$0.00	\$0.00	\$0.00
Donations	\$0.00	\$0.00	\$0.00
Foundation Grants	\$0.00	\$0.00	\$0.00
Interest and Investment Income	\$0.00	\$0.00	\$0.00
Parent Organization	\$0.00	\$0.00	\$0.00
Other	\$0.00	\$0.00	\$0.00
Total Revenues by Category	\$0.00	\$50,000.00	\$100,000.00

Describe any amounts listed under "Other Operating Expenditures" or "Other Revenues." Provide details on any specific federal government revenue sources.

E.2. Has the City of Winston-Salem provided funding in the past? If so, provide a funding history of the most recent five years of City contributions in the table below.

Year	Funding Source	Funding Amount
2020	COVID-19	\$50,000.00
2020	COVID-19	\$15,000.00

E.3. Complete the table below to show specific details of proposed City funding and other leveraged funding for the proposed project/program. List each additional funding source for the program.

Activity	Funding Requested from City	Funds from Other Sources	Other Funds Source
Executive Director	\$31,000.00	\$31,000.00	private donors and grants
Program Services	\$69,000.00	\$40,000.00	private donors and grants
	\$100,000.00	\$71,000.00	

E.4. For each activity and line item above, please provide a short but detailed description of how City resources will be used to carry out proposed programming.

Management and administration will be used for staff salaries, accounting, and other services in that category.

Program services will include marketing, travel, printing, and delivery of services.

E.5. Where another stakeholder or agency is providing non-monetary assistance with a particular aspect of your programming, please provide a short description of those activities and how they will supplement the use of City funds.

These are some of our partners that help us deliver the services to the community.

Compass, Gilead, The University of Houston, they are providing Organizational Development to write policies and procedures that are trauma informed. This service will supplement the City funds because the business consulting classes, valued at \$5,000 will be spent to write quality and effective policy and procedures to keep vulnerable participants emotionally and physically safe. This coaching will also lead into consulting around grant writing and identifying applicable funding sources, which would further support the City's funds as a sustainable investment.

Women's Earth Alliance is a network of over 400 women who are business leaders and non profit leaders in the US. I am part of the 2020 cohort, and am gaining free capacity building skills, as well as network opportunities. We are

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focusing on mission, vision, mission statement, projects, outcomes, evaluation, and more. This is valued at over \$30000, and is a four month process, at which I am able to stay connected with the network to continue to receive the capacity building skills.

Wake Forest School of Counseling Program is providing two interns to work with our participants to help with the assessment of reduced toxic stress and provide actual mental health services. This value will help the evaluation of the program, as well as drive the program into an evidenced based model, and is valued at over \$30,000.

NC Cooperative Extension, Wake Forest Office of Sustainability, and Wellcare of North Carolina:

We are partnered with these groups to grow native plants, employ equity food systems conversations, and grow COVID-19 focused heritage plants, as well as to measure the social determinants of health and the impact of our Heritage Garden.

BIPOC ED Convening

We partner with BIPOC ED Convening to build capacity for traditionally marginalized populations to own, lead, or start for profit and nonprofit organizations that support HTT's Holistic Produce Pantry; are participants of the Holistic Produce Pantry; or are traditionally marginalized populations.

We gain resources regarding capacity building.

Wake Forest Office of Civic and Community Engagement

Support around capacity, planning, managing, and other operational and program services.

E.6. If this year's request is different in any way (amount, activities, etc.) from a prior year's request, explain how and why. If you are a new applicant, please describe how you would adjust your project/program if your funding request is not funded at the full amount.

We are requesting this year because we were funded first with the City through the COVID-19 Relief grant, and prior to that, Hope to Thrive was just forming as an organization, and the founder, Joy Williams, was concentrating on program development to prepare for funding requests.

We were granted funding by the City of Winston Salem for Covid-19 Relief in June of 2020, and we were not funded at the full amount then. We took steps to be able to adjust our programming to the needs of the participants, and also still maintain the integrity of the line items that we requested funding for. We were able to meet large milestones, and use the City of Winston Salem funding as a seed to then request funding from other sources to grow the program and provide the needed services at a larger scale, which impacted more families.

To that end, we feel that if we were not fully funded by the City of Winston Salem in this case, we would be able to have the same approach. We would reduce the quantity of our services, but still maintain the integrity of the program, and the quality of the program. The City's funds are really supporting full time staff that can take time to sustain the program long term, and not be distracted through part time work in other fields in order to create a sustainable living for themselves. The majority if not all the staff are from the same vulnerable communities in which we serve most of our clients and participants who are low income, or are housing vulnerable.

Specifically, if we were not funded fully, we would reduce paid staff time, and again, reduce the quantity of the activities, and reduce the amount of contract laborers to fulfill the services, and retain the majority of the funds to maintain the quality of the program.

SUSTAINABILITY (7 POINTS)

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21 of 33

E.7. Describe the plan to sustain the project/program funding in future years. Include information about other funding sources to leverage City funds requested.

Hope to Thrive is constantly seeking funding from various funding agencies as well as sources. We have been able to fundraise over \$2000 as well as provide consulting services for a fee, garnering \$3000 in added revenue. We also have added two additional funders, other than the City, which has allowed us to raise over \$25,000 within five months. Our projected raised revenue that will continue is expected to be at least that amount by the end of our fiscal year in March, totaling at least \$50,000. We expect that our efforts to fundraise and find the needed resources is part of the challenge that we can successfully complete.

We have several partners that are working with us that are not charging us for their services, and this only helps to build our network, which will also increase our funding network and ability to ask requests of the close relationships Hope To Thrive enjoys building. Two particular entities, The Women's Earth Alliance and COMPASS Gilead both have specific strategies and coaching geared towards fundraising through various sources, not just grants, to raise money for this project. Those networks will help open up needed avenues of sources of revenue.

Sustainability is not only about funding, but it is also about staff retention, having the right staff in place, and about organizational capacity to carry out programs. All of these areas have been carefully thought out and Hope to Thrive is moving towards the direction of making sure that our compensation with benefits will retain staff, from even thinking about historical racism and sexism, and making sure that we compensate based on accumulated setbacks that a competitive pay can help give an advantage to navigate through systemic discrimination and barriers to getting basic living accommodations, such as stable housing, mortgage rates, cost of eating a healthy diet, access to healthy and affordable foods, etc. We take pride in doing the research to help figure out what is a fair and competitive amount to pay that will take into consideration these economic barriers that translate into vulnerable housing situations that our staff may also face.

We are working with expert leaders, such as the Women's Earth Alliance, to help us uncover how to retain staff competitively and thoughtfully to address these historical discrimination, and to build up our organizational capacity in terms of job descriptions, internal policies and procedures, board development, leadership development, and more.

We are moving our program into an evidenced-based model, and the City's funds will allow us to make that jump, while also building the stability and the capacity of our program to use as a seed to gain other funder's trust and support.

BARRIERS (3 POINTS)

E.8. Describe any potential programmatic barriers to project implementation (e.g. recruitment or outreach challenges, etc.) and your plans for overcoming them.

Potential programmatic barriers is if the reduced funding reduces the staff time to the point of not being able to retain at least one full time staff person to be able to rearrange any needed logistics or work to maintain communication with the paid contract labors.

Our plans to overcome this challenge is to secure our volunteers that would specifically help to work with communication. We were able to work with the University of Chapel Hill to work with four interns who were specializing in Public Relations. They were able to help create a webpage for Hope to Thrive and keep up with social media, and work out other communications that Hope To Thrive needed. We are on the APPLES PR list with the University of Chapel Hill, and expect to get four more interns both for the Spring and the Fall semester of 2021 to help with communication.

We also will continue working with our network to build up the program starting with our volunteers, which could be another barrier to the program implementation. We hope that adding paid staff will reduce the impact if our volunteer base diminishes for some reason, but up until this point, we have several volunteers that step in, so even if one person is strapped and can no longer volunteer, we have someone else who is willing to step in to help.

E.9. Describe any institutional barriers to project implementation (e.g. staff vacancies, pending departures, etc.) and your plans for overcoming them.

We actually are all currently unpaid because the grant funds that we have secured to date are restricted funds that only go towards direct services. We are long term committed community members of the communities in which we serve. We cannot think of any institutional barriers related to staff vacancies, pending departures, or plans to overcome those aspects, as the staff and contract labors deeply care about the work and are invested beyond the paid position. However, we seek payment to help offset the sustained costs of being invested in this work as both a community member, and someone who is providing the services to the community.

One area that could be a barrier is the need to strengthen our Board. We are in the process of board development. We plan to focus on board development during the next fiscal year in 2021. And will have a new chair in place, along with at least two additional board members. We are in the process of deciding who those board members are currently, and they are planned to start April 1, 2021. Currently, we have three board members, we had four, however, one of them took a leave of absence when his wife became ill, and we have not replaced him as of yet, but are in the process of reviewing and interviewing potential candidates.

Our plans for overcoming his place is to strategically work with partners to build up the board of Hope To Thrive, while also maintaining the training and the capacity building of the current board to help continue with the oversight of Hope To Thrive.

AVERAGE COST (5 POINTS)

E.10. Use the table below to show the average amount of City funds requested per beneficiary to be served during the year and the average total cost of the service per beneficiary to be served during the year (including all funding sources)

Proposed funds from the City for this project:	100000
Number proposed to be served for the year:	4160
Average City funds per beneficiary:	24
Proposed funds from all sources:	130000
Number proposed to be served for the year:	5000
Average total funds per beneficiary:	26

F. Required Documents

Completed by joytwilliams@gmail.com on 11/19/2021 1:54 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

F. Required Documents

Please provide the following information.

Documentation

Code of Conduct/Conflict of Interest Policy *Required

23627_Conflict of Interest.pdf

Submit a copy of the agency's latest 990 Form as submitted to the Internal Revenue Service. *Required

Manage Form 990-N (e-Postcard)Accepted (2).pdf

Organization By-Laws *Required

23636_Bylaws (Hope to Thrive) (2.28 w.o TC).docx.pdf

Articles of Incorporation *Required

23640_Certified AOI-Hope to Thrive.pdf

Organization Policies (including personnel, formal non-discrimination, procurement, accounting, etc) *Required

23643_Organization Policies.pdf

IRS 501(c)3 Designation Letter *Required

23641_HopeToThriveIRS exempt notice-converted.pdf

Audited Financial statements or third-party review from 2019 and 2020. *Required

Financial Review Hope 2 Thrive (1) (1) (1).pdf

North Carolina Secretary of State - Current and Active Status (<https://www.sosnc.gov/search/index/corp>)

***Required**

North Carolina Secretary of State Search Results.pdf

Participant/Program Data Sample Report *Required

June Program Updates (2).pdf

Reporting January 2021CWS (1).pdf

Other

Timeline - Sheet1.pdf

G. Income Based Projects/Services Only

Case Id: 14524
Name: Hope To Thrive - 2022/23
Address: *No Address Assigned

Completed by joytwilliams@gmail.com on 11/17/2021 3:18 PM

G. Income Based Projects/Services Only

** Complete this section only if you are requesting funds for a Community Development project (for CDBG, HOME and/or ESG funding).**

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

G.1. In the right-hand column below, indicate the number of participants to be served by the proposed project/program within each income category during the year. Click [here](#) to see Winston-Salem income limits by household size.

Income Range	# to be served
0 to 30% of median	35
31% to 50% of median	25
51% to 80% of median	10
Greater than 80% of median	10

G.2. Describe policies, procedures, and criteria for determining who is eligible. Describe the procedures for screening, eligibility determination, intake, assessment and orientation of participants

For our income based Rapid housing financial assistance and Rapid Rehousing Services those who are low income and fall within the income brackets are eligible for services. Our Resource Advocates will be able to screen and go through the eligibility determination that includes reviewing current bank statements, past filed taxes, proof of income, and statements from participants as to their financial status. We are asking as well, if the participants currently qualify for any public assistance, such as SNAP, WIC, or other public assistance.

For some of our populations who need the Rapid Rehousing assistance and services, and asking for this level of detailed information prevents them from accessing the services, such as the undocumented community. For that case, we will work with them involving the Board, the funders to make sure there are other options we can use as proof of criteria, and if not, then we will go into our unrestricted funds that are fundraised to serve those participants.

H. Construction/Rehab Only

Completed by joytwilliams@gmail.com on 11/19/2021 1:55 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

H. Construction/Rehab Only

** Complete this section only if you are requesting funds for a Housing Construction or Rehabilitation project.**
If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

H.1. Describe the proposed project and provide plans. If the project is approved, we will need a detailed work write-up.

H.2. Provide a projected timeline for the proposed work.

H.3. Describe how the project will be managed, including the contractor procurement process.

H.4. Describe the target market, including any special populations to be served.

H.5. Describe the services or program you plan to provide.

H.6. Describe the property management plan.

H.7. List the development team members.

H.8. Describe the financial capability of the sponsor/owner organization.

H.9. Listing of projects undertaken by principals over the past ten years, identifying project name and address, type of project, and number of units; please note any projects for which local government funding was received.

Project Name	Address	Type of Project	No. Units	Govt Funding
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Documentation

Development budget that include a detailed sources and uses statement of all funds, including the requested loan from the City, in electronic format, preferably a spreadsheet. ***Required**

We are not applying for this type of funding.pdf

Participant/program data sample report *Required

We are not applying for this type of funding.pdf

Market study or other analysis to verify the need for the project. *Required

We are not applying for this type of funding.pdf

Operating pro forma that includes rent and operating cost assumptions and all estimated loan payments, in electronic format. *Required

We are not applying for this type of funding.pdf

I. Emergency Shelter Only

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

Completed by joytwilliams@gmail.com on 11/19/2021 1:55 PM

I. Emergency Shelter Only

** Complete this section only if you are requesting funds for an Emergency Shelter project.**

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

Prior to the beginning of any funding year, any ESG-funded program must participate in the local Homeless Management Information System (HMIS) designated by the Winston-Salem/Forsyth County Continuum of Care, or for domestic violence programs, a comparable database in accordance with HUD's standards.

Emergency Shelter: Essential Services

Activity	Total Budget (\$)
Case Management	\$0.00
Child Care	\$0.00
Education Services	\$0.00
Employment Assistance	\$0.00
Job Training	\$0.00
Outpatient Health Services	\$0.00
Transportation	\$0.00
Legal Services	\$0.00
Services to Special Population	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00
	\$0.00

Emergency Shelter: Operating Costs

Activity	Total Budget (\$)
Rent	\$0.00
Shelter Security	\$0.00
Fuel	\$0.00
Equipment	\$0.00
Insurance	\$0.00
Utilities	\$0.00
Food	\$0.00
Furnishings (limited to less than \$500 per item)	\$0.00
Supplies	\$0.00
Maintenance or Minor Repairs	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00
	\$0.00

J. Rapid Rehousing and HMIS Only

Completed by joytwilliams@gmail.com on 11/19/2021 1:55 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

J. Rapid Rehousing and HMIS Only

** Complete this section only if you are requesting funds for a Rapid Rehousing project.**

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

Prior to the beginning of any funding year, any ESG-funded program must participate in the local Homeless Management Information System (HMIS) designated by the Winston-Salem/Forsyth County Continuum of Care, or for domestic violence programs, a comparable database in accordance with HUD's standards.

Rapid Rehousing Financial Assistance

Activity	Total Budget (\$)
Rent Assistance	\$0.00
Rental Application Fees	\$0.00
Security Deposits	\$0.00
Last Month's Rent	\$0.00
Utility Deposits	\$0.00
Utility Payments	\$0.00
Moving Cost Assistance	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00

Rapid Rehousing Services

Activity	Total Budget (\$)
Case Management	\$0.00
Housing Search and Placement	\$0.00
Mediation	\$0.00
Legal Services	\$0.00
Credit Repair	\$0.00
Counseling	\$0.00
Information and Referral	\$0.00
Monitoring/Evaluation of Progress	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00

HMIS/Data Collection Budget

HMIS Activity	City ESG Request	State ESG Request
Staff Costs	\$0.00	\$0.00
Equipment	\$0.00	\$0.00
User Fees	\$0.00	\$0.00
	\$0.00	\$0.00

K. HOPWA

Completed by joytwilliams@gmail.com on 11/19/2021 1:55 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

K. HOPWA

Please provide the following information.

Are requesting funds for a HOPWA project?

No

Submit

Completed by joytwilliams@gmail.com on 11/19/2021 1:56 PM

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

Submit

I certify that the applicant meets the conditions specified in the application instructions and will be able to carry out the proposed services in concert with these conditions. I also certify that the organization is a certified IRS 501(c)(3) non-profit organization.

JOY Tanisha WILLIAMS

Electronically signed by joytwilliams@gmail.com on 11/19/2021 1:56 PM

IDIS Setup

No data saved

Case Id: 14524

Name: Hope To Thrive - 2022/23

Address: *No Address Assigned

IDIS Setup

Please provide the following information.

Project Name

National Objective

Activity Number ID

HUD Activity Code

Project Description

Accomplishment Type

Initial Application Date

Service Area

Ward

Census Tract(s)

Block/Group

MWBE