



**Program:**

Application #: 240685

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**Application / Project Name:**

ARK Farms Youth Empowerment Internship - 240685

**Application Party ID:**

240683

**Organization ID#:**

221017

**Please complete the fields below for your organization. If your program is sponsored by a fiscal agent, please complete the information for the sponsor organization.**

**Organization Legal Name:**

ARK Farms

**WHEREtoGIVEmidSouth.org Profile URL:**

<https://wheretogivemidSouth.org/guidestar.org/NonprofitProfile.aspx?OrgId=1151296>

**Organization Address:**

6309 Sir Ians Cove, Bartlett, TN 38135

**Organization Phone Number:**

(901)334-7227

**If your program is sponsored by a fiscal agent, please list the name of your program.**

**Grant Admin Name:**

Mauwong, Abby

**Grant Admin Title:**

Grant Admin

**Grant Admin Email:**

abby@cometothefarm.org



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**Grant Admin Phone:**

9013347225

**Total Project Budget:**

\$34,852.00

**Grant Amount Requested:**

\$8,000.00

**As stated in the application guidelines, an eligibility requirement for this application is a published, reviewed WHEREtoGIVEmidsouth.org profile for the applying organization. To meet eligibility: if the applying organization needs to submit a new WHEREtoGIVEmidsouth.org profile OR updates and edits to an existing profile, it must be submitted for review by January 24, 2019.**

**I understand this requirement.**

Yes

**As stated in the application guidelines, a representative from each organization chosen as a finalist must give a 3-5 minute presentation at the GiVE 365 Finals event on a weekday evening in early April. (Time and location to be announced soon.)**

**I understand this requirement.**

Yes

**Has your organization ever received a GiVE 365 grant?**

No

**Please provide a brief 2-3 sentence summary of your project for use in communications with GiVE 365 members and for The Finals event printed program, should your application be chosen. (The description may be edited by staff. A Finals event program example can be found on the GiVE 365 webpage.)**

Teens in Memphis area communities develop workforce skills and practical work experience in a farm setting motivated by the restoration of rescued animals. Through projects they design and



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build, they gain skills, confidence, work ethic, and connection with people from diverse backgrounds. After completing the summer training, they are offered paid positions on the farm which provides them concrete work experience that gives them an advantage in seeking employment and educational endeavors.

**Please describe the project or program for which you are seeking funding and how it addresses the grant theme, Pathways to Success: programs that provide workforce training and career development.**

During 2-week sessions in summer, teens in the Memphis area come to train as “Interns”, for the purpose of learning every skill needed in the labor-intensive work of restoring life on a farm. With 54 acres to tend and our more than 140 rescue animals, there is much to do that requires a myriad of skills. Interns work with trained staff, many who are former interns, to learn about the elements that make up our farm ecosystem and what is required to take care of it all. They are given the opportunity to learn welding, tractor driving, land excavation, material handling, tool safety, and building skills as well as animal care and conservation skills from trained staff. At the farm, they learn to “see” what needs to be done instead of being directed, which teaches them to prioritize what projects best meet the needs of the challenge. Supervisors help them form teams based on the skills sets that emerge and aren’t limited by age, gender, or social similarity. For example, walking a fence line an intern may notice a fallen tree or branch that has damaged a part of the pasture boundary. They will propose a solution which probably requires cutting part of the tree off the fence line, and reinforcing the broken fence. For this they have to determine the tools and materials needed, find people who have skills that can help with the task, and work together to restore the fence to keep the animals safe. This is empowerment through restoration. A 13 yr old girl last summer came due to her interest in chickens. During a project in the coop she was required to use an impact drill, and she loved it. After that she wanted to learn how to use all the tools in the shop, and she discovered a power in herself to use tools skillfully. After the summer training, they get to become paid staff for farm care and Serve Days that host other teens and groups, because at the farm we can pay kids to work. This helps because a kid who is 13 can gain marketable skills, be empowered through employment, and have 3 years of work experience before they are old enough to apply for jobs in the community. A 15 year old can learn to weld, become certified, and have 3 years experience by the time they graduate high school. By working with them at the farm, we can help align them with job opportunities and/or higher education that match their skills and interests, and we can provide letters of reference for employment and scholarships.

**What is the target population(s) addressed by your program or project?**

Youth (11-18) from Memphis area communities, representing a variety of backgrounds, including income-restricted and formerly-exploited youth.



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**How does your program specifically address the needs of this target population? Do you partner with any other organizations to further address these needs?**

The target youth will work alongside teens from a broad spectrum of neighborhoods, racial demographics, and socio-economic backgrounds. We intentionally target kids from widely diverse backgrounds so they can learn to value one another and work in collaboration without discrimination, which will be important as they grow into adults in any career. We connect with public and private schools, CTE programs, charter schools, and community organizations that work with vulnerable and exploited youth, (i.e. Restore Corps), in the Memphis area to expose them to farm life during volunteer days, programs, & field trips throughout the year. This exposure is important because many successful leaders grew up learning how to work, drive machinery, and to value a good day's work from life on a farm, but Memphis teens don't get this opportunity. At ARK Farms we address this by providing Youth Internships where 11 - 18 year olds can train in vocational skills, build driving and machinery confidence, and build work ethic while developing creative problem solving, communication, teamwork, and community. Work ethic grows because helping restore rescue animals provides a purpose-based motivation for their work which generates an eagerness to work hard and do well. When they have completed the Internship program they have a work record that shows both hard and soft skills, and opens doors for employment, scholarships, and further training.

**During the grant period, approximately how many community members will be served by this project or program?**

16

**The grant period extends from May 2019 to April 2020. Please provide a timeline or important dates for the proposal within this date range.**

The two (40-hour) Youth Empowerment Internship sessions in the summer are: June 10 - 21 and July 8 - 19, from 8 a.m. to Noon. Monday through Friday, an additional session is available in August for home-bound and homeschooled students. After the summer training Internship graduates will be given paid work opportunities as farm care staff starting in late August, and can become Youth Advisory Core training mentors to other teens and groups from the Memphis area who come for Serve Days and special events in the Fall and Spring.

After at least 20 hours of farm experience we are able to identify areas of strengths and interest for the working interns. At this point we provide a letter of reference detailing their skills and work ethic, and help them align goals with classes or training opportunities. We work with age appropriate teens to find available jobs, provide a certificate of completion for their internship and a letter of reference for their resume. Throughout the winter we help high-school students by providing letters of recommendation for scholarships and opportunities in their career goal areas, and connect



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with partners in the community to provide short-term work or training experience to help build their resume. By April the interns will have significantly increased their training and work experience, be aligned with a focus area for employment for further training/study, and be given the opportunity to be staff for the upcoming Summer Internship class.

**Please detail the staff members and/or volunteers who will run this project or program during the grant period.**

Abby Mauwong - Director

Bill Moore - Machinery Supervisor

Priscilla Titus - Intern Coordinator

Southwest Technical College - Welding Supervisor

\*Aaron Shankle - Building Projects Mentor

\*Emma Ricketts - Farm Care Mentor

\*Kabod Mauwong - Welding Mentor

\*Poppy Belue - Equine Mentor

\*Rachel Rhodes - Machinery Mentor

Additional Internship Staff:

\*Amelia Kreher, \*Amber Titus, \*Shykira Allen, \*Joseph Strickland, \*Kevin Flannary, \*Noah Mueller,

\*Maddy Mathis

\*(indicates Former Interns)

**How and when will you evaluate your program or project?**

Interns who complete the summer training will take a survey at the end of the 2-week session to measure skills gained, changes in perspective, growth in character, and to identify areas of interest for their career or further vocational/educational training. These surveys will be our first markers to determine success.

By November, most interns will have had the opportunity to engage in paid work at the farm. The number of hours worked by interns and the number of these target youth who are gaining work experience will be a primary measure of success. By March we expect to increase the number of students with work experience through the farm to at least 10 or more. Success for those eligible to work is being aligned with work opportunities in their community and having support for them to seek employment. Educational/training outcomes are measured by interns moving into classes or training programs that improve their path to employment.



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**Define success for your project by the end of the grant period. What goals do you have to measure effects or outcomes for participants?**

Interns who complete the summer training will take a survey at the end of the 2-week session to measure skills gained, changes in perspective, growth in character, and to identify areas of interest for their career or further vocational/educational training. These surveys will be our first markers to determine success from the intensive training program.

By November, each intern will have had the opportunity to engage in paid work at the farm, though due to school and activity schedules some may need to start later than that. The number of hours worked by interns and the number of these target youth who are gaining work experience will be a primary measure of success.

By March we expect to increase the number of students to at least 10 or more who have been able to gain work experience at the farm and/or educational or training opportunities.

For those who are eligible to work in the community, success would be aligning them with work opportunities in their community and providing support for them to seek employment. Where further education or training is being sought to prepare them for their career path, success would be measured by them moving into appropriate classes and training opportunities at their schools and in local vocational training or in higher education in their field.

**Define long-term success for your project. What do you expect the long-term effects or outcomes to be for participants?**

Long -term success for the Youth Empowerment Internship program results in people who have become equipped to work in an area that aligns with their skills and strengths, who work well with people from diverse backgrounds, and who actively engage in career success. We expect that the long-term effects for our participants will be improved work-ethic, increased opportunity for educational and career advancement, and success in their identified field of work so that they can become empowered members of their community. An example would be Darrell, who after completing training at ARK Farms was able to find work as a welder in Memphis for more than 2 years, and just last year asked us to provide a letter verifying his training and recommending him for a loan to purchase his first home. Four of our interns from two years ago have been accepted into university programs in engineering, and at least 3 have been awarded scholarships. Of last summer's interns, all who are age-appropriate have work experience and employment. Juniors and Seniors are using their internship to apply for scholarships. We are working with Southwest Technical College to provide more training opportunities for our teens, many of whom will seek certification in a skilled-trade. This will lead to greater work opportunity and higher pay rates. Ultimately our goal is for participants in the Youth Empowerment Internship to become viable members of their community who are gainfully employed and secure.



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**In order to keep GiVE 365 members informed of the grant's progress, grantees are required to provide brief updates that can be shared with members three times in the twelve-month grant period. Will you be able to provide updates on the project that can be shared with GiVE 365 members through some or all of the following methods: social media, photos/videos, site visits, etc.? Creativity is highly encouraged. Please explain how you plan to share about the project.**

- 1) At the end of each of the three summer training sessions, we have a graduation day where interns can show family, friends, and invited guests the projects they have completed and the connections they have made. We invite GIVE 365 members to be part of these events through a video and photos that will be uploaded so that they can see and hear the success of the training program.
- 2) In October, we will set aside one weekend Serve Day for GIVE 365 members to come to the farm as our Special Guests, and they will be given the chance to either observe or share in the work of the day with the Interns.
- 3) In March, 2020, we will host a dinner event for GIVE 365 members at ARK Farms where the Interns can share their experience and progress up to that point, and their plans and goals moving forward. We would like for GIVE 365 members to prepare questions for the interns to answer in an informal table setting. Connecting with community members is a big part of success for all of us.

**Please remember to provide a project budget by uploading it in the Application Uploads table once you have saved this form.**

**Full Name of Executive Director or Authorized Signer:**

Abby Mauwong

**Date:**

2/7/2019

ARK Farms

