



Program:

02/05/2020 3:29 PM

Application #: 256571

Application / Project Name:

The Metamorphosis Project - 256571

Application Party ID:

256567

Organization ID#:

16499

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:

OUTMemphis

LIVEGIVEmidsouth.org Profile URL:

<https://roundtable.livegivemidsouth.org/organizations/1146115>

Organization Address:

892 South Cooper Street, Memphis, TN 38104

Organization Phone Number:

901-278-6422

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

Grant Contact Name:

Stephanie Reyes

Grant Contact Title:

Senior Director, Development & Education

Grant Contact Email:

sreyes@outmemphis.org



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Grant Contact Phone:

901-278-6422

Total Project Budget:

\$40,907.00

Grant Amount Requesting:

\$10,000.00

As stated in the application guidelines, an eligibility requirement for this application is a published, reviewed LIVEGIVEmidsouth.org profile for the applying organization. To meet eligibility: if the applying organization needs to submit a new LIVEGIVEmidsouth.org profile to be published OR submit updates and edits to an existing profile, it must be submitted for review by January 23, 2020.

I understand this requirement.

Yes

As stated in the application guidelines, a representative from each organization chosen as a grant finalist must give a 3-minute presentation at the GiVE 365 Finals event on the evening of Monday, April 20 at The Bluff on Highland.

I understand this requirement.

Yes

Has your organization ever received a GiVE 365 grant?

Yes

Please provide a brief 2-3 sentence summary of your project or program 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.)

OUTMemphis is seeking funds to expand a Job Readiness Services for the Metamorphosis Project: our response to LGBTQ+ youth homelessness in Memphis. The funds will support ongoing workshops on job preparedness, placement assistance, mental health support, and case management, transportation, and interview prep. The funds will also support OUTMemphis's



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LGBTQ+ Youth Job Fair and building our network of LGBTQ+ affirming employers with great opportunities for youth 18-24 experiencing homelessness.

Please describe the project or program for which you are seeking funding and how it addresses the grant theme *Stable, Safe & Thriving: programs that address housing security for Memphians.*

Our service for youth experiencing homelessness began 12 years ago with a closet of interview clothes and a host-homes program. The Metamorphosis Project, our three-pronged holistic approach to this crisis, was founded 5 years ago and includes: (1) Youth Emergency Services (YES) – food, hygiene supplies, bus passes, rideshare vouchers, case management, access to computer lab, laundry, showers; (2) HUD-funded Rapid Re-housing program – a year of rental assistance plus case management; and (3) finally, a new Youth Emergency Center - an overnight, emergency shelter for LGBTQ+ youth 18-24 and a drop-in center for anyone under 25 in need of YES services. As gaps have been found and lessons learned through the years of providing services to this demographic, the program has expanded and risen to the needs of the community. The Metamorphosis Project is the only LGBTQ+ specific youth program in the region and one of the twelve largest nationally.

Housing instability is directly linked to a lack of access to vital resources such as transportation, education, and employment. Over the years of providing services to LGBTQ youth aged 18-24 in the Metamorphosis Project programs, staff have determined that employment & continuing education are barriers that need more attention. Our job readiness curriculum focuses on reducing the number of youth experiencing unemployment and underemployment and increasing access to HiSet programs. The proposed project would bring together a series of youth experiencing job instability, HR professionals, hiring managers, life coaches, education specialists and other qualified members of our community to create and evaluate a program designed to propel youth forward in the career world.

In order to accomplish job connections, applications, placement, and sustainability, we seek to: (1) Provide ongoing workshops on all aspects of job readiness, (2) Provide case management, mental health support, and mentorship and accountability, (3) Guest Speakers (including both employment experts and representatives from hiring companies), (4) Transportation to and from all job readiness services and activities, (5) Funds to support interview clothes, haircuts, hygiene, and other personal needs, and finally (4) Peer support from our Metamorphosis Project staff all of whom are LGBTQ+ women of color from the South. Lastly, our annual job fair specifically dedicated to supporting youth in finding safe, affirming, employment with fair wages.



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

OUTMemphis's job readiness services will be provided to participants in the Metamorphosis Project, LGBTQ+ 18-24-year-olds experiencing homelessness or

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

The Metamorphosis Project and the job readiness services we hope to expand are informed by the following needs: LGBTQ+ youth face homelessness first due to family conflict and, unfortunately, are at higher risk for long-term homelessness. LGBTQ+ youth make up 40% of youth on the street nationally, a number which increases specifically for urban areas in the South with majority communities of color. Memphis's population is approximately 70% people of color and yet our youth participants are 95% non-white youth and over 50% of trans youth of color. Similarly, approximately 30% of Memphians live in poverty, yet over 75% of our participants are living in poverty before they become homeless.

After four years of fieldwork, internal data collection, feedback, and learning relationships with our partners (HUD, Community Alliance for the Homeless (CAFTH), Agape, the Ali Forney Center in NYC, and Point Source Youth (the national coalition of youth homelessness agencies), we have identified job assistance as one of the two most significant barriers to attaining long term housing stability (the second being transportation).

Finding a job and keeping a job can be challenging for LGBTQ+ Memphians of all socio-economic status – TN has no state level protections for employment discrimination based on gender identity/sexual orientation. When these factors are intertwined with age, education barriers, and housing insecurity, it is nearly impossible to secure job stability.

The grant period extends from May 2020 to April 2021. During this period, approximately how many community members will be served by this program?

75

How does your organization qualify that a community member has been served through this program?

OUTMemphis has a digital sign in for all visitors, volunteers, and program participants. Every participant that attends a workshop, meets with staff or mentors, and/or uses the donation center, are all tracked through our institution-wide demographic tracking sign-in.



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OUTMemphis will track the following figures: (1) Attendance in each workshop, (2) Attendance at our Youth Job Fair, (3) Job applications sent to employers, (4) Job interviews secured, (5) Employment secured and time employed.

While these factors will be recorded and reported, our experience has shown us we feel that interacting with the program in small increments (ie, attending a single workshop) can be a significant step of progress for many youth and the longterm benefits of this program will not be seen within one year.

Please provide a timeline or important dates for the program within the grant period, May 2020 to April 2021.

In addition to monthly workshops and ongoing meetings, the program includes our annual job fair which takes place in April (at the close of the grant period).

How and when will you evaluate your program or project?

OUTMemphis has hired an external evaluator (Laura Harris, Data for Good) who will evaluate for the entire Metamorphosis Project. All workshops and educational opportunities will be part of that assessment. The evaluation plan will include surveys, focus groups and other mediums of evaluation from clients, staff and volunteers.

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

Our career readiness outcomes are as follows:

- 1) Create a complete and comprehensive curriculum, reviewed by education and employment professionals. This will include a series of workshops, access to mentorships, and classes focused on continuing education.
- 2) Have 75 18-24-year-olds experiencing homelessness or at risk of becoming homeless access the curriculum and resources provided by the program. Log in sheets and other paperwork will help keep track of the number of participants in the program
- 3) Reach an 80% success rate of participants meeting individualized employment or education goals. The Case Managers and external evaluator hired to evaluate the housing program as a whole will conduct focus groups, surveys and check in on goals at the end of the program.

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

The majority of programs offered by the Metamorphosis Project are very focused on providing access to resources for participants who are already experiencing homelessness. This career and



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education readiness program will help with that specific demographic but it is also meant to be a preventative measure to reduce the amount of LGBTQ+ youth falling into homelessness in Memphis. Long term success will be measured by the amount of youth accessing the program and the maintenance of a high success rate for connection to employment and HiSet classes & tests. Another long-term goal will be creating a large variety of career partners in area to ensure a direct line of connection from the program to employment and mentorship and paid internship opportunities.

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

Stephanie Bell- Director, The Metamorphosis Project
Stephanie Reyes- Senior Director, Development & Education
Whitney Carter-Allen - Metamorphosis Project Specialist
Various volunteers/experts hired to teach classes/workshops

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 at least two 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 could share about your project or program.

OUTMemphis communicates about programming through print materials, public promotion events, the organization website, a weekly email list, Facebook, Twitter, and Instagram. There is a public communications strategy to promote the program, communicate with supporters and donors, to the staff at other organizations, etc. GiVE365 will be communicated with a logo and acknowledgment statement on all print, digital, and online materials that promote this project's work through the public communications strategy and as an overall donor of the organization.

Remember to provide a project budget by uploading it in the Application Uploads table once you have saved this form. A detailed project budget should include line item expenses such as materials, staff time, and any other costs associated with this program/project. Please detail BOTH revenues and expenses, including other grants or income sources if applicable. A budget narrative may be brief, but it is mandatory.

Full Name of Executive Director or Authorized Signer:

Molly Rose Quinn

