

GRANT APPLICATION For the LICF Competitive Grants Program

Do not write in this space
ID# 18-50
IA: Youth

NOTE: This form is PDF fillable. You must download and save on your computer.

Legal Name of Organization Patchogue-Medford Youth Services		
Other name organization may be known as: Patchogue-Medford Youth & Commu	unity Ser	vices
Year Organized or Incorporated 1985 EIN (Employer Identification Number)	1-2640	740
Address 390 Bay Avenue Phone 631		
Fax 631-		
City/State/Zip Patchogue, NY 11772 website www.pmycs.org		
If the address for receiving charitable donations differs from the address at which services are providere and to whom checks are to be sent:	vided, indica	ate
Paid Staff Head Kourtney M. Bevis, LMSW Title Executive Direct	tor	
(Executive Director, CEO, President, or comparable)		
Paid Staff Head Direct Phone 631-758-4100 Email_kbevis@pmycs	.org	
Board Chair Lauren Beggins, President Email laurenbeggins@	gmail.c	om
Contact Person for this Proposal (if other than Paid Staff Head)		
Name		
NameTitle		
Phone Email		
		-
Phone Email		
Phone Email IRS CLASSIFICATION (as indicated on your IRS Letter of Designation)		
Phone Email		
PhoneEmail	☐ YES	
PhoneEmail		□ NO

NOTE: If you are using a Fiscal Sponsor, please obtain the following documents and submit with this application:

- (a) A letter signed by Executive Director of the fiscal sponsor organization stating their agreement to administer funds for the applicant; explanation of relationship to the applicant; and disclosure of any fees charged (if applicable).
- (b) Current Board List with officers and professional affiliations.
- (c) Most recent audited financials (do not send Form 990 unless requested)

GOVERNANCE

GOVERNANCE						
Attach a list of current b	ooard membe	rs and officers,	and their profe	essional affiliatio	on.	
(a) Are there two or more (b) Are any of the organiza				proted	☐ YES [■ NO
employees related to e	each other?	board members,	or riightly compe	risated	☐ YES [■ NO
If you answered YES to an	y of the above	, please provide d	an explanation:			
(c) Do you have a written of Nonprofit Revitalization Click here to review: htt	n Act? p://www.licf.o	org/GrantSeekers	/GrantseekerRe	sources.aspx		□ NO
	(Organizational D	Demographics			
	Number of Professional Staff	Number of Support Staff	Number of Board Members	Number of Volunteers (if available)	Percent Populat Serve	ion
Asian/Asian-American				(ii dvalidate)	Scive	9
Black/African-American		1	1		12	

	Professional Staff	Support Staff	Board Members	Volunteers (if available)	Population Served
Asian/Asian-American				,	
Black/African-American		1	1		12
Hispanic/Latino	1	3	1		41
Native American					
White, Non-Hispanic	4	3	10	7-	38
Female	5		4		56
Male			9		44

ELECTORAL DATA

What is the U.S. Congr	essional District of	your agency's prim	nary location? (CHOOSE ONE)
To review map, click h	ere http://www	.latfor.state.ny.us/	maps/2012c/c-Lo	ongIsland.pdf
District 1	☐ District 2	☐ District 3	☐ District 4	☐ District 5

LICF Proposal Cover

II. PREVIOUS GRANT HISTORY

If you received a grant from LICF and/or LIUU within the last two years, please complete:

	LICF or LIUU	Award Date (month/yr)	Award Amount	Final Report Due Date	Date Submitted	To Be Submitted	
N	OTE: Current grantees a funds have been fu					ogram has been co	mpleted,
Ш	. GRANT REQUEST O	/ERVIEW					
Pr	oject/Program Title (if	applicable):	b Readiness F	Program for High Sc	chool Youth	4	
	o answer questions 1 & CF's priority issue areas			/licf.org/GrantS	eekers/Granti	makingatLICF.aspx	to review
1.	Which priority issue a	rea does your p	roject fall u	ınder? Youth Dev	velopment		
2.	How does your propo The proposed program is in ke						
	youth. Through job skills traini	ng and personalized su	upports, the prog	gram will will provide P	atchogue-Medford	nigh school students with	increased access to
	employment opportunities as	well as expand opport	unities for positi	ve youth developmen	t and leadership thr	ough increased confidence	ce and self-esteem.
3.	Provide a brief and co	LICF to launch a Job R	Readiness progra	m that will expand its a	after-school offerings	for high school students; a	
	real-world job skills among young	people; and provide per	sonalized follow-u	up support to help studer	nts pursue their caree	or college goals. The prog	ram will be open to al
	Patchogue-Medford students but	will be particularly valua	able to at-risk stud	dents who will benefit fro	om the curriculum, me	entoring, and access to other	r PMYCS resources.
4.	Grant Request: \$ 24,09	Total P	rogram/Pro	oject Cost \$ <u>24,0</u>		gram/Project 9/20	18 - 6/2019
-	T-1-1 A 1 O 1	- D		4 266 222		art/End	10/04/40
5.	Total Annual Operation	ng Budget for Ci	irrent Year	\$ 200,222		es Covered 1/1/18	- 12/31/18
					ву	This Budget	
6.	Title and salary paid to	your top (5) ke	ey personne	el for the progr a	am/project:		
	TITLE				SALAR	Y	

\$61,880

\$19,968.00

\$30,576.00

\$50,236.16

\$17,160.00

3.

4.

Executive Director

Associate Director

Bilingual Youth Worker

Youth & Community Worker

Licensed Master Social Worker

7. Will any part of requested funds be used for lobbying? ☐ YES ■ NO
If yes, please indicate dollar amount: Direct Lobbying \$ Grassroots Lobbying \$
(For information on lobbying, click here: http://www.ncladvocacy.org/tklegally.html
PLEASE ANSWER THE FOLLOWING AS IT PERTAINS TO THE SPECIFIC PROGRAM/PROJECT:
9. Which I.S. Congressional District/s) will be consed by this are area foreigns. (CHOOSE MULTIPLE IS ADDUCABLE
8. Which U.S. Congressional District(s) will be served by this program/project? (CHOOSE MULTIPLE IF APPLICABLI
■ District 1 □ District 2 □ District 3 □ District 4 □ District 5
9. Which TOP (3) communities (by ZIP CODE) will be served by this program/project?
(1) 11772 (2) 11763 (3)
If more than (3), please select from the following:
NASSAU COUNTY SUFFOLK COUNTY EAST END ISLANDWIDE
55 5 55 555 555 555 555 555 555 555 55
10. Which populations will be served by this program/project?
AGE: General Population OR if age group represents more than 51% choose ONE:
Children (0-11) Youth (12-24) Children & Youth (0-24) Adults (25-65)
Elderly (65+) Families Intergenerational Youth & Adult (12-65)
GENDER: General Population OR if gender represents more than 75% choose ONE:
Male Female Transgender/Gender Non-Conforming
ETHNICITY/RACE: General Population OR if ethnicity/race represents more than 51% choose ONE:
Asian-Asian/American Black/ African-American Hispanic/Latino White, Non-Hispanic Mixed, NonWhite
Native American White, Non-Hispanic Mixed, NonWhite Other
AUTHORIZATION
The undersigned, an authorized officer of the organization, does hereby certify that the information
set forth in this grant application is true and correct: Executive Director
Signature of Paid Staff Head or Board Officer Title
Kourtney M. Bevis, LMSW
PRINT NAME Date

EXECUTIVE BOARD MEMBERS

Lauren Beggins - President

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Financial Services Manager People's United Bank 191 Montauk Highway Sayville, NY 11782 631-589-2017

Town of Brookhaven Legislative Aide

Superintendent, Village of Patchogue Department of Public Works 14 Baker Street

Patchogue, NY 11772 631-475-4300

Economic Opportunity Council of Suffolk, Inc.
Director of Youth & Adolescent Services

31 W. Main Street Suite 300

Patchogue, NY 11772 631-447-0698 ext.131

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Legislative Aide Town of Brookhaven

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631-439-2960

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Mayor, Village of Patchogue

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Owner

D&S Advertising, Inc.

Branch Manager, Astoria Federal Bank

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Assistant Director and Director of Special

Education and Pupil Services

St. Joseph's College



LICF COMMUNITY RESPONSE - PROPOSAL SUMMARY

Organization: Patchogue-Medford Youth & Community Services Grant Request: \$ 24,093

INSTRUCTIONS: Do not leave this page blank. Identify key points from your Proposal Narrative to provide a clear and concise synopsis of your program/project. Use 12 pt. font ONLY. Do not exceed one page. Bullet points are acceptable.

Problem Statement: (include population that is affected)

It is a widely acknowledged fact that students are graduating from high school, and even college, without the real-world job skills needed to be successful in the workplace. According to a 2015 survey conducted by Hart Research Associates, 62% of employers believe that public high schools are not doing a good enough job preparing students for the expectations of the work world. From a lack of professionalism and work ethic to poor interpersonal and communication skills, young people today are less prepared than ever for life outside of school.

Project Description: (include key goals and objectives)

PMYCS is proposing to launch a Job Readiness program that will expand its services for high school students; address the need for real-world job skills among young people; and provide personalized follow-up support to help students pursue their career or college goals. Our primary goal is to provide a series of 8 workshops to at least 8 participants over the course of 12 weeks, and to repeat the 12-week program 3 times over the course of the 2018/2019 school year. Once participants have completed the basic job skills curriculum, each will receive one-on-one support from the Program Coordinator (a licensed master social worker) in pursuing their individual goals, whether these are to secure an after-school job, pursue a career, or prepare for college. Objectives include:

- To encourage participants to explore their options for a post-secondary experience.
- To provide participants with real-world job skills needed to be successful in the workplace.
- To increase participants' confidence in applying and interviewing for jobs.
- To empower participants through access to knowledge and one-on-one case management to take positive steps toward realizing their future goals.
- To ensure that program participants and their families are receiving the support services they need to thrive. Participants will conclude the program with improved skills and confidence, a resume, and a job interview.

Expected Outcomes: (What is the impact you expect to achieve at the end of the grant period?)

PMYCS expects that the Job Readiness program will provide participants with the skills, confidence, and support necessary to pursue and secure a job, explore various career options, prepare for college, and generally begin to create plans for the future and take positive steps toward realizing those plans.

Proposal Narrative:

Problem statement -

According to the New York State Department of Education, Patchogue-Medford School District reports that only 79% of students enroll in post-secondary education. This is significantly lower than the 91% median percentage for Suffolk County, and it also means that 21% of the district's students will be attempting to enter the workforce upon graduation. Further, it is a widely acknowledged fact that students are graduating from high school, and even college, without the real-world job skills needed to be successful in the workplace. According to a 2015 survey conducted by Hart Research Associates, 62% of employers believe that public high schools are not doing a good enough job preparing students for the expectations of the work world. From a lack of professionalism and work ethic to poor interpersonal and communication skills, young people today are less prepared than ever for life outside of school.

Patchogue Medford Youth and Community Services (PMYCS) is committed to assisting at-risk youth in the community with programs that provide a lifetime of success. PMYCS provides youth with a place to go after school, productive and enriching activities, and wraparound services that help to support and stabilize low-income families.

PMYCS is proposing to launch a Job Readiness program that will expand its after-school offerings for high school students; address the need for real-world job skills among young people; and provide personalized case management services to help students pursue their career or college goals. The program will include a basic job skills curriculum combined with one-on-one support from a Licensed Master Social Worker to assist students in deciding upon a career or college path and taking positive steps toward their goals. Whether participants are simply looking for an after-school job or have begun to think about preparing for the world after school, they will benefit from the instruction provided as well as the exposure to different post-secondary possibilities.

Project Description & Activities -

At the Junior Achievement USA 2013 Summit on Work and Career Readiness, education experts and thought leaders determined that, considering that no one can predict what the workplace of the future will look like, it is preferable to assist young people in obtaining the knowledge, skills, and attitudes that good workers have always possessed, rather than focus on the skills associated with any particular field. In this way, students will be work-, career-, and life-ready, prepared for all of the challenges that will come their way (2013, Are Students Prepared for the Workplace?, Junior Achievement).

PMYCS's Job Readiness program will do just this: Provide at-risk young people with the foundational skills they need to prepare for success at work, in college, and in life in general. The program will provide a thorough explanation of the expectations and challenges of the workplace; instruction in soft skills, such as how to dress and communicate professionally, organization and time management, and the importance of a good work ethic; and job and college preparation assistance, including assistance in crafting a resume and cover letter, instruction on how to conduct a job search and complete a job or college application, and interview preparation.

To deliver the program, PMYCS will hire a part-time Program Coordinator who will be a Licensed Master of Social Work. The Job Readiness program will utilize a standards-based career-readiness curriculum from CareerCenter21 (https://www.aeseducation.com/career-readiness-curriculum-resources), which provides lessons on 21st century skills, career exploration and readiness, digital literacy, and soft skills, as well as the evidence-based Kuder *Direct Your Future* curriculum (https://www.kuder.com/solutions/curricula/direct-your-future/), an eleven-module career planning program that also includes a helpful online training program for project facilitators. PMYCS will supplement these resources with instruction on other useful topics such as: conducting a job search; basic computer skills (including an introduction to Microsoft Office); resume and cover letter writing; and interview practice. PMYCS will also invite representatives from local businesses to come in to speak to program participants about their fields, provide education on relevant topics (e.g. Edward Jones for budget planning), and to serve as resources and mentors.

The Job Readiness program is envisioned as a series of 8 one-hour workshops that will be held at the agency over a period of 12 weeks. The program will be repeated three times over the course of the 2018/19 school year, beginning in September 2018 and concluding in June 2019. We estimate that approximately 8 high school students (14-18 years old) will participate in each session, for a total of approximately 24 students served over the course of the program's first year. The Program Coordinator will be responsible for delivering the curriculum, liaising with local businesses and other organizations that can potentially speak to the students or serve as employment resources, and providing on-on-one follow-up support to program participants. After a student finishes the 12-week curriculum, he or she will move on to the next stage of the program, which is to meet one-on-one with the Program Director for personalized "next steps." The Program Director will work with students to determine their interests and post-secondary goals and create an actionable plan for each, whether that involves further career exploration, assistance in completing job applications, and introductions to potential employers or union representatives, or, for those on a college track, assistance in researching colleges, applying for scholarships and financial aid, and ensuring that all academic requirements have been met. Students will continue to meet with the Program Coordinator weekly or monthly as they work toward their goals.

PMYCS is proposing to use its connections in the Patchogue-Medford community and its longstanding relationship with the Patchogue-Medford School District to recruit students for the program. PMYCS will utilize its good relationship with the Greater Patchogue Chamber of Commerce (PMYCS's Executive Director serves on the Board of the Chamber) to recruit guest speakers and mentors, and to create a supportive environment for the students participating in the program. As we see it, local businesses are likely to want to help local kids—especially at-risk kids—succeed, and many have entry-level job opportunities that would be appropriate for graduates of the Job Readiness program. Businesses willing to hire these students would have the benefit of working with youth that have had basic job skills training; have demonstrated a real desire for and commitment to getting a job; and have the ongoing support of PMYCS. These businesses could provide program participants with education about their fields, job shadowing or mentoring opportunities, mock interviews, and even real employment opportunities. PMYCS has already received a commitment from the People's United Bank Women in Leadership group

to participate in the program by mentoring the students and offering insight into a career in banking.

The Job Readiness program will be promoted through PMYCS' social media platform (Facebook and Instagram), as well as via an email blast to PMYCS' extensive list of community contacts. The Greater Patchogue Chamber of Commerce will also promote the project via an e-blast and at their monthly meetings.

Goals:

- To provide basic job skills training to 24 students over the course of the 2018/2019 school year (8 students in each of 3 program sessions).
- To help to improve the soft skills of each participant.
- To provide each participant with a resume and cover letter.
- To provide each participant with a job interview.
- To have 2 guest speakers from the community attend each program session to educate participants.
- To provide individualized, continuing support to each participant to assist them in planning for their post-secondary future and taking positive steps toward achieving their personal goals.

Objectives:

- To encourage participants to explore their options for a post-secondary experience.
- To provide participants with real-world job skills needed to be successful in the workplace.
- To increase participants' confidence in applying and interviewing for jobs and/or college.
- To empower participants through access to knowledge and one-on-one support to take positive steps toward realizing their future goals.
- To ensure that program participants and their families are receiving the support services they need to thrive.

The program will end with each participant being given an interview opportunity. Parents will be encouraged to attend the final workshop in each session so that the Program Coordinator can answer any questions and provide information regarding interviews, next steps, and how parents can help to support their child's success.

Expected Outcomes and Evaluation -

PMYCS expects that the Job Readiness program will provide participants with the skills and confidence necessary to pursue and secure a part-time job, as well as begin preparations for college or full-time employment. Indicators of success will be measured as follows:

Pre/Post Tests -

Participants will be given pre- and post-program tests to determine an increase in knowledge of topics covered. Pre-tests will be given at the beginning of the first workshop. Post-tests will be given at the end of the last workshop. Tests will be anonymous, and a multiple-choice format will be utilized. At the completion of the program, it is expected that:

- 75% of participants will demonstrate a clear understanding of the skills and behaviors that are valued in the workplace.
- 75% of participants will be able to identify research methods for finding a job.
- 75% of participants will have a resume.
- 75% of participants will be able to identify options for post-secondary school plans.
- 100% of participants who are eligible will report they were given an interview opportunity.

Participant Surveys -

Participants will be provided with surveys at the last workshop to determine qualitative results of the program. It is expected that:

- 75% of participants will report an improvement in their preparedness and confidence in applying for a job.
- 75% of participants will report that the workshops improved their soft skills.
- 75% of participants will report increased confidence in his/her interview skills.
- 75% of participants will report a better understanding of their personal goals post-high school.

Sustainability -

PMYCS is seeking the support of LICF to launch the Job Readiness program as one-year pilot initiative. If the program is successful in its first year, PMYCS will pursue foundation and corporate grants and local business sponsors to continue the program. PMYCS will also explore relocating the program to the Patchogue-Medford School District. Currently, PMYCS facilitates programs in 8 of the 11 schools in the district. Being able to offer the Job Readiness program at Patchogue-Medford High School will likely improve access for students whose schedules would not otherwise allow them to attend.

Agency Background -

PMYCS is a not-for-profit 501(c)(3) organization that has been serving the diverse needs of the Patchogue (11772) and Medford (11763) communities since 1982. The agency's mission is to provide support, strength, and opportunities for positive growth to youth, their families, and the community through education, recreation, intervention, and outreach.

PMYCS offers a comprehensive array of services and programs that include: after-school psycho-educational programs in elementary, middle, and high schools; youth civic groups; a food pantry; a clothes closet; individual, group, and family counseling for youth and adults; mentoring programs; volunteer opportunities and community service projects; Thanksgiving and Holiday assistance; free family and community events; various recreational activities including weekly craft, acting, yoga, and dance classes; and a camp offered during school breaks and summer vacation. Most services are free of charge to residents of the Patchogue-Medford community and are offered in English and Spanish to meet the needs of our large Hispanic population.

PMYCS is unique in the fact that its programs and services change with the diverse and versatile needs of the community. We are constantly looking to expand and enhance current programs and services, and, at the same time, we recognize when programs and services are effective. PMYCS served 5,607 unduplicated and 14,226 duplicated clients (youth, adults, and families) in 2017.

The need for our services and programs continues to grow, and we receive daily phone calls from schools, other community-based organizations, and community members requesting assistance for themselves and others. Despite the fact that our budget has decreased by almost 5% each year for the last several years, and despite the fact that we have three less employees than in 2011, PMYCS has not cut one program or service provided to the community. PMYCS employs two full-time and three part-time staff members and relies on a group of approximately 15 volunteers to assist in running programs. Additionally, PMYCS hosts Department of Labor workers in the SWEP program, as well as the Summer Work Experience Youth program.

PMYCS is pleased to be able to provide bilingual services to the Spanish-speaking community. This is significant, as 16.8% of the Patchogue population and 16.3% of the Medford population is Hispanic or Latino. The Patchogue-Medford School District has 7,661 students enrolled; of these, 37% (or 2,819) are Hispanic, giving the district the 4th highest enrollment of Hispanic students in Suffolk County. The school district is regarded as a high impact area among Suffolk County's 72 school districts. In addition to its high enrollment of Hispanic students, the school district ranks 5th in Suffolk in its number of drop-outs, and 4th in the number of students participating in the free and reduced lunch program (NY State Education Department).

According to the New York State Department of Health, Suffolk County Department of Social Services, Suffolk County Department of Probation, and Suffolk County Department of Labor, the Patchogue-Medford community is known as a high impact area, ranking 6th in child abuse and neglect cases; 3rd in juvenile offenses; 2nd in juveniles on probation; 2nd in the number PINS (Persons in Need of Supervision) cases; and 6th in teen pregnancies. Medford families have a median income of \$86,090 and Patchogue families have a median income of \$60,227, which is far below the \$84,767 median income of Suffolk County families. 4% of families in Patchogue are living below the poverty level. PMYCS works to assist these families with a variety of programs and services designed to provide relief and support during hard times, and also connects them to other available resources.



INCOME BUDGET for Project/Program - LICF

ORGANIZATION:	Patchogue-Medford Youth & Community Se	rvices	otal Project/Program Cos mount Requested:	t: \$ 24,093 \$ 24,093
		A	mount Requesteu:	3_24,000
List all sources of an	nticipated INCOME for the pro	oject/program for which Ll	ICF funding is requeste	d
Sa			Amount	
Source CONTRIBUTIONS			Amount	
Business		\$	0	
Individual				
EARNED INCOME			<u> </u>	
Fees for Service		\$	0	
Membership Income		s		
Special Events		s		
Product Sales		s		
Interest Income		S	0	_
OTHER INCOME				
Balance Forward		\$		
Operating Reserve		\$		
In-Kind Support		\$	0	
		momut	0.0	
		TOTAL:	\$0	
List all sources of an STATUS of grants b	nticipated GRANT INCOME for selecting either "Committed	or the program/project for " "Pending" or "To Be Re	which funds are reques quested."	sted. Indicate
Source		Status	Amount	
GOVERNMENT GRA	ANTS Commit	ted / Pending / To be Requested		
N/A				
		S		
<u> </u>		S	_	
CORROR LITE CRAIN	imo	TOTAL: \$	0	
CORPORATE GRAN	118	\$		
N/A				
	-			2
	-			100
		TOTAL: \$		
FOUNDATION GRA	NTS	.01.12.0		- 11
LICE		Pending \$	24,093	
POS 1940				
		\$	3	
		\$	3	
		TOTAL: \$	24,093	
OTHER (please specif	fy)			
N/A	***************************************			
	-		30	

GRAND TOTAL: \$ 24,093



EXPENSE BUDGET for Project/Program - LICF

List all program/project expenses and indicate how LICF funds would be allocated

ORGANIZATION: Patchogue-Medford Youth & Community Services

Amount of Grant Request \$\frac{24,093}{24,093} Total Program/Project Cost \$\frac{24,093}{24,093}

Amount of Grant Request \$\frac{24,093}{24,093}\$ Total Program/Project Cost \$\frac{24,093}{24,093}\$				
ITEM	Program/Project Total Cost	LICF Allocation		
Personnel	Total Cost	LICI Anotation		
(List all staff & title assigned to program/project)				
Executive Director	\$1,292	\$1,292		
Job Readiness Program Coordinator (p/t)	\$18,500			
Manager and the second	12 - 12 - 12 - 12 - 12 - 12 - 12 - 12 -	April 1900 - 1900 - 1900 - 100		

Benefits & Payroll Taxes	\$1,514	\$1,514		
Consultants	40	2 2		
Professional Fees (please specify)	*	20.0000.0000.0000.0000.0000		
		·		
		1 3		
		*		
19(12) 14(4) (4(4) 14(4)		: 		
SUBTOTAL PERSONNEL	\$21,306	\$21,306		
		21		
OTPS				
Travel & Meetings				
Marketing & Advertising		<u> </u>		
Equipment	**************************************			
Supplies & Materials	\$1,190	\$1,190		
Professional Development/Training				
Printing & Copying				
Telecommunications				
Postage & Delivery				
Occupancy/Utilities	-	2		
In-Kind				
Depreciation				
Contract Services (please specify)				
		24-12-12-12-13-13-13-13-13-13-13-13-13-13-13-13-13-		
OTHER (please specify)				
CareerCenter21 curriculum	\$499	\$499		
Kuder Career Advisors training	\$99	\$99		
Kuder Direct vour Future currice	\$999	\$999		
SUBTOTAL OTPS	\$2,787	\$2,787		
	(1)			
TOTAL EXPENSES	\$24,093	\$24,093		
	(6)	¥		
DIFFERENCE	0	0		
(INCOME LESS EXPENSE)				

PMYCS 2018 Budget Allocations	H	lourly	Budgeted
Salaries			
Executive Director KB	\$	34.00	\$ 59,500.00
Associate Director	\$	27.60	\$ 50,000.00
Social Worker 1 17.5	\$	20.00	
social worker 3 SP	\$	21.00	\$ 29,120.00
Youth Worker	\$	15.00	\$ 18,720.00
Spanish Youth Worker	\$	15.00	\$ 17,160.00
Jr Summer Camp Coordinator	\$	15.00	
Summer Camp Coordinator	\$	15.75	\$ 2,400.00
			\$ 176,900.00
Fringe			
Fica			\$ 13,532.85
Medical			\$ 9,000.00
Dental			\$ 820.00
Unemployement			\$ 2,700.00
Disability			\$ 198.00
Workers Comp			\$ 6,685.00
			\$ 32,935.85
Contracts			
Accountant			\$ 2,650.00
Paychex			\$ 2,743.80
			\$ 5,393.80
M & O			
Supplies			\$ 3,500.00
Maintenance			\$ 3,939.88
Telephone			\$ 3,600.00
Insurance			\$ 11,800.00
Rent			\$ 24,532.20
Travel/Trainings			\$ 3,500.00
Postage			\$ 350.00
			\$ 51,222.08
	_		
	_	<u> </u>	\$ 266,451.73