

SUCCESS GROUPS

REVISED DECEMBER 22, 2015

A PARTNERSHIP PROJECT BETWEEN FAMILY INDEPENDENCE INITIATIVE AND NEW LIFE CDC.
RISING OUT OF POVERTY IN COMMUNITY.

TO VIEW THE INTRO VIDEO AND THE “HOW IT WORKS” VIDEO GO TO:

<https://youtu.be/U0wEvs372SI> (Intro Video)

<https://youtu.be/-LboKBglNlk> (How It Works)

New Life CDC is partnering with Family Independence Initiative in order to cultivate a collective rise out of poverty among families in Elmhurst / Corona. This document serves as the strategic document in launching Success Groups.

This document will answer the following questions:

- :: What is Family Independence Initiative (FII)?
- :: Why is it important?
- :: Why partner with them?
- :: Why now?
- :: Who participates?
- :: What is the budget?
- :: What is the timeline?
- :: What are the key results/ deliverables?
- :: What is the plan for sustainability?

WHAT IS FAMILY INDEPENDENCE INITIATIVE (FII)?

A one-page description of FII can be found in the appendix B. We are seeking partnership with their Boston site. The appendix also contains outcomes for families amount the working poor in San Francisco and Boston over a two year period.

WHY IS THIS IMPORTANT?

Launching New Life CDC Success Groups is of critical importance because it will serve as a vehicle to live out the values of Restoration and Reinvestment in Elmhurst/ Corona. Restoration is the restoration supportive community and economic opportunity. (Reference the New Life CDC Mission and Vision Doc version 4 for more detailed descriptions of Restoration and Reinvestment.)

At New Life, there is a framework and content for emotional health and growth. If families should so choose, there is also a framework and content for spiritual formation. What is lacking at New Life is a more structured and effective framework for economic mobility. The FII model will provide this framework for Success Groups.

WHY PARTNER WITH THEM?

FII has an impressive track record

They currently operate in 7 states all throughout the country. Representatives from New Life CDC have visited the Boston site 3 times in order to gain greater clarity of FII operations. Observations made during these visits have confirmed the claims made by FII.

Value of small groups

The project in the Boston site as well as their other sites operate through cohorts, or small groups. It is a model based on the community and small group support. Since meeting in small groups is a significant value of New Life CDC, the small group element of FII is a good fit.

Value of self-determination

Unlike traditional models in the social service sector, the model of FII transfers power, opportunity and choice to the families themselves instead of assigning these privileges to the social worker or staff worker.

Participating families are not told what to do to gain economic mobility. The families themselves make these determinations since they are the experts of their own realities.

WHY NOW?

Since the formation of New Life CDC in 1994, she has been growing in her neighborhood influence among the poor and marginalized. There are 10 programs under New Life CDC and in one year there over 30,000 engagements or “touches” with poor families. There has never been a time in our history when there have been more families coming through our doors.

Whereas relief work has historically been our most significant work, the restoration of community and opportunity among the poor needs greater attention. Restoration of community and opportunity will be a high value as Success Groups is launched. This type of restoration is significant in cultivating a rise out of poverty and a reconnection to an individual’s purpose in the neighborhood and beyond.

WHO WILL PARTICIPATE?

New Life CDC builds relationships with families in poverty in Elmhurst/ Corona. Many of those in poverty have employment but have been unable to rise out of the challenges of their situations. These families who are part of the working poor will be those invited to participate in Success Groups.

Given the number of families that are part of the New Life community, it will not be difficult to identify families who would be willing to participate in Success Groups. The challenge will be limiting the enrollment.

WHAT IS THE BUDGET?

The total expense indicated below is \$143,100 for year 1. It has been increased to \$150,100 to include an additional \$5000 for the site liason and also an added \$2000 for misc expenses.

Fiscal Year is Calendar Year

NOTES			
	Year 1	Year 2	
New households	30	45	
Returning households	0	30	
Subtotal	30	75	
REVENUES			
	Year 1	Year 2	
CARRYOVER FROM PREVIOUS YR		6,900	
NEW GRANTS & REVENUES			
Individual Donations	-	-	
Reinvestment from families		52,500	
Local Area Foundations			
Other Sources	150,000	150,000	
Subtotal	150,000	202,500	
TOTAL ALL REVENUES	150,000	209,400	
EXPENSES			
	Year 1	Year 2	
PERSONNEL			
Site Liaison/Auditors/Family Recruiter	25,000	25,000	
Benefits (24%)	-	-	
Subtotal	25,000	25,000	
CONSULTANTS			
Data Analysis Support & Modeling	10,000	10,000	
Data System Licensing (InvestCloud)	15,000	15,000	
On-Training & TA	20,000	10,000	
Site Liaison/Auditors/Family Recruiter			
Subtotal	45,000	35,000	
FAMILY AWARDS			
Fellowships/Leaders	5,000	10,000	
Family events/trainers/misc	3,600	5,000	
Computers	13,500	20,250	
Payments and Awards	21,000	52,500	
Resource Bank **Estimated Items, details below	30,000	45,000	
Subtotal \$\$ to families	73,100	132,750	
Percentage \$\$ to families	51%	69%	
\$\$ received per family	2,436.67	2,950.00	
TOTAL EXPENSE	143,100	192,750	
TOTAL REVENUE LESS EXPENSES	6,900	16,650	
DIRECT IMPACT			
	Year 1	Year 2	
New Households	30	45	
2nd Yr households	0	30	
Total households	30	75	
Total Participants	138	345	
Cost/person/yr	\$1,037	\$559	
Resource Bank Estimated Items**	Amount		
Matched Savings Fund	10,000		
Social Clubs	5,000		
Zero Interest Loan Fund	20,000		
Scholarships	5,000		
Fellowships	5,000		
Total Resource Bank	45,000		

WHAT IS THE TIMELINE?

April 2015 -

:: Solicit Board Approval

June 2015 -

:: Perform 2nd draft of mission/ vision document for New Life CDC (including FII Project)

July 2015 -

:: Finalize Vision document

August 2015 -

:: Finalize fundraising strategic document; continue face-to-face engagement with foundation contacts;

September 2015 -

:: Create fundraising literature

October 2015 -

:: Publicize Project during Annual Fundraiser

November 2015 through January 2016 -

:: Procure funding and visit Boston FII partner sites.

January 2016 -

:: Hire part-time Staff Liason/ Change Analyst

:: Identify 8 potential group leaders to fill 4 group leader spots

:: Host Success Groups info sessions as required

February 2016 -

:: Review applications of families and for groups

:: Launch first monthly cohort meetings

WHAT ARE THE KEY RESULTS/ DELIVERABLES?

See timeline for January and February 2016.

WHAT IS THE PLAN FOR SUSTAINABILITY?

The Change Analyst position is required to submit 6 to 8 grants a year to supplement any private individual donations. The job description for the Change Analyst position will soon be made available for review.

APPENDIX A

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APPENDIX B

Description of The Family Independence Initiative

Cracking the Wealth Barrier by Catalyzing Economic and Social Mobility

The Family Independence Initiative is a national center for innovating strength-based approaches for economic and social mobility that put low-income people in the driver's seat of their own progress. Our approach, as radical and as old as our democracy, is inspired by the historical successes of poor communities in the U.S.

FII has proven that galvanizing social networks in poor communities, honoring the self-determination of individual families, and leveraging existing capacities results in dramatic community improvement. Our multi-city Demonstrations deliver measurable results for families, funders, and policy makers to break the cycle of poverty.

FII Impact: Family Group Demonstrations

Among FII's innovations are its Demonstrations in Oakland, San Francisco, Oahu, Boston, Detroit, Fresno, and New Orleans. Family groups determine their own priorities and are given the opportunity to earn up to \$2,000 a year for a two-year commitment that involves monthly meetings and documenting actions in an online data-tracking system.

The significant outcomes from every Demonstration evidence the great potential for large-scale community impact. The impressive ripple effect from the first wave of FII families has multiplied the impact, as hundreds of families are now involved in Boston and San Francisco.

Sample of Results for SF & Boston Families after 2 Years

Baseline:

- 1500 Adults/children from 350 Households
- Median Income at Enrollment \$26,400 vs. Area Median \$51,900
- 34% of Households with Govt. Support

Outcomes:

- 80% of youth have improved attendance and grades
- 18% increase in Avg Household Income
- 181% increase in Savings
- 5 New Homeowners
- 44 New/expanded business
- 74 Jobs created by residents for residents
- 23 households have left government subsidies

Other outcomes include: catalyzing local leaders, families leaving welfare, and increased civic engagement. Follow-up surveys show that this trajectory of progress continues after families complete the two-year commitment.

Family Group Demonstrations in Action

FII's approach with family groups is deeply rooted in the belief that families are capable and that they are in the best position to determine their paths to mobility. In each demonstration project FII works families who generally fall into the category of "working-poor." These families are neither in crisis nor expected to succeed on their own with out any support. This strategy capitalizes on the wisdom and capability of the families who need a little support to move themselves out of poverty.

Groups: Families in FII's Demonstrations must organize their own cohorts of six to eight families. Each Demonstrations starts with three to six of these family groups. Enrolled families recruit new families into the Demonstration.

Data Collection: Each family is provided with a computer and access to FII's online data tracking system. Families are asked to log on each month to report on verifiable progress in six areas: income/assets, education/skills, housing, health/childcare etc, resourcefulness, and use of social networks. FII staff regularly audits this data. In exchange for sharing this information each family can earn up to \$200 per month.

Meetings: In addition to monthly reporting, families are required to attend monthly meetings. These meetings are an opportunity for them to support each other and to share experiences, resources, and information with each other. FII staff may attend the meetings to capture information or share updates on FII, but they are not allowed to direct the families.

Resources: Based on demand from the families—assessed directly and through data analysis— FII makes a variety of resources available to families as they take initiative. These resources— matches to savings, low- and no-interest loans, access to valuable expertise, etc.—allow FII to test new tools and mechanisms for supporting low-income families economic and social mobility.

Over time, families make progress, build their social and economic capital, and encourage other families to consider this approach.

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APPENDIX C

To receive a copy of the Success Groups brochure, email Redd at rsevilla@newlifecdc.us.