AGREEMENT FOR COMMUNITY SERVICES

THIS AGREEMENT FOR COMMUNITY SERVICES (this "Agreement") is entered into as of the date written below between the City of Bainbridge Island, a Washington state municipal corporation (the "City") and Bainbridge Youth Services, a Washington non-profit corporation (the "Service Provider").

WHEREAS, the City desires to assist the Service Provider by providing funds for counseling and outreach programs and services for the community's adolescents; and

WHEREAS, the Service Provider has the expertise and experience to provide such services and is willing to do so in accordance with the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, promises, and agreements set forth herein, it is agreed by and between the City and the Service Provider as follows:

1. SERVICES BY SERVICE PROVIDER

The Service Provider shall provide the community services as defined in this Agreement and as necessary to accomplish the scope of work attached hereto as Attachment A and incorporated herein by this reference as if set forth in full. The Service Provider shall furnish all services, labor and related equipment to conduct and complete the work, except as specifically noted otherwise in this Agreement.

The Service Provider will acknowledge support from the City in promotional materials.

2. PAYMENT

A. The City shall pay the Service Provider Fifty-Four Thousand One Hundred Fifty Dollars ($54,150) for all services performed under this Agreement, to be billed quarterly. The Service Provider shall execute this Agreement by June 30, 2016 in order to receive funding for 2016.

B. The Service Provider shall submit quarterly invoices for services performed in a previous quarter in a format acceptable to the City. The Service Provider shall maintain time and expense records and provide them to the City upon request.

C. All invoices shall be paid by mailing a city check within sixty (60) days of receipt of a proper invoice.

D. If the services rendered do not meet the requirements of this Agreement, the Service Provider shall correct or modify the work to comply with this Agreement. The City may withhold payment for such work until it meets the requirements of this Agreement.

3. REPORT ON EXECUTION OF SERVICES

The Service Provider shall submit a final report prior to or accompanying their last invoice, due on January 20, 2017. In this report, the Service Provider shall:

1. Summarize the activities undertaken in providing the services described in Attachment A.
2. Reference the project objectives specified in Attachment A. Were those objectives achieved? Why or why not? Were there any unexpected positive outcomes or challenges?
3. Reference the specific measurable results specified in Attachment A. Were they achieved? If not, what challenges prevented the achievement of the anticipated results?
4. Describe involvement of any partners specified in Attachment A, as well as any unexpected cooperative relationships that developed through implementation of the project.
5. Reference the project budget specified in the Attachment A. Provide an analysis of actual expenses and income in relation to the projected budget.

4. INSPECTION AND AUDIT

The Service Provider shall maintain all books, records, documents and other evidence pertaining to the costs and expenses allowable under this Agreement in accordance with generally accepted accounting practices. All such books and records required to be maintained by this Agreement shall be subject to inspection and audit by representatives of the City and/or the Washington State Auditor at all reasonable times, and the Service Provider shall afford the proper facilities for such inspection and audit. Representatives of the City and/or the Washington State Auditor may copy such books, accounts and records where necessary to conduct or document an audit. The Service Provider shall preserve and make available all such books of account and records for a period of three (3) years after final payment under this Agreement. In the event that any audit or inspection identifies any discrepancy in such financial records, the Service Provider shall provide the City with appropriate clarification and/or financial adjustments within thirty (30) calendar days of notification of the discrepancy.

5. INDEPENDENT CONTRACTOR

A. The Service Provider and the City understand and expressly agree that the Service Provider is an independent contractor in the performance of each and every part of this Agreement. The Service Provider expressly represents, warrants and agrees that his status as an independent contractor in the performance of the work and services required under this Agreement is consistent with and meets the six-part independent contractor test set forth in RCW 51.08.195. The Service Provider, as an independent contractor, assumes the entire responsibility for carrying out and accomplishing the services required under this Agreement. The Service Provider shall make no claim of City employment nor shall claim any related employment benefits, social security, and/or retirement benefits.

B. The Service Provider shall be solely responsible for paying all taxes, deductions, and assessments, including but not limited to federal income tax, FICA, social security tax, assessments for unemployment and industrial injury, and other deductions from income which may be required by law or assessed against either party as a result of this Agreement. In the event the City is assessed a

tax or assessment as a result of this Agreement, the Service Provider shall pay the same before it becomes due.

C. The City may, during the term of this Agreement, engage other independent contractors to perform the same or similar work that the Service Provider performs hereunder.

D. The Service Provider shall obtain a business license and, if applicable, pay business and occupation taxes pursuant to Title 5 of the Bainbridge Island Municipal Code.

6. DISCRIMINATION AND COMPLIANCE WITH LAWS

A. The Service Provider agrees not to discriminate against any employee or applicant for employment or any other person in the performance of this Agreement because of race, creed, color, national origin, marital status, sex, sexual orientation, age, disability, or other circumstance prohibited by federal, state or local law or ordinance, except for a bona fide occupational qualification.

B. The Service Provider shall comply with all federal, state and local laws and ordinances applicable to the work to be done under this Agreement.

C. Violation of this Section 6 shall be a material breach of this Agreement and grounds for cancellation, termination or suspension by the City, in whole or in part, and may result in ineligibility for further work for the City.

7. TERM AND TERMINATION OF AGREEMENT

A. This Agreement shall become effective upon execution by both parties and shall continue in full force until December 31, 2016, unless sooner terminated by either party as provided below.

B. This Agreement may be terminated by either party without cause upon thirty (30) days' written notice to the other party. In the event of termination, all finished or unfinished documents, reports, or other material or work of the Service Provider pursuant to this Agreement shall be submitted to the City, and the Service Provider shall be entitled to just and equitable compensation at the rate set forth in Section 2 for any satisfactory work completed prior to the date of termination.

8. OWNERSHIP OF WORK PRODUCT

All data, materials, reports, memoranda and other documents developed under this Agreement whether finished or not shall become the property of the City, shall be forwarded to the City in hard copy and in digital format that is compatible with the City's computer software programs.

9. GENERAL ADMINISTRATION AND MANAGEMENT

The City Manager of the City, or designee, shall be the City's representative, and shall oversee and approve all services to be performed, coordinate all communications, and review and approve all invoices, under this Agreement.

10. HOLD HARMLESS AND INDEMNIFICATION

A. The Service Provider agrees to protect, defend, indemnify, and hold harmless the City, its elected officials, officers, employees and agents from any and all claims, demands, losses, liens, liabilities, penalties, fines, lawsuits, and other proceedings and all judgments, awards, costs and expenses (including reasonable attorneys' fees and disbursements) caused by or occurring by reason of any negligent act, error and/or omission of the Service Provider, its officers, employees, and/or agents, arising out of or in connection with the performance or non-performance of the services, duties, and obligations required of the Service Provider under this Agreement.

B. In the event that the Service Provider and the City are both negligent, then the Service Provider's liability for indemnification of the City shall be limited to the contributory negligence for any resulting suits, actions, claims, liability, damages, judgments, costs and expenses (including reasonable attorneys' fees and disbursements) that can be apportioned to the Service Provider, its officers, employees and agents.

C. The foregoing indemnity is specifically and expressly intended to constitute a waiver of the immunity of the Service Provider under Washington's Industrial Insurance Act, RCW Title 51, as respects the other parties only, and only to the extent necessary to provide the indemnified party with a full and complete indemnity of claims made by the employees of the Service Provider. The parties acknowledge that these provisions were specifically negotiated and agreed upon by them.

D. The City's inspection or acceptance of any of the Service Provider's work when completed shall not be grounds to void, nullify and/or invalidate any of these covenants of indemnification.

E. Nothing contained in this section of this Agreement shall be construed to create a liability or a right of indemnification in any third party.

F. The provisions of this section shall survive the expiration or termination of this Agreement with respect to any event occurring prior to such expiration or termination.

11. INSURANCE

Service Provider shall maintain insurance as follows:

[X] Commercial General Liability as described in Attachment B.
[X] Directors and Officers Liability as described in Attachment B.
[ ] Automobile Liability as described in Attachment B.
[ ] None.

12. SUBLETTING OR ASSIGNING CONTRACT

This Agreement, or any interest herein or claim hereunder, shall not be assigned or transferred in whole or in part by the Service Provider to any other person or entity without the prior written

consent of the City. In the event that such prior written consent to an assignment is granted, then the assignee shall assume all duties, obligations, and liabilities of the Service Provider as stated herein.

13. EXTENT OF AGREEMENT/MODIFICATION

This Agreement, together with attachments or addenda, represents the entire and integrated Agreement between the parties and supersedes all prior negotiations, representations, or agreements, either written or oral. This Agreement may be amended, modified or added to only by written instrument properly signed by both parties.

14. SEVERABILITY

A. If a court of competent jurisdiction holds any part, term or provision of this Agreement to be illegal or invalid, in whole or in part, the validity of the remaining provisions shall not be affected, and the parties' rights and obligations shall be construed and enforced as if the Agreement did not contain the particular provision held to be invalid.

B. If any provision of this Agreement is in direct conflict with any statutory provision of the State of Washington, that provision which may conflict shall be deemed inoperative and null and void insofar as it may conflict, and shall be deemed modified to conform to such statutory provision.

15. FAIR MEANING

The terms of this Agreement shall be given their fair meaning and shall not be construed in favor of or against either party hereto because of authorship. This Agreement shall be deemed to have been drafted by both of the parties.

16. NON-WAIVER

A waiver by either party hereto of a breach by the other party hereto of any covenant or condition of this Agreement shall not impair the right of the party not in default to avail itself of any subsequent breach thereof. Leniency, delay or failure of either party to insist upon strict performance of any agreement, covenant or condition of this Agreement, or to exercise any right herein given in any one or more instances, shall not be construed as a waiver or relinquishment of any such agreement, covenant, condition or right.

17. NOTICES

Unless stated otherwise herein, all notices and demands shall be in writing and sent or hand-delivered to the parties at their addresses as follows:

To the City:	City of Bainbridge Island 280 Madison Avenue North Bainbridge Island, WA 98110 Attention: City Manager
To the Service Provider:	Bainbridge Youth Services PO Box 11173 Bainbridge Island, WA 98110

Attention: Executive Director

or to such addresses as the parties may hereafter designate in writing. Notices and/or demands shall be sent by registered or certified mail, postage prepaid, or hand-delivered. Such notices shall be deemed effective when mailed or hand-delivered at the addresses specified above.

18. SURVIVAL

Any provision of this Agreement which imposes an obligation after termination or expiration of this Agreement shall survive the term or expiration of this Agreement and shall be binding on the parties to this Agreement.

19. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

20. VENUE

The venue for any action to enforce or interpret this Agreement shall lie in the Superior Court of Washington for Kitsap County, Washington.

21. COUNTERPARTS

This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of _____, 2016.

BAINBRIDGE YOUTH SERVICES	CITY OF BAINBRIDGE ISLAND
By_____	By_____ Douglas Schulze, City Manager
Name_____	
Title_____	
Tax I.D. #_____	

ATTACHMENT A

2016 HUMAN SERVICES FUNDING PROPOSAL COVER LETTER

1. Organization Name: Bainbridge Youth Services (BYS)

2. Contact Person: Marina Cofer-Wildsmith Phone: (206) 842-9675

3. Email Address: marina@bainbridgeyouthservices.org

4. Physical Address: 9330 High School Rd., Building 100, Room 103

5. Mailing Address: PO Box 11173, Bainbridge Island, WA 98110

6. Are you a 501(c)(3) nonprofit? Yes

7. Organization EIN: 23-7396474

8. Request for 2016:

   A. Amount of City Funding Requested: $ 54,150

   B. Type: Operations

   C. Name of Program: N/A

   D. Brief Description: To deliver youth mental health counseling and other wellbeing services to island adolescents and their families.

9. Attached PDF documents include our: 2016 funding application, Current Board of Directors names, addresses, phone & email information, 2015 Organization Financial Statements (Balance Sheet & Income Statement), 2015 Budget, 2016 Draft Budget & Most Recently Filed Form 990

10. Authorized Signature: Date: 10/23/15

NARRATIVE INFORMATION

I. STATEMENT OF PURPOSE

1. Describe the community needs that the program seeks to address, and the projected short- and long-term impacts. Please document and cite relevant City documents, demographic or research sources, etc.

NEED:

When communities across the country are besieged with the grief, anger, and acrimony resulting from incidents involving teen violence and depression, there is no greater need than compassionate, preventive, and accessible mental health counseling. In the past two decades, studies on adolescents from communities like Bainbridge Island have shown that "on average, serious levels of depression, anxiety, or somatic symptoms occur twice as often or more among these boys and girls [from affluent communities], compared to national rates (Luthar, 2013, p. 65)." It seems that the benefit of "having it all" comes with the added pressure and stress of doing it all, perfectly, in all areas of life, and to constantly measure life in terms of success. It leads to "high levels of depressive and anxiety symptoms, self-injurious behavior such as cutting and burning, and rule-breaking behaviors (Luthar, 2013, p.65)."

Data from the youth in our own school district reflect these findings. The 2014 Healthy Youth Survey (Looking Glass Analytics, 2015) taken by Bainbridge High School (BHS) students shows that approximately ONE in FOUR of the 10th and 12th graders report experiencing DEPRESSION in the past 12 months and 25% (up from 20% in 2012 Healthy Youth data) of BHS students reported having depressive feelings lasting at least two weeks. Similarly, one in four of these students also report experiencing ANXIETY more than half the week in the past 2 weeks. 14.2 % (up from 13% in 2012) of BHS seniors have made a plan about how they would attempt suicide. And 57% (up from 51% in 2012) of BHS seniors have consumed alcohol in the past month. When these students are asked if there are adults they can turn to for help when they are feeling sad or hopeless, nearly one in five student answered "No" or "Not sure". Nearly half the students in these grades scored "Low" or "Medium Low" on the Youth Quality of Life scale. (p. 27 and p.31 of survey results)

These are not simply "growing pains" of being a teenager, or national statistics about an affluent community elsewhere. **These are our island youth and they are telling us something important**. And giving them a place to seek the help they

need in the easiest way possible is a way that we, as a community, can continue to support our children as they navigate their adolescence.

Bainbridge Youth Services (BYS) provides psychotherapy services to the youth and families of Bainbridge Island in the most accessible way imaginable: by providing the service for free on a school campus, where teens can come in for an appointment without worrying about missing school days or paying for sessions. They can send appointment request on-line, or anonymous questions to therapists and doctors through our website - askBYS.org. We also help our youth in other ways: tutoring, when they are struggling with school; internships and jobs; by celebrating their compassionate actions; by providing peer mentors as they adjust to high school life; via articles on how teens and families can cope with the "Teenage Pressure Cooker" (http://bainbridgeyouthservices.org/teenage-pressure-cooker/); and promoting healthy lifestyles by hosting the annual Fun Run (www.bifunrun.com).

At BHS and Eagle Harbor High School (EHHS), school counselors rely on BYS when they see that psychotherapy services are needed for a student or their family members. The school counselors do this because psychotherapy services exceed the expertise of academic counselors, who are trained in the field of education. Psychotherapy requires specialized training in mental health, and therapists work with issues that can't be easily solved with sensible advice. Psychotherapy is widely accepted as being effective in dealing with children and adolescent mental health issues (Chorpita et al., 2011). In fact, Rowland et al. (2000) have shown that patients who receive psychotherapy are more likely to have improved their mental health symptoms than those who only see a medical doctor.

Recommended resources:

Chorpita, B. F., Daleiden, E. L., Ebesutani, C., Young, J., Becker, K. D., Nakamura, B. J., Phillips, L., Ward, A., Lynch, R., Trent, L., Smith, R. L., Okamura, K. and Starace, N. (2011). Evidence-based treatments for children and adolescents: An updated review of indicators of efficacy and effectiveness. *Clinical Psychology: Science and Practice,* 18: 154–172.

Looking Glass Analytics. (2015). Healthy Youth Survey 2014: Bainbridge Island School District, Grades 6, 8, 10, and 12.

Luthar, S. (2013). The problem with rich kids. *Psychology Today,* November/December, 62-87.

(http://faculty.tc.columbia.edu/upload/sl504/2013PsychToday.pdf)

Rowland, N., Godfrey, C., Bower, P., Mellor-Clark, J., Heywood, P., & Hardy, R. (2000). Counseling in primary care: A systematic review of the research evidence. *British Journal of Guidance & Counseling*, 28(2), 216-233.

SHORT AND LONG TERM IMPACTS:

Short-term impact:
All youth and families utilizing our free psychotherapy services are provided with a confidential, safe place to explore their thoughts and feelings, and are taught appropriate coping skills as needed to help manage their situations.

Long-term impact:
The long-term goal (End Game) of BYS is to ensure that all Bainbridge Island youth by 2024 are aware of the services provided by BYS to promote their well-being, and that they know how to access our services in times of need. Not all teens will need tutoring, or therapy, or help finding a part-time job; but many will find themselves being challenged and stumped at some point in their adolescence, or know a friend who is struggling and stuck. **In times like these, our goal is to reduce barriers to access our services and normalize reaching out to us; to end the stigma of asking for help; and, to provide the teens and their families with the support that they need to get over the roadblock and continue onto success.**

As our organization has grown, we've expanded our services and some BYS programs are now available to youth starting in 5th grade; as they go through intermediate and middle schools, there are more opportunities to access our resources. Over the next decade we want to focus on continuously increasing our presence in these youth's and their families' lives through direct services (i.e., providing therapy, promoting well-being group meetings), community outreach and education (i.e., healthy youth summit, PTSO meetings), promoting healthy behaviors (compassionate action awards, BI Fun Run), social media outreach (askBYS, Facebook, Twitter, etc.), and through daily interactions once they start high school (Link Crew, Health class). We want to blend into the background of the teen's daily life, such that reaching out to us is a normal course of action when something goes awry.

Measuring impact:
We will make sure all students who contact us for an appointment are seen within

one week and all posted anonymous questions to the website are responded to within two business days.

We plan to work with every student who sees us for therapeutic services to self-identify what "getting healthy" looks like. We will know we have had success when they reach their goal or goals.

When appropriate, we will measure improvement of symptoms (such as anxiety and depression) using the Beck Depression Inventory and PHQ9.

Increased awareness of our organization and how we support youth and families will occur. This is our ultimate goal, to increase our name/service recognition. We will use the following as indicators of progress:

- Increased traffic to our social media sites and askBYS website
- Steady questions coming in through Ask the Counselor/Doctor
- Increased requests for psychotherapy appointments via on-line, phone, and walk-ins
- Increased number of students utilizing our other services (tutoring, jobs, etc.)
- Track number of ways we reach students (and their families) class-wide (i.e., Health class, Link crew, Parent nights, PTSOs)
- Continue to improve ways to access/reach out to us. Before, therapy appointment requests were done by filling out a paper slip or calling our main office number. Now we have on-line appointment requests, a clinic phone number, social media outreach, and potential clients can still walk in and request help. In addition, we are steadily increasing referrals from other organizations and professionals - the schools, Helpline, Teen Center, Bainbridge Pediatrics, and Virginia Mason have all sent clients our way in the past year.

II. PROGRAM SUMMARY
2. What services will these funds provide?

BYS offers two types of services: Psychotherapy services, and other prevention services.

Psychotherapy Services
Our main program is to provide free psychotherapy services to youth and families when they encounter life challenges. Youth and families can request an

appointment 24 hours a day, 7 days a week through our on-line appointment request form, and a therapist will get in touch with them within two business days, and often get an appointment set up within the same week. This service is provided within the Bainbridge High School campus, allowing for minimal interruption in school schedule and the easiest access for our BHS and EHHS students.

The types of issues teens bring into therapy are varied. Some are struggling with temporary issues, such as academic stress as the school year becomes more hectic, or anxiety after loss of a romantic relationship. Others are caught in the middle of a challenging family dynamic, and are looking for long-term solutions to maintain healthy communication with family members while finding a way to keep distance from hurtful interactions. Still others are struggling with depression that keeps them from attending school regularly, or anxiety that has limited them from making new friends. Some are so overwhelmed that they start resorting to self-destructive behaviors like cutting or binge drinking, or start to have scary thoughts of suicide. Whatever their struggles, we know that they are real, and one of the most empowering moments is when they do acknowledge the need for help, and take that step to reach out to us. Some get in touch directly. Others seek help from a parent or another trusted adult, who help them connect with us. Some come with the support of a friend; sometimes, they are so anxious about the first appointment, they have a friend come with them to wait in the waiting room. All of them are taking a step to get better, and we are here to help guide them through that process.

Washington state legislature has empowered teens (13 years and older) with the ability to seek their own mental health care, without the consent of a parent (RCW 71.34.530). This is sometimes (understandably) concerning to parents, who often just want to be involved with the best intentions. However, as therapists, we find that this law removes a common barrier that limits many teens from speaking up to get the help that they need (having to tell a parent), and allows them to feel in control of their privacy. Having an explicit conversation with teens about whether they want parents included in the therapy conversation empowers them and increases their sense of responsibility for their own wellness. Often, a teen's relationship with their therapist is one of the first times where they are given the right to put boundaries on privacy, increasing the level of trust in the therapeutic relationship. We take this privilege seriously and discuss this topic openly with the teens (and families, when they are involved), so that we are all aware of the therapists' legal obligations to protect our client's privacy.

We currently have 6 part-time therapists and will grow those numbers to align with the number of youth seeking help. We anticipate adding 2 more therapists during

the next year, as the demand for our services continue to increase.

Prevention Services
Our prevention work also continues to grow. We have mental health and wellness promotion programs continuously being implemented to provide resources and tools to youth to enhance their emotional and social wellbeing.
These programs include:

Youth Employment Programs: BYS offers a broad range of summer internships for teens. We also connect teen to local job postings throughout the year.

Youth Recognition Programs: To reward acts of services, integrity, courage and stewardship, BYS honors youth with Compassionate Action Awards. The Rose Grant Senior Scholarship is awarded to encourage teens to pursue their passion.

Active Community Building: We engage with our island community through the Healthy Youth Initiative leadership, Teen Councils and Healthy Youth Summits.

Diverse Outreach Program and Services: We provide Think Tank peer tutoring, Link Crew peer mentoring, and the Kitsap Diversion program.

Connecting with Partners: To achieve our mission, we partner with the following organizations: National Honor Society, City of Bainbridge Island (Mayor's office and Police Department), Bainbridge Island School District, Bainbridge Library, Raising Resilience, Coffee Oasis, Boys and Girls Club, Bainbridge Pediatrics, Virginia Mason, the Doctor's Clinic, Pyschotherapy Guild, Rotary Club of Bainbridge Island, Town and Country, and the Senior Center.

Additional partnerships for our summer intern program also included: Chamber of Commerce, BI Parks and Recreation, Blueberry Farm, Hey Day Farm, Bloedel Reserve, Kidimu, Bainbridge Community Foundation, Sage, Fairbank Construction, Wildlife Shelter, Interpack Frozen Foods, Harrison Hospital, Blue Heron Jewelry, BI Historical Society, BPA and the Bainbridge Review.

3. Who will be the recipients of the services provided by these funds?

Youth ages 10-21 and their families. We see teens that struggle with suicide ideation, peer and family relations, abuse, academic pressures and drug/alcohol use. Sometimes they need a sounding board, while other times they need to be educated about their symptoms, and learn coping strategies and communication skills to help

them change their situation for the better.

Half of our clients seek 10 or more psychotherapy sessions. Our Masters and Doctoral level therapists help teens develop skills to reduce self-destructive behaviors, enhance self-esteem, and identify the root problems behind symptoms of anxiety and depression. We ensure best practices and quality care for the youth.

Here are actual examples of our clients:

- A high school student who is using alcohol and drugs as a way to cope with academic stress
- A student who is bullied by peers and needs tools to cope
- A student caught in the middle of a custody battle who needs help establishing healthy emotional boundaries with both parents
- A teen who is trying to figure out how to communicate their gender identity with family and friends
- A depressed teen who is cutting themselves to cope with their feelings
- Parents of a high school student came to discuss parenting strategies and communication styles, as they started to have frequent, intense arguments about rules and academic issues, and the teen started to show symptoms of depression.
- A family with a young teen periodically met for family sessions to support the teen in learning how to reduce anxiety effectively. Because the teen was fairly young, having open conversations with parents about coping strategies, triggers, and ways to practice tolerating anxiety helped the teen continue to work on anxiety symptoms at home, and helped frame the experience as a family goal instead of “the kid’s problem”.

As teens get better and finish working with us, new children are becoming teens and struggling with the issues and challenges that are common and uncommon during this phase of their lives. BYS is here to help these teens, so they don’t have to struggle alone.

In 2013 with 2 part time counselors we provided 938 hours of counseling. We served 361 clients with direct one to one counseling. In 2014, with 3 part time counselors we provided 1,328 hours of counseling. We served 604 clients with

direct one to one counseling. During the last full school year we provided 1,699 hours of counseling with 4 part time counselors (most of the year) for 927 clients. This year we have 5 part time and will be adding two more by the end of the school year.

That is why your support is needed for us to continue these services and expand our reach to more youth. As we build awareness and provide the opportunity for youth to have access to more counselors, more youth are seeking our help.

4. How will recipients access those services?

We receive many requests directly from teens and their parents. In addition, other people and agencies who know our work often refer BYS to the teen or the family, including from the teen's friends; school teachers, counselors, and nurses; sports coaches; the County Diversion program; medical facilities (ie, Bainbridge Pediatrics and Virginia Mason); other social agencies (ie, Lifeline, Teen Center).

Here are the three main ways our services can be accessed:

1) On-Line: In 2014, we launched askBYS.org, and with it, we implemented the on-line appointment request form, which has become our main route of new appointment requests. The website allows potential clients to send in a request 24 hours a day, 7 days a week, and sometimes, we find that requests are being sent in the early hours of Saturday or Sunday morning – when nobody else is awake, the teen is alone with their challenges, and in that moment, they find a way to reach out. These teens may shy away in the light of a regular school day to ask for help, but now, they have opened up a way for a therapist to reach out back to them, to help them move forward in the process of change.

2) Phone – voice and text: Potential clients can also call us, either at the main office number (landline), or the fairly new clinical cell phone line, which also allows for text messaging. We have found that with most teens, sending a text message is the easiest form of communication, and that many teens do not even have voicemail set up. Having a phone number that also receives text messaging has been helpful in easing the communication route to our teens.

3) Walk-ins: Lastly, teens and families can always walk in and ask any staff member about the therapy services. Sometimes, teens (and parents) walk in,

determined to request an appointment, and have no reservations about asking the staff. Some are more quiet. Other teens come in groups – recently, we had several students walk in together, each to request a separate appointment; they simply came together to find strength in numbers. Some other teens are dragged in by friends, teachers, coaches, and school counselors (some just need the support, while others come somewhat grudgingly); but they come, and often, they stay, and they talk, and more often than not, they return. Some teens come to get a piece of candy and "casually" ask about therapy. Not so long ago, a teen stopped by at the very end of the day as a therapist was closing up the office, and blurted out, "I've been walking by here for the last two years wanting to come talk to someone… I just got a spark of courage and had to say something, RIGHT NOW." (The student got an appointment, and came for regular sessions.)

For our other services, teens, families, and their supporting network often find information about various programs through word of mouth, advertisements, school personnel, and social media. Students often learn about other programs simply by coming into our office to grab candy, and they notice other posters announcing a service that they need (ex: Job Search), or a program that is going on (ex: Tutoring).

Information about other services and programs are also often available on-line (ex: Fun Run), and people can always call the main office number in order to get their questions answered.

5. What percentage of the population of Bainbridge Island residents *who are eligible for these services* will be served by this program? (Using the population figure 23,293 a 2014 estimate from the US Census Bureau, our percentages are below)

Our target audiences are youth ages 10 and older and their parents.

The youth we reach out to are broken out as follows:

Sakai	581	
Odyssey 5-8	81	
WMS	565	
EHHS	125	
BHS	1,234	
TOTAL	2,586	(11% of our island population)

During the last full school year we provided 1,699 hours of counseling with 4 part time counselors for 901 youth (4% of overall island residents, and 35% of our targeted youth population).

All parents in the school district will receive relevant social and emotional wellbeing information as well as information about BYS services.

The parents we will reach out to are broken out as follows:

Sakai	1112 guardians
Odyssey 5-8	60 guardians
WMS	1084 guardians
BHS	2155 guardians
EHHS	258 guardians
TOTAL	4,669 (20%)

During the last school year we held family sessions for 26 families.

Our end game is to reach out to all Bainbridge Island teens and families so that they know what we do, and how to connect with us when they need our support. To this end, the long-term programming goal is to ensure the widest outreach possible.

COMMUNITY OUTREACH:
We also do a community article series called the *Teenage Pressure Cooker*. At least once a year Brian Kelly puts one of our articles in an island-wide distribution of the Bainbridge Review. That reaches 10,000 homes. We publish several articles a year. (43%)

In the past year alone, BYS has reached out to at least 15% of all Bainbridge Island residents directly through our Summer Intern Program, the Link Crew, Jobs Board, Breakfast Event, Summit work, tutoring, Diversion program and the Fun Run. More specifically, the numbers break down as follows:

- Healthy Youth Summit- 804 youth surveys fed information into the 2015 Summit and 207 attendees.
- Our summer intern program reached 19 employers, their employees (approx 145) and employed 28 interns. Our Job Board has 245 subscribers currently with 7 active job posts this week alone
- Link Crew - 312 freshman (their parents) + 51 Link Crew mentors
- Our special events (Fun Run and Breakfast program) reach 1,200 people each

year
- Diversion served 23 youth and their families already this year
- Our Think Tank tutors (46 of them) are working this month to serve 29 students. That will increase as the school year goes on.
- Compassionate Action Awards - 100-150 recipients plus their families
- Presentations to island groups last year alone included:
    - Interfaith Council, Helpline, PTOs, Rotary Club, School Nurses Association, BHS Awards Night, Police Department - all staff meeting.

There are less tangible measures as well in terms of youth and adults reached. Circles of influence are affected when we reach out to adults and youth through community activities. One parent may attend a workshop and then talk to other adults about what they learned. One youth may take a tour and tell their friends about us and our website.

THERAPY OUTREACH:
Each year, our therapy services increase considerably, both in the number of therapy hours and the number of clients we serve. Even just comparing the first half of 2014 to 2015 (January to June, when schools are in session) shows a considerable increase in the number of therapy hours we provided; in 2014, we provided 647 direct therapy hours, while in 2015, we provided 937.25 direct therapy hours over the course of the first half of the year; a 45% increase in hours helping teens and their families.

We don't think this is because 2015 was a "harder year" for teens; we think this is a direct result of our social media outreach, on-line appointment system, and various community outreach efforts we have made. In addition, over the course of the year, we went from having three part time therapists to six part-time therapists, as the demand increased.

Over the last decade, we have worked with over 2000 clients, providing an average of 1200 direct psychotherapy hours each year. We anticipate the number to grow as we continue our work to make us part of the daily conversation of Bainbridge Island teens.

We hope you will join us as we continue to increase our capacity to serve our teens and families with both expertise and timeliness.

6. How many (or what percentage) of those served overall will be Bainbridge Island residents?

99% of all of those served will be Bainbridge Island residents. The 1% non island residents tend to be parents who have separated or divorced (where one lives on Bainbridge, the other in Poulsbo or Suquamish) and/or homeless youth referred to us through Coffee Oasis.

7. Describe how this request fits within the definition of Human Services as provided in the Human Services Element of the City's Comp. Plan:

- **Provide people with the tools to achieve economic, social and emotional stability to the best of their ability.**
- **Offer activities and services that promote healthy development of the individual, prevent problems, and support positive outcomes.**
- **Support quality of life programs that enhance the health and wellbeing of the individual and the community.**
- **These services may be provided on an emergency, temporary, or ongoing basis, depending on the circumstances.**

The short term and long term goals envisioned by BYS all promote the wellness of our residents, and fit perfectly within the definition of Human Services as defined by the City's Comprehensive Plan.

BYS provides many services to our youth and families to help achieve social and emotional stability, promote healthy development, and enhance the wellbeing of the individual and the youth community in Bainbridge Island. Our main service is to provide cost-free psychotherapy services to teens and families, and deliver this service in the most accessible way manageable. We provide therapy service to address a wide range of mental health issues and life challenges that are often experienced by teens. Sometimes, we work with teens briefly as they struggle with an immediate, acute challenge; other times, we have the privilege of working with a teen throughout the years.

Our no-cost, accessible service allows BYS therapists to provide flexibility to work with clients temporarily or on an on-going basis, tailoring our therapy service to the client's needs. And although we are not a crisis center, we provide information through our website, and during therapy sessions, about how to handle emergency mental health situations, so that if there is an emergency, our clients have access to appropriate level of care then as well.

Many of our clients are students who just need a session, or two, or three, and then find solutions to the challenges they faced; sometimes, having someone genuinely listen to them is everything they need, and after a short time, they find the strength to tackle what's going on in their lives without continued support. Other students need more ongoing support, and we also provide services to these students as well; sometimes, we will meet with a student weekly, even throughout the summer, and have the privilege of working with them as they mature and develop throughout their adolescence, until they graduate high school. Some check in after they move onto college, when the going gets tough. Others ask for us to connect them with a therapist at their college, to continue the important work they started. Other students will come and go, getting in touch with their therapist when challenges surface. Some students become our informal ambassadors, and bring in their friends when they find out that their friend is struggling with something. Some students involve their families and we have an opportunity to meet with parents and siblings and help the whole family make adjustments as they tackle a challenge together; other students turn to us in private, to resolve issues they are unable to share with their family.

In therapy, these youth and families learn valuable life skills, whether it's learning how to cope with stress; put words to emotional anguish; express and communicate themselves more effectively; problem solve more effectively; or just be accepted in sharing how they feel and who they are. Each youth we help gives us tremendous trust and privilege in being a part of their lives, to witness and support them through struggles, and celebrate and encourage them to continue in their success.

BYS also runs other programs that celebrate our local youth, support them in other ways during times of need, and help them develop into successful young adults. We reach out to every freshman BHS student each year through health class and Link Crew, so that very early in their high school career, they know that we are here to provide help and promote their wellbeing in a number of ways. We recognize 100-150 students each year for acts of compassion, to celebrate the everyday kindness that is needed to form a strong community. We provide free peer tutoring to students who struggle academically, and in turn, the peer tutors learn leadership and teaching skills in helping a fellow student. The youth job board and our internship program connect the youth to local business opportunities, and give youth a chance to earn money and gain job skills. Community outreach programs such as the Healthy Youth Summit turn directly to our youth to ask them what they think is most important in promoting wellness. Then we take what they are telling us and through a coalition of partners work to implement community changes and improvements based on what we are hearing.

And then there's our office, filled with comfortable couches and nooks, where students sometimes meet up to have lunch, or sit quietly for a few minutes to collect themselves, or browse our books and information and say hello to our friendly staff. They come in to pick up a piece of candy and "oh so casually" ask the front desk about our therapists.

8. Describe how this funding will foster improvement in the range and quality of health, housing and/or human services on Bainbridge Island.

Many of our teens come to us when they are faced with an emotionally stressful challenge, rooted either at home, school, with their peers or with law enforcement. It is through our psychotherapy services and diligence that we shepherd these youth through their time of need, in a way that is developmentally appropriate to their adolescence.

Although many local organizations provide various support to our community members, **BYS is unique in that we are the only Bainbridge Island youth organization that provides free psychotherapy services, specifically to teens and their families**.

We target primarily the age group that is old enough to want to (and in Washington, have the legal right to) make their own mental health care decisions, without burdening them with the challenging hurdles that often keep teens from getting the care they need, whether it's asking a parent for health insurance information, or paying for the actual therapy sessions. The therapists at our organization are trained in providing psychotherapy, and are licensed, or under the close supervision of licensed therapists. They aren't simply caring adults with sensible advice; our therapists are trained to recognize depression, anxiety, and various other mental illness symptoms; to assess risk behaviors and handle emergency situations; to teach effective self-care and communication tools; to provide teens with meaningful ways to express their internal struggles; and to understand the challenges of their lives within the context of their developmental stage. We have become a go-to referral source for other agencies that often work with teens, but cannot provide expertise in psychotherapy for adolescents, such as island coaches, school personnel, Teen Center, Bainbridge Pediatrics, and Helpline. Our ability to provide this service for free is crucial in empowering teens to access care on their own, thus ensuring that Bainbridge Island continues to provide high quality accessible healthcare to a wider range of community members.

III. ORGANIZATIONAL STRENGTH

9. Describe your organization's ability and qualifications to deliver the services you are requesting be funded. Include efforts to coordinate these services with other agencies. May include past service record, staff qualifications, etc.

Bainbridge Youth Services (BYS) is a fifty-three year-old non-profit organization whose mission is to promote the social and emotional wellbeing of our community youth and young adults (ages 10-21) through free psychotherapy, job referral, prevention education programs and recognition events.

We provide individual, family, and group therapy at our 5th/6th (Sakai Intermediate), and 7th/8th (Woodward Middle School) schools, Bainbridge High School, Eagle Harbor High School and at off-island locations including Coffee Oasis in Poulsbo (for homeless teens), North Kitsap High School and Kingston High School (as needed). We also provide support groups and retreats to target specific needs and age groups throughout the year as well.

BYS has five decades of practice launching, evaluating, and maintaining successful programs (including evidenced based programs, like *Strengthening Families*, a program which is recognized nationally as a best practice, and is proved to reduce drug and alcohol teen use in the long term, increase refusal skills, increase family empathy and communication).

Over the last decade we have provided psychotherapy services to nearly 2,200 clients administering an average of over 1,200 hours (direct contact) each year of intervention care. Each year, these numbers continue to grow. Our therapists often have full schedules, even as we steadily added more staff over the last few years, and new therapists quickly fill up their open appointment slots. Late September often brings in a larger number of requests for appointment, as school comes into full swing and stress levels go up; September 2015 hit an all-time high of new appointment requests, with 21 requests coming in over the course of a month. We anticipate a busy school year ahead, and we are determined to continue to meet our clients' needs quickly.

Also, over the last decade we have referred 2,500 youth to over 4,500 job opportunities, reached over 10,000 youth with our outreach programs and recognized hundreds of "often missed" youth for doing extraordinary things to make our world a better place to live.

The current BYS clinical team consists of a Washington licensed clinical

psychologist, three Masters' level therapists (two LMHC associates and one LMFT associate), and two Masters level interns (those who are completing supervised internship experiences as part of their graduation requirements to obtain a Masters degree). All of our members work part-time at BYS. Some of our therapists have their own private practice, while others professionally work in related fields that compliment their psychotherapy expertise (ie, as an in-home family preservation therapist, and a Chemical Dependency Professional who works with teens struggling with drug and alcohol issues). In addition to providing direct psychotherapy services to youth and their families, the clinicians also: meet regularly to consult on cases; ask for referrals; coordinate treatment with other mental health facilities as needed; and work with various other professionals (ie, teachers, medical doctors, guardian ad litems, social workers, etc.) to provide the best care appropriate for our youth's needs.

IV. BUDGET

10. Please complete the following Budget Summary

	Total	COBI	Other
Human Resources	211,493	50,000	145,993 - Fundraising 15,500- Grants
Space	4,350		4,350 - Fundraising
Equipment	3,000		2,500 - Rotary 500 - Fundraising
Insurance	5,811		5,811 - Fundraising
Operations	58,256	4,150	39,546 - Fundraising 14,000 - Grants 560 - Other
Scholarships/Intern Program	18,000		13,000 - Fundraising 5,000 - Grants
Total	300,910	54,150	246,760

11. What is the total of your agency's estimated budget for 2016?

Our total estimated budget for 2016 is $300,910

12. What portion of your total agency budget does this request represent?

This funding request represents 18% of our total agency budget.

For historical perspective, from 2005 to 2010 HHHS funded 25-35% of the BYS agency budget. From 2011-2015 our funding through our City of Bainbridge contract to provide these services has steadily declined. In 2013 funding represented 25% of the overall budget. In 2014 funding represented 20% of the budget, and in 2015 funding will represent only 16% of the overall budget. These decreases in funding are in contrast to the increasing need and demand for services.

13. How have the services you are requested funding been paid in the past?

We have a diversified revenue stream that we are continually working to improve that includes income from: special events, individuals, grants and jam sales. We have been able to increase our revenue to cover the additional costs of adding more therapists and staff to date by growing those revenue streams above. We are now, however, looking to expand our reach to another level. We anticipate adding two more therapists this year. As more families learn about our services, more are asking for help. Just in the month of September 2015, we received 21 new appointment requests as the stress of the new school year quickly took its toll for some students. And, we plan to continue the Link Crew program in partnership with Bainbridge High School and expand it to Eagle Harbor High School, grow our scholarship arm (for those seeking ways to grow and find their passions or ways to find support and help they need not found in our community), continue to expand our summer intern program and reach out to more youth in need of free tutoring services. Lastly, we will continue to be the backbone organization for the BI Healthy Youth Alliance (which is a partnership between Rotary, BISD, Raising Resilience, Boys and Girls Club and BYS) and keep growing the investment by every sector on Bainbridge for healthier youth.

14. What other sources of funding are you seeking (or have you secured)?

We are constantly working to grow our donor base and increase donations from individuals. We are developing a donor cultivation plan this year to formalize our efforts. We are also planning to grow our special events. For example three years ago our Fourth of July Fun Run had 600 participants. This past summer we had 970. It is now the largest fun run in Kitsap County. We would like it to grow beyond 1,000 runners this year. Our Breakfast event is also growing annually. Lastly, we apply for Family Foundation funds and grants. We plan this year to apply for a Kitsap Commission on Children and Health grant to help fund our summer intern program expansion.

15. What are the consequences to your clientele, organization and/or the

community if you do not receive these funds?

If we don't receive these funds we will consider staggering in our programs differently. It might take us several years to introduce the programs rather than implement them this year and next. We would also have to consider when and how to introduce more therapists based on revenue.

Our ability to meet the needs of clients that seek our psychotherapy services in a timely manner is very important to us. We make every effort to respond to new appointment requests within 48 business hours, and often are able to schedule a session within a week; however, when there are a surge of new appointments or when the therapists schedules become full, this becomes more challenging, even as we have added new therapists as the requests have grown. Adding new therapists can be a challenge, as we want to ensure that the staff has experience in working with teens and families, and are the right fit for our organizational goals.

In reality, if funding is not available to operate the psychotherapy services with the expediency and flexibility that we can currently provide our clients, our challenge will be to find a balance so that all clients can be seen, but within the limited availability of therapists on staff. This likely means longer wait times before first appointments are offered; limiting the number of sessions clients can attend (ie, must stop coming after 10 sessions); having to schedule the sessions less frequently (ie, once every other week); or limiting therapy-related services that we provide when needed (ie, helping find outside referrals, consulting with school personnel to address academic issues, etc.).

V. ESTIMATED OUTPUTS, OUTCOMES, & ASSESSMENT

16. Please complete the following chart. Please include:

• Program name;
• Outputs (defined as number served or amounts, quantitative in nature); and
• Outcomes (how you will gauge success and demonstrate project impact in terms meeting priorities and needs) should be based on measurable data sets or other objective means of assessment rather than subjective and anecdotal information. Please also include how you track these outcomes.

Outputs and Outcomes Chart		
Program Activities or Services	Annual Goal: (Unduplicated Bainbridge Residents Served) (Outputs)	Outcome of receiving this Program/Service (Outcomes)
Free Therapy Services	300 youth and families (parents and siblings)	# therapy hours provided
		# unique visits
		# total visits per month
		# completed cases
AskBYS.org	120 appointment requests	120 scheduled appointment
	7,000 page visits	# first time visits
		# returning visits
		# unique page visits
		# of questions posted
Summer Intern Program	25 employers	30 youth employed
Link Crew	50 peer leaders	Develop leadership and team building skills
	300 freshman	Will identify BYS as a resource
Think Tank Tutoring	80 students	30 tutors will tutor 50 individual students
Healthy Youth Alliance	1,000 youth and families	BHS will establish new campus cultural guidelines
	25 youth and 25 seniors	50 internal asset stories collected
	35 business leaders	Will learn about Internal Compass and take one step to prioritize youth

VI. PROGRAM EVALUATION

17. Through what process, if any, and how often does your organization evaluate the effectiveness of its programming? Please describe.

Our ultimate goal is to have all Bainbridge Island youth and families aware of our services, so that in the time of need, they know that we are able to support them. As such, our effectiveness can be measured by specific numbers of people we serve and by the number of people that we contact through our outreach efforts. But, we

can also measure progress through the Healthy Youth Survey data over time, as well as the surveys we conduct at the high school, to see if attitudes and sentiments change over time.

1. We watch the Healthy Youth Survey mental health questions/responses over time to monitor changes in those experiencing anxiety, depression and suicide ideation.

2. Within therapy, we use assessment tools such as the Beck Depression Inventory when it is appropriate to do so; however, because these results are considered medical records, we have not tracked this information for the purpose of grant funding (it will require consent to release medical information from each client). But it's an important means by which we do evaluate the effectiveness of our therapy services, although we do not share this information out of respect of the privacy rights of our clients.

3. Number of people we serve: We track the number of youth and families who are provided free therapy services, as well as the number of hours of therapy provided by the therapists. We also track the number of people that attend our events (such as the Fun Run and the Healthy Youth Summit), and participate in our programs, such as tutoring, internship, and the job board. And, we track of the number of nominations for events that celebrate youth, such as nominations for the Compassionate Action Award and the Rose Grant.

4. Outreach efforts: We track the number of people who visit our websites and utilize our services via our on-line presence (ie, job board and askBYS appointment requests). We also track the number of people are served with our outreach efforts by keeping track of the number of educational materials dispersed (ie, flyers), and the number of people who attend educational outreach meetings (ie, PTSO meetings).

ATTACHMENT B

Insurance against claims for injuries to persons or damage to property arising out of or in connection with the performance of this Agreement by the Service Provider, its officers, employees and agents:

A. Automobile Liability Insurance with limits no less than $1,000,000.00 combined single limit per accident for bodily injury and property damage.

B. Directors and Officers Liability Insurance with limits no less than $1,000,000.00 limit per occurrence.

C. Commercial General Liability Insurance written on an occurrence basis with limits no less than $1,000,000.00 combined single limit per occurrence and $2,000,000.00 aggregate for personal injury, bodily injury and property damage. Coverage shall include, but not be limited to blanket contractual; products/completed operations; broad form property damage; explosion, collapse and underground (XCU) if applicable; and employer's liability.

Before commencing work and services, the Service Provider shall provide to the person identified in Section 9 of the Agreement a Certificate of Insurance evidencing the required insurance. City reserves the right to request and receive a certified copy of all required insurance policies.

Any payment of deductible or self-insured retention shall be the sole responsibility of the Service Provider. City shall be named as an additional insured on the Commercial General Liability Insurance Policy, with regard to work and services performed by or on behalf of the Service Provider, and a copy of the endorsement naming City as an additional insured shall be attached to the Certificate of Insurance.

The insurance policies (1) shall state that coverage shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability; (2) shall be primary insurance with regard to City; and (3) shall state that City will be given at least 30 days' prior written notice of any cancellation, suspension or material change in coverage.

CITY OF BAINBRIDGE ISLAND
2016 HUMAN SERVICES FUNDING PROGRAM PROPOSAL
Boys & Girls Club of Bainbridge Island

I. STATEMENT OF PURPOSE

1. Describe community need

Bainbridge Island Boys & Girls Club (BI-BGC) is the Island's primary provider of out-of-school programming for ages 5 to 18 years, offering dynamic afterschool and summer activities with an emphasis on academic success, healthy lifestyles and good character/citizenship. It is the only drop-in youth program on the Island, providing a unique and much needed service to families and the broad community. Last spring, the Club moved to a larger facility in order to accommodate nearly twice the number of kids, bring all programs under one roof and better serve the community. Beyond direct youth services, BI-BGC actively advocates for the greater youth community, hosts public events (Pumpkin Walk), and contributes to the overall vibrancy on the Island with open social events (for tweens and teens), parents' night out events, and by sharing the Club facility with diverse community groups. Since moving into the new building, the Club has registered 252 brand new Boys & Girls Club members and is serving an average of 91 youth each day (up from the 2014 average daily attendance of 57). Today, in total, more than 550 young people are taking advantage of the programs, activities and services provided by Bainbridge Island Boys & Girls Club.

Out-of-School Expanded Learning Opportunities Critical to Community and Youth Development

As a community, Bainbridge Island needs: safe and positive out-of-school support for youth; diverse enrichment activities for youth; and affordable and flexible afterschool care which is accessible and accommodating for all families. As a drop-in program, the Bainbridge Club is the only non-licensed child care site on the Island, offering youth the flexibility and independence to come and go. Hundreds of Bainbridge kids need adult supervision and a safe and positive environment afterschool and during school vacations. Throughout the country and locally, research validates that youth benefit tremendously from consistent support during afterschool hours.

- School's Out Washington highlights: "Children and youth spend only 20% of their waking hours in school. How they spend that remaining 80% of their time has a significant impact on their success and well-being. Over a decade of research and evaluation shows that high-quality AYD [Afterschool Youth Development] programs are directly linked to youth achievement of positive social, emotional, health, and academic gains." (*Making the Case: A 2008 Fact Sheet on Children and Youth in Out-of-School Time*, National Institute on Out-of-School Time, Wellesley Centers for Women at Wellesley College, 2008; *Outcomes Linked to High Quality Afterschool Programs*, D. Lowe Vandell, E. Reisner & C. Pierce, 2007.)
- According to the October 2011 "Expanded Learning Opportunities in Washington State Pathways to Student Success" report, prepared by Priscilla M. Little, Research & Evaluation Consultant: "Afterschool and summer programs are particularly well positioned to provide a wide variety of activities that promote physical and mental health.[1] These health-related afterschool activities are especially important at a time when schools are cutting back their physical education and sports programs and have few additional resources to provide counseling or other mental health services. Youth who are in good health (physically and mentally) are better prepared to come to school ready to learn, and thus are better positioned for academic success than their less healthy peers.[2]" ([1]Little, P., Wimer, C., & Weiss, H. B. (2008). *After school programs in the 21st century: Their potential and what it takes to achieve it.* Cambridge, MA: Harvard Family Research Project.; [2]See, for example: Grossman, J. & Vang, Z. (2009). *The case for school-based integration of services: Changing the ways students, families,*

and communities engage with their schools. Philadelphia, PA: Public/Private Ventures. Online at: www.ppv.org/ppv/publications/assets/267_publication.pdf; Haas, S. A. & N. E. Fosse. (2008). Health and the educational at-tainment of adolescents: evidence from the NLSY97. *Journal of Health and Social Behavior*, *49*(2):178–92; and Basch, C. E. (2010). Healthier students are better learners: A missing link in school reforms to close the achievement gap. *Equity Matters: Research Review No. 6.* New York: The Campaign for Educational Equity. Online at: www.tc.columbia.edu/i/a/document/12558_EquityMattersVol6_WebFINAL.pdf.)

- On school days, the hours between 3 p.m. and 6 p.m. are the peak hours for juvenile crime and experimentation with drugs, alcohol, cigarettes and sex. (Fight Crime: Invest in Kids, 2003)
- Studies show that children in afterschool programs do better in school, stay in school longer and have greater expectations for the future. (Afterschool Alliance, afterschoolalliance.org)
- Parents with children in afterschool programs are less stressed, have fewer unscheduled absences and are more productive at work. (Afterschool Alliance, afterschoolalliance.org)

Bainbridge-Specific Challenges

Traditional youth challenges are compounded in Bainbridge's rather isolated, generally privileged, high achieving environment. As with public schools across the nation, in-school enrichment activities at Bainbridge public schools have been greatly restricted, due to rigorous academic testing and stringent curriculum requirements. Today, activities like art, music and physical fitness must be supplemented out-of-school and Bainbridge youth face limited options for these out-of-school experiences, beyond academics and structured team sports. Some afterschool programs on the Island offer specialized skill development. Chess and Lego clubs, for example, are offered afterschool, but focus on one skill development, meet only once a week, and have an average cost of $10 to 15 per hour.

On Bainbridge, nearly half (46%) of residents have a work commute longer than 45 minutes (according to Kitsap County data report, 2013), and the Island's primary focus for youth is on academics and athletics. Surveys compiled as part of the 2013 Bainbridge Healthy Youth Summit (BHYS) highlight a notable void in programs for older youth and indicate corresponding dangerous implications. According to BHYS reports, Bainbridge youth have a statistically higher incidence of alcohol use (versus peers throughout the state) and anecdotally report a growing abuse of alcohol, cocaine, MDMA and prescriptions drugs. As part of the survey, five Bainbridge youth-exclusive therapists anecdotally report that stress, anxiety and depression are at high levels, with limited cultural efforts to help manage stress. These therapists also indicate the Island's "cultural norms emphasize achievement versus social emotional health (i.e. overall well-being, playtime, social life)." In addition, teen comments from the survey mention the lack of teen activities and "Nothing to do leads kids to hang out and do drugs."

Bainbridge Island Boys & Girls Club Provides Holistic, Integrated Youth Development Support

Far beyond music, arts and fitness enrichment, the Bainbridge Boys & Girls Club proactively supports holistic youth development by integrating social-emotional learning, academic support and physical fitness within accessible, affordable and ongoing programs. Hundreds of parents, particularly those working off-Island, rely on the Club's flexible drop-in program with fees averaging just $2.25 per hour. During the school year, the Club serves an average of nearly 100 youth each day with positive programming at the time of greatest risk to youth. In the safe Club environment, all type of learners and interests are supported and encouraged by positive adult mentors, healthy snacks, outcome-driven experiences and a diverse peer group. BI-BGC's intentional structure and activities strengthen many developmental assets including personal power, planning and decision-making, interpersonal competence, culture competence, service to others and positive self-esteem. Many kids, who may not feel a sense of accomplishment from academics and athletics, gain confidence from exploring other

passions at the Club. Ultimately, Club kids are building 21st century skills and enjoying a sense of belonging while garnering the motivation and engagement necessary to succeed in life.

II. PROGRAM SUMMARY

2. What services will these funds provide?

BI-BGC respectfully requests funding from the City of Bainbridge Island for general operating support for out-of-school programs. Specifically, funds will be used to help fund part-time youth development associates. The majority of this staff time is for dedicated afterschool youth contact, assisting kids with: homework help, math and reading tutoring as needed; cooking and nutrition education/activities; athletics (structured and informal physical fitness); arts and crafts projects; technology and photography education (computer-based programs); science and creative writing; a girl empowerment club; music classes; community service projects; and educational games and activities. Part time staff also support our diverse, experiential learning opportunities in summer day camps. Staff assist with multiple activities designed to prevent summer learning loss (educational slides that commonly occur without structured summer programs, including ensuring that each member read 30 minutes per weekday. Throughout the 2016 calendar year, BI-BGC will run afterschool and school break (winter, mid-winter and spring break) programs as well as day camps during the summer months. In previous years, the Club provided 1,700 hours of direct youth development services annually, at heavily subsidized rates, focusing on youth in kindergarten through 8th grade. Funds provided over the 2016 calendar year will support services spanning a portion of two school years as well as summer programming. Consistent, knowledgeable staff and an adequate ratio of 1 adult to 15 youth ensure the greatest impact. Ultimately, this general operating support will ensure proper staffing to positively influence youth and help kids establish a solid foundation for future choices.

3. Who will receive service provided by these funds?

In 2016, BI-BGC anticipates serving a total of over 600 Bainbridge youth, including 100 kids afterschool each day, with positive programming. The Club focuses on kindergarten through 8th grade, and engages high school students as program volunteers. The Club serves youth from all Bainbridge public schools, including elementary schools (Ordway, Blakely, Wilkes), Commodore Options School, Sonokji Sakai Intermediate School and Woodward Middle School, and extends innovative community service and leadership opportunities for Bainbridge High School and Eagle Harbor High School students. The Club is divided into age-segmented activities, with the elementary ages downstairs and older kids upstairs in a dedicated Rick Skelton Teen Center. High school teens learn life, leadership and career skills by volunteering and acting as staff-in-training at the Club, while also gaining eligibility for possible college scholarships (administered through the Club, with funding from Rick Skelton).

BI-BGC's membership demographics generally mirror the Bainbridge community, with 69% white, 10% two or more races and 4% Asian. The current Club membership includes a slight majority of males (58%) and 18% youth from single parent households. Though the Island population is generally middle to upper income, 15% of Club members are estimated to be low-income (2014 annual Club report), while only 7.5% of youth in the Bainbridge School district are eligible for free or reduced price lunch. Sixteen percent of Club members receive some type of scholarship.

4. How will recipients access these services?

BI-BGC's out-of-school programming is available to all youth on Bainbridge Island. Kids and teens come to the program through referrals from school staff and community partners (Helpline House and Bainbridge Youth Services), as well as through Club outreach and family and peer word-of-mouth. Students from Ordway Elementary, Blakely Elementary, Wilkes Elementary and Commodore Options

School arrive to the Club by Bainbridge Island School District transportation. Students from nearby Sakai Intermediate and Woodward Middle School walk to the Club from school. Teens from Bainbridge Island High School arrive to volunteer at the Club by their own means of transportation.

5. What percent of the population of BI residents who are eligible for these services will be served?
The Bainbridge Club welcomes youth of all socio-economic backgrounds. With Club services available to all youth, nearly 4,000 youth living on Bainbridge are eligible for Club services. We anticipate serving 600 youth in 2016 and are dedicated to eliminating any potential barriers to program participation. We provide generous scholarships for all those who need them (currently 16% of our membership), and no child is ever turned away for lack of funds. Through continual community outreach and partnership referrals, providing bus transportation from local schools and extending generous financial assistance, BI-BGC's ability to serve youth is limited only by the physical constraints of the facility and operational funds to adequately maintain programming. Prior to moving to the new Club location, Boys & Girls Club was rapidly reaching capacity, with a wait list required for winter, mid-winter and spring break camps. However, with its expanded capacity, BI-BGC is now able to nearly double the number of youth the Club can serve.

6. How many of those served overall will be Bainbridge Island residents?
The vast majority of BI-BGC Club members (estimated 97%) live on Bainbridge Island, while a nominal number of youth come from other areas of Kitsap County, including Poulsbo and Kingston. The few non-BI residents are typically youth who attend Bainbridge Island schools, but live in neighboring communities and/or kids who have recently moved from Bainbridge and want to continue coming to the Club.

7. Describe how this fits Human services element of City's Comprehensive Plan
Healthy and safe youth are integral to a healthy community. At the most base level, the Club provides a continuum of services and a safe place kids and parents can always rely on. With the Club's positive role models and intentional programs, Bainbridge kids are building the foundation for success while advancing academics, gaining important life and career skills, and keeping active and healthy. The Club's daily homework help, tutoring and educational games and experiences help improve grades, reduce high school drop-out rates, and teach kids to see themselves as learners. At the Club, Bainbridge youth are developing healthy lifestyles by eating nutritious snacks, participating in cooking and nutrition education, and being encouraged to exercise at least 30 minutes per day with fun Club games and activities. These healthy behaviors correlate to reducing drug use and childhood obesity, and fostering a positive self-image. Dedicated youth development professionals, using proven youth curriculum and best-practices strategies, cultivate social-emotional growth. Club kids are volunteering, learning acts of kindness and gaining leadership skills. Teens build confidence, interpersonal skills and real work experience acting as staff-in-training. These are the building blocks for youth to achieve economic, social and emotional stability. Club services are provided year-round, improving the quality of life for kids and well as working parents who are confident in the Club's safety and ability to provide positive, enriching growth opportunities for their child. The Bainbridge Club also builds positive community among the general public by hosting public events and engaging teen socials, providing inexpensive child care during school auctions, and welcoming diverse community groups to use its facility.

8. Describe how this funding will foster improvement in the range and quality of health, housing and human services on BI
BI-BGC's youth services play an important role in collectively addressing health and human services on the Island. The Club collaborates with Bainbridge Youth Services, Bainbridge Parks & Recreation,

IslandWood, Helpline House, local schools and other community organizations to maximize the greatest benefit for Bainbridge youth as we integrate services and share referrals. Each year, the Club expands its' membership, welcomes kids from families that are new to the Island, engages both new and long-time members with new classes and opportunities (rock climbing and ukulele instruction began in 2014), and continually works to support the Bainbridge schools' educational goals. Safe and positive youth contribute to strong families and greater community.

Financial support from the City of Bainbridge Island is critical to adequately meeting the increasing needs of our community's youth. BI-BGC programs are the lowest cost on the Island and 16% of our membership receives scholarships. As our membership and average daily attendance increase, we must rely on City funds offset the expense of greatly subsidizing programs. By helping to fund part time Club employees to support out-of-school programming, the Club can continue to accommodate the growing needs of Bainbridge kids and families.

III. ORGANIZATIONAL STRENGTH

9. Organizational ability and qualifications

Bainbridge Island Boys & Girls Club (BI-BGC) has a track record of providing safe, beneficial and innovative youth development programs since 1999. For more than 15 years, Bainbridge parents have relied on the Club to augment academic, social and emotional learning opportunities. Today, more than 550 youth benefit from the Bainbridge Club's heavily subsidized afterschool and summer programs annually. The Club is one of six organizational leaders of the Bainbridge Healthy Youth Alliance, driving a five-year plan to help improve youth support on the Island. Club Executive Director Brooke Beals manages the Bainbridge Club with over a decade of youth programming experience, a sincere passion for youth and a dedication to securing and maintaining community partnerships. Ms. Beals serves as a member of the Bainbridge Island Healthy Youth Advisory Leadership Council and works closely with local CBOs and businesses to leverage and expand resources. She is supported at the Club by two full time experienced youth development professionals: Program Director Pip Pipkins and Teen Director Jake Reynolds; and nine part-time employees, including 1 Teen Coordinator, 2 Youth Development Assistants, 4 Youth Development Specialists, 1 Administrative Assistant and a newly created Education Coordinator position to drive even more concentrated focus towards academic success. In addition to teen volunteers, the Club appreciates volunteer support from roughly 40 adults. BI-BGC partners with the Bainbridge School District and numerous human services and community agencies, including Bainbridge Youth Services, Helpline House, Bainbridge Parks & Recreation, among others. All BI-BGC staff are CPR/First Aid certified, have passed extensive criminal background checks, completed a thorough agency orientation and participate in regular staff-development trainings. As part of the BGCKC organization, Bainbridge Club staff is committed to ongoing assessments and evaluations (largely focused around the nationally recognized Youth Program Quality Initiative) which continually enhance our programs.

The Bainbridge Club is one of 12 Clubs, 2 Teen Centers, and 27 child care sites operating under the Boys & Girls Clubs of King County (BGCKC), which leverages national, regional and local resources to promote comprehensive youth support from cradle to career. In total, BGCKC serves 17,000 annually, under the mission to enable all young people, especially those who need us most, to reach their full potential as productive, caring and responsible citizens. BGCKC is the third largest Boys & Girls Club in the nation, and Boys & Girls Clubs are among the top providers of afterschool care in Washington State. As such, BGCKC is a pivotal leader in youth development, helping evolve national programs and statewide standards, regional protocols and collective impact strategies by partnering with national Boys & Girls Clubs of America, School's Out Washington, Youth Development Executives of King County (YDEKC) and

many others. Bainbridge Club staff is supported off-site by BGCKC's experienced management professionals, including: Senior Vice President of Club Operations (and former Bainbridge Club Director), Patrick Murray; Vice President of Quality, Impact & Partnerships, Evan McKittrick; and Program Services & Training Director Quincy Robertson. The Club leverages a Director of Philanthropy and Grantwriter to best steward BI-BGC gifts and contributions, as well as support from BGCKC's centralized human resource, marketing and finance departments.

IV. **BUDGET**

10. Budget Summary Chart – General Club Operating/Personnel – Proposed for Calendar Year 2016
*NOTE: BI-BGC operates on a fiscal year July 1- June 30. Contributed income from special events, grants and contributions (estimated $162,400), as well as earned income from member fees and program fees (estimated $251,900) largely help offset general operating expenses. Only select grant funds are designated for specific programs (including staffing and associated expenses) or furniture/equipment.

Area	**Total Program Budget (Total BI-Club budget)**	**COBI HSF Request**	**Other Revenue Sources (pending/likely)**
Human Resources (salaries & wages, benefits, taxes) for 3 FTE and 9 PTE	$212,108	$46,650	One Call for All - $25,000 (general operating) Bainbridge Community Foundation -$6,500 (general operating) Individual contributions & earned income
Bank and Processing Fees	$4,900		Earned and other income
Space/facilities (rent & lease, utilities, maintenance & report, janitorial)	$126,000		Earned and other income
Equipment Purchase & repair	$1,200		Bainbridge Rotary - $1,000
Telephone & internet	$5,200		Earned and other income
Insurance	$6,120		Earned and other income
Operating expenses (professional fees, food, awards, rentals, program fees, supplies, etc.)	$47,820		Kitsap Community Foundation –$3,500 (program specific – middle school summer program) Avalara, Inc. - $4,000 Windermere Real Estate - $2,000
Scholarships/Stipends	($37,000*)		(This is not a direct expense, but shown as a lack of potential revenue)
Transportation/vehicle costs	$7,100		Earned income
Other (Advertising, dues, misc.)	$2,700		Earned income
TOTAL	$413,148	$46,650	$363,148 Other grants, contributions, special events and earned revenue

Proposed COBI funding will help support six part-time employees, primarily for direct youth contact during afterschool hours. $13/hr. x 20 average hrs./week x 52 weeks (Jan 2016-Dec 2016) = $13,520/yr. x 6 PTEs = $81,120

11. Total agency budget for 2016

We operate on a fiscal year system from July 1 – June 30. The Bainbridge Island Boys & Girls Club FY2016 budget is $413,148. Overall, Boys & Girls Clubs of King County FY16 budget is $16 million.

12. What portion of your budget does this request represent?

BI-BGC respectfully requests $46,650 from the City of Bainbridge, representing 11% of the Club's operating budget for fiscal year 2016. To best meet community demand, the Bainbridge Club moved into a new facility, more than tripling the facility's square footage, allowing greater age segmentation, and locating closer to intermediate and middle schools, in spring 2015. While the Club is realizing increased membership and program revenue due to this additional capacity, with the move, the Club added three additional part-time staff positions and has assumed nearly $123,000 per year in new facility expenses.

13. How have services been paid in the past?

BI-BGC members pay a $50/annual membership fee and $10 per day for the afterschool drop-in program (with further discounted rates for siblings); summer camp rates vary by program. By contrast, on average, Washington families who pay for their child's afterschool program spend $109 per week (according to Afterschool Alliance's report "Washington After 3pm"). To keep participant fees minimal, we rely heavily on contributed income through grants, special events and individuals to maintain these affordable fees and provide scholarships as requested.

Historically, earned income has roughly been projected to cover half of the cost to effectively implement BI-BGC programs. The City of Bainbridge Island has consistently provided funding to support the Club's heavily subsidized youth services. In previous years, the COBI has awarded the Club roughly $30,000 per year, financing roughly 9 percent of the Club's previous general operating budget.

14. What other sources of funding are you seeking (or have secured)?

Contributed income is a significant source of support for BGC's heavily subsidized programs. In addition to the City of Bainbridge funding, we receive financial support from: Bainbridge Community Foundation, Rotary Club of Bainbridge Island, One Call for All, Kitsap Community Foundation, RBC/Dain Rauscher Foundation as well as individual donations and special events. Previously, the Club has received support from the Hillswood Foundation, Suquamish Tribe Fund and Walmart community giving. Positive youth development is a priority for many funders, and we are continually seeking contributed income from corporate, foundation and government sources as well as individual donors. The Island's relatively low percentage of clearly identified at-risk and low-income demographics makes the community less eligible for select grant funding. The vast majority of BI-BGC funding comes from the local community as the external perception is that the Bainbridge community does not need or warrant support from outside funders.

15. What are consequences to clientele/community if you do not receive these funds?

Engaging more youth with out-of-school activities is vital to the health of the Bainbridge community. If City funds are not received, the Bainbridge community would suffer from a lack of, or reduction in, affordable, accessible youth support. The Bainbridge Club is the only organization to offer drop-in services, the Club's nominal fees are the lowest on the Island, blending families of all socio-economic

backgrounds and extending free scholarships to low-income families. Reliable City funding allows the Club to maintain minimal program fees, ensure proper adult-to-youth ratios (1:15), provide scholarships to those in need, and pursue innovations in programs. If funding is not secured, the Club would be faced with the tough choices of raising fees, increasing staff-to-child ratios and/or reducing program hours. Mostly likely, the Club would be forced to raise fees and/or shorten hours for full day care.

V. ESTIMATED OUTPUTS, OUTCOMES & ASSESSMENT

16.

OUTPUTS AND OUTCOMES CHART		
Program Activity or Services	**Annual Goal: Unduplicated Bainbridge Residents Served (Outputs)**	**Outcome of Receiving this Program/Service (Outcomes)**
Youth Development Support	550 youth registered Club members	Youth programs are readily available/accessible in the Bainbridge community Kids engage in interactive learning across a broad spectrum of interests in the Club's positive, safe environment • As validated by Club registration and attendance
Physical fitness/nutrition, including: **Triple Play** – program combining healthy habits for mind, body and soul **Cooking** – program teaching nutrition, healthy food growth and preparation, daily snack	259 youth regularly accessing Club programs	BI youth engage in daily physical activity • Club youth average 30 minutes/day of physical activity per day at Club), measured by program attendance Youth gain knowledge of good nutrition through cooking classes and healthy snacks • 90% of youth demonstrate improved awareness and understanding around nutrition, as evidenced by snack consumption, youth dialogue and cooking engagement and parent surveys
Positive character development - Community service projects and leadership opportunities	40 youth	Bainbridge teens and local community realize mutually beneficial rewards from monthly stewardship projects • Estimated 1,600 community service hours (40 hours/teen/school year), as recorded by youth logs
Social & Emotional Learning, through: **SMARTGirls -** female empowerment and education, led by female adults **Positive adult role models and peer relations –**intentional best practices for youth development	259 youth (regularly attending the Club)	Youth develop improved relationships and self-confidence, demonstrating ability to make healthy choices, as indicated by: • Youth giving 85% of desired responses to oral and/or written survey questions relating to attitude, awareness and behaviors • 85% of parents report observing improvements in child behaviors and attitudes, as indicated in

		family surveys
Academic and Educational Support including - **Power Hour** homework assistance and academic tutoring **Project Learn** & **Summer Brain Gain** - educational games/activities **Reading Buddies** - bi-weekly literacy program for 2nd & 3rd graders **Summer Reading** program – ensuring kids participate in 30 minutes of reading weekdays during summer programs	219 elementary; 40 middle school youth (regularly attending members)	Youth will strengthen skills that support academic success. As a result of daily homework help, learning games, tutoring and specific interventions: • An estimated 99% of BI-BGC members will make on-grade progressions as indicated by fall 2016 grade entry reporting • 150+ Club members will develop regular homework habits, as evidenced by participating in daily homework help at least three times per week (validated by KidTrax attendance system) and staff observations • 100% of 102 2nd & 3rd grader members will make substantial literacy gains, as demonstrated through pre- and post-program reading assessments • 85% of summer program participants will maintain or increase reading levels over summer months, as indicated by spring 2016 and fall 2016 testing (as available and shared with the Club)

VI. PROGRAM EVALUATION

17. How does your organization evaluate the effectiveness of its programming?

The Bainbridge Club is committed to high-yield activities and outcome-driven results, closely monitoring our impact through validated instruments, including youth development assessments developed by the Weikart Center for Program Quality, national Boys & Girls Clubs of America program measurements (including a National Youth Outcomes Initiative survey of attitudes and awareness), and extensive Club reporting/anecdotal feedback. The Club uses an electronic attendance system, KidTrax, to gauge daily engagement in programs.

The Bainbridge Club aligns with the national Boys & Girls Clubs of America Formula for Impact (FFI) as a roadmap to help ensure that members achieve our priority outcomes of Academic Success, Good Character and Citizenship, and Healthy Lifestyles. Older Club members take annual National Youth Outcome Initiative (NYOI) surveys and younger members will take Club-specific surveys to provide feedback on Club activities, staff engagement and youth attitudes toward school. In addition, BI-BGC is dedicated to using the nationally recognized Youth Program Quality Initiative (YPQI) framework, which includes an assess-plan-improve sequence, which uses internal and external assessors (averaging assessments twice per year) to continually improve programming and deepen our impact on youth.

We also solicit feedback about Club programs and effectiveness from Club parents. We offer members a voice in the design of programs and a choice in how to participate. Student-led interests help drive specific activities, specialty programs and community service priorities. We also gather Island-specific input about community needs from other community-based organizations as well as Bainbridge teachers, business leaders and others. This school year BI-BGC is partnering with the local Senior Community Center for a reading buddies program to engage the community in bolstering 2nd and 3rd grade literacy skills to ensure Bainbridge youth meet critical educational competencies.