

**Subject:** New submission from Community Development Combined  
**Date:** Friday, January 19, 2024 at 5:19:26 PM Eastern Standard Time  
**From:** jnytko@govsol.org  
**To:** jnytko@govsol.org

<b>General Information</b>
<b>Date of application:</b> 01/19/2024
<b>Organization name:</b> Young Men's Christian Association of the Capital District
<b>Organization TIN or EIN:</b> 141726531
<b>If available, provide your Unique Entity Identifier (UEI):</b> JLHMPEMLMV13
<b>Organization physical address:</b> 465 New Karner Road Albany, NY 12205 United States <a href="#">Map It</a>
<b>Is the mailing address different from the physical address?</b> No
<b>Contact Information</b>
<b>Primary contact name:</b> Tovah Lisky
<b>Primary contact title:</b> Senior Vice President of Association Advancement
<b>Primary contact phone:</b> 5182095346
<b>Primary contact email:</b> <a href="mailto:tlisky@cdymca.org">tlisky@cdymca.org</a>
<b>What is the preferred method of contact?</b> Doesn't matter
<b>Website (if available):</b> <a href="https://cdymca.org/">https://cdymca.org/</a>
<b>Organization Info and Structure:</b>
<b>Is the organization a nonprofit?</b> Yes

**Date of establishment:**

04/01/1990

**Give a brief description of your organization. Please include information on the organization’s activities or mission statement (150 words or less):**

The Capital District YMCA supports, engages, and strengthens the Capital Region community through programs and partnerships focused on youth development, healthy living, and social responsibility. The Capital District YMCA welcomes all people, enhances lives through personal growth opportunities and promotes diversity, equity and inclusion in all we do for youth, adults, families, and our community.

Every day, the Capital District YMCA creates a safe and healthy environment for personal growth, increasing impact through our programs, and helping those in need as a leader and catalyst in strengthening our urban, suburban, and rural communities.

We measure our impact on youth empowerment and education, on improving wellness and health disparities and on social responsibility for youth, adults, seniors, and families in our community, as we continue to grow the people served by the Capital District YMCA.

As an anchor in the communities we serve, the Capital District YMCA is committed to diversity, equity, and inclusion, knowing that these efforts create better opportunities for all. In the critical role as community advocate and partner, the Y is uniquely positioned to bring our community together.

**Provide the total number of full-time employees (if applicable):**

265

**Provide the total number of part-time employees (if applicable):**

989

**Provide the total number of volunteers (if applicable):**

300

**What is the organization’s current annual budget?**

\$39,497,433.65

**Have you or the organization ever received any form of COVID-19 relief funds or loans specific to the negative impacts of the Pandemic?**

Yes

**If you selected "Yes" above, please specify type and amount.**

ERC - \$3,546,000  
PPP - \$4,499,681

**Did your organization lose revenue as a result of the COVID-19 Pandemic? If yes, provide the amount of lost revenue (2020-2022)**

Revenue Loss:  
FYE 2020 FYE 2021 Change FYE 21 vs FYE 20 FYE 2022 Change FYE 22 vs FYE 20

Fund Raising \$1,356,299 \$11,565,666 \$10,209,367 \$1,281,040 \$(75,259)  
Membership \$17,347,508 \$7,826,293 \$(9,521,215) \$7,678,441 \$(9,669,067)  
Program \$20,599,168 \$7,398,800 \$(13,200,368) \$13,451,032 \$(7,148,136)  
Grants \$431,112 \$264,901 \$(166,211) \$2,185,543 \$1,754,431  
Other \$484,121 \$2,177,831 \$1,693,710 \$5,847,114 \$5,362,993

\$40,218,208 \$29,233,491 \$(10,984,717) \$30,443,170 \$(9,775,038)

Includes PPP Forgiveness of \$4,499,681

**Project Proposal**

**Applicants may choose to apply for up to 2 program areas. Please select the primary program area for which you would like to apply.**

Youth Services

**What amount of funding is being requested (Must be at least \$100,000 and should not exceed program area totals)?**

100,000

**Is this a new project or expansion of an existing initiative, please describe.**

This is not a new project. The CDYMA Black and Latino Achievers program was started in 1996. The program was lead by our CEO David Brown who was then an Executive Director in one of our Y branches. At it's peak, this program had close to 400 black and latino student participants.

When the pandemic hit, our operations were affected largely due to restrictions. This program was one of them. No longer could we meet in person or partake in our monthly trips and gatherings. Over three years the program dwindled to mostly zero participation as the lure and enticement of the program had a lot to do with the comradery and being with peers and mentors in person.

**Please provide an executive summary of the proposed program or project for which you are requesting funds. Include a description of the target population, as well as the goals and objectives of your proposed project (500 words or less).**

Achievers is a college and vocational readiness/CTE and career exploration program committed to empowering and inspiring our future generation of adults whether they are interested in attending college, pursuing training for a trade or other career venture. The Black and Latino Achievers Program began in 1971 at the Harlem YMCA. Five Pillars are incorporated into this model: academics, college knowledge, positive relationships, life skills and positive identity. Achievers creates opportunities to connect adult role models with youth. This successful program spread quickly to YMCAs nationwide and leverages national YMCA resources.

The program provides students with access to educational and career information that will help them and their families make the best decisions regarding their bright future. The focus of the program is to support teens to have opportunities to do the following: (1) Explore different career industries and post-high school educational options, learn critical life skills, and gain valuable mentorship and guidance from alumni and influential business leaders from our local community. (2) Become equipped with the skills and resources they need for post-high school success, which can be measured by the following indicators: high school graduation rate, successful enrollment in a post-secondary institution, e.g., college, apprenticeship program or other training; and increased knowledge in life skills critical to their transition from high school. Some qualitative indicators include testimonies of increased sense of future vision, confidence, and support from positive adult role models. (3) Participate in life skill trainings, workplace tours and college visits, and mentorship in various other capacities.

**Please explain why this program or project is needed within the County.**

The Need:

The NYS graduation rate as of August 2022 is 87%; (2022 | NY STATE – Graduation Rate Data | NYSED Data Site). Black and Latino children have graduated from high school in New York State at rates of 15% points lower than other youth in their cohort (NYSED Graduation Rate Data through August 2019, verified by principal in September 2019; (2019 | NY STATE = Graduation Rate Data | NYSED Data Site). National undergraduate graduation rate gaps for black and latino students have tended to be substantial – 34% to 20% points, respectively – compared to other racial/ethnic groups (NCES Postsecondary graduate rate data through 2017, last updated 2019; (Indicator 23: Postsecondary Graduation Rates (ed.gov)). There also appears to be a substantial national gap in the percentage of degrees conferred by race/ethnicity. Black or latino students were conferred diplomas at gaps of about 40% to 28% for the associate's; 52% to 47% for the bachelor's; 49% to 53% for master's; and 55% for doctoral degrees, respectively (NCES Degrees conferred by race/ethnicity and sex, 2018-2019; Fast Facts: Degrees conferred by race/ethnicity and sex (72) ).

National unemployment rates for black people who are over 20 years of age tend to be almost twice as high as other racial/ethnic groups 3.4% versus 6.4%. Latinos also tend to fall short – 3.4% versus 4.7% (U.S. Bureau of Labor Statistics Unemployment Rates, 1st Quarter 2021 versus 1st Quarter 2022, last updated April 2022; E-16. Unemployment rates by age, sex, race, and Hispanic or Latino ethnicity (bls.gov).

Since 1996, the Achievers Program has offered high-quality programming that provides support for youth at risk of not graduating from middle school and not enrolling in high school, and subsequently, a post-secondary program. Achievers has successfully graduated more than 98% of its Senior Achievers since 2017 and 99% have enrolled in college, vocational school, or the military. The program intends to continue to provide youth in the Capital Region with a foundation that will decrease the future likelihood of them leaving college without earning a degree; failing in their apprenticeship, trades, or other training pursuits; and/or being unemployed later in life.

**All funded activities must meet the objective of responding to the public health and negative economic impact of the pandemic. Please describe how your proposal will help address this objective and assist with recovery (250 words or less).**

Black youth and families disproportionately experienced significantly higher rates of COVID-19 infections, hospitalizations, and deaths. Black Americans were over twice as likely to be hospitalized with COVID-19 and more likely to die from COVID-19 when compared to white Americans, despite being only 13 percent of the population. Black youth were also twice as likely to lose a caregiver compared to white children. Black youth are still struggling with the psychological distress, grief, and loss of social support related to these losses. These experiences have exacerbated the mental health crisis brewing before the pandemic. Since the 2000s, the suicide rate among Black youth has been increasing faster than any other racial/ethnic group, and the pandemic significantly increased Black youths' reports of anxiety and depression. Because of the systematic under-resourcing of Black communities, there are few accessible, affordable, and high-quality mental health supports and services available to support Black youth and families.

In addition to mental health, other aspects of Black youths' development were affected. Black youth were more likely to have inadequate access to technology and experience loss of instruction when remote learning was the norm, resulting in significant losses in learning. One third of Black families with children experienced three or more simultaneous economic and health-related adversities during the pandemic, such as unemployment, financial instability, and food insecurity. (The Brink; POV: Black Youth and Families are Being Left Behind as we Return to Normal: A Call To Action.) January 6, 2023

Through YMCA Black and Latino Achievers, youth gain a sense of self, raise their academic standards, build character, develop cultural competence skills, gain exposure to diverse career opportunities, and receive hands-on service learning and field experiences. A key benefit of Black and Latino Achievers program, and perhaps the most impactful for longevity, is the relationship formed between adult achievers and student achievers during career cluster workshops and one to one conversation and mentorship.

**If an award is made, describe how Albany County stakeholders will benefit. Where possible, please use measurable outcomes to quantify impact.**

If the CDYMCA is awarded ARPA funds from Albany County those funds will be used to drive student participant growth within Albany County school districts.

Currently we have 75 students involved in the following schools:

Albany HS  
Albany Leadership  
Cohoes HS  
Colonie HS  
Green Tech  
Guilderland HS  
Shaker HS  
Voorheesville HS

ARPA funds will allow the CDYMA to double the above impact numbers while adding key schools notably missing; ie: Watervliet HS.

**Please describe your organization's ability to implement the project you propose including organizational structure, staff members involved, a summary of similar initiatives you have undertaken and the date they were completed:**

Our CEO David Brown is a tremendous leader in this space. Mr. Brown not only mentors our local lead on this program but he also serves nationally in the YMCA movement on our Boys of Color initiative; DEI work and several other committees as it relates to racial and ethnic disparities.

Our Director of Youth Development, Ms. Abigail Gomes, comes from counseling and coaching students as a community school coordinator in the Albany City School District for several years. Ms. Gomes knows and understands school systems and where extra resources are sought out in community programs like the Black and Latino Achievers program.

With the changing 'norm' coming out the pandemic, we felt we needed to increase the youth development staff team working on this project. For the first time, we have hired two full time employees who work directly with Ms. Gomes to develop curriculum, secure impactful program and work with school partners to recruit and sign on students. Lastly, we have a handful of part time coordinators who deliver program to our various sites on a weekly basis.

**How will you track performance goals and define success? Include at least two key performance indicators and expected annual outcomes/impact?**

• Academics & Post-Secondary Schooling Preparation & Social & Life skills development will be measured via

respective school graduation along with pre & post assessments.

- Positive relationships & networking skills development is measured by social capital via students' LinkedIn profile endorsements by various career professionals. Career exploration and leadership development are also measured by pre & post assessments, in addition to students industry exploration presentations & portfolios.

- We expect that 100% of Achievers will be able to effectively utilize networking skills. 100% of Achievers will have at minimum 36 plans for 36 careers that live within the 9 industries we will explore. 100% of Achievers will have at minimum a 60% increase in their knowledge and understanding of post-secondary schooling preparation.

**Project start date:**

09/16/2024

**Project End date:**

06/25/2025

**Please provide key project milestones inclusive of the anticipated timelines and descriptions**

Milestone	Anticipated Timeline	Task Description
Adult Achiever Pinning Ceremony	September 2024	over 50 adults will be secured to be mentors to our youth
Student Achiever Pinning Ceremony	October 2024	over 250 students will be signed on to participate in the 2024-25 school year
First Immersion Day	December 2024 - Monthly	students will meet on a local college campus to explore a career cluster and look at feilds of related study
College Tour Dayes	Throughout the Spring	there will be a set college tour schedule for the spring semester
graduation	June 2025	we expect all participating seniors to graduate!
career plans	June 2025	all undergrads will present on their various career plans to mentors and peers

**At the top of this page is a downloadable project budget. Please download the budget form and upload it here.**

- [ARTS-Budget11.pdf](#)

**If you are funding a multi-year initiative, please provide a breakdown of funding level per year below:**

2024	2025	2026
100,000		

**Use this space to provide a narrative supporting and clarify anything from the proposed project budget above. In addition, if “Other Funds” or “Other Uses” are included above, please specify the source(s) below.**

This section is completed as part of the attached budget.

**Explain why ARPA funds are needed to complete the proposed program/project. Would the proposal be possible without ARPA assistance? Describe how your proposal would be impacted if you are awarded a smaller grant than requested?**

The competition for the donor dollar has never been so fierce as the need has only grown stronger as our communities build back from losses during the pandemic. The YMCA is no different. In fact, pre-pandemic, the YMCA model was for our suburban branches to operate on surpluses that helped to fund deficits in our three urban branches as well as the many programs that we deliver to the communities we serve, closing a gap with our fundraising dollars.

Currently as we build back operationally from losses caused by the pandemic, we do not have the luxury of our branches operating at a surplus level. Because of this, ARPA funds will be an integral part of how we will be able to fund growth within this program.

Yes the program is still possible without ARPA funds, however we would struggle to be able to grow and/or be able to deliver as many impactful immersion days or extra activities for participants.  
If a smaller grant is awarded, we would scale back on growth and/or program experiences.

**ARPA funds must be expended by December 31, 2026. Please describe how your project will be sustained if it will continue beyond this date.**

The CDYMA is very fortunate to have over 3,000 donors that give to our annual campaign which helps to support many programs that the YMCA offers to the community rallying around healthy living, youth development and social responsibility. Our Black and Latino Achievers program is one of the supported program. ARPA funds will help our organization to drive participation and impact numbers. It is our hope that showing this kind of impact will allow us to go to new donors to request support and get directly involved.

**List any project partners/subrecipients:**

We partner with school districts across the Capital Region to deliver the Black and Latino Achievers program.

**Please list any matching funds:**

We currently do not have any matching funds if awarded ARPA dollars.

**Tax Information or Additional Information**

**Please upload Federal tax returns for tax year 2019**

- [Final-2018-Form-990-Public-Disclosure-FYE-2019.pdf](#)

**Please upload Federal tax returns for tax year 2020**

- [Final-2019-Form-990-PublicDisclosure-FYE-2020.pdf](#)

**Please upload Federal tax returns for tax year 2021**

- [Final-2020-Form-990-FYE-2021\\_PublicDisclosure.pdf](#)

**Please upload Federal tax returns for tax year 2022**

- [Final-2021-Form-990-FYE-2022-Public-Disclosure.pdf](#)

**Please upload IRS Form W-9**

- [W9-6.15.23.pdf](#)

**(OPTIONAL) please feel free to upload anything which you feel would strengthen your application.**

- [Achievers-Sponsors-Handout.pdf](#)

**Risk Assessment:**

**Has the organization adopted and/or implemented policies relating to: records retention, conflict of interest, code of ethics, and/or nondiscrimination policies**

Yes

**If you selected "Yes" above, please specify:**

We follow all mandated retention of records, we have a conflict of interest document signed by all board members, we also have adopted and have code of ethics and nondiscrimination policies.

**Is the organization properly insured?**

Yes

**If you selected "Yes" above, please specify the types of insurance held and the limits:**

Property and Casualty. Due to the extent of our operations; the policy is very detailed. The policy breakout can be shared at your request.

**Does the organization have a financial management system?**

Yes

**If you selected "Yes" above, please specify:**

Blackbaud Financial Edge

**Has the organization previously done work for the Federal government (i.e. Is the entity experienced in managing Federal funds)?**

No

**Certifications**

**Acknowledgment 1**

I Have Read and Understand the U.S. Treasury's Compliance and Reporting Guidance for State and Local Fiscal Recovery Funds (see below link)  
U.S. Treasury's Compliance and Reporting Guidance for State and Local Fiscal Recovery Funds:  
<https://home.treasury.gov/system/files/136/SLFRF-Compliance-and-Reporting-Guidance.pdf>

**Acknowledgment 2**

Should the County Allocate ARPA Funds, I am Able to and Pledge to Adhere to ALL Compliance and Reporting Requirements of the U.S. Treasury as it relates to any State and Local Fiscal Recovery Funds

**Acknowledgment 3**

I Understand the County Will Contact me if/when Additional Information is Needed and that Information will be Promptly Provided to the County to Support Reporting Requirements

**Acknowledgment 4**

If for Any Reason I am Unable to Comply with the U.S. Treasury's Compliance and Reporting Requirements I will Immediately Notify the County in writing by email or letter

**Acknowledgment 5**

All Information Submitted in this Application is True & Accurate

**Electronic Signature Agreement**

I agree  
By checking the "I agree" box, you agree and acknowledge that 1) your application will not be signed in the sense of a traditional paper document, 2) by signing in this alternate manner, you authorize your electronic signature to be valid and binding upon you to the same force and effect as a handwritten signature, and 3) you may still be required to provide a traditional signature at a later date.

**Type name**

Tovah Lisky