



EXPLORING™

DISCOVER YOUR FUTURE

Workforce Development Funding Guide

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WORKFORCE DEVELOPMENT FUNDING

The impact of Exploring in your community and, specifically, on your local council is lasting and can be seen in three categories: Funding, Exposure, and Membership Retention. A graphic explaining that impact is provided as **Appendix A** in this document. With a renewed emphasis on Exploring there is tremendous opportunity for your council/district to secure funding through a youth workforce development strategy. The philanthropic community continues to support programs that address:

- The building of college and career readiness skills
- Providing quality employment readiness training
- Offering a range of career exploration and work-based learning opportunities

For young people to thrive as adults, they need a strong academic foundation and the knowledge and skills to be successful in the workplace. This is exactly what the Exploring program provides.

This guide has been designed to aid a district, service area, and/or council in starting discussions with key leadership and their executive board on implementing a funding strategy for Exploring. This program is new to many and a methodical approach should be taken when discussing. Those implementing the strategy should include a cross section of staff and volunteers to ensure proper planning and success.

The Workforce Development Funding Project in your council could be an Exploring program fundraising campaign that solicits local businesses, corporations, and individual donors. To make the funding project successful, the Exploring program’s mission and its function as an answer to greater societal issues must be communicated clearly. Measurable outcomes and a service area implementation toolkit must also be developed. Proper training with staff and volunteers will be essential.

Funding Exploring for a Year

The table below illustrates the approximate costs of delivering the Exploring program.

Program Delivery Needs	Expense
Exploring executive salary and benefits	\$50–\$60K, based upon cost of labor G1, G2, G3, or G4
Paper surveys	\$2,975.20 (40,000 surveys) \$2,231.40 (30,000 surveys) \$1,487.60 (20,000 surveys) \$743.80 (10,000 surveys) \$40.09.90 (5,000 surveys) \$247.74 (3,000 surveys) \$82.58 (1,000 surveys) \$41.29 (500 surveys)
	Note: Please add shipping cost if the surveys are scanned by the national LFL vendor.
Sales kits (Bin Item SKU 634694)	\$0.00
Other marketing materials	\$500.00
Expenses for cultivation event for an average of 50 people:	<ul style="list-style-type: none"> • Printing—\$500.00 • Postage—\$100.00 • Meals—\$2,500.00 • Facility rental—\$500.00 • Equipment—\$500.00

	<ul style="list-style-type: none"> • Recognitions and awards—\$500.00 • Miscellaneous—\$500.00
Training materials	\$300.00
Council-sponsored activities	\$3,000.00
Council-sponsored membership	\$6,000.00
Recognitions and awards	\$500.00
Camp program expenses (EX: COPE)	\$4,000.00
Miscellaneous	\$1,000.00
Administration fee 10%	

FUNDING SOURCES AND METHODS

Peer-to-Peer Campaign

In this type of campaign, each volunteer sees or manages only three to five prospects (or secures that number of gifts). This can be done online or through personal contact. Click [here](#) for a guide to online peer-to-peer campaigns.

Ask Event

Unlike typical fundraising events, this is a free event where previous contributors and new guests receive personal invitations from a table host. The ask event can be a phenomenal tool for you and your volunteers to maintain campaign discipline with built-in deadlines; provide soft-sell approaches for volunteer advocates; strengthen your ties with previous contributors; showcase your current Exploring programs; and build your campaign's base. If necessary, the dinner can be organized in 60 to 90 days, but a longer period is desirable for adequate preliminary planning. Councils throughout the country are using this model successfully to raise millions of dollars.

Fundraising Events

A fundraising event can generate additional contributions when properly conducted and utilized as a part of your council's overall fund development plan. The event could be an auction, a charity ball or gala, a distinguished citizen luncheon to present one or more [Exploring](#) or Learning for Life awards, a phone-a-thon, or a sports event such as a 5K run/walk or a golf benefit. A sampling of different events can be found in **Appendix B**. Another source for event ideas can be found [here](#).

e-Funding

Fundraising via digital technology, or e-funding, can be launched in several ways: advocacy web pages, social media campaigns or pleas, email solicitation, or a designation on your donation page. Using those various methods, different strategies may be deployed based on needs. [Support from the National Service Center](#) is available to help you decide which method and strategy would benefit your council most. Multiple statistics on the value of e-funding and ideas for getting started can be found in these online resources:

- [10 Reasons Your Newsletter Could Raise More Money](#)
- [Are Millennials the Most Likely to Give Online?](#)
- [Email and Monthly Giving Boost Online Revenue](#)

- [Follow The Leaders: Learn From Charities Making the Most of Digital Giving](#)
- [Online Mobile Giving Grows](#)
- [Share of Donors Giving by Mobile Devices Up 80% Since 2013](#)
- [NFG's Online Fundraiser's Checklist](#)

Grant Writing

Many companies, families and individuals, service organizations, and chambers of commerce have charitable foundations that can assist with the funding of workforce development programs. The Potential Funding Sources document, found in **Appendix C**, provides a list of companies and foundations, including ones accredited by the U.S. Chamber of Commerce, who offer grants to workforce development programs. A case statement for workforce development can be found in **Appendix D**. If you need assistance in communicating with your local chamber of commerce, contact:

Ali Ehrlich, IOM | Director of Operations
 Political Affairs and Federation Relations | U.S. Chamber of Commerce
aehrlich@uschamber.com | 202-463-5760

Proposals

To be effective, a proposal needs to reflect thoughtful planning and clearly defined, measurable outcomes. It must address and meet the needs of three groups: your Exploring program, the youth served, and the foundation or individual that you are soliciting. A sample proposal can be found in **Appendix E** and **Appendix F**.

You will also find sample United Way outcomes aligned to the Exploring program in **Appendix G**.

A sample grant proposal to fund an Exploring Executive position in your council is available in **Appendix H**.

Partnerships/Relationships

In one example, the Atlanta Area Council and S.A.M.E. (Society of American Military Engineers) have formed a partnership that ties new unit development together with program and revenue generation. The Exploring Engineering Academy, held annually, was created through this partnership. If your council would like to do something similar, a copy of the memorandum of mutual support signed with S.A.M.E. can be found online at www.exploring.org. In addition, a promotional brochure and the academy schedule can be found in **Appendix I** and **Appendix J**.

Connecting to industries such as health care, law enforcement, technology/STEM, or construction/skilled trades (four key areas of potential Exploring growth) may also provide financial resources. The closer the ties between mission, program delivery, and fundraising, the better it will be for everyone. To illustrate this point: A large hospital where the CEO had a direct relationship with a council board organized a benefit event for Exploring. The impact on council staff was minimal, and the CEO's influence and relationship with the council helped make the event a success. As another example, a construction company may be a good funding partner for Exploring programs where youth are learning skilled trades and might eventually join the company's workforce.

Learning for Life Foundation

The Learning for Life Foundation was set up as a resource for local councils to use when institutions will not fund Scouting programs, but will fund Exploring and Learning for Life curriculum-based programs. Find the step by step instructions in **Appendix K**.

Exploring Experience Research Study

If you're looking for a program-outcomes research study on Exploring, this is it! The Exploring program contributes to the healthy development of today's young adults by providing them with the environment, resources, and relationships they need to learn and grow. This study addresses the issue of how healthy development is fostered by addressing a key question that a growing number of organizations concerned with youth development have attempted to answer: What are the specific components or elements of youth development that contribute to healthy, positive outcomes? Read the full study in the **Appendix L**.

CONTACTS

If your council needs assistance or if you have questions or concerns, please contact one of these departments at the National Service Center:

Fund Development

972-580-2116

Fund.Development@scouting.org

Exploring

972-580 2433

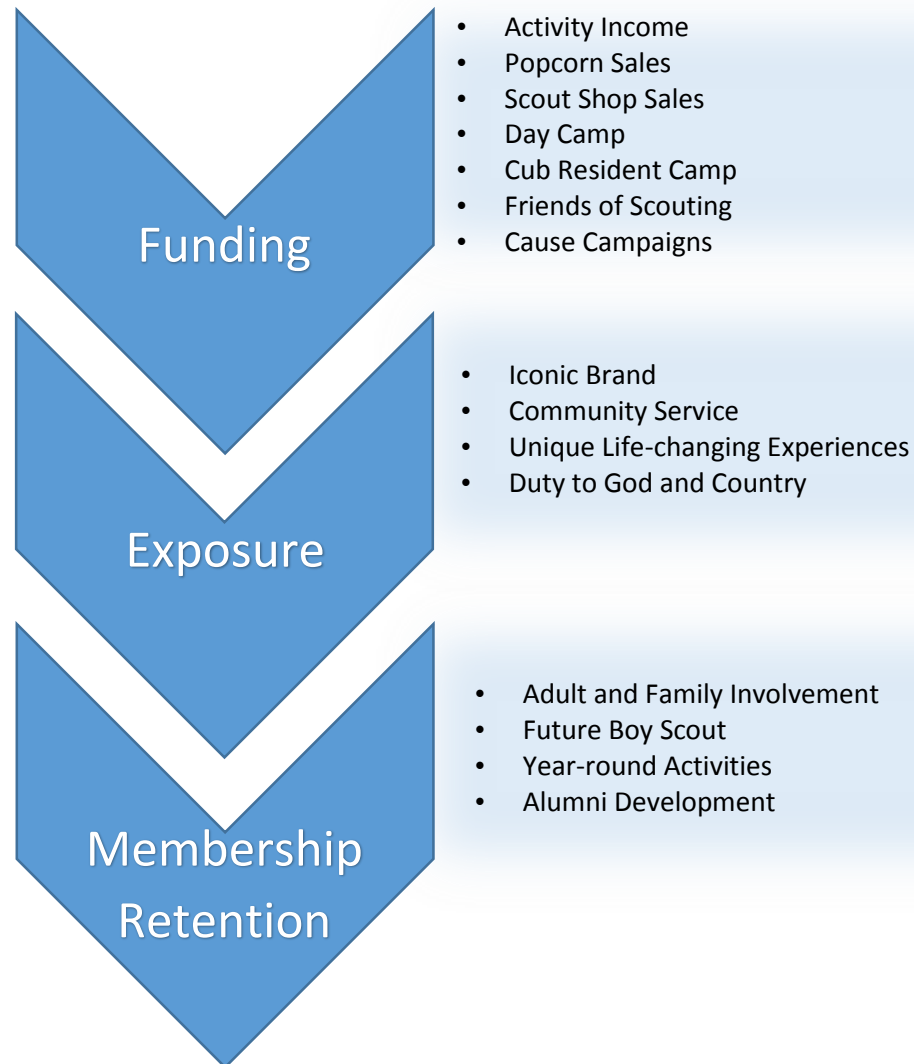
exploring@lflmail.org

You can also find contact information for the National Exploring Team at www.exploring.org/about-us.

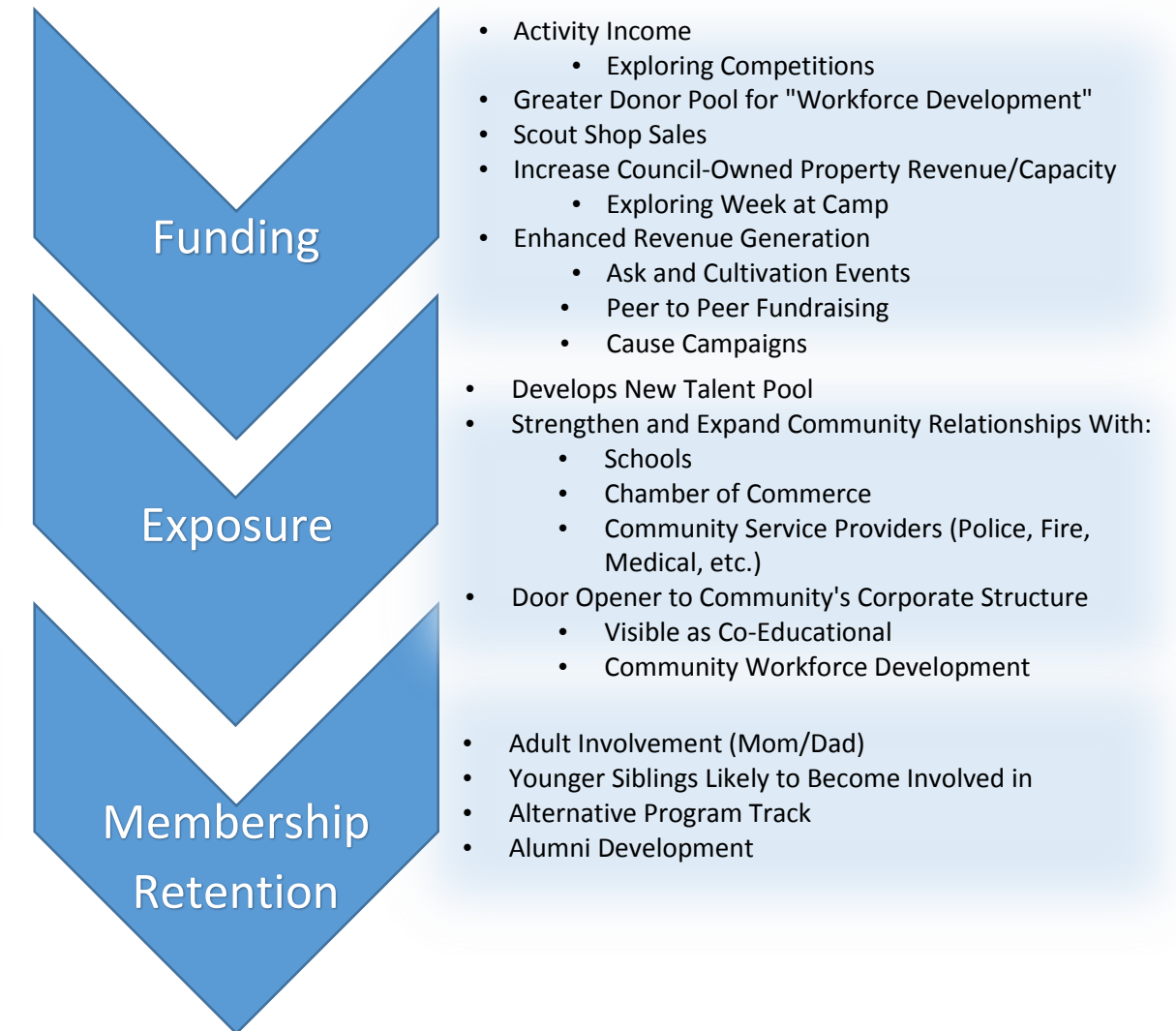
APPENDIX

Appendix A – Graphic: Effects of Exploring

The Impact of One Cub Scout



The Impact of One Exploring Post



Appendix B – Fundraising Event Sampling

Samples taken from 24 fundraising event Ideas, published by MobileCause

Chores for Charity

Nobody likes doing chores. But if you have a group of families, business partners, or community members willing to donate their time and handy skills in exchange for donations to your organization, then you have yourself a great handyman/chores services fundraiser!

Dodge Ball Tourney

This is a simple and fun competition idea for all ages. To increase participation, you can have different levels of competition and age groups to make it appealing to a wider audience.

Haunted House

Set up a scare-fest that'll raise funds instead of the undead. Save your organization some money by asking supporters and the community for decoration donations or loans of their own spooky stuff.

Moving for a Cause

Most people can always use an extra hand when moving. Gather a team of strong men and women who can do some heavy lifting to help the community (and your cause).

Obstacle Course

Instead of your normal race event, raise the bar with an obstacle course that challenges participants in exciting and rewarding ways.

Yard Sale

Gather some friends and start collecting all those unwanted items in search of a new owner. It's a great way to clear the clutter and create change!

Appendix C – Potential Funding Sources

Type	Source	Name	Resource	Notes
Corporation	Grant	3M Company	Community Affairs 3M Ctr., Bldg. 225-1S-23 St. Paul, MN 55144-1000 Phone: (651) 733-0144 Toll-Free: 1-800-364-3577 Fax: (651) 737-3061 Web site: http://www.3Mgiving.com	In St. Paul, Minn., and Austin, Texas, proposals are by invitation only. In all other 3M U.S. communities, send a letter of inquiry to the local facility addressed to 3M Plant Manager.
Private Foundation	Grant	Abelard Foundation (The)	<p>Mailing address for organizations West of the Mississippi: Cynthia Carey-Grant, Executive Director Common Counsel Foundation 678 13th Street, Suite 100 Oakland, CA 94612</p> <p>Mailing address for organizations East of the Mississippi: Susan Collins The Abelard Foundation-East P.O. Box 148 Lincoln, MA 01773</p> <p>Web site: http://foundationcenter.org/grantmaker/abelardeast/eligibility.html (Abelard-East) or http://www.commoncounsel.org/Abelard%20Foundation%20West</p>	

Private Foundation	Grant	Abell Foundation	The Abell Foundation 111 S. Calvert Street, Suite 2300 Baltimore, MD 21202-6174 Phone: (410) 547-1300 Fax: (410) 539-6579 E-mail: abell@abell.org Web site: http://www.abell.org/grantmaking/index.html	
Private Foundation	Grant	Able Trust	The Able Trust 106 East College Avenue, Suite 820 Tallahassee, FL 32301 Phone: (888) 838-ABLE (toll-free in Florida) TDD: (850) 224-4493 Fax: (850) 224-4496 E-mail: info@abletrust.org Web site: http://www.abletrust.org/grant/	
Private Foundation	Grant	Achelis & Bodman Foundation	The Achelis and Bodman Foundations 767 Third Avenue, 4th Floor New York, NY 10017 Phone: (212) 644-0322 Fax: (212) 759-6510 E-mail: main@achelis-bodman-fnds.org Web site: http://fdncenter.org/grantmaker/achelis-bodman/	
		AEGON Transamerica Foundation	Tax Dept. 4333 Edgewood Rd., N.E. Cedar Rapids, IA 52499-3210 E-mail: shaegontransfound@aegonusa.com Website: http://www.transamerica.com/about_us/aegon_transamerica_foundation.asp	

Corporation	Grant	Alcatel-Lucent	<p>E-mail: sustainable.development@alcatel.com</p> <p>Web site: http://www.alcatel-lucent.com/wps/portal/foundation</p>	<p>The purpose of the Alcatel-Lucent Foundation is to support the local communities where Alcatel-Lucent employees work and live in the United States and around the world. Alcatel-Lucent teams analyze the diverse needs within those communities and make careful decisions about the programs that Alcatel-Lucent will support to better the communities where its employees work and live.</p>
Corporation	Grant	Alcoa	<p>Phone: (412) 553-2348</p> <p>E-mail: alcoa.foundation@alcoa.com</p> <p>Web site: http://www.alcoa.com/global/en/community/info_page/foundation.asp</p>	
Private Foundation	Grant	Alfred P. Sloan Foundation	<p>Alfred P. Sloan Foundation 630 5th Ave., Ste. 2550 New York, NY 10111-0242</p> <p>Contact: Paul L. Joskow, Pres.</p> <p>Phone: (212) 649-1649</p> <p>Fax: (212) 757-5117</p> <p>Web site: http://www.sloan.org/main.shtml</p>	

Corporation	Grant	Alliant Energy	Executive Director Alliant Energy Foundation P.O. Box 77007 Madison, WI 53707-1007 Phone: (608) 458-4483 or (800) 255-4268, ext. 458-4483 E-mail: foundation@alliantenergy.com Web site: http://www.alliantenergy.com/docs/groups/public/documents/pub/p014350.hcsp	
Corporation	Grant	Allstate	Regional Contact information available at: http://www.allstate.com/foundation/contact-us.aspx Website: http://www.allstate.com/citizenship/Allstate-foundation.aspx	
		Altman Foundation	Karen L. Rosa, V.P. and Exec. Dir.; Jeremy Tennenbaum, C.F.O. 521 5th Ave., 35th Fl. New York, NY 10175-3599 Phone: (212) 682-0970 E-mail: info@altman.org Website: http://www.altmanfoundation.org	
		American Association of Community Colleges	1 Dupont Cir., N.W., Ste. 410 Washington, D.C. 20036-1145 Phone: (202) 728-0200 Fax: (202) 833-2467 Website: http://www.aacc.nche.edu	
Corporation	Grant	American Express	Regional Contact Information is available at: http://home3.americanexpress.com/corp/gb/submit.asp Website: http://home3.americanexpress.com/corp/csr.asp?us_nu=subtab	

Corporation	Grant	American Financial Holdings, Inc.	American Savings Foundation 185 Main St. New Britain, CT 06051-2296 Phone: (860) 827-2556 E-mail: info@asfdn.org Website: http://www.asfdn.org	
Corporation	Grant	Ameriprise Financial	Ameriprise Financial, Inc. Corporate Giving Program 55 Ameriprise Financial Ctr. Minneapolis, MN 55474 Phone: (866) 625-1697 E-mail: ameriprise.financial.community.relations@ampf.com Website: http://www.ameriprise.com/amp/global/about-ameriprise/community-relations.asp	
Private Foundation	Grant	Annie E. Casey Foundation	The Annie E. Casey Foundation Attention: Office of the President 701 St. Paul Street Baltimore, MD 21202 E-mail: webmail@aecf.org Website: http://www.aecf.org/AboutUs/GrantInformation.aspx	
		AONE Foundation for Nursing Leadership Research and Education	325 Seventh St. N.W Washington, D.C. 20004-2818 Phone: (202) 626-2240 Fax: (202) 638-5499 Website: http://www.aone.org/aone_foundation/index.shtml	

		Applied Materials Foundation (The)	<p>Claudia Schwiefert, Grant Mgr.; Siobhan Kenney, Exec. Dir. 3050 Bowers Ave., MS 0106 Santa Clara, CA 95054-3201 E-Mail: applied_materials_foundation@amat.com Website: http://www.appliedmaterials.com/company/corporate-responsibility</p>	
		Arizona Community Foundation	<p>2201 E. Camelback Rd., Ste. 405B Phoenix, AZ 85016-3431 Phone: (602) 381-1400 Fax: (602) 381-1575 E-mail: info@azfoundation.org Website: http://www.azfoundation.org</p>	
		Armstrong County Community Foundation (The)	<p>Mindy Knappenberger, Exec. Dir. 220 S. Jefferson St., Ste. B Kittanning, PA 16201 Phone: (724) 548-5897 Fax: (724) 548-4275 E-mail: accfound@windstream.net Website: http://www.accfound.org</p>	
Corporation	Grant	AstraZeneca Pharmaceuticals	<p>Phone: 1-800-236-9933 E-mail: azgiving@astrazeneca.com Website: http://www.astrazeneca-us.com/community-support/</p>	

Corporation	Grant	B.F. Goodrich	The Goodrich Foundation, Inc. 4 Coliseum Centre 2730 W. Tyvola Rd. Charlotte, NC 28217-4578 Contact: Kelly Chopus, Secy. Phone: (704) 423-7489 Fax: (704) 423-7011 Website: http://www.goodrich.com/CDA/GeneralContent/0,1277,50,00.html	
Corporation	Grant	Bank of America	See local branches for information. Phone: (800) 218-9946 E-mail: https://www1.bankofamerica.com/foundation/index.cfm?template=contact_us_here Web site: http://www.bankofamerica.com/foundation/	
Corporation	Grant	Bank of New York Mellon	The Bank of New York Mellon, One Mellon Center — Room 1830, Pittsburgh, PA 15258 Website: http://www.bnymellon.com/about/communityinvolvement/charitablegiving.html	
Corporation	Grant	Bayer	Bayer USA Foundation 100 Bayer Rd. Pittsburgh, PA 15205-9741 Contact: Rebecca Lucore, Executive Director Phone: (412) 777-2000 Website: http://www.bayerus.com/Foundation/Foundation_Home.aspx	

Corporation	Grant	Ben & Jerry's	Ben & Jerry's Foundation, Inc. 30 Community Dr. South Burlington, VT 05403-6828 Contact: Debby Kessler, Administrative Assistant Phone: (802) 846-1500 Website: http://www.benjerry.com/foundation/index.html	
		Black Philanthropy Initiative	Keva Womble Arizona Community Foundation 2201 E. Camelback Rd., Ste. 202 Phoenix, AZ 85016-3481 Phone: (602) 381-1400 Fax: (602) 381-1575 E-mail: jgordon@azfoundation.org Website: http://www.azfoundation.org/InitiativesImpact/PhilanthropyforAll/BlackPhilanthropyInitiative.aspx	
Private Foundation	Grant	Blandin Foundation	Blandin Foundation 100 North Pokegama Avenue Grand Rapids, MN 55744 Phone: (218) 326-0523 Toll Free: (877) 882-2257 Fax: (218) 327-1949 Website: http://www.blandinfoundation.org/html/grants.cfm	

Corporation	Grant	Blockbuster	National: Office of Corporation Contributions 1201 Elm Street Dallas, TX 75270 Phone: (214) 854-3077 Fax: (214) 854-3822 Local: Refer to web site Website: http://www.blockbuster.com/corporate/communityRelations	
		Blue Cross Blue Shield of Massachusetts Foundation, Inc. for Expanding Healthcare Access	Celeste Reid Lee, Interim Pres. Landmark Ctr. 401 Park Dr. Boston, MA 02215-3325 Phone: (617) 246-3744 Fax: (617) 246-3992 E-mail: info@bluecrossmafoundation.org Website: http://www.bcbsmafoundation.org	
		Boeing Company Charitable Trust	Bridget Sweeney-Renzulli Bank of America, N.A. P.O. Box 831041 Dallas, TX 75283-1041 Phone: (312) 544-2071 Website: http://www.boeing.com/companyoffices/aboutus/community/index.html	

Private Foundation	Grant	Bradley Foundation	Grants Program The Lynde and Harry Bradley Foundation The Lion House 1241 North Franklin Place Milwaukee, WI 53202-2901 Phone: (414) 291-9915 Fax: (414) 291-9991 Website: http://www.bradleyfdn.org/application_procedure.asp	
		California Community Foundation	221 S. Figueroa St., Ste. 400 Los Angeles, CA 90012 Phone: (213) 413-4130 Fax: (213) 383-2046 E-mail: info@calfund.org Website: http://www.calfund.org/	
		California Wellness Foundation (The)	Amy Scop, Dir., Grants Mgmt. 6320 Canoga Ave., Ste. 1700 Woodland Hills, CA 91367-2565 Phone: (818) 702-1900 Fax: (818) 702-1999 E-mail: tcwf@tcwf.org Website: http://www.calwellness.org/	
		Cathay Bank Foundation	Nancy Morikawa 777 N. Broadway Los Angeles, CA 90012 Phone: (626) 279-3876 Website: https://www.cathaybank.com/Cathay-Foundation/Home/	

Other	Grant	Center for Nonprofit Management	Center for Nonprofit Management 1000 N. Alameda Street Suite 250 Los Angeles, CA 90012 Phone: (213) 687-9511 Fax: (213) 687-7159 E-mail: main@cnmsocal.org Website: http://www.cnmsocal.org/	
Private Foundation	Grant	Ceres Foundation	The Ceres Foundation 18606 Reliant Drive Gaithersburg, MD 20879 E-mail: Ceresmd@comcast.net Website: http://fdncenter.org/grantmaker/ceres/	
Private Foundation	Grant	Charles E. & Caroline J. Adams Trust	Charles E. & Caroline J. Adams Trust P.O. Box 55886 Boston, MA 02205-5886 Application address: c/o Bank of America, N.A. Philanthropic Mgmt. Attn.: Kerry H. Sullivan, Sr. V.P. 100 Federal St. MA5-100-05-01 Boston, MA 02110 Phone: (617) 434-4846	

Private Foundation	Grant	Charles Stewart Mott Foundation	<p>Office of Proposal Entry C.S. Mott Foundation Mott Foundation Building 503 S. Saginaw St., Ste. 1200 Flint, MI 48502-1851 Phone: (810) 238-5651 Fax: (810) 766-1753 Website: http://www.mott.org/about/thefoundation.aspx</p> <p>For other locations, consult the site here: http://www.mott.org/Home/about/thefoundation/contactinfo.aspx</p>	
Private Foundation	Grant	Chicago Community Trust	<p>Ms. Sandy Phelps, Director, Grants Management The Chicago Community Trust 111 East Wacker Drive Suite 1400 Chicago, IL 60601 Phone: (312) 616-8000 Fax: (312) 616-7955 E-mail: info@cct.org Web site: http://www.cct.org/page28925.cfm</p>	
Corporation	Grant	Chrysler	<p>The Chrysler Foundation 1000 Chrysler Dr. CIMS: 485-10-94 Auburn Hills, MI 48326-2766 Phone: (248) 512-2502</p>	

Corporation	Grant	Citi Foundation	<p>Citi Foundation 850 3rd Ave., 13th Fl. New York, NY 10022-6211 Phone: (212) 559-9163 Fax: (212) 793-5944 E-mail: citigroupfoundation@citi.com URL: http://www.citigroupfoundation.com</p>	
		Claude Worthington Benedum Foundation	<p>William P. Getty, Pres. 223 4th Ave. 1400 Benedum-Trees Bldg. Pittsburgh, PA 15222-1713 Phone: (412) 288-0360 Fax: (412) 288-0366 E-mail: info@benedum.org Website: http://www.benedum.org</p>	
Corporation	Grant	Comcast	<p>Regional contact information available here: http://www.comcast.com/corporate/about/inthecommunity/foundation/serviceareas.html</p> <p>E-mail for Scholarship Program Administrators: comcast@spaprog.com Website: http://www.comcast.com/corporate/about/inthecommunity/foundation/comcastfoundation.html</p>	
Private Foundation	Grant	Community Foundation for Greater New Haven	<p>The Community Foundation for Greater New Haven 70 Audubon Street New Haven, CT 06510-9755 Phone: (203) 777-2386 Fax: (203) 787-6584</p>	

			<p>E-mail: contactus@cfgnh.org Website: http://www.cfgnh.org/page10000271.cfm</p>	
		Community Foundation for the National Capital Region (The)	<p>Terri Lee Freeman, Pres. 1201 15th St. N.W., Ste. 420 Washington, D.C. 20005-2842 Phone: (202) 955-5890 Fax: (202) 955-8084 E-mail: tfreeman@cfncr.org Website: http://www.thecommunityfoundation.org</p>	
		Community Foundation of South Alabama (The)	<p>Rebecca Byrne, Pres. 212 St. Joseph Rd. Mobile, AL 36602 Phone: (251) 438-5591 Fax: (251) 438-5592 E-mail: info@communityendowment.com Website: http://www.communityendowment.com</p>	
		Community Foundation of Western Virginia	<p>For grants and scholarships: Michelle Eberly, Prog. Off. 611 S. Jefferson St., Ste. 8 Roanoke, VA 24011 Phone: (540) 985-0204 Fax: (540) 982-8175 E-mail: programs@foundationforroanokevalley.org Website: http://www.foundationforroanokevalley.org</p>	
Other	Grant	Community Foundations	<p>To locate a community foundation in your area and determine whether your organization might be eligible for funds, visit: http://www.communityfoundations.net/</p>	

Corporation	Grant	Constellation Energy (Baltimore Gas and Electric)	Ms. Leanne P. Posko Managing Director Community Partnerships Constellation Energy 111 Market Place, 10th Floor Baltimore, Maryland 21202 Phone: 1-888-460-2002 Website: http://www.constellation.com/portal/site/constellation/menuitem.531e0af410e791875fb60610025166a0/	
		DeKalb County Community Foundation (IL)	Daniel P. Templin, Executive Director; Anita Zurbrugg, Prog. Dir. 475 DeKalb Ave. Sycamore, IL 60178 Phone: (815) 748-5383 Fax: (815) 748-5873 E-mail: dan@dekalbccf.org Website: http://www.dekalbccf.org	
Corporation	Grant	Deutsche Bank Americas	Deutsche Bank Americas Foundation 60 Wall Street, NYC 60-2110 New York, NY 10005 Website: http://www.community.db.com/	

Corporation	Grant	Dominion	<p>Ohio Community Investment Board Attn: Ms. Terry D. Bishop Dominion East Ohio P.O. Box 5759 Cleveland, OH 44101-075</p> <p>West Virginia Community Investment Board Attn: Mr. Robert C. Orndorff Dominion Hope/Dominion Transmission 445 West Main Street Clarksburg, WV 26301</p> <p>Pennsylvania Community Investment Board Attn: Dominion Foundation Dominion Peoples 625 Liberty Avenue Pittsburgh, PA 15222-3197</p> <p>Southwest U.S. Region Contributions Committee Attn: Ms. Peggy A. Cole Dominion E&P 1450 Poydras Street, 10th Floor New Orleans, LA 70112</p>	

Corporation	Grant	Dominion <i>(continued)</i>	<p>Virginia and North Carolina Community Investment Board Attn: Mr. Junius H. Williams, Jr. Dominion Virginia Power, or Dominion North Carolina Power 2700 Cromwell Drive Norfolk, VA 23509-2408</p> <p>Northeastern U.S. Region Contributions Committee Attn: Mr. Daniel A. Weekley Dominion Millstone Station Rope Ferry Road Waterford, CT 06385</p> <p>General Corporate Support Executive Director, Dominion Foundation Dominion Tower, 21st Floor 625 Liberty Avenue Pittsburgh, PA 15222-3199</p> <p>Website: http://www.dom.com/about/community/foundation/applications.jsp</p>	
		Doris Duke Charitable Foundation	650 5th Ave., 19th Fl. New York, NY 10019-6108 Phone: (212) 974-7000 Fax: (212) 974-7590 Website: http://www.ddcf.org	

		DTE Energy Foundation	Jennifer Whitteaker, Mgr., Corp. Contribs. and Community Involvement 1 Energy Plz., 1578 WCB Detroit, MI 48226-1279 bPhone: (313) 235-9271 E-mail: foundation@dteenergy.com bWebsite: https://www2.dteenergy.com/wps/portal/dte/aboutus/community/	
		Duke Energy Foundation	Alisa McDonald, V.P. 400 South Tryon St. P.O. Box 1007 Charlotte, NC 28201-1007 Phone: (704) 382-7200 Fax: (704) 382-7600 Website: http://www.duke-energy.com/community/foundation.asp	
		Dunham Fund (The)	8 E. Galena Blvd., Ste. 202 Aurora, IL 60506-4161 Phone: (630) 844-2774 Fax: (630) 844-4405 E-mail: info@dunhamfund.org Website: http://www.dunhamfund.org	
Corporation	Grant	Eastman Kodak Company	Manager Community Affairs Eastman Kodak Company 343 State Street Rochester, NY 14650-0552 Web Site: http://www.kodak.com/US/en/corp/communityAffairs/programs/CorporateContributionGuidelines.jhtml	

Corporation	Grant	eBay	<p>eBay Foundation 60 South Market Street Suite 1000 San Jose, CA 95113 E-mail: ebayfdn@siliconvalleycf.org Website: http://pages.ebay.com/aboutebay/foundation.html</p>	
Corporation	Grant	Ecolab	<p>Ecolab Foundation 370 Wabasha St. St. Paul, MN 55102-1323 Contact: Kris J. Taylor, V.P. Phone: (651) 293-2923 E-mail: ecolabfoundation@ecolab.com Website: http://www.ecolab.com/CompanyProfile/Foundation/default.asp</p>	
Corporation	Grant	Eli Lilly and Company	<p>Eli Lilly and Company Foundation PO Box 80007 Indianapolis, IN 46280 Phone: (317) 428-1130 Website: http://www.lilly.com/responsibility/foundation/</p> <p>Lily Endowment, Inc. PO Box 88068 Indianapolis, IN 46208 Phone: (317)924-5471 Website: http://www.lillyendowment.org/</p>	

		Eugene and Agnes E. Meyer Foundation	1250 Connecticut Ave. N.W., Ste. 800 Washington, D.C. 20036-2620 Phone: (202) 483-8294 Fax: (202) 328-6850 E-mail: info@meyerfdn.org Website: http://www.meyerfoundation.org	
Private Foundation	Grant	Ewing Marion Kauffman Foundation	Ewing Marion Kauffman Foundation 4801 Rockhill Road Kansas City, MO 64110 Phone: (816) 932-1000 Website: http://www.kauffman.org/	
Corporation	Grant	FedEx/Kinko's	E-mail: CommunityRelations@ fedex.com Website: http://about.fedex.designcdt.com/charitable_contribution_guidelines	
Other	Grant	Finance Project	http://www.financeproject.org Workforce - http://76.12.61.196/publications/workforcefunding.pdf Youth Programs – http://www.financeproject.org/publications/Finding_Funding_PM.pdf	
		FirstEnergy Foundation	Dolores J. Lowery, Pres.; Terry Gilman, Mgr., Community Initiatives and Contribs. 76 S. Main St. Akron, OH 44308-1890 Phone: (330) 384-5022 Website: https://www.firstenergycorp.com/community/firstenergy_foundation.html	

		Florida Blue Foundation	<p>Susan B. Towler, V.P.;</p> <p>Susan F. Wildes, Sr. Prog. Mgr.</p> <p>4800 Deerwood Campus Pkwy., DC 3-4 Jacksonville, FL 32246-6498</p> <p>Phone: (800) 477-3736 ext. 63215</p> <p>Fax: (904) 357-8367</p> <p>E-mail: thebluefoundationfl@bcbsfl.com</p> <p>Website: http://www3.bcbsfl.com/wps/portal/bcbsfl/bluefoundation</p>	
		Ford Family Foundation (The)	<p>Anne C. Kubisch, Pres.</p> <p>1600 N.W. Stewart Pkwy. Roseburg, OR 97471-1957</p> <p>Phone: (541) 957-5574</p> <p>Fax: (541) 957-5720</p> <p>E-mail: info@tfff.org</p> <p>Website: http://www.tfff.org</p>	
Private Foundation	Grant	Ford Foundation (The)	<p>The Ford Foundation</p> <p>320 E. 43rd St. New York, NY 10017-4801</p> <p>Contact: Secy.</p> <p>Phone: (212) 573-5000</p> <p>Fax: (212) 351-3677</p> <p>E-mail: office-secretary@fordfound.org</p> <p>Website: http://www.fordfound.org</p>	

Corporation	Grant	Ford Motor Company	<p>Ford Motor Company Fund One American Road PO Box 1899 Dearborn, MI 48126 Phone: 888-313-0102 Website: http://www.ford.com/our-values/ford-fund-community-service/ford-motor-company-fund/apply-for-funding-about-ford-application-505p</p>	
Other	Grant	Foundation Center	<p>The Foundation Center 79 Fifth Avenue/16th Street New York, NY 10003-3076 Phone: (212) 620-4230 or (800) 424-9836 Fax: (212) 807-3677</p> <p>Contact information for other locations can be found at: http://foundationcenter.org/about/locations.html;jessionid=AFZTMXXTIOIO5LAQBQ4CGW15AAAACI2F Website: http://foundationcenter.org/</p>	
		Foundation for the Mid South	<p>For grants: Denise Ellis, Grants and Technology Mgr. 134 E. Amite St. Jackson, MS 39201-2101 Phone: (601) 355-8167 Fax: (601) 355-6499 E-mail: bdellis@fndmidsouth.org Website: http://www.fndmidsouth.org</p>	

Private Foundation	Grant	Frank Stanley Beveridge Foundation	The Frank Stanley Beveridge Foundation, Inc. 1340 U.S. Highway One, Suite 102 Jupiter, FL 33469 Phone: (800) 600-3723 Fax: (561) 748-0644 E-mail: administrator@beveridge.org Website: http://www.beveridge.org/	
		Full Circle Fund	Kiki Mills Johnston, C.E.O. 133 Kearny St., Ste. 202 San Francisco, CA 94108-3130 Phone: (415) 824-4840 Fax: (415) 520-5709 E-mail: info@fullcirclefund.org Website: http://www.fullcirclefund.org	
Corporation	Grant	Gannett, Co.	Gannet Foundation 7950 Jones Branch Drive McLean, VA 22107 E-mail: foundation@gannett.com Website: http://www.gannettfoundation.org Local contacts available at (try Grant Contacts link): http://www.gannettfoundation.org/	
		General Motors Foundation, Inc.	Ann Kihn 300 Renaissance Ctr., M.C. 482-C27-D76 Detroit, MI 48265-3000 E-mail: ann.kihn@gm.com Website: http://www.gm.com/company/aboutGM/gm_foundation.html	

		George Gund Foundation (The)	David T. Abbott, Exec. Dir.; For Fellowships: Robert B. Jaquay, Assoc. Dir. 1845 Guildhall Bldg. 45 Prospect Ave. W. Cleveland, OH 44115-1018 Phone: (216) 241-3114 Fax: (216) 241-6560 E-mail: info@gundfdn.org Website: http://www.gundfdn.org	
Corporation	Grant	Georgia-Pacific	Georgia-Pacific Foundation, Inc. 133 Peachtree St. N.E. Atlanta, GA 30303-1808 Contact: Curley M. Dossman, Jr., Chair. and Pres. Phone: (404) 652-4182 Fax: (404) 749-2754 Website: http://www.gp.com/gpfoundation/	
Other	Grant	GetGrants California	Web site: http://getgrants.ca.gov/index.php	
Corporation	Grant	Goldman Sachs	The Goldman Sachs Foundation 85 Broad Street, 22nd floor New York, NY 10004 Website: http://www2.goldmansachs.com/citizenship/philanthropy/index.html	
Corporation	Grant	Goodyear Tire and Rubber Company	The Goodyear Tire & Rubber Company Attn: Faith S. Stewart Director, Community Initiatives 1144 East Market Street D/798 Akron, OH 44316-0001 Website: http://www.goodyear.com/corporate/about/about_guidelines.html	

		Grable Foundation (The)	Mary Anne Mistick, Grants Admin. 650 Smithfield St., Ste. 240 Pittsburgh, PA 15222-3907 Phone: (412) 471-4550 Fax: (412) 471-2267 E-mail: grable@grable.org http://www.grable.org	
Private Foundation	Grant	Great Bay Foundation	The Great Bay Foundation 253 Main St. Yarmouth, ME 04096 Phone: (207) 846-1131, Toll Free: (800) 744-8299 Fax: (207) 774-6566 E-mail: info@greatbayfoundation.org Website: http://www.greatbayfoundation.org/	
		Greater New Bedford Workforce Investment Board, Inc.	Leonard W. Coriaty, Exec. Dir. and C.E.O. 227 Union St., Ste. 206 New Bedford, MA 02740-5950 Phone: (508) 979-1504 Fax: (508) 979-5680 E-mail: Staff@gnbwib.org Website: http://www.gnbwib.org/	
Other	Grant	GuideStar	GuideStar 4801 Courthouse Street, Suite 220 Williamsburg, VA 23188 Phone: (757) 229-4631 E-mail: customerservice@guidestar.org Website: http://www.guidestar.org/npo/index.jsp	

		Gulf Coast Community Foundation, Inc.	Wendy Deming, Chief of Staff and Corp. Secy.; Teri A. Hansen, C.E.O./Pres. 601 Tamiami Trail South Venice, FL 34285-3237 Phone: (941) 486-4600 Fax: (941) 486-4699 E-mail: info@gulfcoastcf.org Website: http://www.gulfcoastcf.org/	
Private Foundation	Grant	Harry and Jeanette Weinberg Foundation Inc. (The)	Website: http://hjweinbergfoundation.org/program-areas/workforce-development/	The Foundation supports organizations that are committed to helping people help themselves by obtaining and retaining employment, preferably on a career track. Grants are directed to organizations that provide job training, placement, and retention for unemployed or underemployed individuals.
		Hartford Foundation for Public Giving	Virgil Blondet, Jr., V.P., Finance and Admin. 10 Columbus Blvd., 8th Fl. Hartford, CT 06106-1976 Phone: (860) 548-1888 Fax: (860) 524-8346 E-mail: hartfordfoundation@hfpg.org Website: http://www.hfpg.org	

Corporation	Grant	H-E-B	<p>San Antonio/West Dya Campos Director of Public Affairs 646 South Main Ave. San Antonio, TX 78204 Phone: (210) 938-8075</p> <p>Gulf Coast and Border Shelley Parks Director, Public Affairs 4326 Kostoryz Corpus Christi, TX 78415 Phone: (361) 857-1708</p> <p>Austin/Central Texas Leslie Lockett Director, Public Affairs 6929 Airport, Ste. 176 Austin, TX 78752 Phone: (512) 421-1017</p> <p>Houston Cyndy Garza-Robert Director, Public Affairs 4301 Windfern Houston, TX 77041 Phone: (713) 329-3920 Website: http://www.heb.com/aboutHEB/HH.jsp</p>	
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		Heckscher Foundation for Children	Heather Sutton, Sr. Prog. Off. 123 E. 70th St. New York, NY 10021-5006 Phone: (212) 744-0190 Fax: (212) 744-2761 E-mail: grants@heckscherfoundation.org Website: http://www.heckscherfoundation.org	
Private Foundation	Grant	Heckscher Foundation for Children	The Heckscher Foundation for Children 123 East 70th Street New York, NY 10021 Phone: (212) 744-0190 Fax: (212) 744-2761 Website: http://fdncenter.org/ grantmaker/heckscher/	
Private Foundation	Grant	Helen Bader Foundation	Helen Bader Foundation 233 North Water Street Fourth Floor Milwaukee, WI 53202 Phone: (414) 224-6464 Fax: (414) 224-1441 Website: http://www.hbf.org/	
Corporation	Grant	Hewlett-Packard	E-mail: http://www.hp.com/hpinfo/grants/us/contactus.html Web site: http://grants.hp.com/us/programs/micro_index.html	
Corporation	Grant	Hilton Foundation	Website: https://www.hiltonfoundation.org/news/118-our-new-approach-to-funding-hospitality-workforce-development	

Corporation	Grant	Hitachi	<p>Hitachi Foundation 1215 17th Street, NW, 3rd Floor Washington, DC 20036 Phone: (202) 457-0588 Website: http://www.hitachifoundation.org/grants/index.html</p>	
Private Foundation	Grant	Hyams Foundation	<p>The Hyams Foundation 50 Federal Street, 9th fl. Boston, MA, 02110 Phone: (617) 426-5600 Fax: (617) 426-5696 E-mail: info@hyamsfoundation.org For personal e-mail contacts, consult the following web site: http://www.hyamsfoundation.org/contacts.html Website: http://www.hyamsfoundation.org/</p>	
		Illinois Children's Healthcare Foundation	<p>Tamara S. Lemke, Pres. 1200 Jorie Blvd., Ste. 301 Oak Brook, IL 60523-2269 Phone: (630) 571-2555 Fax: (630) 571-2566 E-mail: heatheralderman@ilchf.org Website: http://www.ilchf.org</p>	
		Incourage Community Foundation, Inc.	<p>Kelly Ryan, C.E.O.; For grants: Dawn Vruwink, V.P., Community Resources 478 E. Grand Ave. Wisconsin Rapids, WI 54494 Phone: (715) 423-3863 Fax: (715) 423-3019 E-mail: hello@incouragecf.org Website: http://www.incouragecf.org</p>	

Corporation	Grant	ING Americas	<p>ING Foundation 5780 Powers Ferry Rd., N.W. Atlanta, GA 30327-4390 Contact: Luis Abarca, Community Relations Manager Phone: (770) 980-6580 E-mail: ingfoundation@us.ing.com Website: http://www.ing-usa.com/us/aboutING/CorporateCitizenship/index.Htm</p>	
Corporation	Grant	International Ladies Garment Workers Union (ILGWU)	<p>21st Century ILGWU Heritage Fund 275 7th Ave., 18th Fl. New York, NY 10001-6708 Contact: Muzaffar Chishti, Exec. Dir. Phone: (212) 645-2740</p>	
		Iowa West Foundation	<p>Deb Debbaut, Grants. Mgr. 25 Main Pl., Ste. 550 Council Bluffs, IA 51503-0700 Phone: (712) 309-3000 E-mail: grantinfo@iowawest.com Website: http://www.iowawestfoundation.org</p>	
Private Foundation	Grant	Ira W. DeCamp Foundation	<p>The Ira W. DeCamp Foundation c/o JPMorgan Private Bank, Philanthropic Services 345 Park Ave., 4th Fl., NY1-N040 New York, New York 10154-0004 For other contacts, please consult this Website: http://foundationcenter.org/grantmaker/decamp/contact.html Website: http://foundationcenter.org/grantmaker/decamp/</p>	

Corporation	Grant	J. Jill	<p>The J. Jill Group, Inc. Attn: J. Jill Compassion Fund 4 Batterymarch Park Quincy, MA 02169 E-mail: compassionfund@jjill.com Web site: http://www.jjill.com/jjillonline/compassion/community.aspx?BID=S2008067142034F40C005E0391457AAE391F&h=M&sk=M</p>	
Private Foundation	Grant	James Irvine Foundation	<p>San Francisco (main office) 575 Market Street, Suite 3400 San Francisco, CA 94105 Phone: (415) 777-2244 Fax: (415) 777-0869</p> <p>Los Angeles 865 S. Figueroa Street, Suite 2308 Los Angeles, CA 90017 Phone: (213) 236-0552 Fax: (213) 236-0537 Website: http://www.irvine.org/grants_program/overview.shtml</p>	
Private Foundation	Grant	John Edward Fowler Memorial Foundation	<p>Richard H. Lee, President John Edward Fowler Memorial Foundation 4340 East-West Highway Suite 206 Bethesda, MD 20814 Phone: (301) 654-2700 Website: http://fdncenter.org/grantmaker/fowler/about.html</p>	

Private Foundation	Grant	John Merck Fund (The)	47 Winter St., 7th Fl. Boston, MA 02108-4775 Contact: Ruth G. Hennig, Exec. Dir Phone: (617) 556-4130 Fax: (617) 556-4130 E-mail: info@jmfund.org Website: www.jmfund.org	
		Josiah Macy Jr. Foundation	George E. Thibault M.D., Pres.; Peter Goodwin M.B.A., C.O.O. and Treas. 44 E. 64th St. New York, NY 10065-7306 Phone: (212) 486-2424 Fax: (212) 644-0765 E-mail: info@macyfoundation.org Website: http://www.macyfoundation.org	
Private Foundation	Grant	Jovid Foundation	The Jovid Foundation Bob Wittig, Executive Director 5335 Wisconsin Avenue NW, Suite 440 Washington, DC 20015 Phone: (202) 686-2616 Fax: (202) 686-2621 E-mail: jovidfoundation@yahoo.com Website: http://fdncenter.org/ grantmaker/jovid/	
		Joyce Foundation (The)	Dir. Communication 321 North Clark Street, Ste. 1500 Chicago, IL 60654-4714 Phone: (312) 782-2464 Fax: (312) 595-1350 E-mail: info@joycefdn.org Website: http://www.joycefdn.org	

Corporation	Grant	JPMorgan Chase	<p>270 Park Ave., 4th Fl. New York, NY 10017-2014 Phone: (212) 270-0471 Website: http://www.jpmorganchase.com/cm/cs?pagename=Chase/Href&urlname=jpmc/community/grants</p> <p>Grant contacts vary by region, see the following web site: http://www.jpmorganchase.com/cm/cs?pagename=Chase/Href&urlname=jpmc/community/grants/obtain/contact</p>	
		Kern Family Foundation, Inc. (The)	<p>W305 S4239 Brookhill Rd. Waukesha, WI 53189-9126 Phone: (262) 968-6838 E-mail: info@kffdn.org Website: http://www.kffdn.org/</p>	
		KeyBank Foundation	<p>Lorraine Vega, Sr. Prog. Off. 800 Superior Ave., 1st Fl.M.C. OH-01-02-0126 Cleveland, OH 44114-2601 Phone: (216) 828-7349 Fax: (216) 828-7845 E-mail: key_foundation@keybank.com Website: https://www.key.com/about/community/key-foundation-philanthropy-banking.jsp</p>	

		KIDS Consortium	Francine Rudoff, Exec. Dir. 219 Capitol St., Ste. 5 Augusta, ME 04330-6237 Phone: (207) 620-8272 Fax: (207) 620-8271 E-mail: kap@kidsconsortium.org Website: http://www.kidsconsortium.org	
		Leona M. and Harry B. Helmsley Charitable Trust (The)	230 Park Ave., Ste. 659 New York, NY 10169-0698 Phone: (212) 679-3600 E-mail: grants@helmsleytrust.org Website: http://www.helmsleytrust.org/	
		Lincoln Financial Foundation	Sandi Kemmish, Dir. 1300 S. Clinton St. P.O. Box 7863 Fort Wayne, IN 46801-7863 Phone: (260) 455-4004 E-mail: sandi.kemmish@lfg.com Website: http://www.lincolnfinancial.com/LincolnPageServer?LFGPage=/lfg/lfgclient/abt/fingrp/index.html	Support will only be considered in communities where the corporation has a significant business presence and employee base.
Private Foundation	Grant	Mabel Louise Riley Foundation	Mabel Louise Riley Foundation 77 Summer Street, c/o GMA, 8th Floor Boston, MA 02110-1006 Phone: (617) 399-1850 Fax: (617) 399-1851 E-mail: nsaunders@rileyfoundation.com Website: http://www.rileyfoundation.com/	

Private Foundation	Grant	McKnight Foundation	<p>The McKnight Foundation 710 Second Street South Suite 400 Minneapolis, MN 55401 Phone: (612) 333-4220 Fax: (612) 332-3833 E-mail: http://www.mcknight.org/contactus.aspx Website: http://www.mcknight.org/region/index.aspx</p>	
		Meadows Foundation, Inc. (The)	<p>Bruce H. Esterline, V.P., Grants Wilson Historic District 3003 Swiss Ave. Dallas, TX 75204-6049 Phone: (214) 826-9431 Fax: (214) 827-7042 E-mail: webgrants3003@mfi.org Website: http://www.mfi.org</p>	
Corporation	Grant	Merrill Lynch	<p>Use the office locator to find an office in your area: http://askmerrill.ml.com/branch_locator/1,2283,,00.html</p> <p>E-mail: http://www.ml.com/index.asp?id=7695_8143_8322_13503</p> <p>Website: http://philanthropy.ml.com/index.asp?id=66319_67031_67433</p>	

Corporation	Grant	Metlife	MetLife Foundation 27-01 Queens Plz. N. Long Island City, NY 11101-4007 Contact: Sibyl C. Jacobson, C.E.O. and Pres. Phone: (212) 578-6272 Website: http://www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,,P284,00.html	
Corporation	Grant	Microsoft Corporation	Applications must be submitted to local offices listed online. Website: http://www.microsoft.com/mscorp/citizenship/giving/apply/	
Private Foundation	Grant	Miller Foundation	The Miller Foundation 310 WahWahTaySee Way Battle Creek, MI 49015 Phone: (269) 964-3542 Fax: (269) 964-8455 Website: http://themillerfoundation.com/	
Private Foundation	Grant	New York Community Trust	The New York Community Trust 909 Third Avenue New York, NY 10022 Phone: (212) 686-0010 Website: http://www.nycommunitytrust.org/page24850.cfm	
		North Central Wisconsin Workforce Development Board	3118 Post Rd., Ste. A Stevens Point, WI 54481-6451 Phone: (715) 204-1640 Fax: (715) 422-4715 E-mail: info@ncwwdb.org Website: http://www.ncwwdb.org	

		North Penn Community Health Foundation	Russell Johnson, C.E.O. and Pres. 2506 N. Broad St., Ste. 206 Colmar, PA 18915-9439 Phone: (215) 716-5400 Fax: (215) 716-5410 E-mail: jpedroni@npchf.org Website: http://www.npchf.org	
		Northeast Utilities Foundation, Inc.	Lindsay Parke, Community Rels. P.O. Box 270 Hartford, CT 06141-0270 Phone: (860) 665-3306 Fax: (860) 728-4594 E-mail: lindsay.parke@nu.com Website: http://www.northeastutilitiesfoundation.org	
Corporation	Grant	Northrop Grumman	Contacts can be found by department on the following Website: http://www.northropgrumman.com/community/contacts.html Website: http://www.northropgrumman.com/community/index.html	
Corporation	Grant	Office Depot	Office Depot 2200 Old Germantown Road Delray Beach, FL 33445 Attn: Donations E-mail: communityrelations@officedepot.com Website: http://www.community.officedepot.com/odfoundation.asp	

		Old National Bank Foundation, Inc.	Janet Heldt Baas, Pres.; Linda Ford, Fdn. Prog. Admin. Janet H. Baas, Fdn. Pres. 1 Main St. Evansville, IN 47708 Phone: (812) 464-1515 E-mail: grants&sponsorships@oldnational.com Website: https://www.oldnational.com/about-us/community-partnership/foundation-grants/index.asp	
Corporation	Grant	Pacific Gas and Electric Company	For contacts in your region, consult this web site: http://www.pge.com/about/community/contributions/apply/#section4pgerepresentatives E-mail: charitablecontributions@pge.com Website: http://www.pge.com/about/community/contributions/	
Corporation	Grant	Pentair	The Pentair Foundation 5500 Wayzata Boulevard Suite 800 Golden Valley, MN 55416-1259 Phone: (763) 545-1730 Website: http://www.pentair.com/About-Us/The-Pentair-Foundation.aspx	
Corporation	Grant	PepsiCo	The PepsiCo Foundation, Inc. c/o Dir., Corp. Contribs. 700 Anderson Hill Rd. Purchase, NY 10577-1401 Contact: Jacqueline R. Millan, V.P. Website: http://www.pepsico.com/PEP_Citizenship/Contributions/index.cfm	

Other	Grant	Philanthropy Round Table	The Philanthropy Roundtable 1150 17th Street, NW Suite 503 Washington, D.C. 20036 Phone: (202) 822-8333 Fax: (202) 822-8325 E-mail: main@philanthropyroundtable.org Website: http://www.philanthropy-roundtable.org	
		Piedmont Natural Gas Foundation	Timothy Greenhouse, Managing Dir., Community Rels. 4720 Piedmont Row Dr. Charlotte, NC 28210-4269 Phone: (704) 731-4262 Fax: (704) 731-4086 E-mail: timothy.greenhouse@piedmontng.com Website: http://www.piedmontng.com/ourcommunity/ourfoundation.aspx	
		Pitney Bowes Foundation (The)	Kathleen Ryan Mufson, Pres. 1 Elmcroft Rd., MSC 6101 Stamford, CT 06926-0700 Phone: (203) 460-5336 E-mail: Kathleen.RyanMufson@pb.com Website: http://www.pitneybowes.com/us/our-company/corporate-responsibility/community.html	
Corporation	Grant	PMI	The PMI Foundation 3003 Oak Rd. Walnut Creek, CA 94597-2098 Contact: Laura Kinney, Human Resources Department Phone: (800) 288-1970 Website: www.pmifoundation.org/	

Private Foundation	Grant	Polk Bros. Foundation	<p>Polk Bros. Foundation Attn: Sheila A. Robinson, Grant Admin 20 West Kinzie Street, Suite 1110 Chicago, Illinois 60610 Phone: (312) 527-4684 Fax: (312) 527-4681 E-mail: info@polkbrosfdn.org Website: www.polkbrosfdn.org</p>	
		Prudential Foundation (The)	<p>Lata Reddy, V.P., Corp. Social Responsibility 751 Broad St., 15th Fl. Prudential Plz. Newark, NJ 07102-3777 Phone: (973) 802-4070 E-mail: community.resources@prudential.com Website: http://www.prudential.com/view/page/public/12182</p>	
Corporation	Grant	Qwest	<p>Qwest Foundation 1801 California Street, 50th Floor Denver, CO 80202 Phone: 303-896-1266 E-mail: qwest.foundation@qwest.com Website: http://www.qwest.com/about/company/community/foundation/innovative_Uses.html</p>	
		Rhode Island Foundation (The)	<p>1 Union Station Providence, RI 02903-1746 Phone: (401) 274-4564 Fax: (401) 331-8085 E-mail: nsteinberg@rifoundation.org Website: http://www.rifoundation.org</p>	

Private Foundation	Grant	Richard King Mellon Foundation	Mr. Michael Watson, Vice President Richard King Mellon Foundation One Mellon Center 500 Grant Street, Suite 4106 Pittsburgh, PA, 15219-2502 Phone: (412) 392-2800 Website: http://foundationcenter.org/grantmaker/rkmellon/	
		Richmond Community Foundation	Jim Becker, C.E.O.; For grants: Erwin Reeves, Chief Community Investment Off. 1014 Florida Ave., Ste. 200 Richmond, CA 94804-2420 Phone: (510) 234-1200 Fax: (510) 234-3399 E-mail: info@richmondcf.org Website: http://www.richmondcf.org	
Private Foundation	Grant	Robert R. McCormick Foundation	http://www.mccormickfoundation.org/communities/issues/workforce-development	The objectives of our Workforce Development issue area are to support agencies that help the chronically unemployed attach to the labor market and to also support programs assisting under-employed individuals in their move to living wage jobs. Job preparation programs that help youth acclimate to the workforce are also considered. Youth Skills Training: job services to youth that leads to a

				credential and job placement for youth, ages 16 - 24.
Private Foundation	Grant	Rockefeller Foundation	The Rockefeller Foundation 420 Fifth Avenue New York, NY 10018 Phone: (212) 869-8500 Fax: (212) 764-3468 Website: http://www.rockfound.org/	Additional location contact information can be found at: http://www.rockfound.org/about_us/contact.shtml
Corporation	Grant	Rohm and Haas Company	Rohm and Haas Company 100 Independence Mall West Philadelphia, PA 19106-2399 Phone: (877) 288-5881 Website: http://www.rohmhaas.com/wcm/contact.page See web site for regional offices: http://www.rohmhaas.com/community/giving/guidelines/guidelines.html	

		Saint Luke's Foundation of Cleveland, Ohio	Anne C. Goodman, C.E.O. and Pres. 11327 Shaker Blvd., Ste. 600 W. Cleveland, OH 44104 Phone: (216) 431-8010 Fax: (216) 431-8015 E-mail: dzeman@saintlukesfoundation.org Website: http://www.saintlukesfoundation.org/	
		Saint Paul Foundation (The)	Carleen K. Rhodes, C.E.O. 101 Fifth St. E., Ste. 2400 St. Paul, MN 55101 Phone: (651) 224-5463 Fax: (651) 224-8123 E-mail: inbox@saintpaulfoundation.org Website: http://saintpaulfoundation.org	
		San Francisco Foundation (The)	Dee Dee Brantley, Interim C.E.O. 1 Embarcadero Ctr., Ste. 1400 San Francisco, CA 94111 Phone: (415) 733-8500 Fax: (415) 477-2783 E-mail: info@sff.org Website: http://www.sff.org	
Corporation	Grant	Sara Lee Corporation	Sara Lee Foundation 3500 Lacey Road Downers Grove, IL 60515-5424 Phone: (630) 598-8459 Website: http://www.saraleefoundation.org/	

Corporation	Grant	Sempra Energy (formerly SDG&E)	<p>Sempra Energy Phone: (877) 736-7729 E-mail: Community@sempra.com Website: http://www.sempra.com/community</p> <p>The Sempra Energy Foundation Phone: (866) 262-4842 E-mail: SempraEnergyFoundation@sempra.com</p> <p>SDG&E Phone: (877) 736-7729 E-mail: Community@sempra.com Website: http://www.sdge.com/community</p> <p>Southern California Gas Phone: (877) 736-7729 E-mail: Community@sempra.com Website: http://www.socalgas.com/community</p>	
Private Foundation	Grant	Singing for Change Foundation	<p>Judith Ranger Smith Executive Director SFC Charitable Foundation, Inc. P.O. Box 729 Sullivan’s Island, SC 29482 Phone: (843) 882-8021 E-mail: info@singingforchange.com Website: http://www.margaritaville.com/index.php?page=sfc</p>	

		Social Venture Partners Cleveland	Hilary Sparks-Roberts, Exec. Dir. 10819 Magnolia Dr., Ste. 200 Cleveland, OH 44106-1803 Phone: (216) 231-2300 Fax: (216) 231-2331 E-mail: info@svpcle.org Website: http://www.svpcle.org	
		South Central Workforce Investment Board	Terri Kaufman, Exec. Dir. 4201 Crums Mill Rd., Ste. 200 Harrisburg, PA 17112-2893 Phone: (717) 236-7936 Fax: (717) 236-4426 E-mail: wib@wibpa.org Website: http://www.wibpa.org	
		Southwest Washington Workforce Development Council	Jeanne Bennett, Exec. Dir. 805 Bdwy. St., Ste. 412 Vancouver, WA 98660-3319 Phone: (360) 567-1070 Fax: (360) 567-1054 E-mail: info@swwdc.org Website: http://www.swwdc.org	
Corporation	Grant	Sprint	All proposals must be submitted online. Website: http://www.sprint.com/citizenship/sprint_foundation/index.html	
Corporation	Grant	SRP	SRP Corporate Contributions, PAB 337 P.O. Box 52025 Phoenix, AZ 85072-2025	

			Website: http://www.srpnet.com/community/contributions/guidelines.aspx	
Corporation	Grant	Staples	Staples Foundation for Learning, Inc. 500 Staples Dr., 4 W. Framingham, MA 01702-4478 Fax: (508) 253-9600 E-mail: foundationinfo@staples.com Website: www.staplesfoundation.org	
Corporation	Grant	State Street	State Street Corporation State Street Financial Center One Lincoln Street Boston, MA 02111 Phone: (617) 664-1937 See web site for local contact info: http://www.statestreet.com/company/community_affairs/global_philanthropy/overview.html	
		Strafford County Community Action Committee, Inc.	Betsey Andrews Parker, Exec. Dir. P.O. Box 160 Dover, NH 03821-0160 Phone: (603) 516-8130 Fax: (603) 516-8140 E-mail: cap@co.strafford.nh.us Website: http://www.straffcap.org	

Corporation	Grant	Sun Microsystems	Global Community Development Sun Microsystems, Inc. 4220 Network Circle Drive Santa Clara, CA 95054 MS/USCA12-310 Phone: (303) 272-2354 E-mail: corpaffrs@Sun.com Website: http://www.sun.com/aboutsun/comm_invest/giving/foundation.html	
Corporation	Grant	SUPERVALU	SUPERVALU Foundation P.O. Box 990 Minneapolis, MN 55440 Phone: (952) 828-4000 Website: http://www.supervalu.com/sv-webapp/community/guidelines.jsp	
Corporation	Grant	Target	Local Store Grants Website: http://sites.target.com/site/en/corporate/page.jsp?contentId=PRD03-001818 Target Foundation Website: http://sites.target.com/site/en/corporate/page.jsp?contentId=PRD03-001819	
Corporation	Grant	Textron	Cate M. Roberts Director Diversity and Community Affairs Textron Inc. 40 Westminster Providence, RI 02903 Website: http://www.textron.com/about/commitment/corp_giving/index.jsp	

		Virginia G. Piper Charitable Trust (The)	Judy Jolley Mohraz Ph.D., C.E.O. and Pres. 1202 E. Missouri Ave. Phoenix, AZ 85014-2921 Phone: (480) 948-5853 Fax: (480) 348-1316 E-mail: info@pipertrust.org Website: http://www.pipertrust.org	
		Tiger Foundation	Amy Barger, Mgr. Dir. 101 Park Ave., 21st Fl. New York, NY 10178-4799 Phone: (212) 984-2565 Fax: (212) 949-9778 E-mail: info@tigerfoundation.org Website: http://www.tigerfoundation.org	
Corporation	Grant	Tommy Hilfiger	Tommy Hilfiger Corporate Foundation, Inc. 601 W. 26th St., 6th Fl. New York, NY 10001-1101 Phone: (212) 549-6010 Website: http://www.tommy.com/ opencms/opencms/corporate/ foundation/	
Corporation	Grant	U.S. Bancorp	Please consult the following web site for contacts by state: http://www.usbank.com/cgi_w/cfm/about/community_relations/charit_giving_contacts.cfm Website: http://www.usbank.com/cgi_w/cfm/about/community_relations/grant_guidelines.cfm	

Other	Grant	U.S. Chamber of Commerce; Institute for a Competitive Workforce	Institute for a Competitive Workforce U.S. Chamber of Commerce 1615 H Street NW Washington, DC 20062 Phone: (202) 463-5525 Fax: (202) 887-3424 E-mail: ICW@uschamber.com Website: http://www.uschamber.com/icw/default	See next sheet for accredited locations
		UniHealth Foundation	Mary Odell, Pres. 800 Wilshire Blvd., Ste. 1300 Los Angeles, CA 90017-2665 Phone: (213) 630-6500 Fax: (213) 630-6509 E-mail: webadmin@unihealthfoundation.org Website: http://www.unihealthfoundation.org/	
		United Negro College Fund Special Programs Corporation	Melissa C. Green Ph.D., Dir. 6402 Arlington Blvd., Ste. 600 Falls Church, VA 22042-2343 Phone: (703) 677-3400 Fax: (703) 205-7645 E-mail: portal@uncfsp.org Website: http://www.uncfsp.org	
Private Foundation	Grant	Valentine Perry Snyder Fund	The Valentine Perry Snyder Fund c/o Megan Watkins, Program Officer JPMorgan Private Bank Philanthropic Services NY1-N040 345 Park Ave., 4th Floor New York, New York 10154 E-mail: casey.e.burgess@jpmchase.com Website: http://fdncenter.org/grantmaker/snyder/	

		Vectren Foundation, Inc.	<p>Mark Miller, Mgr., Community Affairs 1 Vectren Sq. Evansville, IN 47708-1251 Phone: (812) 491-4176 E-mail: mmiller@vectren.com Website: http://www.vectrenfoundation.org/</p>	
		Ventura County Community Foundation	<p>Hugh J. Ralston, C.E.O. For grants: LaToya Ford, Prog. Assoc. and Grants Mgr. 4001 Mission Oaks Blvd. Camarillo, CA 93010-8364 Phone: (805) 988-0196 Fax: (805) 485-2700 E-mail: vccf@vccf.org Website: http://www.vccf.org</p>	
Corporation	Grant	Verizon	<p>Phone: (800) 360-7955 Fax: (908) 630-2660 E-mail: Verizon.Foundation@Verizon.com Web site: http://foundation.verizon.com/</p>	
Private Foundation	Grant	W.K. Kellogg Foundation	<p>W. K. Kellogg Foundation One Michigan Avenue East Battle Creek, MI 49107-4012 Phone: (269) 968-1611 Fax: (269) 968-0413 Additional regional office contact info can be found at: http://www.wkkf.org/default.aspx?tabid=111&ItemID=68&NI D=141&LanguageID=0 Website: www.wkkf.org</p>	

Corporation	Grant	Wachovia	<p>Regional Contacts: http:// www.wachovia.com/inside/page/0,,139_414_430_7288,00.html</p> <p>E-mail: communityaffairs@wachovia.com Website: http://www.wachovia.com/inside/page/0,,139_414_430,00.html</p>	
		Walter and Elise Haas Fund	<p>Pamela H. David, Exec. Dir. 1 Lombard St., Ste. 305 San Francisco, CA 94111-1130 Phone: (415) 398-4474 Website: http://www.haassr.org</p>	
Corporation	Grant	Wells Fargo	<p>Regional Contact Information: https://www.wellsfargo.com/about/charitable/index.jhtml?_requestid=23842</p> <p>Website: www.wellsfargo.com/donations</p>	
		West Central Initiative	<p>Nancy Straw, Pres.; Sandra King, V.P., Oper. P.O. Box 318 Fergus Falls, MN 56538-0318 Phone: (218) 739-2239 Fax: (218) 739-5381 E-mail: info@wcif.org Website: http://www.wcif.org</p>	
Corporation	Grant	Western Union	<p>Western Union Foundation 12500 East Belford Avenue Suite M1-I Englewood, CO 80112 Contact: Steven Long, Program Manager Direct: (720) 332-4768 FAX: (720) 332-4772</p>	

			<p>E-mail: steven.long@westernunion.com Website: http://foundation.westernunion.com</p>	
Corporation	Grant	Whirlpool	<p>Program Officer – Barbara A. Hall Administrative Coordinator – Pamela Silcox Whirlpool Foundation 2000 North M-63 Benton Harbor, MI 49022 Phone: (269) 923-5580 Fax: (269) 925-0154 Website: http://www.whirlpoolcorp.com/social_responsibility/buildingcommunities/whirlpoolfoundation.asp</p>	
		Wisconsin Public Service Foundation	<p>700 N. Adams St. P.O. Box 19001 Green Bay, WI 54307-9001 Website: http://www.wisconsinpublicservice.com/company/foundation.aspx</p>	
Other	Grant	Workforce3one.org	<p>Web site: http://www.workforce3one.org</p>	
Other	Grant	Workforce Investment Boards	<p>Contact your local Workforce Investment Board for more information at the following web site: http://www.servicelocator.org/wibcontacts</p>	
Other	Grant	Workforce USA.net	<p>E-mail: info@workforceusa.net Website: http://www.workforceusa.net/</p>	

Corporation	Grant	Xerox	Dr. Joseph M. Cahalan, President Xerox Foundation 45 Glover Avenue, 6th Floor P.O. Box 4505 Norwalk, CT 06856-4505 Website: http://www.xerox.com/go/xrx/template/Promotions.jsp?view=Promotions%20Horizontal&active=Active&pro molD=Xerox_Foundation_Main&Xcntry=USA&Xlang=en_US	
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Chamber of Commerce	City	State	Phone Number
Anchorage Chamber of Commerce	Anchorage	AK	(907) 272-2401
Calhoun County Chamber of Commerce	Anniston	AL	(256) 237-3536
Dothan Area Chamber of Commerce	Dothan	AL	(334) 792-5138
Eastern Shore Chamber of Commerce	Daphne	AL	(251) 621-8222
Mobile Area Chamber of Commerce	Mobile	AL	(251) 433-6951
Opelika Chamber of Commerce	Opelika	AL	(334) 745-4861
Phenix City-Russell County Chamber of Commerce	Phenix City	AL	(334) 298-3639
Conway Area Chamber of Commerce	Conway	AR	(501) 327-7788
Fayetteville Chamber of Commerce	Fayetteville	AR	(479) 521-1710
Greater Hot Springs Chamber of Commerce	Hot Springs	AR	(501) 321-1700
Rogers-Lowell Area Chamber of Commerce	Rogers	AR	(479) 636-1240
Searcy Chamber of Commerce	Searcy	AR	(501) 268-2458
Greater Casa Grande Chamber of Commerce	Casa Grande	AZ	(520) 836-2125
Lake Havasu Area Chamber of Commerce	Lake Havasu City	AZ	(928) 855-4115
Prescott Valley Chamber of Commerce	Prescott Valley	AZ	(928) 772-8857
Greater Coachella Valley Chamber of Commerce	Indio	CA	(760) 347-0676
Greater Conejo Valley Chamber of Commerce	Westlake Village	CA	(805) 370-0035

Irvine Chamber of Commerce	Irvine	CA	(949) 660-9112
North San Diego Business Chamber	San Diego	CA	(858) 487-1767
Palm Desert Area Chamber of Commerce	Palm Desert	CA	(760) 346-6111
Palmdale Chamber of Commerce	Palmdale	CA	(661) 273-3232
Roseville Area Chamber of Commerce	Roseville	CA	(916) 783-8136
San Clemente Chamber of Commerce	San Clemente	CA	(949) 492-1131
San Diego Regional Chamber of Commerce	San Diego	CA	(619) 544-1300
Simi Valley Chamber of Commerce	Simi Valley	CA	(805) 526-3900
Craig Chamber of Commerce	Craig	CO	(970) 824-5689
Fort Collins Area Chamber of Commerce	Fort Collins	CO	(970) 482-3746
Central Delaware Chamber of Commerce	Dover	DE	(302) 734-7513
Bonita Springs Area Chamber of Commerce	Bonita Springs	FL	(239) 992-2943
Charlotte County Chamber of Commerce, Inc.	Port Charlotte	FL	(941) 627-2222
Gainesville Area Chamber of Commerce	Gainesville	FL	(352) 334-7100
Greater Brandon Chamber of Commerce	Brandon	FL	(813) 689-1221
Greater Delray Beach Chamber of Commerce	Delray Beach	FL	(561) 279-1380
Greater Pensacola Chamber of Commerce	Pensacola	FL	(850) 438-4081
Greater Tampa Chamber of Commerce	Tampa	FL	(813) 228-7777

Greater Winter Haven Chamber of Commerce	Winter Haven	FL	(863) 293-2138
Lakeland Area Chamber of Commerce	Lakeland	FL	(863) 688-8551
Manatee Chamber of Commerce	Bradenton	FL	(941) 748-3411
Melbourne Regional Chamber of East Central Florida	Melbourne	FL	(321) 724-5400
Miramar-Pembroke Pines Regional Chamber of Commerce	Pembroke Pines	FL	(954) 432-9808
Ocala/Marion County Chamber & Economic Partnership	Ocala	FL	(352) 629-8051
Orlando Regional Chamber of Commerce	Orlando	FL	(407) 425-1234
Albany Area Chamber of Commerce	Albany	GA	(229) 434-8700
Catoosa County Area Chamber of Commerce	Ringgold	GA	(706) 965-5201
Cobb Chamber of Commerce	Marietta	GA	(770) 980-2000
Columbia County Chamber of Commerce	Evans	GA	(706) 651-0018
Greater Columbus Georgia Chamber of Commerce	Columbus	GA	(706) 327-1566
Greater Dalton Chamber of Commerce	Dalton	GA	(706) 278-7373
Habersham County Chamber of Commerce	Cornelia	GA	(706) 778-4654
Lagrange-Troup County Chamber of Commerce	LaGrange	GA	(706) 884-8671
Newnan-Coweta Chamber of Commerce	Newnan	GA	(770) 253-2270
Robins Regional Chamber of Commerce	Warner Robins	GA	(478) 922-8585
Toccoa-Stephens County Chamber of Commerce	Toccoa	GA	(706) 886-2132

Valdosta-Lowndes County Chamber of Commerce	Valdosta	GA	(229) 247-8100
Walton County Chamber of Commerce	Monroe	GA	(770) 267-6594
White County Chamber of Commerce	Cleveland	GA	(706) 865-5356
Greater Burlington Partnership	Burlington	IA	(319) 752-6365
Marshalltown Area Chamber of Commerce	Marshalltown	IA	(641) 753-6645
Urbandale Chamber of Commerce	Urbandale	IA	(515) 331-6855
Boise Metro Chamber of Commerce	Boise	ID	(208) 472-5200
Aurora Regional Chamber of Commerce	Aurora	IL	(630) 256-3180
Elgin Area Chamber of Commerce	Elgin	IL	(847) 741-5660
Lake Zurich Area Chamber of Commerce	Lake Zurich	IL	(847) 438-5572
Lincoln Square Ravenswood Chamber of Commerce	Chicago	IL	(773) 728-3890
McLean County Chamber of Commerce	Bloomington	IL	(309) 829-6344
Naperville Area Chamber of Commerce	Naperville	IL	(630) 355-4141
Sauk Valley Area Chamber of Commerce	Sterling	IL	(815) 625-2400
Greater Elkhart Chamber of Commerce	Elkhart	IN	(574) 293-1531
Greater La Porte Chamber of Commerce	La Porte	IN	(219) 362-3178
OneZone	Fishers	IN	(317) 436-4653
St. Joseph County Chamber of Commerce	South Bend	IN	(574) 234-0051

Olathe Chamber of Commerce	Olathe	KS	(913) 764-1050
Overland Park Chamber of Commerce	Overland Park	KS	(913) 491-3600
Shawnee Chamber of Commerce	Shawnee	KS	(913) 631-6545
Bowling Green Area Chamber of Commerce	Bowling Green	KY	(270) 781-3200
Christian County Chamber of Commerce	Hopkinsville	KY	(270) 885-9096
Kentucky Chamber of Commerce	Frankfort	KY	(502) 695-4700
Murray-Calloway County Chamber of Commerce	Murray	KY	(270) 753-5171
Northern Kentucky Chamber of Commerce	Fort Mitchell	KY	(859) 578-8800
Paducah Area Chamber of Commerce	Paducah	KY	(270) 443-1746
Bossier Chamber of Commerce	Bossier City	LA	(318) 746-0252
Central Louisiana Chamber of Commerce	Alexandria	LA	(225) 261-5818
East St. Tammany Chamber of Commerce	Slidell	LA	(985) 643-5678
Greater Shreveport Chamber of Commerce	Shreveport	LA	(318) 677-2500
Houma-Terrebonne Chamber of Commerce	Houma	LA	(985) 876-5600
Jefferson Chamber of Commerce	Metairie	LA	(504) 835-3880
One Acadiana	Lafayette	LA	(337) 233-2705
St. Tammany West Chamber of Commerce	Covington	LA	(985) 892-3216
Southwest Louisiana Economic Development Alliance	Lake Charles	LA	(337) 433-3632

Thibodaux Chamber of Commerce	Thibodaux	LA	(985) 446-1187
Greater Chicopee Chamber of Commerce	Chicopee	MA	(413) 594-2101
Metro South Chamber of Commerce	Brockton	MA	(508) 586-0500
South Shore Chamber of Commerce	Quincy	MA	(781) 421-3900
Salisbury Area Chamber of Commerce	Salisbury	MD	(410) 749-0144
Battle Creek Area Chamber of Commerce	Battle Creek	MI	(269) 962-4076
Cornerstone Chamber of Commerce	Benton Harbor	MI	(269) 757-0216
Michigan Chamber of Commerce	Lansing	MI	(517) 371-2100
Michigan West Coast Chamber of Commerce	Holland	MI	(616) 392-2389
Albert Lea-Freeborn County Chamber of Commerce	Albert Lea	MN	(507) 373-3938
Owatonna Area Chamber of Commerce and Tourism	Owatonna	MN	(507) 451-7970
St. Cloud Area Chamber of Commerce	Saint Cloud	MN	(320) 251-2940
Branson/Lakes Area Chamber of Commerce & CVB	Branson	MO	(417) 334-4084
Columbia Chamber of Commerce	Columbia	MO	(573) 874-1132
Joplin Area Chamber of Commerce	Joplin	MO	(417) 624-4150
Lee's Summit Chamber of Commerce	Lee's Summit	MO	(816) 524-2424
St. Joseph Chamber of Commerce	Saint Joseph	MO	(816) 232-4461
Mississippi Gulf Coast Chamber of Commerce	Gulfport	MS	(228) 604-0014

Billings Area Chamber of Commerce	Billings	MT	(406) 245-4111
Cabarrus Regional Chamber of Commerce	Kannapolis	NC	(704) 782-4000
Greater Mount Airy Chamber of Commerce	Mount Airy	NC	(336) 786-6116
Greenville-Pitt County Chamber of Commerce	Greenville	NC	(252) 752-4101
Minot Area Chamber of Commerce	Minot	ND	(701) 852-6000
The Chamber Grand Forks, East Grand Forks	Grand Forks	ND	(701) 772-7271
Columbus Area Chamber of Commerce	Columbus	NE	(402) 564-2769
Grand Island Area Chamber of Commerce	Grand Island	NE	(308) 382-9210
Greater Omaha Chamber of Commerce	Omaha	NE	(402) 346-5000
Kearney Area Chamber of Commerce	Kearney	NE	(308) 237-3101
Lincoln Chamber of Commerce	Lincoln	NE	(402) 436-2350
Greater Las Cruces Chamber of Commerce	Las Cruces	NM	(575) 524-1968
Greater Olean Area Chamber of Commerce	Olean	NY	(716) 372-4433
Greater Utica Chamber of Commerce	Utica	NY	(315) 724-3151
Greater Watertown-North Country Chamber	Watertown	NY	(315) 788-4400
Plattsburgh-North Country Chamber of Commerce	Plattsburgh	NY	(518) 563-1000
Dayton Area Chamber of Commerce	Dayton	OH	(937) 226-1444
Delaware Area Chamber of Commerce	Delaware	OH	(740) 369-6221

Licking County Chamber of Commerce	Newark	OH	(740) 345-9757
Toledo Regional Chamber of Commerce	Toledo	OH	(419) 243-8191
Ardmore Chamber of Commerce	Ardmore	OK	(580) 223-6162
Edmond Area Chamber of Commerce	Edmond	OK	(405) 341-2808
Lawton Fort Sill Chamber of Commerce	Lawton	OK	(580) 355-3541
The State Chamber of Oklahoma	Oklahoma City	OK	(405) 235-3669
Tulsa Regional Chamber of Commerce	Tulsa	OK	(918) 585-1201
Chester County Chamber of Business and Industry	Malvern	PA	(610) 725-9100
Greater Chambersburg Chamber of Commerce	Chambersburg	PA	(717) 264-7101
Greater Reading Chamber of Commerce and Industry	Reading	PA	(610) 376-6766
Hanover Area Chamber of Commerce	Hanover	PA	(717) 637-6130
Harrisburg Regional Chamber & CREDC	Harrisburg	PA	(717) 232-4099
Pennsylvania Chamber of Business and Industry	Harrisburg	PA	(717) 255-3252
Puerto Rico Chamber of Commerce	San Juan	PR	(787) 721-6060
Anderson Area Chamber of Commerce	Anderson	SC	(864) 226-3454
Charleston Metro Chamber of Commerce	North Charleston	SC	(843) 577-2510
Greater Aiken Chamber of Commerce	Aiken	SC	(803) 641-1111
Greater Summerville/Dorchester County Chamber of Commerce	Summerville	SC	(843) 873-2931

Greater Sumter Chamber of Commerce	Sumter	SC	(803) 775-1231
Greenville Chamber of Commerce	Greenville	SC	(866) 485-5262
Hilton Head Island-Bluffton Chamber of Commerce	Hilton Head	SC	(843) 785-3673
Myrtle Beach Area Chamber of Commerce	Myrtle Beach	SC	(843) 626-7444
North Myrtle Beach Chamber of Commerce	North Myrtle Beach	SC	(843) 281-2662
South Carolina Chamber of Commerce	Columbia	SC	(803) 799-4601
Rapid City Area Chamber of Commerce	Rapid City	SD	(605) 343-1744
Blount Partnership	Maryville	TN	(865) 983-2241
Bristol Chamber of Commerce	Bristol	TN	(423) 989-4850
Chattanooga Area Chamber of Commerce	Chattanooga	TN	(423) 756-2121
Cleveland Bradley Chamber of Commerce	Cleveland	TN	(423) 472-6587
Dyersburg/Dyer County Chamber of Commerce	Dyersburg	TN	(731) 285-3433
Jackson Chamber of Commerce	Jackson	TN	(731) 423-2200
Johnson City Chamber of Commerce	Johnson City	TN	(423) 461-8000
Knoxville Chamber of Commerce	Knoxville	TN	(865) 637-4550
Oak Ridge Chamber of Commerce, Inc.	Oak Ridge	TN	(865) 483-1321
Conroe/Lake Conroe Chamber of Commerce	Conroe	TX	(936) 756-6644
Denton Chamber of Commerce	Denton	TX	(940) 382-9693

East Parker County Chamber of Commerce	Willow Park	TX	(817) 441-7844
Flower Mound Chamber of Commerce	Flower Mound	TX	(972) 539-0500
Fort Bend Chamber of Commerce	Sugar Land	TX	(281) 491-0800
Frisco Chamber of Commerce	Frisco	TX	(972) 335-9522
Galveston Chamber of Commerce	Galveston	TX	(409) 763-5326
Grapevine Chamber of Commerce	Grapevine	TX	(817) 481-1522
Greater Beaumont Chamber of Commerce	Beaumont	TX	(409) 838-6581
Greater Irving Las Colinas Chamber of Commerce	Irving	TX	(214) 217-8484
Houston Northwest Chamber of Commerce	Houston	TX	(281) 440-4160
Hurst-Euless Bedford Chamber of Commerce	Bedford	TX	(817) 283-1521
Kerrville Area Chamber of Commerce	Kerrville	TX	(830) 896-1155
Laredo Chamber of Commerce	Laredo	TX	(956) 722-9895
Lewisville Area Chamber of Commerce	Lewisville	TX	(972) 436-9571
Longview Chamber of Commerce	Longview	TX	(903) 237-4000
Lubbock Chamber of Commerce	Lubbock	TX	(806) 761-7000
Lufkin/Angelina County Chamber of Commerce	Lufkin	TX	(936) 634-6644
McAllen Chamber of Commerce	McAllen	TX	(956) 682-2871
McKinney Chamber of Commerce	McKinney	TX	(972) 542-0163

Midland Chamber of Commerce	Midland	TX	(432) 683-3381
Mt. Pleasant/Titus County Chamber of Commerce	Mount Pleasant	TX	(903) 572-8567
Nacogdoches County Chamber of Commerce	Nacogdoches	TX	(936) 559-0404
Pearland Chamber of Commerce	Pearland	TX	(281) 485-3634
Plano Chamber of Commerce	Plano	TX	(972) 424-7547
Richardson Chamber of Commerce	Richardson	TX	(972) 792-2800
Rockport-Fulton Area Chamber of Commerce	Rockport	TX	(361) 729-6445
Round Rock Chamber of Commerce	Round Rock	TX	(512) 255-5805
San Angelo Chamber of Commerce	San Angelo	TX	(325) 655-4136
San Antonio Hispanic Chamber of Commerce	San Antonio	TX	(210) 225-0462
Tyler Area Chamber of Commerce	Tyler	TX	(903) 592-1661
Salt Lake Chamber	Salt Lake City	UT	(801) 364-3631
Bedford Area Chamber of Commerce	Bedford	VA	(540) 586-9401
Danville Pittsylvania County Chamber of Commerce	Blairs	VA	(434) 836-6990
Hampton Roads Chamber of Commerce	Norfolk	VA	(757) 622-2312
Lynchburg Regional Business Alliance	Lynchburg	VA	(434) 845-5966
Martinsville-Henry County Chamber of Commerce	Martinsville	VA	(276) 632-6401
Association of Washington Business	Olympia	WA	(360) 943-1600

Tri City Regional Chamber of Commerce	Kennewick	WA	(509) 736-0510
Eau Claire Area Chamber of Commerce	Eau Claire	WI	(715) 834-1204
Green Bay Area Chamber of Commerce	Green Bay	WI	(920) 437-8704
Oshkosh Chamber of Commerce	Oshkosh	WI	(920) 303-2266
Wausau Region Chamber of Commerce	Wausau	WI	(715) 845-6231
Jackson Hole Chamber of Commerce	Jackson	WY	(307) 733-3316

Appendix D – Workforce Development Case Statement

With baby boomers beginning to retire, members of the Generation X and Millennial generations are moving into increasingly advanced positions to fill the gap.¹ Still, today’s employers point to a skills shortage in the United States, with many applicants lacking the expertise to get hired for and retain jobs that will allow them to be self-sufficient and advance economically. Not only are science and technology skills currently in short supply in many industries, but hiring managers continue to emphasize the importance of interpersonal skills such as communication and teamwork.

The co-ed Exploring program, for youth ages 10 to 20, provides opportunities to learn from experts in various career fields through hands-on, experiential education. Youth join an Explorer post or club sponsored by a local business in their selected career field of interest and meet on a regular basis to learn and develop career skills. At the same time adult volunteer leaders coach the youth in character and leadership skills. Local Exploring programs include arts & humanities, aviation, business, communications, engineering & technology, fire & EMS, health care, law & government, law enforcement, science, skilled trades and social services.

Successful workforce development programs typically have a strong network of ties in the community and are equipped to respond to changes in their environments. Our objective is to help future generations of young people develop strong moral character, become self-reliant, and be prepared to lead. We need visionary leaders to help us reach this goal. We need your organizational skills for a laser focus on results, and we need your colleagues to build a network of support. It is imperative that, as a community, we make workforce development a priority.

Appendix E – Proposal Sample for Helping Disadvantaged Students to Join Exploring

EXPLORING: AN OVERVIEW

Our Exploring program offers worksite-based career education to more than [XXXX] young men and women ages 10–20 throughout [COUNCIL AREA.] Exploring brings disadvantaged high school students who may have few opportunities for employment experience and limited access to career guidance to workplaces where they learn in a group setting about different careers, as well as the education and soft skills they will need to obtain gainful full-time employment. Exploring advisors encourage participants to finish high school and go to college so they can be prepared for a productive future.

Most young people lack information about what various careers actually entail, as well as information about the necessary education and training programs. Mentoring, internships, and work-experience programs provide such information, and can lead to better outcomes for young people. According to the Center for Labor Market Studies, students who gain work experience in high school are less likely to drop out of school and more likely to be employable and receive formal training in their early adult years. As the Annie E. Casey Foundation concluded, all work experiences during the teen years “build job-readiness, skills, knowledge and confidence.”

Many young people have never been in an office setting; they cannot easily make a connection between their current lives and choices and their future careers. Exploring offers young men and women of high school age firsthand experience at workplaces with advisors who actually work in the fields the students are considering.

HOW EXPLORING WORKS

We offer Exploring “posts” at a variety of organizations and industries. Some of the participating businesses and organizations that host programs include _____. Many of these companies and agencies offer the opportunity for entry-level full-time jobs with growth potential.

¹ Peralta, Katherine. “Baby Boomers’ Impact on Participation Rate Big, Expected.” U.S. News and World Report. July 17, 2014. <http://www.usnews.com/news/articles/2014/07/17/baby-boomers-are-a-big-part-of-labor-participation-rate-decline>.

Students select the programs they want to participate in based on word of mouth, checking our website, and encouragement from teachers and guidance counselors. Our staff conducts class-to-class presentations at high schools to recruit students. Partners such as [the local police department] also conduct recruitment visits at schools and hold open houses.

Participating organizations agree to open their facilities to students after school for a series of sessions. At these meetings, students tour the facilities, learn about the types of careers offered, the education and training necessary to hold the jobs, pay scales, and what staff members do on a daily basis.

Posts typically are engaged in hands-on projects that are as varied as our partner companies and agencies. Explorers at a police precinct post, for example, learn the basics in law enforcement such as arrest, search and seizure, first aid and CPR, and crisis intervention—and then practice these procedures in drills. Explorers in the [XXXX] Explorer club build architectural scale models, while participants in Law and Government Posts conduct mock trials. At one newspaper that sponsors an Explorer post, students have written stories and taken photographs for a special student edition of the paper. They met with editors, reporters, and the staff photographer for guidance in undertaking their projects.

Exploring helps young people develop a pathway toward a fulfilling career. Participants learn leadership, teamwork, diligence, and other soft skills that enhance their receptivity to and readiness for higher education and the world of work. Exploring encourages participants to graduate high school and enroll in college or special training, and it gives them firsthand knowledge of where their education can lead them.

Exploring is the largest program of its kind in the nation. In the past three years, Exploring has grown more than [XX] percent. The scale of the program and the emphasis on volunteer service offers greater leveraging of resources, keeping costs very low. The participating organizations are recruited by volunteers, and volunteers also deliver the programs. Staff members work with school guidance counselors and teachers to recruit young people, and they work with participating organizations in the design of their programs.

Most of the young people we serve come from diverse backgrounds, and we now, when needed, offer financial assistance to youth who participate in our programs. For the vast majority of participants, Exploring is the first hands-on experience they have had in a professional workplace environment. Exploring is inclusive in its membership, asking only that students be committed to active participation in the program and remaining in school.

Explorers' personal commitment is impressive. It is not uncommon for teenagers in Exploring programs to commute as much as an hour and a half to their post meetings, such as students who travel after school from the outer boroughs of New York City to a construction company office in lower Manhattan. We encourage students to participate in more than one program, so they may explore a variety of careers.

Exploring offers comprehensive year-round programming, including weekly sessions, local and national competitions, field trips, outdoor adventures, and community service opportunities. In-depth summer experiences include, for example, the three-week Law Enforcement Exploring Academy at Fordham University and Ten Mile River Scout Reservation in the Greater New York Councils as well as the National Mock Trial Competition held at a different college campus in the country each year.

Last year, Explorers performed close to [XXXX] hours of volunteer service, including graffiti cleanup, disaster relief, honor guards at parades, walk-a-thons, and other community service projects.

THE IMPACT OF YOUR SUPPORT

We hope that [XXXX] will partner with us and provide a \$[XXXX] grant toward our Exploring program. This will allow us to offer a wide variety of work experiences and mentoring to many more at-risk youth, and prepare them for a productive future. Your support will go toward staff support, training of volunteers, student transportation, and a wide range of program activities including [XXXX]. Your investment will enable us to help thousands of disadvantaged

students develop a clear pathway to completing their education and obtaining gainful employment upon completion of their studies. Thank you for your consideration.

Appendix F – Sample Grant Proposal

Executive Summary

Project Overview

The goal of the Takeany Council, Learning for Life, is to serve young people and their families by fostering the development of a strong values-centered life. Exploring is designed to challenge and strengthen the lives of high school aged students by helping them explore vocational and vocational interests.

Takeany Council serves more high school youth than any other organization through this type of program. More than 8,000 youth are involved in Exploring. The increasing number of young people joining Exploring, and the need to expand outreach to other youth, have seriously impacted the council's ability to fund this program. For these reasons, we respectfully seek special consideration of the XYZ Foundation for a gift of \$10,000 to further the work in this crucial area of youth development.

Introduction

The XYZ Foundation's giving focuses on economic self-reliance, advancement, equal opportunities, and developing leadership skills -- all of which are also crucial elements of Scouting.

A Partnership That Delivers: When you support Exploring you're supporting the informal educational system that is working to develop tomorrow's employees. Exploring strives to instill values of civil and corporate responsibility. Explorer posts (club-like groups) specialize in one of a variety of career areas and plan activities that offer hands on career exploration. Each post is structured through a participating organization. The resources, skills of the adults and the interests of youth become the tools to develop a program. Business, industry, governmental agencies, professional societies, civic clubs, labor unions and other community organizations operate posts.

A Countdown to Success: There are thousands of young people who are fast approaching adulthood and their work lives. The Takeany Council's Exploring program has been there to help them identify their interests and choose their paths into the future. With the XYZ Foundation's support, we can continue to provide this unique and valuable service to our youth and our community.

Service Sets Us Apart: Like the XYZ Foundation, the Takeany Council understands the vital role it plays in the lives of its clients -- in our case, youth involved in Exploring. The activities in Exploring revolve around the interests, needs, concerns, and, most importantly, the curiosity of youth. Business professionals and trades-related adults provide a forum for sharing thoughts and ideas. Exploring is an avenue for the adventurous, a vehicle for the curious, and a valuable program for youth enjoying life's most exciting time.

Explorer posts focus on areas such as health, accounting, banking, aviation, communications, law, science, engineering, veterinary medicine, law enforcement, photography, and other areas.

Because our program is helping prepare tomorrow's work force, we hope you will see an appropriate giving opportunity in this program. Your financial backing will ensure continued support to high school students in our communities.

Organization Overview

Mission and History of Organization

The Takeany Council has served youth since 1910. Our programs aim to provide unique personal growth opportunities to an ever-increasing number of youth, helping them mature into strong adults with sound character, personal fitness, citizenship, employability, and a sense of service to others.

Geographic Area Served and Populations

The council is headquartered in Anytown and serves youth in the tri county area.

In 2016 more than (insert number) youth received services in our area. The council relies on more than 10,000 adult volunteers to deliver and maintain the various programs offered.

Programs cross all socioeconomic barriers. Youth and volunteers come from a cross section of high, middle, and low income groups, as well as varied educational experiences, physical abilities, mental abilities, and ethnic and religious backgrounds.

Current Programs

Our mission is to challenge and strengthen young people in all areas of their lives: physical, psychological, social, and vocational. Exploring is a coed career education program that serves youth ages 10 to 20 years. The program also addresses character and leadership skills development.

Program Goals and Objectives

The combined objective of the Exploring program is to provide quality career information and experience to an increasing number of high school youth. The program aims to meet this objective through expanded opportunities for participation in career and lifetime hobby programs with trained adult role models.

The goal of Exploring is to build adult volunteer / community involvement to strengthen the leadership and improve the quality of the program and expand our services to meet the growing demand for our programs.

Program Design

This unique and time-proven delivery system is a special partnership with business, the professions, and trades. It also maintains a close relationship with 90 secondary schools, and especially with their guidance counselors.

The Takeany Council's collaborative effort with local high schools revolves around annual surveys of more than 18,000 youth in 52 schools. The survey is designed to assess student career and hobby interest and counseling needs. Results indicated that by far the most frequently mentioned need was assistance in making future educational and vocational plans. Although this is a substantial need, this need is not effectively being met by school guidance counselors. In fact, it is estimated that young people receive less than ten minutes of vocational guidance each school year.

Using the survey results, Exploring staff and school personnel can better meet the needs of high school students. The Takeany Council takes the information and designs programs for Exploring. For example, because aviation was the number one career choice in the survey, a series of recruitment meetings was scheduled at particular aviation businesses to form posts focused in their field. By joining an aviation post, students are better able to explore the aviation industry and career paths within that field.

Probably the most important ingredient to youth is the hands-on experience Exploring provides. Programs are not designed to be lectures, but rather a learning-by-doing experience. Where possible, the Explorer is provided a chance to get actively involved. The actual process of being hooked up to an EKG machine or developing pictures, for example, have a much greater impact than just hearing about it.

All methods are vital ingredients to providing an exciting and flexible method for adults to interact with young people as they prepare for their future roles in society.

Evaluation

Exploring service team volunteers meet with post advisors monthly to determine the post's progress and serve as trouble shooters to identify any problem areas.

A thorough year-end evaluation will be conducted by the post's Advisors, participating organizations and Exploring staff. Local Posts can annually earn the Exploring Excellence Award by meeting national guidelines.

Exploring Budget

Personnel Costs

Executive salaries (3 staff)	\$65,532.00
Office staff salary	\$15,000.00
Employee benefits	\$7,516.00
Payroll taxes	\$6,972.00
Professional fees	\$1,600.00

Subtotal	\$96,620.00
Non-personnel Costs	
Supplies	\$3,150.00
Travel	\$12,398.00
Telephone	\$1,845.00
Occupancy	\$6,205.00
Postage	\$4,343.00
Equipment / maintenance and leasing	\$1,713.00
Printing and publications	\$798.00
Conferences	\$1,387.00
Recognitions	\$1,415.00
Miscellaneous	\$4,170.00
Charter fee and quota	\$2,675.00
Subtotal	\$40,099.00
Total	\$136,719.00

The Takeany Council respectfully requests the XYZ Foundation to provide funding in the amount of \$10,000 to help support the Exploring program's annual budget of \$136,719.00.

Appendix G – Sample United Way Outcomes

United Ways’ Community Impact Area: Strengthening and Supporting Families	Exploring Program & Activities	Indicators	Outputs	Measurable Outcomes
<ul style="list-style-type: none"> Have the knowledge and skills to thrive. 	Character education activities.	Explorers participate in three or more character education activities.	Explorers will be able to translate ethical decision making and consensus-building model to resolve conflicts within their	# of Explorers surveyed can identify at least three conflict-resolution skills.
	Career Achievement Award.	Increase in the number of Explorers that earn the Career Achievement Award.	Explorers who earn the Career Achievement Award will have the ability to make informed career decisions.	# or % of Explorers can list # of skills needed for future success in career they are interested in pursuing.
<ul style="list-style-type: none"> Live in a safe and healthy environment. 	Personal safety video. What Every Teen Should Know About Sexual Abuse brochure.	# of Explorers view the video or review the brochure and recognize situations.	Explorers will have knowledge to recognize potentially dangerous situations.	# of Explorers will participate in youth protection training and can recognize at least two dangerous situations.

<ul style="list-style-type: none"> Have strong family and community ties. 	<p>Explorer post meetings. National Exploring Excellence Award and Career Achievement Award.</p>	<p>Positive relationships with caring adults. Community service projects. Pride in local community.</p>	<p>Explorers will respond to the caring environment created by adult leaders from the post's participating organization.</p>	<p># of Explorers will participate in # of community service projects (or # of Explorers will perform # of hours of community service). # of posts will complete the community service project requirement from the National Exploring Excellence Award. # % of Explorers will earn the Career Achievement Award</p>
<p>United Ways' Community Impact Area: Helping Children and Youth Succeed</p>	<p>Exploring Program & Activities</p>	<p>Indicators</p>	<p>Outputs</p>	<p>Measurable Outcomes</p>
<ul style="list-style-type: none"> Enjoy healthy social, emotional, cognitive and physical development. 	<p>Explorer post meetings. Youth leaders planning post and council activities. Youth officers.</p>	<p>Develop peer socialization skills. Improved sense of self-worth.</p>	<p>Explorers learn teamwork skills. # of Explorers will serve in a youth leadership position.</p>	<p># of Explorers surveyed agree that participation in program develops socialization skills.</p>
	<p>Leadership Workshop Series. Post leaders' workshop.</p>	<p>Cultivation of leadership skills.</p>	<p># of leadership skills learned and put into practice. # of Explorers will participate in leadership training (or # of leadership training hours).</p>	<p># of Explorers can apply/identify leadership skills.</p>

	Life skills as part of post's five areas of program emphasis.	Opportunities for physical and mental development through Exploring activities.	Increased opportunities to participate in physically and mentally challenging activities.	# of Explorers will participate in # of activities that are physically or mentally challenging.
<ul style="list-style-type: none"> Have nurturing and supportive caretakers and providers. Experience safe, quality learning environments. 	Post meetings, planning sessions, post activities, training for adult leaders.	Post Advisors, adult committee, and others work with Explorers to counsel them to plan meetings and activities. Adults serve as positive role models.	Explorers participate in educational (workplace) activities organized in a secure environment created by concerned and caring adults.	<ul style="list-style-type: none"> # of hours adults spend in role modeling situations with Explorers. # of adults who complete training on needs of youth.
United Ways' Community Impact Area: Promoting Self-Sufficiency	Exploring Program & Activities	Indicators	Outputs	Measurable Outcomes
<ul style="list-style-type: none"> Receive quality education and have life and work skills. 	Post meetings that take place at work sites.	Increased knowledge, soft skills (teamwork, character), and hard skills (job requirements) in the workplace.	Explorers work with adults in job shadowing and mentoring situations.	<ul style="list-style-type: none"> # of career topics (competencies) demonstrated to Explorers in a year. # of work sites that offer Exploring. # of hours adults work with youth.
	Career Achievement Award.	In-depth knowledge about job-related skills and requirements.	# % of Explorers will earn the Career Achievement Award.	# of Explorers surveyed made career decisions based on program participation.

	Youth officers' Fast Start. Youth officers' seminar. Post leaders' workshop. Leadership Workshop Series.	Development and enhancement of leadership skills by organizing activities. Leadership as a life and work skill.	# of Explorers serving in leadership capacity. # of Explorers attending training sessions.	# of Explorers will demonstrate leadership by organizing # of activities.
<ul style="list-style-type: none"> Have access to quality jobs, work supports, and career opportunities. 	Post meetings. Career cluster/career specialty organization. Career opportunities one of the programs of emphasis.	Exposure to a wide variety of career options within career cluster/specialty of posts.	# of Explorers shown # of career presentations in # of posts.	# of Explorers surveyed agree that program helped with career decision. # of Explorers surveyed after or at end of participation pursue career interest discovered in Exploring.
<ul style="list-style-type: none"> Can build savings and capital. 	Post meetings and activities.	The free enterprise system is discussed and reviewed. Activities operate with a budget tracking income and expenses.	Explorers see the American economic system in operation. Explorers can organize an event with a budget and necessary controls.	# of Explorers surveyed agree they have a greater respect and understanding of American free enterprise system. # of activities operated by # of Explorers.
United Ways' Community Impact Area: Building Vital and Safe Neighborhoods	Exploring Program & Activities	Indicators	Outputs	Measurable Outcomes

<ul style="list-style-type: none"> Have access to affordable housing and economic opportunities. 	<p>Post meetings at work sites. Presentations by adults in the career field.</p> <p>Career opportunities are an area of emphasis.</p>	<p>Explorers gain access to adults in the workplace and the business community.</p>	<p># of post meetings that review information about careers.</p>	<p># of Explorers making a career decision based on experiences in program.</p>
<ul style="list-style-type: none"> Are active in civic life. 	<p>Community service projects.</p>	<p>Explorers will perform service projects to improve community.</p>	<p># of hours Explorers assist in community service projects (by neighborhood or community).</p>	<p># of Explorers that had opportunity to perform community service.</p>
<ul style="list-style-type: none"> Trust, respect, and cooperate with each other. 	<p>Character education activities.</p>	<p>Explorers learn coping skills, respect for others, including laws.</p>	<p># of sessions involving # of Explorers in character education activities.</p>	<p># of Explorers involved in violence or criminal activities as compared with general population.</p> <p># of Explorers surveyed that agree that character education activities helped with trust, respect, and cooperation skills.</p>
<ul style="list-style-type: none"> Lead community-building efforts. 	<p>Juvenile diversion programs. Law Enforcement programs. Fire and Emergency Services programs.</p> <p>Other career programs that expose youth to local careers that serve community.</p>	<p>Explorers gain skills and knowledge about justice system. Explorers become volunteers for community organizations.</p>	<p># of Explorers who volunteer in local community as result of program participation.</p>	<p># of Explorers surveyed agree that program participation increased community service.</p> <p># of Explorers completing the juvenile diversion program.</p>

Appendix H – Sample Grant Proposal to Fund Exploring Executive Position

Partnership with XYZ Geographical Area

The Executive Board of the XYZ Council proposes a three-year grant of partnership to utilize the BSA's Exploring program to address the skills gap issue within XYZ Geographical Area.

The XYZ Council proposes to add to its staff an entry-level Exploring Executive at a salary of \$33,000 to serve XYZ Geographical Area.

THE NEED:

Presently the XYZ Council serves only 4.8% of available Exploring Age youth across our 10 County Area. With the addition of an Exploring professional whose duties are dedicated to this program, we would expect to increase our market penetration to 20% in XYZ Geographical Area at the end of three years.

PLAN OF ACTION:

With the approval of this partnership, an Exploring Executive will be hired to commence serving XYZ Geographical Area. The new Exploring Executive would be trained by and work with the Assistant Scout Executive.

The funding for employee costs beyond those provided by the partnership would be raised by a combination of the following: Friends of Scouting campaign, special events, and local foundations. Over the three year partnership we will work to make this position self-sustaining.

ANTICIPATED RESULTS:

An immediate and major impact would be in the number of Explorers receiving on the job skills training. There would be a marked change in the number of Explorers and post with a goal of having 15 new posts and 465 new Explorers within three years.

INTERMEDIATE (SECOND YEAR)

The trend toward increased membership, units, and community involvement in Exploring would continue to increase toward the goal of 20% density. We would anticipate having 10 units registered with 310 new members by the end of the second year. This anticipated growth in units and membership will be translated into direct support for the county in numbers of new youth receiving training and for the XYZ Council in Community support for this position

LONG RANGE (THIRD YEAR AND BEYOND)

The BSA Exploring program would be the preeminent career skills training for high school age youth in XYZ Geographical Area. As a result the increased financial support through Friends of Scouting, special events, and foundations would allow this position to become self-sustaining.

XYZ Geographical Area Career Exploring Initiative 2015 – 2018

Statement of Need

A skills gap currently exists in the XYZ Geographical Area workforce. In many cases youth and family members are not aware of the excellent vocational and career opportunities which exist in the county.

The Career Exploring program can serve as a vehicle to address this issue.

Career Exploring Program Delivery

A business serves as the host site for an Explorer Post. The objective of the Exploring Program is for youth members to learn about career opportunities in the industry or field specific to the host site and receive on-the-job skills training. Youth do so by participating in regular evening sessions at the host site. At these sessions youth have a chance to learn in an interactive way – participating in hands-on experiences learning from the individuals who practice that trade. Youth who are members of the Explorer Post learn about the careers available through a specific employer or in a job field; the job outlook, salary, and opportunities in that field; education and skills needed; and what they can do as middle-school or high-school students to prepare themselves for work in that industry.

An individual from the business is selected to serve as the Post Advisor. Their role is to coordinate the Post's program. They will select topics which are interesting and engaging to the youth but also help educate youth and families about their field of work.

Any business, regardless of field, can host an Explorer Post – medical, manufacturing, emergency services, hospitality, etc. Post program occurs based on the availability of the host site and Post Advisor. Some will operate monthly over the course of the school year; others may be seasonal and meet with greater frequency over a shorter time period.

Career Exploring Demographics

The Career Exploring program is available to youth aged 12-20. Middle-school and high-school programs will likely differ. The goal with middle-school youth is to provide broad exposure to career fields and opportunities while the high-school program will have more of a technical focus.

Explorer Posts will be hosted throughout XYZ Geographical Area. Each community with a high school and/or significant employers will be targeted for participation in this program

In many cases parents are also exposed to the industries of XYZ Geographical Area through a young person's participation in the program. At the open-house/sign-up for each Explorer Post, parents are invited to participate over the course of the program.

Youth and families are invited to attend an open house where they are educated about the Exploring Program and offered the opportunity to sign up. These open houses are promoted through the schools, community marketing campaigns, and by the business. School-based promotion and collaboration with educators, school administrators, and counselors remains the most significant vehicle for program promotion.

Career Exploring Executive

The success of the Career Exploring program in XYZ Geographical Area is contingent on the hiring and employment of an Exploring Executive. The job profile for this position calls for an individual who can succeed in an accountable environment and who possesses strong relationship cultivation, marketing, and customer service skills. They will need to be comfortable working with business and community leaders as well as engaging and working with the educational institutions of XYZ Geographical Area. They must be as comfortable working with a business CEO as they are working with a high-school principal. Ideally the Exploring Executive will be a resident of XYZ Geographical Area.

This individual will be managed and employed by the XYZ Council Council, Boy Scouts of America. Their primary and most significant job responsibility will be to ensure that the Exploring Program develops and

is successful in XYZ Geographical Area. Operating through the Performance and Development System of the Boy Scouts of America they will have specific and measurable annual goals related to this program's success.

Three-Year Objectives

The ultimate goal of this program is to serve 20% of the middle-school and high-school age youth in XYZ Geographical Area (465 youth) and to offer fifteen different Explorer Posts. Posts will cover a variety of fields and be active throughout the County.

The Exploring Executive will also be charged with generating funds through community and business support to ensure that after three years their position is sustainable and no longer contingent on XYZ Geographical Area budgetary support.

In Year 1 the Exploring Executive would be tasked with learning and networking in XYZ Geographical Area. Six new Explorer Posts would be started in the Fall of 2015 as the school year begins. The Exploring Executive would also be tasked with raising \$5,000 of direct support prior to 12/31/2015.

An Exploring Committee will also be developed. This will be comprised of stakeholders including community leaders and members interested in economic development and a narrowing of the skills gap, business leaders, and school administrators/educators. In Year 1 the Exploring Committee will begin to meet and provide guidance and direction to the program in terms of new Post development, Post Advisor training and mentoring, Post program quality and support, and community fundraising.

In Year 2 the Exploring Program should grow to ten total Posts with approximately three-hundred youth participants. \$20,000 of direct support will be generated with a significant portion occurring through a fundraising special event which involves Exploring stakeholders. The Exploring Committee should be growing and have volunteers intricately involved in the above functions. Some type of skills academy or workshop which brings together all Exploring participants also is started in Year 2. Community and school relationships continue to improve.

In Year 3 the Exploring Program has grown to fifteen total Posts with 20% of XYZ Geographical Area youth being served (465). \$30,000 of direct support is generated through a special event fundraiser and direct community donations from stakeholders. The Exploring one-day Skills Academy event provides substantial value to participants and community exposure; it also generates \$4,000 in revenue. The Exploring Committee has developed and evolved to the point where executive transition is not disruptive to the sustainability of the Exploring Program. The Exploring Program is recognized throughout XYZ Geographical Area as a key solution to the skills-gap issue.

Program Benefits

The Exploring Program provides benefits to multiple stakeholders and entities. The youth of XYZ Geographical Area benefit as they are exposed to potential careers and receive valuable skills related to their future employment. These skills include not only the hard skills needed by employers in a specific field but also the soft skills needed in all industries. The business community of XYZ Geographical Area benefits as well as they develop a potential workforce and expose their career fields to youth and families; the business and its employees also benefit through this community involvement. The educational community benefits as they have one more tool to meet their stated goal of post-secondary readiness.

Request for Support

The XYZ Council, Boy Scouts of America respectfully requests support of \$75,000 per year with a 3-year commitment from XYZ Geographical Area. We request an initial payment of \$37,500 and subsequent quarterly payments of \$18,750 until the conclusion of the 3-year period.

Exploring Executive Position Description

Executive position is open with the XYZ Council, Boy Scouts of America for an entry-level professional in a position that involves sales, fundraising, and management. The role of the Exploring Executive is to be fully responsible for the success of the XYZ Career Exploring Initiative. Success will be defined by strong and productive relationships with the educational and business communities of XYZ; achievement of annual membership and fundraising objectives; and development of a volunteer network to advise and support the program. Successful applicant will be people oriented and have the ability to work with community and business leaders.

Bachelor's Degree required. Some nights and weekends required. Candidate must be able to pass a criminal background check. Position offers beginning salary of \$###,000; full benefits; and auto allowance.

Position Responsibilities

- Define the importance of XYZ Career Exploring Initiative (XYZEI) to communities of XYZ and serve as its marketing, sales, and customer service representative.
- Promote Career Exploring to educators, school administrators and counselors, students and families, & business and community leaders.
- Secure commitments from the business community to sponsor Career Exploring Posts. Work with businesses to identify Post advisors and develop curriculum.
- Recruit students to participate in Career Exploring posts. Persistence and tenacity will be needed to ensure that membership objectives throughout the XYZEI and in specific Explorer Posts is achieved.
- Provide follow-up and oversight to ensure that a quality and value-added experience is being offered in Career Posts.
- Generate funds for the Exploring Program through community and business support and special event fundraising. Solicit funds directly, either independently, or through volunteers.
- Develop an Exploring Advisory committee by recruiting, training, and coaching XYZEI stakeholders into volunteer roles.
- Cultivate, develop, and maintain a close rapport with the host businesses, educators/administrators, and community leadership. Working with those active at the highest levels of leadership in XYZ is necessary.
- Demonstrate a positive attitude and enthusiasm. Work collaboratively with other Council staff, current Scouting volunteers, and XYZEI stakeholders.
- Have the ability to succeed in an accountable results-based environment. Be able to develop daily/weekly workplans and operate independently.
- Have excellent verbal and written communication skills.
- Be able to demonstrate personal interactions with a wide variety of individuals and groups.

Appendix I – Sample Academy Promotional Brochure

BIO-MEDICAL
EMORY UNIVERSITY

SCIENCE

TRANSPORTATION
MARTA

RENEWABLE
GEORGIA POWER

TECHNOLOGY

ENGINEERING

ROBOTICS
GT

STRUCTURAL
GEORGIA AQUARIUM

ELECTRICAL
DE SOTO HS CENTER

MATH

MECHANICAL
SIX FLAGS

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Not Just Another... Novelis/Alcoa™

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**Prepared for the Future.
Prepared for Life.**



CAN YOU HANDLE THE GA TECH EXPERIENCE?

During your week at the Exploring Engineering Academy, you'll stay in the dorms of one of the top engineering schools in the country - the Georgia Institute of Technology.

You'll see first hand what campus life is like. You'll have the chance to meet actual engineering students, and learn what it takes to succeed at one of the nation's most respected universities. You'll meet professors, and learn about all the specialty engineering programs at Georgia Tech.

EVERYTHING ATLANTA HAS TO OFFER

There is no other city that can offer you the same variety of engineering experiences as Atlanta. From the campus of Emory University to the halls of more than 30 businesses like Georgia Power and General Electric, Atlanta is the best place to learn about all facets of engineering.

It is also the most fun. Students will see first-hand how engineering impacts your favorite activities.



LEARN FROM ATLANTA'S TOP ENGINEERS

Have you ever wondered what makes a roller coaster stay on the tracks in the middle of an inverted loop? Or how electricity instantly turns on your lights even though the power plant is miles away? This summer 70 students will get the answers to these questions and more by working hands-on with some of Atlanta's top engineers.

The 2016 Exploring Engineering Academy is a once-in-a-lifetime experience for 9th-12th grade students to get to live on the Georgia Tech campus and get behind the scenes access to more than 15 Atlanta-area companies like GE and GA Power.

No other summer camp combines learning and fun like the Exploring Engineering Academy. Learn how different STEM concepts impact you every day, then experience these principles first-hand.

Why should you attend the Exploring Engineering Academy?

- Experience life as a college student at one of America's top engineering schools, Georgia Tech.
- Discover your favorite engineering discipline after visiting more than 15 Atlanta companies.
- Learn what makes roller coasters work. Then ride them all!
- Have dinner with professionals at the top of their engineering fields - and ask them anything.
- Make new friends as you work on challenging projects.
- See first hand what it takes to be a professional engineer.
- Get a new experience to add to your resume and college applications.

APPLY BEFORE MARCH 1, 2016 & GET \$50 OFF THE REGISTRATION FEE*

2016 EXPLORING ENGINEERING ACADEMY

June 5 - June 10, 2016

Cost: \$1,000 (includes lodging, meals, local travel, limited edition T-shirt, and all activity fees).

*Registration is only \$900 for all students registered before December 31, 2015 - and \$950 for those registered before February 28, 2016.

Limited scholarships for the 2016 program are available. For questions, contact your Exploring Executive.

APPLY TODAY //////////////////////////////////////////////////////////////////

WWW.ATLANTAEXPLORING.ORG

Visit www.AtlantaExploring.org today to fill out an application for the program.

Appendix J – Sample Academy Schedule

Exploring Engineering Academy 2016 Schedule
June 5th-June 10th

	Day Volunteer	Contact	Day Volunteer	Contact	Day Volunteer	Contact	Day Volunteer	Contact	Day Volunteer	Contact
	William Lyman	770-365-2740	Raymond Wilcocks	770-860-0091	Raymond Wilcocks	770-860-0091	Richard Morales	404-275-8430	Robert Baker	404-695-2637
	Rodney Jones	470-349-2434	Almae Turner	404-228-2381	William Lyman	770-365-2740	Almae Turner	404-228-2381	-	-
	-	-	Van Foster	404-543-3060	Marlene Anderson Bomer	phone	Jack Seibert	404-660-0063	-	-
	-	-	Robert Baker	404-695-2637	-	-	Ronnie Davis	phone	-	-
	-	-	William Lyman	770-365-2740	-	-	-	-	-	-
	-	-	Jack Seibert	404-660-0063	-	-	-	-	-	-
	-	-	Richard Morales	404-275-8430	-	-	-	-	-	-
	-	-	Cindy Miller	phone	-	-	-	-	-	-
	-	-	Ronnie Davis	phone	-	-	-	-	-	-
	June 5th - Sun		June 6 - Mon		June 7 - Tues		June 8 - Wed		June 9 - Thur	June 10 - Fri
7:30 AM	Breakfast- Georgia Tech North Ave Dining Hall 7:00AM-7:45AM		Breakfast- Georgia Tech North Ave Dining Hall 7:00AM-7:45AM		Breakfast- Georgia Tech North Ave Dining Hall 7:00AM-7:45AM		Breakfast- Georgia Tech North Ave Dining Hall 7:00AM-7:45AM		Breakfast- Georgia Tech North Ave Dining Hall 7:00AM-7:45AM	
7:30 AM	(Volunteer debrief then load buses)		(Volunteer debrief then load buses)		(Volunteer debrief then load buses)		(Volunteer debrief then load buses)		(Volunteer debrief then load buses)	
8:30 AM	BBA Coordinators Ashia SBB Cell: 770-405-8155 Ashia.SBB@georgia.org	Walk to Niles Bolton 7:45AM-8:15AM	Walk to Nanotech Lab 7:45AM-8:15AM	(Volunteer debrief then load buses) Bus to Braves Stadium 8:00AM-8:30AM	(Volunteer debrief then load buses) Bus to Novella 8:00AM-8:30AM	(Volunteer debrief then load buses) Bus to Novella 8:00AM-8:30AM	Bus to Delta Delta 8:00AM-8:45AM Any Hudnall coordinating Site Contact Address?	Bus to Porsche Porsche 8:00AM-8:45AM Annie Chertevan Phone 1 Porsche Drive Atlanta, GA 30354	Drive to Six Flags Six Flags 8:00AM-2:30PM Sherde Emerson	Drive to Six Flags Six Flags 8:00AM-2:30PM Sherde Emerson
8:30 AM		Niles Bolton 8:15AM-10:15AM	Nanotech Lab 8:15AM-10:15AM	Braves Stadium 8:30AM-9:45AM	Novella 8:30AM-11:00AM	Novella 8:30AM-11:00AM				7561 Six Flag Parkway Austell, GA
8:30 AM		TBD	Marcus Nanotech Conference Room	Windy Ridge Parkway Bus to GE Grid IQ GE Grid IQ	1050 Vaughn Road NW Kennesaw GA 30144	1050 Vaughn Road NW Kennesaw GA 30144				
10:00 AM	EEA Chairman Richard Morales Cell: 404-275-8430 RMorales@georgia.org	Bus to GA Aquarium	Bus to GA Aquarium	2018 Powers Ferry Rd Atlanta GA	Lunch 11:00AM-11:45PM	Lunch 11:00AM-11:45PM	Bus to Porsche Porsche 10:00AM-11:45AM Annie Chertevan Phone 1 Porsche Drive Atlanta, GA 30354	Bus to Delta Delta 10:00AM-11:45AM Any Hudnall coordinating Site Contact Address?		
11:00 AM		Georgia Aquarium 10:45AM-11:45AM Site contact 225 Baker St NW Atlanta, GA	Georgia Aquarium 10:45AM-11:45AM Site contact 225 Baker St NW Atlanta, GA	Bus to Lunch	Bus to Lunch	Bus to Lunch	Bus to Lunch	Bus to Lunch		
11:30 AM	Dome: Towers Residence Hall 112 Bobby Dodd Way	Bus to lunch	Bus to lunch	Lunch 12:00PM-12:45PM	Lunch 12:00PM-12:45PM	Lunch 12:00PM-12:45PM	Bus to Lunch	Bus to Lunch		
12:00 PM		Lunch 12:15PM-1:00PM GA Aquarium	Lunch 12:15PM-1:00PM GA Aquarium	TBD	TBD	TBD				
12:30 PM		Bus to GA Aquarium Georgia Aquarium	Bus to Federal Reserve	Bus to MODA	Georgia Tech Competition Center Novella 12:30PM-1:30PM Any Hudnall Coordinating Site Contact 575 14th St NW Walk/Drive to tour G Tech Campus Tour 2:00PM-4:00PM	Georgia Tech Competition Center Novella 12:30PM-1:30PM Any Hudnall Coordinating Site Contact 575 14th St NW Walk/Drive to tour G Tech Campus Tour 2:00PM-4:00PM	Bus to Lunch	Bus to Lunch		
1:30 PM		1:15PM-2:00PM Site contact 225 Baker St NW Atlanta, GA	Federal Reserve 1:30PM-3:15PM	MODA 1:30PM-3:15PM	Walk/Drive to tour G Tech Campus Tour 2:00PM-4:00PM	Walk/Drive to tour G Tech Campus Tour 2:00PM-4:00PM				
2:30 PM		225 Baker St NW Atlanta, GA	1000 Peachtree St NE Atlanta GA 30309	1315 Peachtree St NE Atlanta GA 30309						
3:00 PM	Registration Ga Tech 3:00PM-6:00PM Towers Residence Hall 112 Bobby Dodd Way	Bus to GFC HQ 3:15PM-3:45PM UPC Soccer Registration 3:45PM-4:30PM Lee Clinton Georgia Power 4:30PM-6:45PM	Bus to Falcon Stadium Falcon Stadium 3:30PM-4:45PM	Bus to ECE Lab ECE Lab 3:30PM-4:45PM	225 North Avenue Atlanta GA	225 North Avenue Atlanta GA	Bus to MARTA 3:00PM-3:30PM MARTA 3:30PM-3:30PM Toni Thornton Phone 500 Pinesmore Drive NE Atlanta, GA	Bus to Watershed 3:00PM-3:30PM Atlanta Watershed 3:30PM-5:30PM		
3:30 PM	GEF Presentation - Stephen McDavid Towers Residence Hall	241 Ralph McGill Boulevard Atlanta, GA	1 Georgia Dome Drive Atlanta, GA ECC Lab 5:00PM-6:15PM	777 Atlantic Drive NW Atlanta, GA Falcon Stadium 5:00PM-6:15PM	785 Fancl Drive Atlanta GA	785 Fancl Drive Atlanta GA				
4:30 PM	GEF Presentation - Henderson Johnson Towers Residence Hall									
5:30 PM	GEF Presentation - Kreston Barron Towers Residence Hall									
6:30 PM	Student Orientation Towers Residence Hall Lobby	Dinner 6:45PM-7:45PM Georgia Power	Bus to Dinner	Bus to Dinner	Walk to Presidential Scholars Presidential Scholars 8:30PM-9:30PM Towers Residence Hall Lounge	Walk to Presidential Scholars Presidential Scholars 8:30PM-9:30PM Towers Residence Hall Lounge	Bus to Invention 5:30PM-6:00PM Invention 6:00PM-7:00PM Rosanne Moore Lounge TBD	Bus to Invention 5:30PM-6:00PM Invention 6:00PM-7:00PM Rosanne Moore Lounge TBD		Travel to Closing Ceremonies
7:30 PM	Walk to Dinner	Dinner 7:00PM-8:00PM North Avenue Dining Hall	Dinner 7:00PM-8:00PM North Avenue Dining Hall	Dinner 7:00PM-8:00PM North Avenue Dining Hall	Dinner with a Professional 7:30PM-8:30PM Towers Residence Hall Lounge	Dinner with a Professional 7:30PM-8:30PM Towers Residence Hall Lounge				Closing Ceremony Dr. May Keynote Speaker Joe Schroedel
7:30 PM	Dinner 7:30PM-8:30PM Vanity 81 North Avenue NW	Bus to GT	Panama Canal 8:00PM - 9:30PM Towers Residence Hall 112 Bobby Dodd Way Lounge	Evening Activity 8:00PM - 9:30PM TBD						
8:30 PM	Team Building Activity / Icebreakers 8:30PM-10:00PM Towers Residence Hall 112 Bobby Dodd Way Atlanta, GA	Astronomy 8:30PM - 10:00PM Tom Milton Phone GA Tech Campus Observatory	Panama Canal 8:30PM-10:00PM Richard Morales Towers Residence Hall 112 Bobby Dodd Way Lounge							
9:30 PM		Uoim	Uoim	Uoim	Uoim	Uoim				
10:00 PM	Dorm Towers Residence Hall 112 Bobby Dodd Way	Towers Residence Hall 112 Bobby Dodd Way	Towers Residence Hall 112 Bobby Dodd Way	Towers Residence Hall 112 Bobby Dodd Way	Towers Residence Hall 112 Bobby Dodd Way	Towers Residence Hall 112 Bobby Dodd Way				
10:30 PM										
11:30 PM	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out	Lights Out				

	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Overnight Volunteers	Richard Morales 404-275-8430 Tony Belcher 678-595-6872 Jack Seibert 404-660-0063	Mye Smith 404-349-1912	Richard Morales 404-275-8430	Kim Williams 404-513-7264	Raymond Wilcocks Richard Morales 404-275-8430	Kim Williams 404-513-7264	Richard Morales 404-275-8430	Kim Williams 404-513-7264		



Steps for a Local Council to Use the LFL Foundation

1. Local council prepares proposal addressed to donor prospect. Proposal needs to specify that the funds will be used only for Learning for Life (perhaps a specific project).
2. Proposal is sent to Angela Sanchez, Director of Curriculum Programs, via email at least three weeks before the proposal's due date.
3. Angela Sanchez will send to the Learning for Life Legal Department for review and approval.
4. Angela Sanchez will send the proposal with a cover letter to the prospective donor. The letter will include information about the Learning for Life Foundation.
5. Donor sends check to the Learning for Life Foundation.
6. Learning for Life will send a thank you letter to the donor.
7. Learning for Life will submit a check request for the same amount and send the funds to the local council's Scout Executive/Executive Director along with a cover letter.
8. Local Executive Director sends thank you to donor and any needed reports.

Note: Proposal and all letters should make no reference to Scouting or use of the Boy Scout emblem. Also, please allow three weeks for the National Learning for Life Office for the review and approval process.

CONTACT:

Angela Sanchez
972-580-2347
Angela.Sanchez@lflmail.org

The Exploring Experience

A National Program-Outcomes Study Conducted by Louis Harris & Associates

The Exploring program contributes to the healthy development of today's young adults by providing them with the environment, resources, and relationships they need to learn and grow. This study addresses the issue of how healthy development is fostered by addressing a key question that a growing number of organizations concerned with youth development have attempted to answer: What are the specific components or elements of youth development that contribute to healthy, positive outcomes?

Two organizations in particular, the Carnegie Council on Adolescent Development and the Search Institute, have focused attention on desirable traits that youth programs should address. The Carnegie Council, after a decade-long research effort, offers the following 10 conditions as "fundamental human requirements"* that must be met if children are to grow up to be healthy, constructive adults:

- Develop sustained, caring relationships with adults.
- Receive guidance in facing serious challenges.
- Become a valued member of a constructive peer group.
- Feel a sense of worth as a person.
- Become socially competent.
- Know how to use support systems.
- Achieve a reliable basis for making informed choices.
- Participate in the constructive (age-related) expression of curiosity and exploration.
- Believe in a promising future with real opportunities.
- Find ways of being useful to others.

Similarly, youth development researchers at the Search Institute in Minneapolis, Minnesota, have developed the following framework of developmental assets that give young people a strong foundation for life:**

- Support - Receive support from family, teachers, and other adults.
- Empowerment - Feel useful and safe.
- Boundaries and expectations - Move in an environment with rules, structure, and high expectations.
- Constructive use of time - Spend time creatively on hobbies, with friends, and in religious functions.
- Commitment to learning - Engage in learning and spend time daily on schoolwork and other reading.
- Positive values - Learn honesty, integrity, personal responsibility, as well as to care for others, and act on this knowledge.
- Social competencies - Develop respect for others and become comfortable with people of different cultures.
- Positive identity - Develop a sense of purpose and self-worth.



From the important youth-development variables identified by these two comprehensive sources, several common elements emerge. Integrating these common elements yields the following six critical elements of healthy youth development:

1. Strong personal values and character
2. A positive sense of self-worth and usefulness
3. Caring and nurturing relationships with parents, other adults, and peers
4. A desire to learn
5. Productive/creative use of time
6. Social adeptness

The results of this report demonstrate that the Exploring program addresses each of these important elements.



Exploring exists to accomplish a major goal: To provide the structure and resources needed for the youth of America to learn about career opportunities, to make ethical choices, and to achieve their full potential as individuals. In a new study, researchers at Louis Harris & Associates have built on the work of two particular organizations, the Carnegie Council on Adolescent Development and the Search Institute, that are pioneers in the study of desirable characteristics that youth programs should foster.

* Carnegie Council on Adolescent Development; Great Transitions, Preparing Adolescents for a New Century, page 49

** Peter L. Benson, Ph.D.; Judy Galbraith, M.A.; and Pamela Espeland; What Teens Need to Succeed; Search Institute and Free Spirit Publishing, 1998

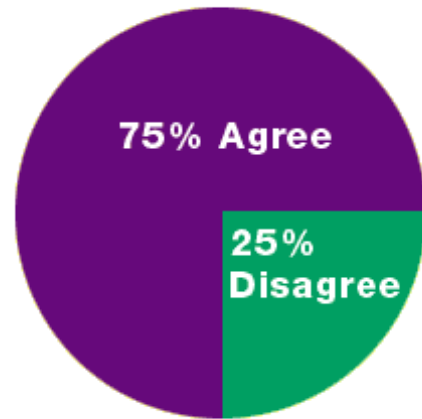
Strong Personal Values and Character

Providing young people with experiences to help them mature into responsible and caring adults is one of the purposes of the Exploring program. Making ethical choices and helping others are key components of this goal.

Ethical decision-making opportunities arise in Exploring when the post is faced with decisions about right and wrong. Three of four Explorers (75 percent) indicate that their group has dealt with such a decision during the past three months.

One of four Explorers (25 percent) participates in a service project during a typical three-month period. For teens, the importance of service projects is threefold: First, the projects help meet important physical and emotional needs; second, they communicate the value and importance of other people; and third, they allow young people to develop empathy for people who are in need.

Ethical Decision Making

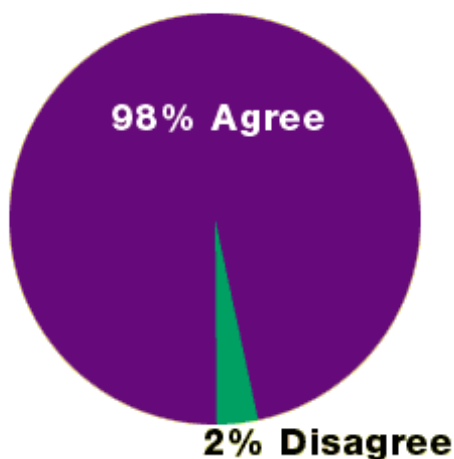


"Your post has been faced with situations when the group had to make decisions about right and wrong."

A Positive Sense of Self-Worth and Usefulness

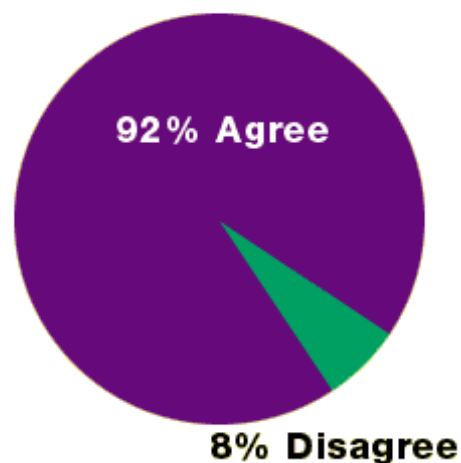
Exploring is focused on teaching youth about career fields that might interest them and encouraging them to prepare for the future. In doing so, the program aims to build self-worth and self-confidence in youth. In part, it does this by providing an atmosphere of teamwork, learning, and accomplishment. Nearly all Explorers (98 percent) agree that Exploring activities help to prepare them for the future.

Preparing for the Future



"The activities in Exploring help you prepare for the future."

Building Confidence



"Being an Explorer has taught you to have more confidence in yourself and your abilities."

The belief among members that Exploring contributes to their self-esteem is also strong: 92 percent of Explorers agree that being an Explorer has taught them to have more confidence in themselves and their abilities.



"It has been a good learning experience. He wants to be a police officer." - Mother of a 16-year-old Explorer

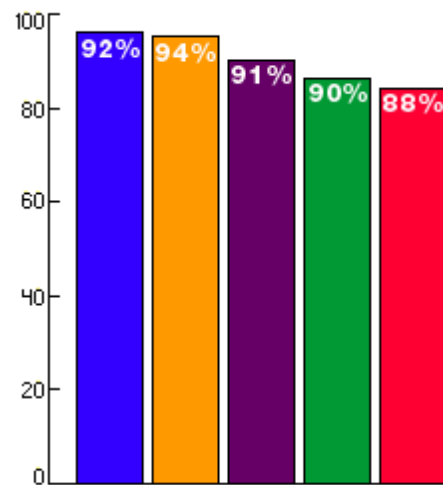
Self-worth is closely tied to relationships with others. Relationship building between youth, their peers, and adults plays an important developmental role by establishing a place of belonging and security and by fostering feelings of value. In Exploring, positive self-worth is reinforced through encouragement from others. Overall, 91 percent of Explorers agree that they receive such encouragement from other Explorers, and 94 percent agree that they are encouraged by their parents to participate in Exploring activities.

Positive self-worth is also supported through early leadership experiences in Exploring. About one in five Explorers (22 percent) hold an elected or appointed leadership position within the post.

Caring and Nurturing Relationships With Parents, Other Adults, and Peers

A key reason young people join Exploring is the opportunity it gives them to establish relationships with others. Specifically, 87 percent of Explorers indicate that "socializing with others" was an important factor in their decision to join. Furthermore, 90 percent indicate that such social development contributed to making their program experience positive.

Interaction and Communication with Adults/Peers



- Encouraged to share your ideas and opinions.
- You made new friends in your post.
- You can talk to your post Advisor about things that are important to you.
- You talk to parents about what you learn at meetings/outings.
- You talk with other Explorers about what you learn.



"[Exploring] has given her a strong sense of community participation and leadership skills." - Father of a 15-year-old Explorer

Exploring serves as a catalyst for interaction and communication between members, their parents, and other adults. Almost all Explorers are encouraged to share their ideas and opinions with the group (95 percent) or have made new friends in their Exploring post (94 percent). The strength of such peer-to-peer interaction is further evidenced by 88 percent saying they talk with other Explorers about what they learn in the program.

A clear majority of Explorers (90 percent) talk to their parents about what they learn at meetings and outings, and almost two-thirds (64 percent) talk to adults other than their parents about their Exploring experiences. Perhaps more importantly, nine of 10 (91 percent) agree that they can talk to their post Advisors about things that are important to them.

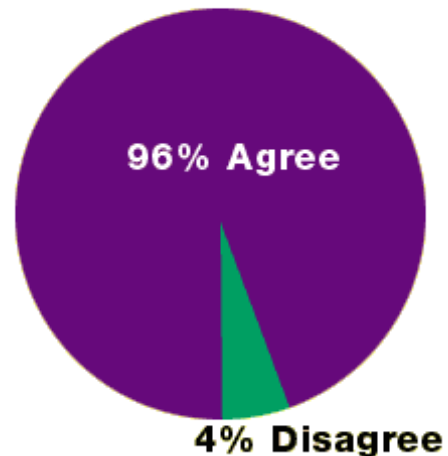
A Desire to Learn

The Exploring program matches youth who share common career interests with community members who can inform, encourage, and develop those interests. Given Exploring's goals, perhaps it is not surprising that in a typical three-month period, a majority of Explorers have learned about a career field.

Explorers value the program for these new learning experiences. In total, 96 percent agree that Exploring gives them a chance to do things and go places they would not be able to experience otherwise.

In general, further learning is important to the youth involved in the Exploring program: 99 percent of Explorers say that going to college is important to them.

Broadening Horizons

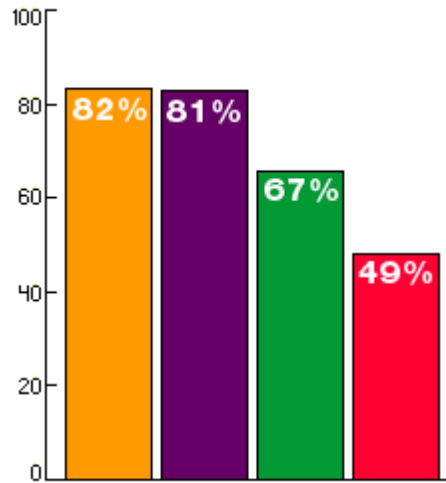


"Exploring gives you a chance to do things and go places that you would not otherwise do or visit."

Productive/Creative Use of Time

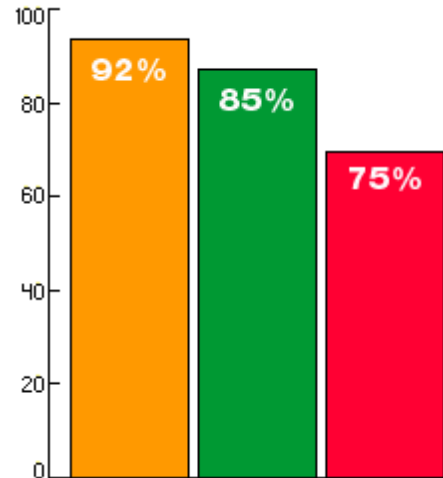
Presentations, mentoring, and hands-on experiences in career fields are the activities Explorers experience most commonly in the program. Three-fourths (74 percent) participate in presentations or lectures by experts during a typical three-month period, and two-thirds (63 percent) have hands-on experiences in career fields.

New/Unique Experiences



- Learned about a career field
- Talked with a professional or expert
- Did something never done before
- Went somewhere never been before

Goals and Planning



- Exploring encourages me to think about and plan for the future.
- I set goals for myself at meetings and activities.
- I had to rely on myself to accomplish my goals.

Exploring provides members with an incentive to stretch themselves and reach beyond what they already know, see, and feel. During a typical three-month period, a majority of Explorers have learned about a career field (82 percent) or talked with a professional or expert (81 percent). Two-thirds (67 percent) have done something they have never done before, and about half (49 percent) have gone somewhere they have never been before.



Another important outcome related to productive use of time is found in Exploring's component of goal setting and accomplishment. Because of Exploring, almost all of the members (92 percent) agree that they were encouraged to think about and plan for their futures. Eighty-five percent of Explorers set personal goals for meetings and activities, and 75 percent indicate having to rely on themselves to accomplish these goals.

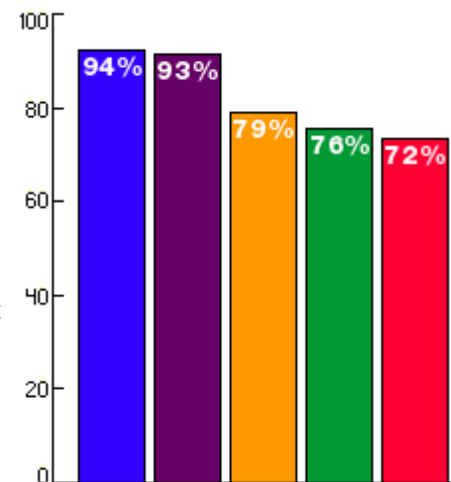
An important element of Exploring is that the program encourages young people to fulfill personal development needs while working to meet the needs of others. Over a typical three-month period, one-quarter (25 percent) of Explorers participate in a service project. Among these, 42 percent work with children, which is by far the most common type of service project.

Social Adeptness

The Exploring program teaches teamwork, leadership, and other life skills, with a particular focus on the development of career interests. These tools equip Explorers to effectively and productively contribute to collaborative efforts and cooperate with people who are different from themselves. In a typical three-month period, more than nine of 10 Explorers agree that their participation in the program helped them learn to get along with people who are different from themselves (94 percent) and learned something about how to be a team player and work in a group (93 percent). Also, about eight of 10 (79 percent) participated in group discussions, whereas just under three of four (72 percent) participated in a vote or decision made by the group.

Conflict resolution is an outcome of participation in the Exploring program, as 76 percent of members agree that they were able to resolve conflicts they had with others while participating in Exploring outings and activities.

Social Adeptness: Learning Life Skills



- Learned to get along with people who are different from yourself
- Learned something about how to be a team player and work in a group
- Participated in group discussions
- Were able to resolve conflicts you had with others
- Participated in a group vote or decision