



Funding I AM Powerful

In the following Southern Nevada Agencies:

The Shade Tree (for Women and Children)

Youth Offenders Court (for Youth and their Families)

UNLV Research with Dr. An-Pyng Sun

the Funding Request

This proposal is:

Seeking \$266,000 in funding (in whole or in part)

For two Southern Nevada agencies and one UNLV research program

- **The Shade Tree** (A Homeless and Domestic Violence Shelter for Women and Children) *Funds will provide:*
 - Direct Service Programming (for clients)
 - Capacity Building
 - Leadership Development
- **Youth Offenders Court** (A Habitual Offender Drug Court for youth ages 16-24 and their families) *Funds will provide:*
 - Direct Service Programming (for clients)
- **Dr. An-Pyng Sun with UNLV School of Social Work** *Funds will provide:*
 - Research Design
 - Research Execution
 - Research Analysis

To implement the I AM Powerful program that provides:

- ❖ Social Emotional Learning
- ❖ Life Skills
- ❖ Emotional Intelligence and Health
- ❖ Behavior Management

With the intention of the following measurable outcomes:

- ❖ Reducing Recidivism
- ❖ Reducing Self Harming Behaviors
- ❖ Reducing Addiction Behaviors
- ❖ Reducing Violence
- ❖ Increasing Success Outcomes – Jobs, Housing, Economic Stability
- ❖ Increasing Healthy Relationships
- ❖ Increasing Self Efficacy
- ❖ Increased Self- Responsibility, Accountability and Personal Power

All funds will be provided directly to the not-for-profit 501c3 partnerships listed above – the Shade Tree, Youth Offenders Drug Court and Dr. An-Pyng Sun with UNLV. **100% of funding provided will go toward programming and services provided.**

Executive Summary

Two southern Nevada organizations, the Shade Tree and Youth Offenders Court, are searching for \$241,000 in funding, in whole or in part, to implement that I AM Powerful program with their populations. An additional \$25,000 is being sought for UNLV researcher and school of social work professor Dr. An-Pyng Sun to perform research on both programs.

The Power Integration Center has graciously offered to fund programming to sustain some current populations. However, sustainability of the program, expansion and internal implementation can only occur with supportive and collaborative funding.

the I AM Powerful Program

'I AM Powerful' is a social emotional 8-week adult learning program based on transpersonal development and the latest research on how brains work. The program gives participants the life tools to be self-responsible, navigate challenges, relationships and experiences, to redirect their own behavior consciously, and to manage their emotions in the process.

The program, through these partnerships, are provided as a structured support group delivered for 2-hours once a week for 8-weeks consecutively, with continual aftercare programming available to clients as well. The program is delivered in a strengths-based, experiential and scenario-centered learning model that is population specific. The program is designed to shift the nature, perspective, use of and application of power in one's life from external forces to internal sources. It asks us to take responsibility for our lives, make intentional choices, be self-aware, manage our emotions and behavior, and think critically for ourselves. Furthermore, it provides the practical life skills necessary in creating intentional results, experiences, communication, boundaries and healthy relationships.

Listen to stories of our participants and their experience going through the I AM Powerful program at –

<http://www.youtube.com/user/PowerIntgCenter> or www.Powerintegrationcenter.com

the Shade Tree

The Shade Tree provides temporary housing, practical life skills, and emotional resources to over 3500 women and children a year in the southern Nevada area. This can include populations who may also suffer from mental health, physical health, addictions, and domestic violence, among many more. The Shade Tree is the only 24-hour accessible shelter designed specifically to meet the needs of women and children in Southern Nevada. With 364 permanent beds, the Shade Tree provides some 106,000 nights of shelter each year. To remove any barrier that might prevent a woman from

accessing necessary services for herself and her children, 100% of their services are provided completely free of charge, regardless of the length of stay.

The Shade Tree population receives an 8-week cycle of the I AM Powerful program as a closed group; fostering an increased sense of safety and trust, that had been long been stripped from these women through incredibly challenging and traumatic experiences. All the women who complete the 8-week program also attend aftercare programming once a week. Whether or not they still reside in the Shade Tree women are invited to attend and continue their work in the I AM Powerful program long after they've begun to rebuild their lives outside of the shelter.

Read about the state of the Shade Tree in 2010 on 8 News Now –

http://www.8newsnow.com/story/12958617/homeless-shelter-bursting-with-people-needing-help?sms_ss=twitter&redirected=true

Population Details of those being served at the Shade Tree

Women and Children all Homeless

A combination of issues that may include all or part of the following:

- ❖ Domestic Violence
- ❖ Sexual Assault and/or Rape
- ❖ Mental Health
- ❖ Physical Health
- ❖ Trauma
- ❖ Substance Abuse
- ❖ Jobless

the Youth Offenders Court

The Youth Offenders Court is a drug court in the court room of the honorable Judge Cedric Kerns. This one-of-a-kind drug court will be offering the I AM Powerful program to both offenders and their families as a court ordered diversion program. Judge Kerns and the design of the Youth Offenders program aligns brilliantly with the I AM Powerful program's commitment to, and focus on, responsibility and sustainability. In order to be accepted into the Youth Offenders Court and be offered court ordered diversion programming, such as I AM Powerful, the families must also make the same commitments as the offenders. Judge Kerns understands that to have long term sustainable results the entire generational cycle must shift. I AM Powerful will be provided to both offenders and their families in the 8-week initial I AM Powerful program and as an additional 8-week aftercare program in integrated family/offender formats beginning January 2011.

Watch a video on the Youth Offenders court done by the Las Vegas Review Journal –

<http://www.lvrj.com/multimedia/New-program-gives-young-addicts-chance-to-restore-lives-103216>

Population Details of those being served through Youth Offenders Court

Young Adults and their Families

The Youth

All struggle with the following:

- ❖ Substance Abuse

There may also be co-occurring issues (they may or may not struggle with a combination of all or part of the following) such as:

- ❖ Mental Health (suicide, depression, diagnosis)
- ❖ Physical Health
- ❖ Trauma and Domestic Violence (past or present)
- ❖ Sexual Assault and/or Rape (past or present)

The Families

All struggle with

- ❖ Co-dependency

There may also be co-occurring issues (they may or may not struggle with a combination of all or part of the following) such as:

- ❖ Substance Abuse (past or present)
- ❖ Mental Health (suicide, depression, diagnosis)
- ❖ Physical Health
- ❖ Trauma and Domestic Violence (past or present)
- ❖ Sexual Assault and/or Rape (past or present)

Budgets to be Funded by Project

The following are details of the budget for required funding:

the Shade Tree

Annual Fees

Comprehensive Project Fees	
Direct Service	\$39,387.50
Staff Development (Year 1 only)	\$96,460.00
Organizational Development (Year 1 only)	\$12,000.00
Facility Development	TBD
Annual Total	<u>\$147,847.50</u>
Renewal Total	<u>\$39,387.50</u>

Comprehensive Projected Proposal Fees for Year One = **\$147,847.50**

Annual Program Retention Fees for Subsequent Years = **\$39,387.50**

Youth Offenders Court

Annual Fees

Fees are outlined to ensure a capacity to serve a minimum of 40 and up to 60 offenders in one 12 month period and a minimum of 80 and up to 120 family members in one 12 month period.

Comprehensive Project Fees	
Direct Service	\$84,000.00
Materials	\$8,900.00
Annual Total	<u>\$92,900.00</u>
Renewal Total Y2	<u>\$92,900.00</u>

Comprehensive Projected Proposal Fees for Year One = **\$92,900.00**

Annual Program Retention Fees for Subsequent Years = **\$92,900.00**

Annual Fees

Comprehensive Project Fees	
Research Design	\$7,500.00
Research Execution	\$10,000.00
Research Analysis	\$7,500.00
Annual Total	<u>\$25,000.00</u>
Renewal Total Y2	<u>\$25,000.00</u>

Comprehensive Projected Proposal Fees for Year One = **\$25,000.00**

Annual Research Retention Fees for Subsequent Years = **\$17,000.00**

Why Fund I AM Powerful

Research from the National Institute for Health, SAMHSA (Substance Abuse and Mental Health Services Administration), CASEL (Collaborative for Academic, Social and Emotional Learning), and the Center for Creative Leadership, among many others, consistently show that regardless of population, age, socio economic status, risk factor, gender or state of current health the following factors are not only critical, but necessary, for successful social outcomes; especially long term sustainable success.

- Social Emotional Health
- Emotional Intelligence
- Leadership Skills
- Life Skills
- Self-Responsibility and Self-Efficacy

I AM Powerful provides these results.

Our own internal results show:

- *We saw an average gain in the overall group in all areas.*
- *66% of the participants gained practical skills like communication, boundary setting, communicating needs, feeling powerful, personal responsibility and decreased co-dependency behaviors.*
- *63% of participants gained healthier emotional connections with both self and others.*
- *75 % of participants saw a rise in their practical outcomes like decreased cutting and drinking to get drunk, and increases in body image, building healthy relationships, engagement and enjoyment in life.*
- *63% of participants found increases in Self-Efficacy*

** See our web site for further details on exact gains and a summary report.*



Through our research partnership with Dr. An-Pyng Sun of UNLV's school of social work we anticipate showing further increases in desired outcomes, decreases in undesirable outcomes, long term sustainability of outcomes and the importance of enhanced programming to clients that provide these skills, as well as a tiered approach to delivery within organizations.

What it Accomplishes:

the Direct Service Program

The goal of the **I AM Powerful** direct service program is to raise the emotional intelligence, life skills, social emotional health, self-responsibility and empowerment (self-efficacy) of the people it is delivered to.

The Research Shows:

Scientific results of studies done at the National Institute of Health, CASEL, and the World Health Organization (among many, many others) all show that improving the life skills, social emotional learning and emotional intelligence in individuals increases outcomes, the effectiveness of those outcomes and the long term sustainability of those outcomes.

The National Institute of Health found that when studying “**The effects of a multiyear universal social-emotional learning program**”:

“well-implemented multiyear social-emotional learning programs can have significant and meaningful preventive effects on the population-level rates of aggression, social competence, and engagement....”¹

A study done by CASEL shows:

“Social emotional learning helps participants become good communicators, cooperative members of a team, effective leaders, and caring, concerned members of their communities. It teaches them how to set and achieve goals and how to persist in the face of challenges. These are precisely the skills that today’s employers consider important for the workforce of the future.”²

I AM Powerful *provides* the practical life skills, social emotional health/healing, and emotional intelligence necessary to make positive, healthy and constructive choices for themselves.

I AM Powerful *furthermore, teaches* self-responsibility for both choices and experiences/results. It *empowers* each participant with the ability to make their own choices, be aware of the process, and be responsible for the experiences/results of those choices.

I AM Powerful *provides the tools* necessary to execute these skills, and the time necessary to practice these skills, for success.

¹ The Effects of a Multi-Year Universal Social Emotional Learning Program: The Role of Student and School Characteristics <http://www.ncbi.nlm.nih.gov/pubmed/20350027> National Institute for Health 2010

² Benefits of Social Emotional Learning Study <http://www.casel.org/sel/impacts.php> 2000-2010 CASEL

What it Accomplishes:

Capacity Building

The goal of the **I AM Powerful** approach, delivered through capacity building, is to embed into the organization, as well as with the staff, the concepts, tools, daily applications and approaches of the program.

When program principals are embedded into an organization (policies, procedures, practices and culture) and with its staff who ‘walk the talk’ (leadership and application) studies find enhanced outcomes and long term sustainability of outcomes. Especially those of: Empowering Self-Responsibility - holding others accountable for their own choices/outcomes through choice and agreement.

The Research Shows:

Chapman Graduate School shows that learning outcomes increase when modeled by those they are working with. ¹

A study of fidelity in the Psychiatric Journal found that, “models cannot simply be transferred...without adaptation.” This requires adequate training for implementation. ²

NIH Behavior Change Consortium found that: “Reliability and validity of intervention studies are impossible without adequate program fidelity, as it ensures that the intervention was implemented as designed and allows for accurate conclusions about effectiveness.” ³ Program effectiveness requires leadership, practitioner, staff and clinician effectiveness, which only training provides.

I AM Powerful the Approach ensures that policies, procedures, practices, staff, leadership and skills all utilize and model the principles being asked of residents, clients and participants.

I AM Powerful the Approach furthermore, provides leadership and staff the practical and immediately applicable tools that bring the program to life in all relationships, interactions and situations when a client interacts with the organization, the staff or the program(s). This gives the client a continuous and consistent real life experience and practice of the program skills and concepts they are learning, embedding them deeper into their daily practice and thus enhancing, and further sustaining their results.

¹FIU Chapman Business School – December 1, 2010,
http://business.fiu.edu/chapman/emba_student_learning_and_program_outcomes%20.cfm?height=530&width=527

²Psychiatr Serv 56:1451-1454, November 2005doi: 10.1176/appi.ps.56.11.1451 2005 [American Psychiatric Association](http://psychservices.psychiatryonline.org/cgi/content/full/56/11/1451) -
<http://psychservices.psychiatryonline.org/cgi/content/full/56/11/1451>

³Bellg AJ, Borrelli B, Resnick B *et al.* Enhancing treatment fidelity in health behavior change studies: best practices and recommendations from the NIH behavior change consortium. *Health Psychol* 2004; **23**: 443–51

I AM Powerful

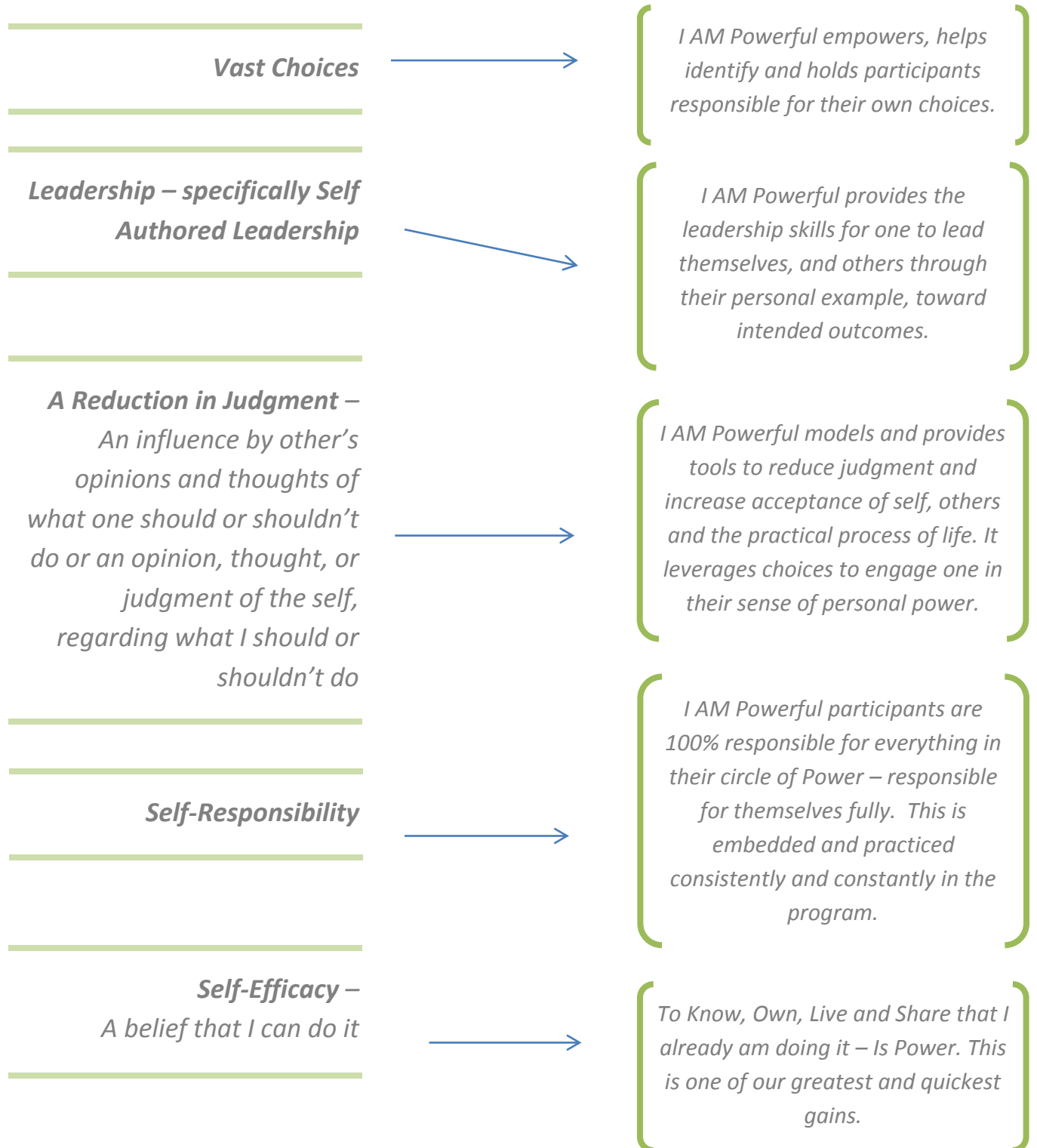
Client Process



Reference for chart: <http://dccps.cancer.gov/brp/constructs/barriers/index.html>

I AM Powerful

In order for anyone to feel, engage in, operate from or create authentic and sustainable Power the following are necessary and provided by I AM Powerful:



Critical Thinking



We increase these skills by putting the responsibility back in their hands, asking them to be conscious of the process to make choices and create an outcome. Tools, applications and exercises also increase these skill sets.

Life Skills



Self-Awareness



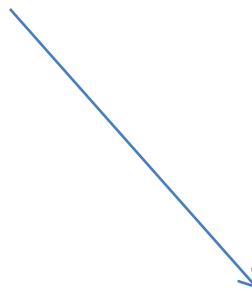
I AM Powerful at its core requires awareness at all levels. We practice awareness in every moment, activity, exercise and tool of the program. Reflection and connection are key factors in the program.

Emotional Intelligence



I AM Powerful addresses feelings and emotions directly as tools, to create intentional results. Among many tools provided, emotional intelligence is also increased through increased self-awareness and learning how to observe, process and communicate feelings and needs.

Connection, Trust, and Safety



**Understanding, Acceptance,
Love and Connection**



I AM Powerful creates this through shared, collaborative, and reflective experiences. The skills to perpetuate this experience are provided through tools, applications, exercises and discussion.

Immediate Outcomes

Increased decision-making and problem solving skills

Increased self-control

Decreased anxiety and self-doubt

Increased social responsibility

Increased empathy and tolerance

Increased interpersonal skills - active listening, teamwork and leadership skills

Increased internal locus of control – purpose

Increased self-efficacy, self-awareness, self-esteem and self-responsibility

Increased critical thinking, life and success skills

Decreased stressors and Increased emotional intelligence and health

Social and Personal Impact

Improved Success Factors: Grades, Job, Housing, Economic Stability, Relationships

Decreased Recidivism, drop-out rates, Homelessness, Arrests

Decreased violence, bullying, and Self Harming behaviors

Decreased Addiction – Drugs, Alcohol, Co-dependency, etc.

Increased emotional and physical health

Increased volunteerism in community, community pride and connection to others

Improved work force

Economic development

Responsible society; individuals and groups

Types of Funding

Direct Service of Programming

Direct Service delivers the I AM Powerful program directly to participants in various service sectors; like homeless shelters, domestic violence shelters, at risk youth, the justice department through court ordered diversion programs, and in the educational system to staff, teachers, administrators and families.

Leadership Development

Leadership Development delivers I AM Powerful advanced training to leaders, administrators, staff, clinicians, educators, practitioners and facilitators. This program prepares those working with intended participants with the tools necessary to provide, deliver, and/or enhance and support the outcomes through their specific roles within the organization.

Capacity Building

Capacity Building overlays the I AM Powerful approach in policies, procedures, culture, practices, approaches, case work/management, and operations within an organization to further embed the work, as well as enhance and sustain outcomes through integration.

Facility Development

Facility Development ensures that the physical environment of the organization delivering or utilizing I AM Powerful in anyway, is both empowering, and aligned with the I AM Powerful approach.

Materials

This program provides materials to organizations who simply need funding to implement the program through the materials provided by the Power Integration Center. It may also include access to the Power Integration Center's vast library of tools, resources, applications and exercises to utilize with their population.

The Leadership

of Program Implementation

The following leaders are responsible for the oversight of funding and effectiveness of program outcomes and results.

Marlene Richter

Executive Director, the Shade Tree



Awarded the Las Vegas 2010 - Rising Phoenix Humanitarian Award, Marlene Richter is the current Executive Director for the Shade Tree in Las Vegas NV. She is responsible for leading the local shelter providing 300 beds a night and over 100,000 nights provided annually to women and children in the Valley. In 2009 she led the project that brought a medical clinic to the shelter, manages the animal shelter connected to the Shade Tree called Noah's and supports an annual budget of over \$3.5 million for the Shade Tree.

As a licensed Social Worker, she has worked with persons and families in crisis for 15 years and joined The Shade Tree three years ago. She has been dedicated to working with people in the Southern Nevada Community since 1995, bringing her expertise to organizations like West Care, Nevada Partnership for Homeless Youth, Interfaith Council for Worker Justice and Catholic Charities of Southern Nevada. She is a national speaker and trainer on the topic of Identifying and Serving Victims of Human Trafficking. Marlene serves the rural community as Chair of The Substances of Abuse Task Force in Nye County. She is a steering committee member of The Southern Nevada Human Trafficking Task Force and chair of the sub-committee for Public Awareness and Outreach.

Judge Cedric Kerns

Honorable Judge, Department 5 Las Vegas Municipal Court



Judge Cedric A. Kerns was elected to Las Vegas Municipal Court, Department 5 in June of 1997.

Judge Kerns came to Las Vegas in 1985 to attend the University of Nevada Las Vegas where he was a member of the nationally ranked debate team before graduating in 1989. He received his Juris Doctor in 1992 from the University of San Diego.

Prior to being elected, Judge Kerns was a partner and co-founder of the Law Office of Kerns and Lybarger, where he focused on criminal defense and domestic law. While in private practice, Judge Kerns was an appointed member of the Nevada Supreme Court Task Force for the “Study of Economic Bias” in the justice system.

Judge Kerns is a member of the American Judges Association where he has served as delegate and governor representing the state of Nevada. He is also a member of the Nevada Judges Association where he served as a member of the Board of Directors as well as the President for the year 2005. Judge Kerns was chosen as Outstanding Judge of the Year for 2006 by the Nevada Judges Association.

Additionally, Judge Kerns is a member of the Judicial Council of the State of Nevada, which serves as an administrative arm of the Supreme Court, and the Court Funding Commission of the Supreme Court, which has been examining the resources necessary for the operation of the judiciary.

Judge Kerns is the presiding judge over Las Vegas Municipal Court’s Young Offender Court. This is a specialized court that focuses on young offenders with drug offenses. Judge Kerns was also instrumental in the development and implementation of the specialized H.O.P.E. Court that focuses on habitual offenders.

Judge Kerns is also the Las Vegas Municipal Court liaison for Domestic Violence offenders. As liaison, Judge Kerns has been instrumental in the Municipal Court Domestic Violence probation program, as well as obtaining federal grants for a domestic violence marshal and for pre-sentence investigations of defendants in Municipal Court.

Dr. An-Pyng Sun

UNLV Researcher and School of Social Work Professor

Dr. Sun serves as a professor in the school of social work, teaching the Treatment of Addictions, Cross Cutting Issues in Child Welfare, (Mental Health, Substance Abuse and Domestic Violence), and Social Work Research Methods. She serves on several committees and sub-committees in Southern Nevada and UNLV. Dr. Sun is extremely well published and most of all dedicated to improving the experience of society and the lives of Southern Nevadan's.

Dr. An-Pyng Sun has a **PhD** (1987) from Case Western Reserve University, Cleveland, Ohio in the Mandel School of Applied Social Sciences. She has an **MSW** (1983) from the University of Illinois at Urbana-Champaign, Champaign, Illinois in the School of Social Work. She also has a **BA** (1978) from National Chung-Hsing University (Taipei University) in Taipei, Taiwan, Republic of China through the dept. of Sociology and Social Work. She is also a licensed clinical social worker in the States of Nevada and Arizona.

In addition to her academia, Dr. Sun has 30 years of field experience with organizations that range from Hamilton-Madison House in New York City serving substance-abusing clients

and their families, with the Ecumenical Senior Ministries of Collinwood, in Cleveland, Ohio serving the elderly population and with adolescents and their families at the China Youth Counseling Center in Taipei, Taiwan.

At UNLV she is a strong researcher awarded University of Nevada Las Vegas College of Urban Affairs *2001 College Outstanding Research Award*, University of Nevada Las Vegas College of Urban Affairs *2007 College Outstanding Research Award* and Award recipient for contributions to academic assessment work at the University of Nevada, Las Vegas on October 5, 2006.

ShannonRae

Founder, the Power Integration Center and CEO, Shannon Squared



ShannonRae founded and owns both the Power Integration Center, a development company, and Shannon Squared, a management consulting firm, as well as started two non-profit foundations, mastering her skills, her extensive education, and reputation as a published author, speaker, coach and consultant for the past 18 years.

ShannonRae is a CEO with proven solutions to increase revenue, boost profit margins and empower under-performing components of her clients' business through her management consulting firm. At the Power Integration Center she is shifting the focus of power. She provides her clients the tools they need to produce the results they desire through behavior management they can sustain for the long run. She works in various arenas of business and service sectors – from large corporations, non-profits, small business, and government to private individuals, groups, families and couples. Her clients include companies like Hilton Grand Vacations to non-profits like ONE Circle Foundation, from the State of Iowa to the Shade Tree, from executives to homeless women.

Through her speaking, coaching and consulting ShannonRae offers a systemic and simple approach to address an organization's core business/service, creating exponential results, exponential heart. At the Power Integration Center she is shifting the nature of power from external forces to internal sources in individuals, service sectors and companies through self-behavior management tools and a ground breaking program called I AM Powerful.