NATIONAL MENTOR RECRUITMENT COLLABORATIONS: GETTING STARTED IS EASY!

For each of the past several years, Boys & Girls Clubs of America (BGCA) has received federal funding to provide mentoring programs and services to thousands of youth, with an emphasis upon those youth living in distressed and disadvantaged areas. Concurrently, BGCA has made a commitment to assess and address minority male mentor recruitment needs and to make a significant impact in reducing the minority male mentor gap that presently exists in the United States.

BGCA and a small number of like-minded national organizations have mobilized National Mentor Recruitment Collaborations to expand the number of appropriate mentors for Club members.

For local Boys & Girls Clubs, the desired outcome is to identify potential volunteer mentors that can have an impact on our youth. For National Mentor Collaborative organizations, such as the Morehouse College National Alumni Association, having alumni serve as mentors to Clubs provides an opportunity for them to “give back” to communities and young people in need of positive role models and mentors.

For more information or questions, contact Perry Cooper, National Vice President, Federal Grants, at 404-487-5724 or via e-mail at pcooper@bgca.org, or visit Mentor Recruitment on the Federal Grants page of BGCA.net.
MENTORING AT BOYS & GIRLS CLUBS: BEST PRACTICES

Continue Sending Us Your Mentoring Best Practices!

BGCA’s Federal Grants Department continues to seek Mentoring Best Practices from grant recipients. We’d like to share “the best of the best,” and we’d like to hear more about how Mentoring Programs implemented through BGCA federal pass-through funding have positively impacted your Clubs and your communities. The goal is to identify successful Mentoring Programs, Mentor Recruitment Programs, Minority Male Mentor Recruitment Programs, and other related activities that can be shared as best practices throughout the Movement and that can be adapted and adopted by other Clubs. Please complete the Best Practices Form and submit your best practices today!

NATIONAL FORUM ON YOUTH VIOLENCE

The National Forum on Youth Violence has been a successful collaborative effort between the White House, U.S. Department of Justice, U.S. Department of Education, and practitioners, researchers, and community members across the nation. This network shares information and supports local efforts to prevent and reduce youth violence.

For more details about comprehensive Forum strategies and programs, and to link to newsletter stories on Boys & Girls Clubs that are participating in Forum Cities, visit FindYouthInfo.gov or visit here.

Important Dates and Events

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<tr>
<th>DATE</th>
<th>ACTIVITIES AND EVENTS</th>
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<tr>
<td>06/30/13</td>
<td>Organizations with Sept. 30, 2012 Fiscal Year End-Dates:</td>
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<td>- A-133 Audit Procedures must be completed for organizations that met the $500,000 expenditure threshold.</td>
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<td>- Audit Submittal:</td>
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<tr>
<td>07/04/13</td>
<td>OJP 2012 National Mentoring Program Reports:</td>
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<td>09/30/13</td>
<td>OJP 2012 National Mentoring Programs Grant Cycle:</td>
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<td>- End-date of the OJP 2012 Grant Cycle.</td>
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<td>- Organizations with Dec. 31, 2012 Fiscal Year End-Dates:</td>
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<tr>
<td>10/04/13</td>
<td>OJP 2012 National Mentoring Program Reports:</td>
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<td>- Program and Performance Measures Reports for activity from July 1, 2013 – Sept. 30, 2013 are due.</td>
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<td>- Sub-recipients organizations of OJP 2012 National Mentoring Programs are required to submit their Final Financial Report for Reimbursement by the due date of Oct. 31, 2013.</td>
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Additional Information:

OJP 2011 National Mentoring Grantees:

OJP 2011 grantees that received grant period extensions should discuss upcoming Program Reporting and Financial Reporting dates with their assigned BGCA Federal Grants Specialist.

OJP 2012 Closeout Webinars:

Be on the lookout for OJP 2012 National Programs Mentoring Grant Closeout Webinars! These upcoming webinars should last 45-60 minutes and will be open to all OJP 2012 sub-recipient organizations (registration is not required). For instructions on Accessing Federal Grants Webinars and links to attend the webinars, check-in often with our Training Webpage on BGCA.net over the upcoming months. Should you have questions or require technical assistance prior to the webinars, once finalized and scheduled, please contact Doris Buchanan at dbuchanan@bgca.org. We look forward to your organization’s participation and effective OJP 2012 grant closeout!

Federal Grants Administration Learning Opportunities:

Information regarding Federal Grants administration webinars, trainings, compliance requirements, resources, and other special notices are regularly updated on the Federal Grants page of BGCA.net.
Club Spotlight: A Mentoring Success Story

Submitted by Sal Olloqui
Boys & Girls Clubs of East County
El Cajon, Calif.

Club professionals at the Boys & Girls Clubs of East County (Calif.) believe that a Clubhouse should resemble its community. With this thought in mind, we have had to become creative and adapt to the unique circumstances that affect the city of El Cajon.

Currently, the city of El Cajon (population: 101,000) is host to approximately 20,000 refugees from seven different countries. For years, we have worked hard to break through language and cultural barriers in an effort to expose the youth to our services through a variety of targeted outreach programs. It hasn’t been easy, but today we can proudly say that the Club is no longer a mystery and that our target population has flooded our facilities. Our refugee population went from 5 percent of our total membership in 2009 to 55 percent in 2013. Our biggest spike came this summer when, for the first time in the 51-year history of the El Cajon Clubhouse, we had to start a waiting list for Club membership.

Now that we have these wonderful youth members in our buildings, facilities and Clubhouses, the reality of the challenges ahead are hitting home, and they are daunting. Our refugee youth are “on the clock” from the minute they arrive in the United States. Before the age of 18, most must adjust to societal and cultural norms, the least of which involves efforts to gain a working fluency within the English language. This may be feasible for the younger members (i.e., those under 9), but our teen members (those approximately 10 and over) encounter a rigorous, uphill challenge. The graduation rate for this population subset is 35%. In our local community, we are trending towards a direction where – if positive, community-based interventions are not employed and effectively administered – we will have a large proportion of our 18-25 population segment who:

• do not speak English;
• do not have a basic education;
• do not have a trade; and
• will not have a job.

It’s easy to see that, under these circumstances, we will have a population that will face challenges relative to their new home. In response, we have transformed our programming so that mentoring elements have become incorporated on a daily basis for EVERY child in our facilities. We have also partnered with local groups to make “one final push” to help as many of our Club members as possible. Some practical examples of these mentoring activities include, but are not restricted to, the following:

• tutoring with our Yalla Soccer Program;
• hands-on career training that exposes kids to the trades; and
• mentoring programs with service delivery administered by Club staff, by Club volunteers, and through collaborative partnership efforts with officials of the local Big Brothers and Big Sisters affiliate and local law enforcement agencies (e.g., El Cajon Police Department).

As you can see, we are fighting a very tough fight and we understand that we will not save every one of our kids. We will, however, throw all of our limited human capital, resources and energy towards this fight, knowing that “saving just one will be worth our efforts!”

Sal Olloqui is the Director of Operations for the Boys & Girls Clubs of East County (Calif.)

Great Things...

Has your Club done great things with federal grant funding received from BGCA or your State Alliance? Let us know – we may include your story as a feature on BGCA.net or in an upcoming edition of Grant Central. Please visit the Federal Grants page on BGCA.net for details!
AT BOYS & GIRLS CLUBS, CHILD SAFETY IS JOB #1!

Ensuring the safety of children is fundamental to the mission of Boys & Girls Clubs. For more than 100 years, child protection and safety have been the bedrock principles of our work. The many actions we have taken over the years include advocating for the passage of the U.S. PROTECT Act, which improved background screening systems and access. We’ve also partnered with the Federal Bureau of Investigation (FBI), the National Center for Missing & Exploited Children (NCMEC) and the Centers for Disease Control and Prevention (CDC) to contribute to the development of safety practices that benefit ALL youth-serving organizations.

In today’s world, young people are faced with enormous challenges – from poverty, to the high school dropout crisis, to an obesity epidemic – that threaten their chance to have great futures. Unfortunately, headlines remind us every day that we live in a dangerous world that puts too many young people – America’s most precious resource – at serious risk.

Given these realities, we must be ever-vigilant in ensuring that our Clubs are safe havens for America’s youth and are staffed by caring adult mentors who have the best interests of kids at heart. While child safety has been priority #1 for Clubs throughout our history, our work in this area is never done.

BGCA is committed to helping our Clubs provide a safe and secure experience for youth. Through our Child & Club Safety Department, we implement a six-step plan that follows the best practices available today, using the latest advances in technology and expertise:

- **Criminal Background Checks** are required for every staff member and volunteer (including mentors) who has direct contact with children. BGCA partners with LexisNexis, the world’s largest data company, to provide the most comprehensive screenings available today.

- Through our partnership with Praesidium, Inc., one of the nation’s leading safety experts, BGCA provides a **24-hour toll-free Child Safety Hotline** to allow Club managers, staff members, volunteers and Club members to confidentially report suspicions or concerns. For **Club-related** child safety issues, contact the Child Safety Hotline by phone at 866-607-SAFE (7233) or via email at SafeClub@PraesidiumInc.com. For child safety concerns that are NOT related to a Boys & Girls Club, contact the Childhelp National Child Abuse Hotline at 1-800-4-A-Child (1-800-422-4453).

- Ongoing training and supervision of staff are critical. Clubs participate in a wide variety of **child safety training** conducted through seminars, conferences, and webinars.
• Safety policies and procedures must adhere to the highest standards. Clubs are required to report any suspected child abuse to local authorities. No adult should ever be alone with a child – all activities inside and outside the Club must have appropriate ratios of staff and members.

• All facilities and vehicles are required to comply with federal, state and local safety laws. BGCA works with leading experts in the area of security technology to develop state-of-the-art solutions for our 4,000 sites.

• We work hard to create a Culture of Safety, which includes the following initiatives:

- A National Child Safety Advisory Task Force, made up of leading experts
- A National Peer Review Program to share best practices
- A National Safety Award Program to recognize leadership and innovation
- A National Child Safety and Protection Symposium, a forum to enable all youth organizations to share their best ideas and solutions for protecting kids

These are just some of the steps we take to ensure the safety of children. We constantly look for ways to improve our practices and training for our local Clubs and staff and will continuously introduce additional resources as they become available.

Our message to communities and parents is clear: We work every day to create a safe, fun environment where kids can pursue academic success, good character and citizenship, and healthy lifestyles – all under the guidance of caring, trained, trustworthy adult leaders.

And our message to anyone who would potentially compromise our Clubs and our mission is equally clear: We have ZERO tolerance for inappropriate behavior of any kind, and we put resources behind that stance.

America’s young people deserve nothing less than our constant focus on their safety, and our firm commitment to protect every child who is entrusted to our care.

For more on risk management, Club safety and child protections, contact Les Nichols, National Vice President, Child & Club Safety, at 404-487-5746 or via e-mail at lnichols@bgca.org.

THE STATUS OF “THE SUPER CIRCULAR”

Proposed reforms designed to streamline and improve the way that the government administers more than $600 billion in federal award funding annually have been published by the Office of Management & Budget (OMB). The government-wide reform – entitled Proposed OMB Uniform Guidance: Cost Principles, Audit, and Administrative Requirements for Federal Awards – calls for the consolidation of the common administrative grant requirements, cost principles and audit requirements into a singular, centralized federal regulation or circular (nicknamed “The Super Circular”). In addition to addressing existing, cross-circular redundancies in an effort to achieve efficiencies at reduced costs, the fact that the threshold for A-133 Single Audits would be increased from $500,000 to $750,000 for states, tribal governments, local governments and nonprofit organizations is of particular note. A number of other proposed changes for determining the number of compliance requirements to be audit-tested (reduced from 14 to 6) are also included in “The Super Circular.”

The “Super Circular” consolidates eight existing circulators into a singular one, and the comment period for the reform was extended to June 2, 2013. For more details, and its possible impact on your Boys & Girls Club organization, please read the proposal.

WEBINAR NEWS!
BEYOND THE BACKGROUND CHECK

Britt Darwin-Looney with Praesidium, Inc., our Child Safety Hotline Provider, presented a one-hour webinar that was entitled Beyond the Background Check: Three Ways to Improve Sexual Abuse Prevention in Clubs. The original broadcast of the webinar was held on Wednesday, April 24, 2013 (1:00 PM – 2:00 PM). If you have any questions about the topics that were discussed in this informative webinar or if you would like to check on rebroadcast availability, please visit Child & Club Safety.
Guest Commentary

**Comply Or…**

This harsh statement is not a threat, but serious consequences can result when individuals fail to comply with rules and an organization’s written standards, policies and procedures.

**Compliance Is a Choice.** We can choose to comply because we understand that it benefits us and others, or we can choose not to comply and reap the consequences. No one likes a lot of rules, but the rules have been established to protect us all. On some occasions, individuals may unintentionally fail to comply. Sometimes that happens because of poor communications regarding written standards, inaccessible written standards or other failures regarding review practices. People do make mistakes, but the goal is to limit the number of mistakes through good communication and good documentation of processes.

**Noncompliance Has Its Costs.** Regardless of the reason, intentional or not, serious consequences can affect the individual who carries out the service, the recipients of the service and the organization responsible for oversight of the service area. The consequences are not always drastic when an individual chooses not to comply or an individual makes an error in the process, but in some situations, people have lost their lives, lost their jobs, received fines and/or gone to jail. Organizations also reap consequences when employees fail to comply. We have all seen and heard stories about individuals and organizations that have encountered these situations.

**Tools Are Available To Help Us Get Things Right.** An organization’s written standards of conduct, policies, procedures and guidelines are some of the tools that support compliant processes. Checklists are additional tools that can help guide us in a step-by-step fashion to comply with procedures. Checklists come in various forms, but they typically accompany a procedure. Used properly, checklists are considered “controls” because they help users verify each step, thereby limiting the potential risk of error within that process.

**We Are All Responsible for Compliance.** The work we complete and how we complete it matters. Busy schedules and deadlines can make shortcuts seem appealing. It’s important to evaluate and consider how we would want others to provide a service to us. The aviation industry and the Armed Forces drill on the importance of consistently using checklists to conduct their activities. Would you want your pilot to skip using a required checklist and take a shortcut or two because he/she is in a hurry? It certainly wouldn’t be the right thing to do for the passengers. We need to complete processes correctly because it’s the right thing to do for ourselves, but for the individuals we are providing a service to, and for our organizations.

Deann M. Baker, CCEP, CHC, CHRC is Managing Director of Compliance Advisor Specialists, LLC. This article originally appeared in Y-Comply, a service of the Society of Corporate Compliance and Ethics (SCCE).
HONORING MENTORS!

Peer and adult mentors can make a significant difference in increasing academic success, fostering healthy lifestyles and promoting good character and citizenship for young people.

There’s no better place to celebrate mentors than at Boys & Girls Clubs, where Mentoring Programs, services and experiences take place each and every day.

There are many ways to recognize the mentors who make a difference for the young people that your Club serves. You can recognize them by conducting some of the following activities:

- Host a special event at your Club honoring mentors.
- Dedicate time for youth to write cards and notes of thanks.
- Encourage others in the community to become mentors.

Read more for ideas on how to honor your mentors.

Compliance includes fulfilling official requirements, “doing the right thing” or taking action to correct what is wrong. Laws and regulations are put in place to protect the rights of individuals, to hold organizations and professionals responsible for operating in compliance with the requirements, to protect those who receive the organization’s services and to protect the integrity of a program and the program funds.

Compliance begins with you, because of the difference your decisions can make. When a potential compliance issue is identified, it is important for your organization to be able to quickly respond, to correct the issue and to protect everyone’s interests.

Ongoing compliance assistance is available. To assist your Club with federal compliance and performance efforts, please utilize the OJP 2012 National Mentoring Programs Talking Points And Checklist.