

Capital Area
Community Action
Agency

Getting
AHEAD
in a Just-Gettin'-By World

Overview

- Introduce Capital Area
- What is *Getting Ahead*
- Outcomes
- Walk through the curriculum

North Florida – 8 counties

- 22% in region
- 28% in Tallahassee

Emergency Assistance

- Utilities

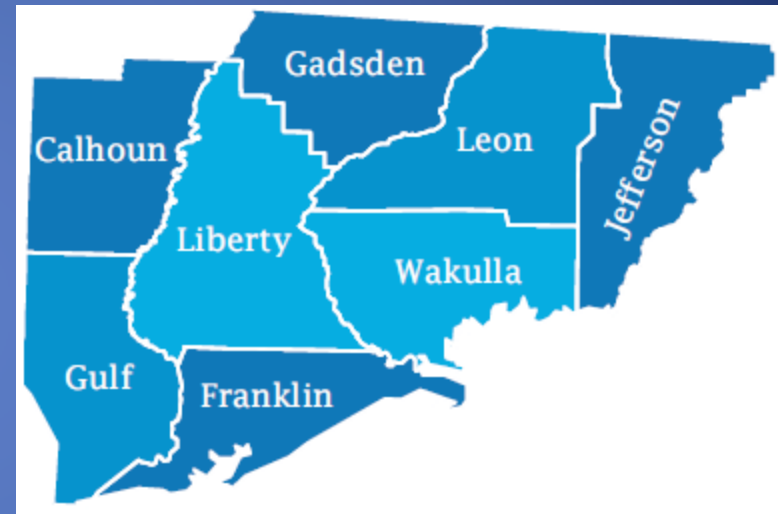
Stability

- Weatherization

Prevention - Head Start

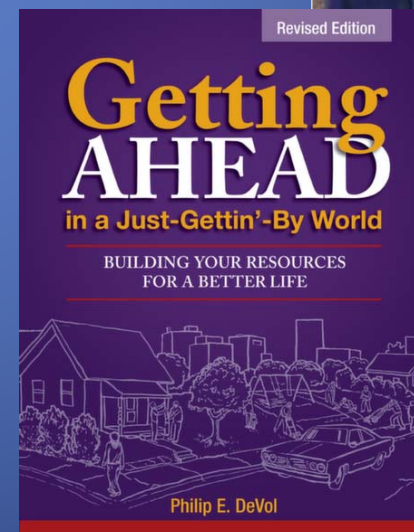
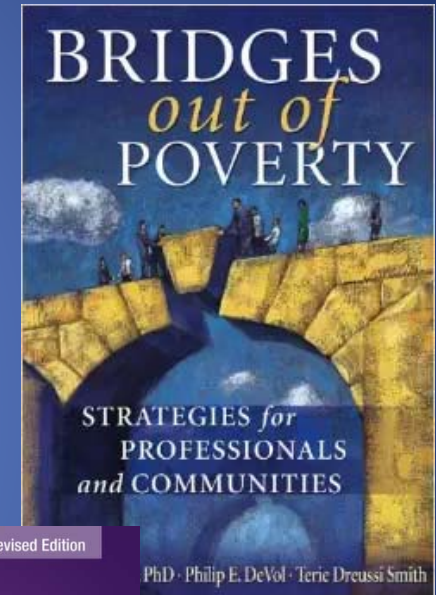
Self-Sufficiency

- Getting Ahead/Staying Ahead



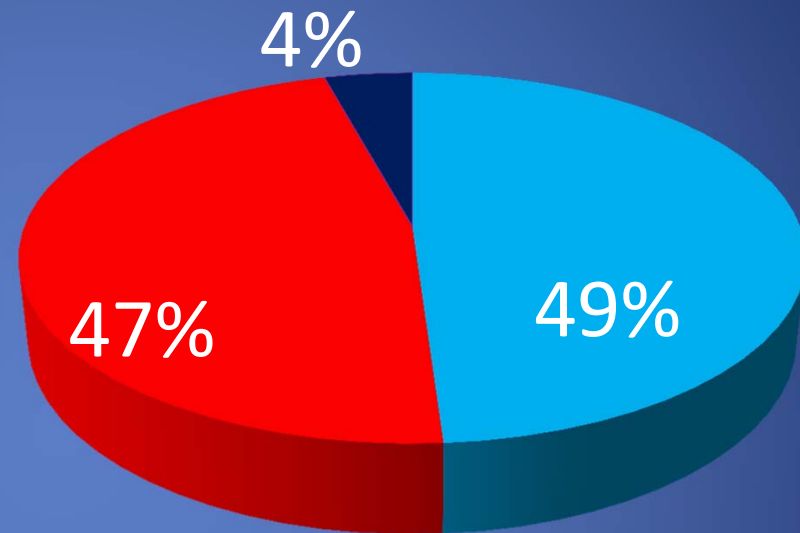
Bridges Out of Poverty

- Ruby Payne, Aha! Process
- Phil DeVol
- More than 25 states
- Faith, social services, gov't
- Research-based
 - Fidelity to program
 - Outcomes
 - Affordable



Outcomes

- 4 semesters
- 100 students
- 80% completion



- Obtained Job
- Enrolled in FSSP
- Other

What is *Getting Ahead*?

- Examines the impact of poverty on investigators and their community
- Helps stabilize living situations and build resources
- Helps recognize community problems and help solve them.
- Research-based - 10 years of national and international experience.

Logistics

- Facility
- Workbook
- A group of 15 – 20 people meet for 15-16 sessions
- Meal
- Each session: 2 – 2.5 hours
- There is no lecturing or teaching: the “investigator” method is used.
- Transition ceremony

Mental Model of Poverty Activity

Tyranny of the Moment

Mental Model Poverty

money
stress
stereotype
DCF
Transportation
AIDS
Phone
lack of education
car
Food stamps
drugs
Judging
Domestic Violent
murder
Section 8
RAPE
Domestic Violent
Lack of resources
clothes
Bills, Bills, Bills
car insurance
Low self-esteem
crime
teen pregnant
molly
public housing
Light food
mole station
crab-like
mentally
Judging
unfairly
DEBT
church
No privacy
car insurance
SNAP
RESPECT
Food stamps
molly
public housing
Light food
mole station
crab-like
mentally
Judging
unfairly

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Foundational Principles

- Change is difficult when living in chronically unstable living conditions or in persistent poverty.
- “Tyranny of the moment.”
- Investigators break out of the tyranny of the moment and develop new strategies using the Theory of Change to develop their future stories.

Theory of Change

Concrete:
My Life Now
i.e. abuse,
neglect, lack of...

Thinking outside
the box

Abstract:
planning
ahead

Plans =
Actions

9 Steps

- 1) Detach
- 2) Objectivity
- 3) New Information
- 4) New Ideas
- 5) Analyze
- 6) Thinking
- 7) Education
- 8) Plans
- 9) Support

The Rich/Poor Gap: Causes of Poverty

- Four causes of poverty
 - Individual Behaviors and circumstances
 - i.e., lack of education, teen pregnancy, street crime
 - Community Conditions
 - i.e., under funded schools, brain drain, discrimination

The Rich/Poor Gap: Causes of Poverty

- Four causes of poverty
 - Exploitation
 - i.e., payday lenders, human trafficking
 - Political and Economic Structures
 - return on political investment, health care cost, declining middle class

Hidden Rules

- Church
- Organizations
- Socio-economic class
- Hidden Rules of Food
 - Poverty – Enough to eat
 - Middle Class – Food is good
 - Wealth – Meal presented nicely

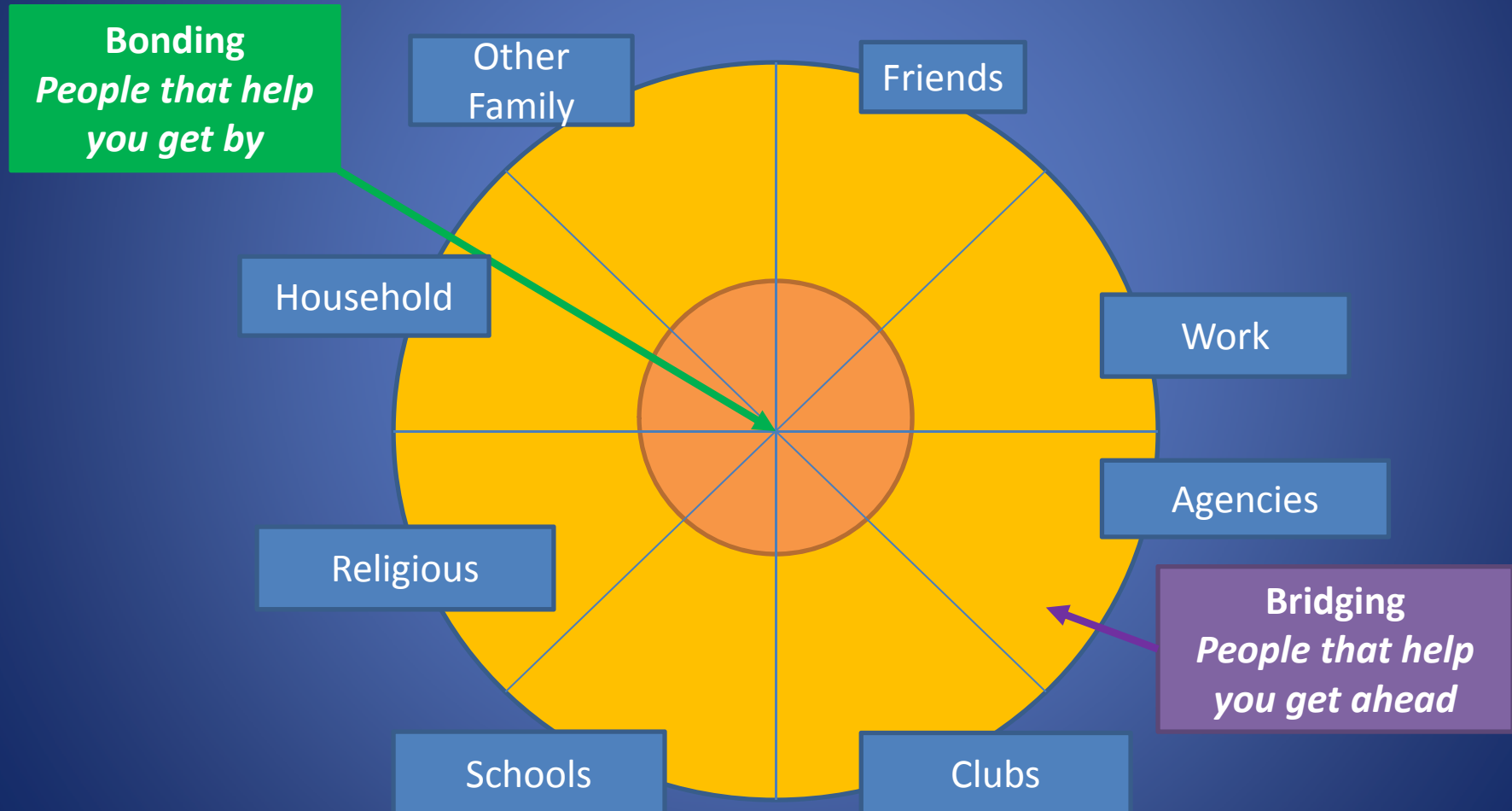
Hidden Rules: Power

- Poverty: Linked to respect
 - People respond to personal power
 - i.e., How dare you talk to me like that
- Middle Class: Power is separate from respect
 - Must have ability to negotiate
 - i.e., Taking responsibility for solutions (middle class run most of the institutions)

Hidden Rules: Power

- Wealth: Linked to stability, influence and connections
 - People respond to expertise
 - i.e. Information

Social Capital



Self-Assessment

Motivation and Persistence Resource Level				
Urgent/Crisis	Vulnerable/ High-Risk	Stable	Safe/Secure	Thriving/ Giving Back
1	2	3	4	5

- Financial
- Emotional
- Mental
- Language
- Social Capital
- Physical

- Spiritual
- Integrity and Trust
- Motivation and Persistence
- Relationship/Role Models
- Knowledge of Hidden Rules

Community Assessments/ Building Resources

- Schools
- Parks
- Banks
- Local Businesses
- Credit Unions
- Crisis Intervention Centers
- Youth Councils

Future Story

- Break from tyranny of the moment
- Shift from concrete to abstract
- What do you want for your future?

Plans = Actions

- Investigators have a SMART plan
 - **S**pecific
 - **M**easurable
 - **A**ttainable
 - **R**ealistic and
 - **T**ime Specific
- Participants transition to leaders of their future story
- Ready for Staying Ahead

Getting **Staying** AHEAD

What is it?

- Next phase of Getting Ahead
- Matching mentor with mentee
- Developing one on one relationships that will bridge social capital
- Increasing the developmental capacity of those most effected by poverty
- Encourage upward mobility

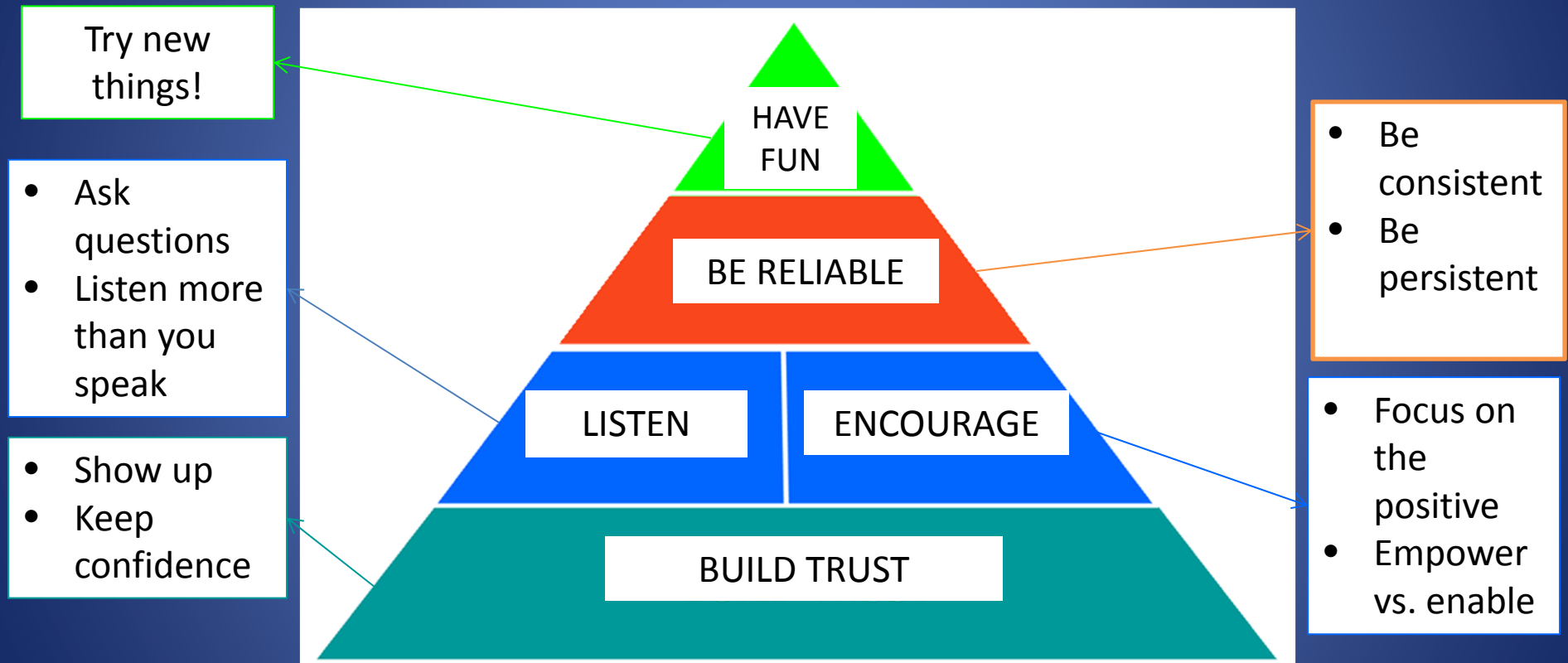
Getting Staying AHEAD

- Mentors

Q. What is the role of a mentor?

A. Mentors provide : emotional support, guidance, motivation, role modeling, and can assist in developing contacts & identifying resources.

Staying Getting AHEAD



Oregon Youth Challenge Program. (N.D.) Mentoring Pyramid retrieved 28 March 2015 from <http://www.oycp.com/MentorTraining/index.html>

Getting Staying AHEAD

B. Time Commitment

- Once per month – six months
- 2 hours
- Community Action will provide venue
- Each county will be given calendar of dates to meet which will include 1st meeting with mentee.

Getting **Staying** AHEAD

B. Time Commitment

- The meetings will start with a 30-minute workshop
- Refreshments will be provided
- After the workshop you will have the opportunity to meet with your mentee

Getting **Staying** AHEAD

B. Time Commitment

- This will be an agency provided opportunity to develop your relationship
- The success of the relationship is dependent on constructing meaningful dialogues and designing tangible actions

Getting Staying AHEAD

C. Financial Assistance

- Mentees who request assistance should be directed to case managers
- Monetary assistance is not a requirement but at your on discretion
- If there is a substantial need seen by mentor please confer with case manager or program manager

Staying Getting AHEAD

D. Agency Support – Self Sufficiency

- Mentors will receive full support CACAA staff
- Mentors will not have case manage mentees

Getting Staying AHEAD

E. Completion of Mentorship

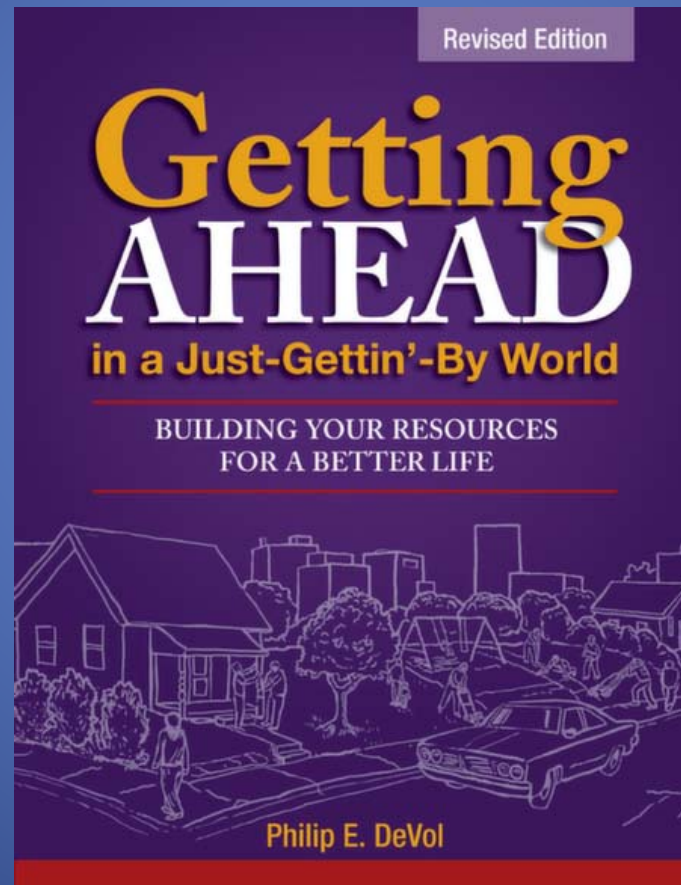
- You may continue relationship with mentee but it is not required
- Completion of evaluation
- We encourage continual participation
- Please refer your friends and colleagues

Budget

- Case Manager – facilitator
- Case Manager – recruiters
- Materials – workbook - \$20
- Facility – comfortable and new
- Stipend – focus group payment/gift card
- Meal – cater / volunteers
- Child care

\$50,000

Who wants to *Get Ahead*?



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