



**P.R.I.D.E.**

**Maddie Gajdosik, Cassandra Beechwood-Hall,  
Hannah Satterwhite, Hannah Myers, Hannah Johnson**

# Overview

- There is a great need for comprehensive services and resources for LGBTQ+ youth, especially in the Midwest.
- PRIDE's mission is to provide LGBTQ+ youth (age 12-21) access to physical and mental health care resources and shelter.
- Our work is made possible through public and private grants, as well as the generosity of independent donors.
- In order to expand our services and move closer to our vision, we require continued monetary support, community partnerships, and widespread awareness of our services.

# Needs Assessment

- Comprehensive services for LGBTQ+ youth are greatly lacking
- There is an epidemic of homeless youth, 40% of which identify on the LGBTQ spectrum. LGBTQ youth, in particular, are 120% more likely to experience homelessness (True Colors United, 2021).
- These youth likely to experience depression, substance use, suicidal ideation, and high risk behaviors
- In the Midwest/Bible Belt, the LGBTQ+ youth service gap is especially apparent
- Being a historically stigmatized population, LGBTQ+ youth and adolescents are in great need of expansive resources and support

# Mission, Vision, and Values

- **Mission:** To provide LGBTQ+ youth with the health and housing resources that they need to reach their full potential.
- **Vision:** To create a safe environment in which all LGBTQ+ individuals can thrive.
- **Values:** Empowerment, dignity, equity, inclusivity, respect, and diversity.

# Strategic Planning

- Expand shelter operations
- Work with local hospitals to screen teens
- Partner with Planned Parenthood
- Travelling clinic
- On-going training to maintain evidence based practice and culturally competent care
- Comprehensive and LGBTQ friendly sex education for Columbia Public Schools
- Covering client costs related to updating documentation, housing, etc.

# Force Field Analysis

## Forces For Change:

- More societal awareness
- Generational turnover
- Empowerment
- Save money

## Change Proposal:

Increase comprehensive sex education, shelter, and transitional support for the LGBTQ+ youth

## Forces Against Change:

- Religious and societal stigma
- Gaps in services
- Lack of funding and evidence-based practices

# Program and Operational Planning

## Programs:

- Health clinics in Columbia schools
- Case management services
- Youth shelter
- Support groups
- Counseling sessions

## Operations:

- Services will mostly take place within the PRIDE center and shelter.
  - Shelter is staffed 24/7 with trauma-informed staff members.
  - Free hygiene and food items are provided for residents.
  - Weekly case management, support groups, and counselling will be provided to residential and non-residential clients.
- Outreach programs, services, and trainings will be offered to the Columbia community.
  - Bi-monthly health clinics within Columbia Public Schools.
  - Social media accounts dedicated to increasing support systems for homeless LGBTQ+ youth.



# Goal, Outcome, and Process Objectives

Our major GOAL:

- Increase the health/wellness/safety of LGBTQ+ youth

Our major OBJECTIVES:

- Improve LGBTQ+ youths' physical health
  - Regularly held health clinics
  - Case managers assisting with healthcare applications
- Decrease the nights that LGBTQ+ youth spend on the street
  - Increase resource awareness through flyers and social media campaign
  - House LGBTQ+ youth through shelter services
- Improve the overall mental health rates of LGBTQ+ youth
  - Regular counseling services
  - Execute outreach surveys 3, 6, and 12 months out from client termination in order to provide follow-up care to clients



# Logic Model

Inputs	Activities	Outputs	Outcomes	Impact
-at least 100 LGBTQ youth	Run/attend health clinics in the community twice a month.	Provide bi-monthly health clinics within Columbia schools about healthy habits and health resources within the community.	To increase Columbia LGBTQ+ youth's overall physical health by 10% as measured by pre and post surveys by December 2021.	To increase the health and safety of LGBTQ+ youth in Columbia, MO
-8 social workers/staff members	Assist at least 15 youths/month with applying for healthcare.	Case managers will assist 15 youth/month with applying for healthcare as measured by case management records.		
-Planned Parenthood	Distribute 1000 flyers	To distribute 1,000 flyers in the community about PRIDE's shelter services by December 2021.	To increase Columbia LGBTQ+ youth's bed nights.	
-The Center Project	Create a social media page and advertisement campaign that posts monthly updates and encourages community involvement	To create a social media advertisement campaign promoting PRIDE's shelter services by December 2021. The initial survey will track how people are hearing about our agency as well.	To decrease the number of unhoused LGBTQ youth ages 12-21 by 10%, we will house 10 residents each for 7 nights each month.	
-Boone County school systems	Provide/attend at least 10 weekly counseling sessions	To provide 1 hour of counseling weekly to 10 clients enrolled in PRIDE's services, as measured by counseling records.	To increase Columbia LGBTQ+ youth's overall mental health by 10% as measured by client self reports.	
	Provide/attend 3 weekly support groups	To provide 3 weekly mental health support groups, each facilitated by 1 staff member, tailored to age groups and personal struggles of clients (roughly 8 clients attending each group).		

# Budget

SOURCES OF SUPPORT			
<b><i>Foundations/Private Grants</i></b>			
Heart of Missouri United Way			\$20,000
Allen P. and Josephine B. Green			\$20,000
Colin Higgins Foundation			\$20,000
Missouri Foundation for Health			\$6,000
<b><i>Corporations</i></b>			
Veterans United			\$20,000
<b><i>Government Grants</i></b>			
Basic Center Program			\$100,000
Adm. for Children & Families			\$200,000
<b>Fundraising</b>			\$7,000
<b><i>In-Kind</i></b>			\$8,000
<b>TOTAL</b>			<b>\$401,000</b>

EXPENSES			
Shelter Coordinator			\$45,000
Shelter Staff 1 (full time)			\$40,000
Shelter Staff 2 (full time)			\$40,000
Clinic Staff 3 (part time)			\$25,000
Clinic Staff 4 (part time)			\$25,000
Clinic Staff 5 (part time)			\$25,000
Counselor 1 (part time)			\$40,000
Counselor 2 (part time)			\$40,000
Assistant (50% time)			\$15,000
Fringe Benefits for above (24%)			\$70,800
Telephone/Internet (350/mo)			\$4,200
Rent/Utilities (1500/mo)			\$18,000
Maintenance/Repair			\$6,200
Office Supplies & Equipment			\$1,800
Audit Services			\$1,500
Training			\$1,000
Travel			\$2,500
<b>TOTAL</b>			<b>\$401,000</b>

# Conclusion

- Our vision is to create a safe environment in which all LGBTQ+ individuals can thrive.
- We do this by increasing Columbia LGBTQ+ youth access to comprehensive health care and shelter.
- As we continue our work, we expect to see an increase in the number of nights LGBTQ+ youth in Columbia spend housed in a safe environment, as well as an increase in their mental and physical health.
- We require the support of our community and government to continue providing these services.

# Questions?

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