

Application for Funding – Cover Page

Applicant Agency

Business Name	F5 Project	Street Address Including City, State, and ZIP Code	1122 1st Ave N Fargo, ND 58107
Contact Person	Rachael Pishtek	Title	Grant Writer
Phone	701-210-2491	Email	rachael@f5project.org
Authorized Representative	Camille Walkin	Title	Director of Finance
Phone	701-238-4699	Email	camille@f5project.org
Federal Employer Tax Id #	81-4658673	Unique Entity Identifier #	ESG1C5RVHHK1
Dates of Active Registration in System for Award Management			Jan 23, 2018 - present

Total Amount of Funding Request	500,000
Evidenced-Based Services (Y/N)	Yes
Name and Source of Evidenced-Based Services	F5 Project, Internal Staff
Geographic Area to be Served	Cass County
Estimated Number of Youth to be Served	20 over 2 years
Estimated Number of Minority Youth to be Served	16 over 2 years

Signature



Signature of the Person Submitting this Form

Name

Camille Walkin

Name of the Person Submitting this Form (print)

Date of Signature

September 15 2023



F5 Project

At-Risk Youth Mentorship Program: Reducing Recidivism Through Lived Experience and Community Building

Submitted to the North Dakota Juvenile Justice State Advisory Group

September 15, 2023

I. Description of the Project

F5 Project's Youth Mentorship Program is a vital initiative spearheaded by F5 Project, North Dakota's most resilient recidivism reduction, successful prison reentry, and recovery support nonprofit organization. This program aims to address the specific needs of at-risk youth. It aims to provide guidance, support, and positive role models to young individuals at risk of criminal behavior and their families. By pairing mentors with these youth, the program strives to foster personal growth and resilience and reduce the likelihood of future involvement in the criminal justice system.

According to the 2021 Delinquent & Child in Need of Services (CHINS), Referrals Received matrix, the primary reasons behind referrals remain drugs and alcohol and ungovernable behavior. F5 Project is positioned as a leader in the recovery and recidivism reduction space to expand services to support youth and their families struggling in these areas. With close partnerships with mental, behavioral, and recovery care providers, F5 offers a holistic environment for all participants served.

An area in which F5 Project excels compared to organizations that do similar work is the lived experience aspect of the services provided. F5 is proud to have Care Coordinators and Peer Support Specialists from various racial backgrounds involved in the justice system, actively in recovery, and more. This context provides much-needed support to youth and their families in hopes of building a trusting and gainful relationship for all parties involved.

F5 Project is the largest facilitator of the North Dakota Behavioral Health Division's Free Through Recovery program. This evidence-based program improves the outcomes of individuals involved with the criminal justice system by creating a team that includes care coordinators, parole officers, and service providers that address the seven wellness dimensions (physical, emotional, intellectual, social, spiritual, environmental, and occupational). Addressing these dimensions of health as a group creates a network of support for ex-offenders and offers the best chance for healthy transitions.

According to the North Dakota Department of Corrections and Rehabilitation, since July of 2021, F5 Project has served over six hundred participants in care coordination. The plan is to utilize the same self-determined outcome system for the Youth Mentorship Program, where students will determine their goals for the year, and, with the help of their mentor, achieve them while fulfilling their additional academic and extracurricular responsibilities.

II. Project Planning, Design, and Implementation

As F5 Project eagerly awaits the opportunity to implement its Youth Mentorship Program, the initial three-month period following the award of grant funds will be instrumental in laying a solid foundation for this transformative endeavor. With a vision for positive change firmly in sight, F5 Project is poised to embark on a journey of meticulous planning and strategic preparation. Based on the North Dakota Behavior Health Division's Free Through Recovery Program, F5 Project will mirror this model of wrap-around services and self-determined outcome-based mentorship.

In the first month, the focus will be on defining the program's core goals and objectives. To achieve this, a dedicated program planning team will be assembled, consisting of staff members, educators, and community members who bring expertise and passion. Furthermore, in this critical first month, F5 Project will develop a theory of change. This visionary document will outline the program's expected impact, serving as a roadmap toward transformative outcomes. It will encapsulate the program's mission, strategies, and intended benefits for mentees and mentors.

Concurrently, mentors will begin building vital relationships with key stakeholders. The mentorship program will foster a collaborative and supportive environment by establishing connections with school administrators, teachers, parents, and potential mentors, ensuring that every stakeholder is invested in the program's success.

As the program enters its second month, the focus will shift towards Outcome Model Planning. F5 Project is dedicated to ensuring the program's outcomes are impactful and culturally relevant. To achieve this, the team will begin determining culturally appropriate lists of potential outcomes for the mentees. This culturally sensitive approach reflects F5 Project's commitment to recognizing and respecting the diverse backgrounds and perspectives of the students it aims to serve.

Simultaneously, mentor training sessions will be conducted, emphasizing cultural sensitivity and responsive mentoring practices. This critical training will equip mentors with the skills and knowledge to effectively engage with and support the diverse mentee population.

The second month will also see the development of mentor-student criteria, a meticulous process that ensures compatibility between mentors and their mentees. This compatibility is vital to building trust and fostering meaningful relationships. Additionally, an orientation program will be designed for both students and their mentors, providing them with the tools and insights needed to embark on their mentorship journey with confidence and purpose.

As the program transitions into its third month, the focus will shift to Initial Data Collection, marking a significant milestone in its development. Mentors will be officially integrated into appropriate schools, where they will begin building rapport and trust with the students they are destined to support. This integration will pave the way for meaningful interactions and establishing mentor-mentee relationships.

Simultaneously, F5 Project will plan the referral process closely with relevant school staff. This process will ensure that students connect with mentors promptly and efficiently, effectively addressing their unique needs and challenges.

Moreover, the third month will see the commencement of baseline data collection on various aspects of student performance, including attendance and social-emotional development. This data-driven approach will enable the program to gauge its initial impact and effectiveness while serving as a compass to guide the direction of the first quarter of mentorship.

One of the hallmarks of F5 Project's approach is the commitment to continuous improvement. To achieve this, the program will maintain a vigilant posture of constant evaluation. This ongoing dialogue will provide valuable insights that will inform program adjustments and enhancements as we progress in our mission to empower and uplift the students within the community.

III. Capabilities and Competencies

F5 Project primarily serves three factions: those formerly incarcerated and within the reentry process, those currently on probation, and those not involved with the criminal justice system but requiring support and assistance within recovery. Tangentially, F5 Project engages at-risk youth to mitigate the school-to-prison arc. Most F5 Project participants are challenged with behavioral health issues, and some are in recovery from addiction (e.g., alcohol, drugs, gambling). Additionally, F5 Project assists by engaging their needs for communication, housing, employment, transportation, and healthy socialization. The methods are not prescriptive to facilitate each participant's best care and service and are based on individual contexts.

F5 Project contributes to the economic impact of the communities served by preventing recidivism. According to Dave Krabbenhoft, Director of Administration at the North Dakota Department of Corrections and Rehabilitation, each male inmate costs an average of \$17.50 per day, more than \$6,300 per year in health care costs. With food, lodging, transport, and other expenses, the average amount to house a male inmate for one year is \$42,460, and female inmates are at a slightly lower cost (Bismarck Tribune, 2015); essentially, the participants in F5 Project services and programs meet parole, probation, or recovery requirements and are not cycled back into the criminal justice system.

Lessons learned are shared on a case-by-case basis with the North Dakota Department of Corrections and Rehabilitation for overall program improvement. F5 Project is implementing a pilot mixed methods approach to assess impact data for current and past residents to help administrators understand the housing, employment, and recovery gaps.

F5 Project has implemented best practices using guidelines such as "A Federal Agenda for Criminal Justice Reform" (Subramanian et al., 2020) and scaffold these guidelines through participant interactions and interviews. Focus is placed on studying initiatives that reduce prison populations, policies that address sentencing reform, and structural programs that enable the formerly incarcerated to rejoin society.

The key personnel at F5 Project involved in this project include:

Vice President - Scott College oversees all programs and services provided by F5 Project by leading the care coordination staff and nurturing relationships between the organization and external entities. Scott will manage the Youth Program Manager and his team and work closely with them on their relationships with the community.

Youth Program Manager - In the last year, F5 Project has hired Brody Clarke on staff to begin creating and formalizing the Youth Mentorship Program. Brody carries over a decade of direct experience within the field of youth development, in addition to holding a Bachelor's Degree in Education. With this experience and close relationships with school districts and adjacent youth organizations in the community, F5 Project is well-positioned to deliver this program. In addition to leading the program, Brody will take on a small caseload of student mentees.

Grant Writer - Upon graduation from Concordia College in 2015, Rachael Pishtek has worked in nonprofit development and grant management. With various experience in federal, state, and private grants, Rachael has managed over one million dollars in grant funding annually. Rachael will lead all narrative grant reporting efforts and work directly with the Director of Finance on writing financial updates on grant reports.

Youth Supports - Lived experience and relevant training held by the North Dakota Behavioral Health Division make F5 Project Peer Support and Care Coordination staff highly desirable to this space. F5 Project will transition or hire two specialists to report to the Youth Program Manager and work directly with students, families, and schools to ensure the success of student mentees.

Administrative Support - F5 Project will hire a part-time Administrative Assistant to work on day-to-day administrative tasks, work with the marketing department on promotional materials and website updates, and take on a small caseload of student mentees.

Director of Finance - F5 Project's Director of Finance, Camille O'Meara Walkin, has come to the organization with a wealth of finance and public accounting experience. Camille will work alongside the Grant Writer on the overall financial management of the grant funds and reporting. Working alongside the Grant Writer, fiscal accountability will be dually handled to ensure checks and balances are maintained.

Grant Management

F5 Project has won multiple competitive awards within the past five years, including:

1. Otto Bremer Trust - Social Return Grant Award; \$80,000
 - Services expanded and capacity building for training/professional development to enhance the ability to provide client care - created new treatment care-team protocols.
2. ND Behavioral Health Services - Suicide Prevention Funding Opportunity; \$127,000
 - Mental Behavioral Health: Trained entire organization on Mental Health First Aid, Behavioral Health Crisis Intervention, and expanding organizational policy and capacity to prevent suicide.
3. Grand Forks Community Development Block Grant; \$27,000
 - Extend workforce development initiatives using a housing first model for retention, development, and employment.
4. North Dakota Regional Workforce Impact Program; \$157,860

- Create a workforce development program that provides mental health care and transportation services to justice-involved individuals.

IV. Plan for Evaluation & Cultural Relevance

F5 Project, deeply committed to innovation and inclusivity, has embraced the Culturally Responsive Evaluation (CRE) model as the guiding framework for creating and evaluating the Youth Mentorship Program. Popularized by leading experts Stafford Hood, Rodney K. Hopson, and Karen E. Kirkhart, CRE is a theoretical, conceptual, and inherently political position that emphasizes the pivotal role of culture in the theory and practice of evaluation. CRE recognizes that demographic, sociopolitical, and contextual dimensions, perspectives, and cultural characteristics are paramount in the evaluation process (Hood, Hopson, & Kirkhart, 2015). This model will allow F5 Project staff to collect data through mixed methods, surveys, and conversationally with students and families to inform the results and direction of the program.

For F5 Project, CRE is a methodology and a philosophy that informs every facet of their Youth Mentorship Program. By embedding the principles of CRE into their program design and evaluation, F5 Project acknowledges the profound influence of culture in shaping the experiences and needs of the students they aim to serve. This approach ensures the program is culturally relevant, sensitive, and responsive, offering mentorship experiences that resonate with the students' diverse backgrounds, beliefs, and perspectives. What sets F5 Project apart as the ideal agency for administering and evaluating its Youth Mentorship Program is its remarkable diversity in staff and leadership. F5 Project's team is justice-involved, recovery-informed, and racially and gender diverse, reflecting a rich tapestry of experiences and backgrounds. This diversity is a strength and a cornerstone of their approach, ensuring that the mentorship program is attuned to its participants' nuanced needs and identities.

In the evaluation context, F5 Project's commitment to CRE means they can collect and analyze data beyond the surface. Their diverse team understands the intricacies of culture and its intersectionality with various dimensions of identity. This awareness allows them to gather data that delves deeper into the sociopolitical and contextual factors influencing program outcomes.

Furthermore, F5 Project's engagement with CRE positions them as leaders in the field, poised to contribute valuable insights and best practices to the broader community. By utilizing the CRE model in their evaluation efforts, they can generate knowledge that not only informs their program enhancements but also has the potential to shape future work by entities such as the North Dakota Juvenile Justice State Advisory Group.

In essence, F5 Project's adoption of the CRE model demonstrates their unwavering commitment to equity, inclusion, and cultural responsiveness. They recognize that evaluation is not a neutral process but deeply intertwined with culture and power dynamics. By championing the CRE model, F5 Project strives to ensure that their Youth Mentorship Program is practical and transformative, providing students with mentorship experiences that honor their unique cultural identities and aspirations. With their diverse and dedicated team at the helm, F5 Project is not just administering a program; they are paving the way for a more equitable and inclusive future for the youth of North Dakota.

V. Goals, Objectives, and Activities

Proactive Intervention: The primary goal of the F5 Project Youth Program is to redirect the path of at-risk youth and show these students that they are worthy of a healthy, successful life despite the barriers that have been present. By offering guidance and support through positive mentorship relationships, the project aims to break the cycle of crime and incarceration, enabling participants to lead productive and law-abiding lives.

Personal Development: Another critical objective of the F5 Project Youth Program is to promote personal development among the participating youth and their families. The project encourages personal growth, self-esteem, and resilience-building through mentorship relationships. The aim is to empower these young individuals to make positive choices, develop life skills, and work towards achieving their goals.

Components and Activities:

Mentor-Mentee Matching: The project carefully pairs at-risk youth with dedicated, trained mentors who serve as positive role models. The matching process considers the mentee's background, interests, and specific challenges, ensuring a compatible and meaningful mentorship relationship. **In the pilot year, F5 Project will aim to mentor ten students to reassess and add mentors and mentees in the following year.**

Regular Mentorship Sessions: Mentors engage in regular one-on-one sessions with their mentees, providing a safe, non-judgmental space for open communication. These sessions focus on various aspects of the mentee's life, including educational goals, career aspirations, personal challenges, and social skills development. Similarly to the Community Connect and Free Through Recovery programs that F5 Project, **each mentee will have their unique objectives and needs determined through relationship building how many sessions are appropriate for each mentee; however, there will be a guaranteed twelve mentor-to-mentee sessions per year.**

Life Skills Training: The project offers comprehensive training to equip at-risk youth with practical knowledge and abilities necessary for personal and professional development. These workshops cover communication skills, conflict resolution, financial literacy, job readiness, and decision-making. **F5 Project will coordinate four life skills training sessions with staff and community partners annually.**

Community Engagement: The Youth Mentorship Program actively engages the community to promote a supportive environment for the participating youth. This involves organizing community events, workshops, and awareness campaigns to foster understanding, empathy, and inclusion among community members. **F5 Project commits to hosting two community awareness activities annually.**

Access to Support Services: The project collaborates with local service providers to ensure that at-risk youth have access to necessary support services such as counseling, mental health resources, substance abuse treatment, and educational assistance. By addressing underlying challenges, the project helps to break down barriers and facilitate holistic development. The North Dakota Behavioral Health Division provides gap funding for areas in a participant's life that may need additional support. F5 Project has seen great success in this program and proposes similar funds be made accessible to each mentee, as overseen by their mentor.



F5 Youth Mentorship Program Timeline

Month 1

- Receive referrals from school officials for students identified as needing F5 Project's services
- Releases signed by all students and parents once identified
- Youth Program Manager will identify Youth Program staff and enroll in mandated reporter and trauma response training
- Begin to familiarize Youth Program staff within their school settings, become recognizable

Month 2

- Youth Program staff engage students and initiate the first evaluation piece (intake survey)
- Create individualized care plans for each student
- Youth Program staff set outcome baselines for each student
- Establish a routine between students and mentors, create a trusting relationship

Month 3

- F5 Project will open recreation site where students and mentors can establish space to work on homework, connect, find school supplies and snacks, and build community with other caring adults and peers
- Youth Program staff begin regular mentorship sessions

Month 4

- Youth Program staff engage students and initiate the second evaluation piece
- Youth Program staff and partners begin life skills training and community engagement activities
- Mental and behavioral health providers begin support services as needed
- Regular mentorship sessions continue with Youth Program staff

Month 5

- Youth Program manager and youth mentors plan summer programming
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

Month 6

- Summer program registration
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions
- Youth Program staff initiate the third evaluation piece
- Grant Writer analyzes evaluation responses

Month 7

- Summer program begins
- Youth Program staff create summer hours for student recreation sites
- Youth Program staff and support student's participation in summer activities
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

Month 8

- Youth Program staff administer mid-summer program evaluation to assess progress and make any necessary adjustments
- Youth program staff continue summer program activities
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

Month 9

- Summer program ends
- All F5 Project relevant staff look back and reflect on the summer program's impact
- Youth Program staff students back into the regular school year
- Youth Program Manager determines if the number of students being mentored should be increased or remain the same
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

Month 10

- Youth Program staff engage students and initiate the fourth evaluation piece with existing mentees and the first piece for any additional students
- Youth program staff continues regular mentorship sessions
- All relevant F5 Project Staff assess and address any emerging issues that may have been uncovered during evaluation analysis
- Continue life skills training and community engagement activities

Month 11

- Youth Program staff plan for holiday support and activities
- Youth Program staff continue regular mentorship sessions
- Continue life skills training and community engagement activities, support services as needed

Month 12

- Holiday support and activities take place with Youth Program staff
- All relevant F5 Project staff reflect on the year's progress and outcomes
- Continue regular mentorship sessions with Youth Program staff
- Grant Writer & Youth Program staff utilize feedback and evaluation to plan for the upcoming year

Month 13

- Youth Program staff engage students and initiate the fifth evaluation piece
- Continue regular mentorship sessions
- Continue life skills training and community engagement activities

Month 14

- Youth Program staff plan for summer programming
- Continue regular mentorship sessions
- Continue life skills training and community engagement activities

Month 15

- Youth Program staff open summer program registration
- Continue regular mentorship sessions
- Youth Program staff initiate the sixth evaluation piece
- Continue life skills training, community engagement activities, and support services as needed

Month 16

- Youth Program staff begins summer program
- Youth Program staff monitor and support student's participation in summer activities
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

Month 17

- Youth Program staff lead mid-summer program evaluation to assess progress and make any necessary adjustments

- Youth Program staff continue summer program activities
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

Month 18

- Summer program ends
- All relevant F5 Project staff review and reflect on the summer program's impact
- Youth Program staff transition students back into the regular school year
- Continue life skills training, community engagement activities, support services as needed, and mentorship sessions

This timeline covers the first 18 months of the F5 Youth Mentorship Program. It emphasizes the importance of building trust with students, providing ongoing support in various aspects of their lives, and regularly evaluating progress to make adjustments as needed. The program addresses housing, school, recovery, and law enforcement issues while fostering community and belonging among students.

Budget Summary

Applicant: F5 Project

Project Period: October 1, 2023 - September 30, 2025

	Grant Request	Match	Total
Budget Categories:			
Personnel	272,000.00	-	272,000.00
Fringe Benefits	22,410.00	-	22,410.00
Travel	-	-	-
Supplies	15,230.00	-	15,230.00
Subaward/Contractual	75,000.00	-	75,000.00
Other Direct Costs	115,360.00	-	115,360.00
Indirect Costs	-	-	-
Total Grant Funds	500,000.00	-	500,000.00

Budget Detail Worksheet and Narrative

Applicant: F5 Project

Project Period: October 1, 2023 - September 30, 2025

Personnel				Total Grant Period		
Position	Name	Annual Salary	Grant	Grant Request	Match	Total
			Allocation %			
Youth Programming Manager	Brody (Justin) Clarke	42,000	100%	\$84,000		\$84,000
Administrative Support		20,000	100%	\$40,000		\$40,000
Youth Support		37,000	100%	\$74,000		\$74,000
Youth Support		37,000	100%	\$74,000		\$74,000
Total Personnel Costs		136,000		\$272,000		\$272,000

Personnel Narrative:

Under the leadership of Brody Clarke, there will be a total of four employees focused on the Youth Mentorship Program. One mentor (Youth Support) will be dedicated to female students, and one will be dedicated to male students. It is intended that all four staff members will have caseloads varying in size depending on capacity and other responsibilities.

Fringe Benefits				Total Grant Period		
Position	Name	Annual Benefits	Grant Allocation %	Total Grant Period		
				Grant Request	Match	Total
Youth Programming Manager	Brody (Justin) Clarke	\$1,615	100%	\$3,230		\$3,230
Youth Support		\$4,795	100%	\$9,590		\$9,590
Youth Support		\$4,795	100%	\$9,590		\$9,590
Total Fringe Benefits		\$11,205		\$22,410	\$0	\$22,410

Fringe Benefits Narrative:

Factors in 80 hours of PTO for each FTE and anticipated benefit payments on behalf of new employees, medical, dental, and vision insurance(s).

Supplies			Total Grant Period		
Item	Quantity	Per Unit Cost	Grant Request	Match	Total
Office Supplies	1	\$5,115	\$10,230		\$10,230
Education Center Improvements	2	\$2,500	\$5,000		\$5,000
Total Supply Costs			\$15,230	\$0	\$15,230

Office Supplies will consist of general needs to go into daily office work. Education Center Improvements would create an environment that promotes continued education, growth, and accountability.

Subawards/Contracts		Total Grant Period		
Description/Purpose	Computation	Grant Request	Match	Total
Mental Health Contract (Procured)	27,500 Annually	\$55,000		\$55,000
Dental Services Contract (Procured)	\$10,000 Annually	\$20,000		\$20,000
Total Subaward/Contractual Costs		\$75,000	\$0	\$75,000

Subaward/Contractual Costs Narrative:

Support services to students and their families to access needs that may remain unmet; each family will be provided information about services that F5 Project will procure through various vendors and resources, including mental and behavioral health care and dentistry.

Other Direct Costs				Total Grant Period		
Type	Computation			Grant Request	Match	Total
Cell Phone	\$35 per line x 3 employ	\$1,680.00	100%	\$3,360		\$3,360
Rent	\$3000 per mos	\$36,000.00	100%	\$72,000		\$72,000
Marketing	\$5,000 per year	\$10,000.00	100%	\$10,000		\$10,000
Repairs/Maintenance	\$3,000 per year	\$6,000.00	100%	\$6,000		\$6,000
GAP Funds	\$10,000 per year	\$20,000.00	100%	\$20,000		\$20,000
Payroll Expenses	\$2,000 per year	\$4,000.00	100%	\$4,000		\$4,000
Total Other Direct Costs				\$115,360	\$0	\$115,360

Other Direct Costs Narrative:

Each employee is issued a cell phone for work-related communications. The rent is for the youth recreation site. The desire is to have an entire space dedicated to the program closer to the participants the program would service. Marketing dollars would be used on website updates and literature to promote the program. Repairs/Maintenance would be used for maintaining a vehicle for transportation purposes. Payroll expenses would cover the payroll taxes for the staff dedicated to the program and the cost of payroll processing and administrative costs related.

Indirect Costs			Total Grant Period		
Description	Base	Rate	Grant Request	Match	Total
Total Indirect Costs			\$0	\$0	\$0
Indirect Cost Narrative:					

LETTERS
OF
SUPPORT



F5 Project

At-Risk Youth Mentorship Program: Reducing Recidivism Through Lived Experience and Community Building

Submitted to the North Dakota Juvenile Justice State Advisory Group

September 15, 2023

Fargo Police Department

F5 Project works closely with all local law enforcement agencies, the North Dakota Department of Corrections and Rehabilitation, and the North Dakota Probation and Parole Board. If approved, the Fargo Police Department's Student Resource Officers will work directly with Youth Program staff to support the students involved in the program.

Contact

Sargeant Shawn Gamradt | Fargo Police Departme | sgamradt@fargond.gov

Sep 12, 2023

Dear North Dakota Juvenile Justice State Advisory Group,

I am writing to offer my strong support for F5 Project's application to the North Dakota Juvenile Justice State Advisory Group for their Youth Mentorship Program. As a Sergeant in the Fargo Police Department with over decades of experience, I have had the opportunity to witness firsthand the positive impact of F5 Project's work in reducing recidivism among adults. I am confident that their approach will be equally effective in working with students and youth, and I wholeheartedly endorse their application.

F5 Project's track record in reducing recidivism among adults is impressive. Their dedication to providing mentorship, support, and resources to individuals involved in the criminal justice system has been instrumental in helping many adults break the cycle of reoffending. The Fargo Police Department has witnessed how F5 Project's approach fosters personal growth, self-sufficiency, and a sense of purpose among adult participants.

It is clear to us that F5 Project's model, which focuses on empowering individuals, building positive relationships, and addressing the root causes of criminal behavior, can be adapted to benefit at risk students and youth. By providing young people with guidance, positive role models, and opportunities for personal development, F5 Project's Youth Mentorship Program has the potential to make a significant difference in their lives and steer them away from any or further involvement with the justice system.

We believe that early intervention and mentorship are crucial in breaking the cycle of juvenile delinquency, and F5 Project's commitment to these principles aligns with our own goals of ensuring the safety and well-being of our community's youth. We have confidence in F5 Project's ability to engage effectively with students and youth, offering them a pathway to success and preventing future involvement in criminal activities.

Sincerely,

Sergeant Shawn Gamradt

Fargo Police Department | sgamradt@fargond.gov