

Boulder County Circles

Circles is part of an innovative national campaign to end poverty in our community one family at a time.

Circles complements and builds on existing efforts of Boulder County human service agencies and local non-profits.

Everyone talks about poverty. Circles does something about it.

In the United States, the world's wealthiest country, 36 million Americans live in poverty. Locally, the 14% poverty rate continues to rise. Right here in Boulder County, 44,000 people need meaning, money and nourishing relationships in their lives to become permanently self-sufficient. It is proven, even internationally, that financial aid alone is not enough.

Circles uses high impact strategies to bring about deep change by doing **WITH** not **FOR**.

Here is how Circles works:

The head of a family who seeks a way out of poverty goes through a 15-week Getting Ahead™ program is called a Leader, emphasizing that he is taking charge of their life and serving as an example to others. The very name, Leader, kick starts a mental and emotional change that helps validate feelings of self-worth and offers motivation to improve one's circumstances.

The Leader is matched with two-four community members called Allies who have taken the Bridges Out of Poverty training. They help the Leader realize their potential and learn how to navigate community resources.

Become a Circles Ally and spend six-eight hours a month for eighteen months with a Leader working on personal and professional goals. Enjoy group meetings and social dinners with invited speakers defining critical life skills and social enrichment, and just have plain fun.

As an Ally you are not alone. Volunteer Teams work with Allies and Leaders. Team members recruit other volunteers, guide Leaders to seek education and employment, help them to discover their own, inner resources and learn about community help. This is a viable option for those with a three-hour, monthly time commitment.

Individuals are needed as part-time Allies to contribute in-kind or financial support by providing a community meal, expertise, and sharing experiences.

Become a driving force in **CIRCLES** to end poverty. **CIRCLES works!**

Local Results

After 18 months of participation in Circles, outcome data from families averaged:

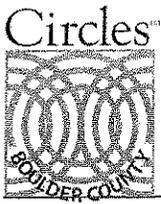
Earned income ↑ 30%

Welfare Benefits ↓ 26%

"People in my life I can count on" ↑ 54%

For more information on becoming part of the Circles Campaign, please contact:
Eliberto Mendoza Circles Coordinator emendoza@bouldercounty.org or 303-441-1503





National Circles® Campaign Circle Leader Assessment

I understand that the Progress Form is used to learn about the effectiveness of one component of the Circles initiative. My participation is voluntary and confidential. No individual information about me will be released. The information will be combined with data from other participants in order to help the Circles™ learn how to help people to get out of poverty.

1. Circle Leader Name: _____
Address: _____
City/State/Zip: _____
Phone: _____
E-mail: _____

I understand the purpose of this progress report and voluntarily agree to participate by providing my information to Move the Mountain. All of the information will be kept private, and I can withdraw my agreement to participate at any time, by calling Karin VanZant at (937) 727-9232.

Yes [] No []

2. Today's date is: ____/____/____
Month Day Year

- 3. This is a:
Before Getting Ahead report []
After Getting Ahead report []
Six-month report []
12-month report []
18-month report []
24-month report []

4. Are you a part of a matched Circle with at least two allies? []1 no []2 yes

5. Circle Leader Date of Birth: ____/____/____
Month Day Year

6. \$ _____ monthly wages (Circle Leader only) before taxes or withholding (gross)

7. Income, benefits, assets, and debt: include information for all members of the household. Income	Monthly Amount
a. Earned income sources	\$ _____
b. Child support received	\$ _____
c. Supplemental Security Income (SSI)	\$ _____
d. Military Pension or VA Benefits	\$ _____

Benefits	Monthly Amount
e. Food Stamps	\$ _____
f. TANF	\$ _____
g. Assistance to Needy Families (AND)	\$ _____
h. Unemployment benefits	\$ _____
i. Child Care Assistance <input type="checkbox"/> Yes or <input type="checkbox"/> No	\$ _____
Educational Benefits	Monthly Amount
j. Pell Grant (Pro-rated by month)	\$ _____
k. Student Loan (as income source)	
l. Military Veteran's Educational Award	\$ _____
Assets	Total Amount
m. Checking account(s) balance	\$ _____
n. Savings account(s) balance	\$ _____
o. Other investments, home ownership or account(s) balance	\$ _____
p. Individual Development Account	\$ _____
Debt	Total Amount
q. Back rent/mortgage owed	\$ _____
r. Overdue utility or other bills	\$ _____
s. Overdue credit card balance(s)	\$ _____
t. Unpaid medical bills	\$ _____
u. Student loans	\$ _____
v. Other debt (indicate type: _____)	\$ _____
w. Wages garnished	\$ _____

8. Household income sources this month:

1 No household income

- 2 Only public cash benefits, no earned income for any household member
- 3 More than 50% public cash benefits, with some earned income
- 4 More than 50% earned income, with some public cash benefits
- 5 Earned income, with no public cash benefits for any household member

9. What is the status of your high school education?

- 1 Dropped out of high school
- 2 Graduated from high school
- 3 Completed GED

10. What, if any, education do you have beyond high school? (mark only the highest level completed)

- 1 No education beyond high school
- 2 Some college or technical training, incomplete
- 3 Completed technical training (CNA, cosmetology, auto mechanics, etc)
- 4 Completed 2 year college degree
- 5 Completed 4 year college degree
- 6 Some graduate education (post Bachelor's)

11. Are you **currently enrolled** in an educational or training program?

- 1 Yes
- 2 No → → (GO TO QUESTION 12a)

11b. What are you studying?

11c. How long does the program last? _____ (Months)

11d. How much have you completed? 25% 50% 75% 100%

11e. What diploma, degree, or certificate will you receive when you complete the program?

- 1 GED or high school diploma
- 2 Professional license
- 3 Certificate of completion – non-academic program
- 4 Certificate awarded by a college or trade school, for credits completed after high school
- 5 Diploma awarded by a college or trade school, for credits completed after high school

- 6 2-year degree (AA, AS, Associate degree)
- 7 4-year degree (BA, BS, Bachelor's degree)
- 8 Graduate degree
- 9 Program does not award a credential

12a. Have you completed an educational or training program in the last 6 months?

- 1 Yes
- 2 No → → (GO TO QUESTION 13)

12b. What did you study?

12c. What diploma, degree, or certificate did you receive when you completed the program?

- | | |
|--|--|
| <input type="checkbox"/> 1 GED or high school diploma | <input type="checkbox"/> 6 2-year degree (AA, AS, Associate degree) |
| <input type="checkbox"/> 2 Professional license | <input type="checkbox"/> 7 4-year degree (BA, BS, Bachelor's degree) |
| <input type="checkbox"/> 3 Certificate of completion – non-academic program | <input type="checkbox"/> 8 Graduate degree |
| <input type="checkbox"/> 4 Certificate awarded by a college or trade school, for credits completed after high school | <input type="checkbox"/> 9 Program does not award a credential |
| <input type="checkbox"/> 5 Diploma awarded by a college or trade school, for credits completed after high school | |

13. Employment status

- | | |
|--|--|
| <input type="checkbox"/> 1 Unemployed | <input type="checkbox"/> 6 Working 30 – 34 hrs/week |
| <input type="checkbox"/> 2 Working less than 15 hrs/week | <input type="checkbox"/> 7 Working 35 – 40 hrs/week |
| <input type="checkbox"/> 3 Working 15 – 19 hrs/week | <input type="checkbox"/> 8 Working more than 40 hrs/week |
| <input type="checkbox"/> 4 Working 20 – 24 hrs/week | <input type="checkbox"/> 9 Unable to work |
| <input type="checkbox"/> 5 Working 25 – 29 hrs/week | <input type="checkbox"/> 10 Retired |

14. Child support

- 1 Eligible, no income benefit

- 2 Eligible, partial or irregular income
- 3 Eligible, receives full amount of income ordered
- 4 Not eligible/not applicable

15. Adequacy of income for food and shelter

- 1 Unable to meet both food AND housing expenses during the last month
- 2 Able to meet food OR housing expenses during the last month
- 3 Able to meet BOTH food and housing expenses during last month

15a. Are you a part of Family Self Sufficiency?

- Yes or No

15b. Do you receive housing assistance? Please indicate which kind?

- Section 8
- Public Housing
- Emergency Assistance Housing (Housing Crisis Fund)
- SHPP

16. In times of trouble I have the following number of friends or family members I can count on for help (people outside of my household)

- | | |
|----------------------------------|--|
| <input type="checkbox"/> 0 None | <input type="checkbox"/> 4 Four |
| <input type="checkbox"/> 1 One | <input type="checkbox"/> 5 Five |
| <input type="checkbox"/> 2 Two | <input type="checkbox"/> 6 Six or more |
| <input type="checkbox"/> 3 Three | |

17. How do you describe your racial or ethnic background?

- | | |
|---|--|
| <input type="checkbox"/> 1 Black/African American | <input type="checkbox"/> 4 White or Caucasian |
| <input type="checkbox"/> 2 American Indian or Alaska Native | <input type="checkbox"/> 5 Hispanic, Latino or Chicano |
| <input type="checkbox"/> 3 Asian or Pacific Islander | |

6 Other (Please describe: _____)

18. As of today: (Note: If this is an initial report, answer as if this is your first day of involvement in Circles)

Do you have...	Yes	No	Not applicable
a. A plan for how you are going to reach your goals and become self-sufficient?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
b. An Individual Development Account or savings plan to help you build assets?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
c. A safe and stable place to live?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
d. A reliable means of transportation?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
e. A currently valid driver's license?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

19a. As of today, do you have health insurance for **yourself**? (Note: If this is an initial report, answer as if this is your first day of involvement in Circles)

1. No

2 Yes

19b. What type of health insurance do you have?

1 Only private insurance (job-based, COBRA, or private-pay)

2 A mix of public and private insurance

3 Only public insurance: CHP or Medicaid

20. How many children age 5 or younger are in your household? _____ (Number of children 5 yrs. or younger)

21. How many children 6-17 yrs. are in your household? _____ (Number of children 6-17 yrs.)

(NOTE: If no children 17 or younger in the household, go to question 22)

21b. Do all of the minor children in the household have health insurance?

2 No, some children are not insured

1 Yes, all children are insured

21c. What type of health insurance do your minor children have?

1 Only private insurance (job-based, COBRA, or private-pay)

2 A mix of public and private insurance

3 Only public insurance: CHP or Medicaid

22. During the past 6 months have you...

	Yes	No	Not applicable
a. Donated food, clothing, or other goods to an individual or organization?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Been involved as a volunteer with a committee, taskforce, social action group, church or community organization?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
How many hours? Less than 5hr/ month	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
5-10hr/mo	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
10-20hr/mo	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
20 or more hr/mo	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Received food, clothing, or other donated goods?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Obtained a car?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Obtained a better paying job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Paid off a credit card bill or pay day loan?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
g. Opened, or added money to a savings account?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
h. Examined your credit score? (IF YES: What was your current credit score when you examined it?)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

23. The most important goals I have set for myself as part of Circles in the **next 6 months** are:

24. During **the last 6 months**, I have accomplished the following goals that I identified as part of my involvement with Circles. (Skip if this is an initial report)

I want to be part of the solution!

What can I do to help?

We'll only be able to end poverty with significant participation and leadership from people across our entire community.

Ways to help include:

Become an Ally
6 hours monthly

Join a Guiding Coalition Team
3 hours monthly

Recruitment – Community – Income & Education – Resources – Big View

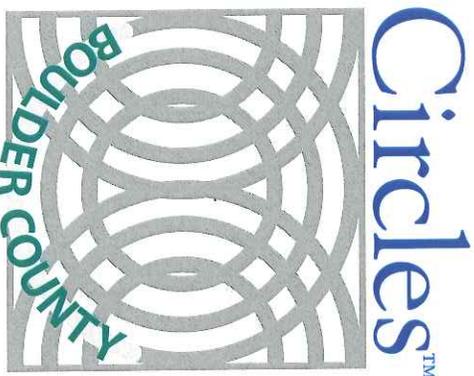
Make an in-kind or financial contribution

Provide or sponsor a community meal, become an as-needed Ally

The only way to end poverty



is to build community.



303.441.1503

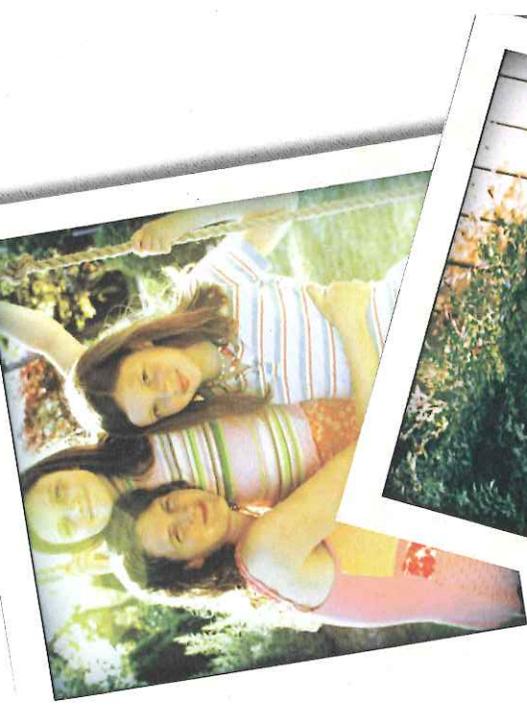
www.BoulderCountyCircles.org

Join us in building a community of opportunity...

●● The Crisis: 36.5 million Americans currently live in poverty.

The United States is the wealthiest country in the world, yet our nation is suffering through an enormous societal crisis.

Locally, our 11% poverty rate in Boulder County continues to grow, with 32,000 of our neighbors and their families lacking the money, meaning and relationships they need to become permanently self-sufficient.



●● The Solution:
Circles, an innovative campaign designed to eliminate poverty one family at a time, one community at a time.

●● Sounds interesting.

Where can I learn more?

We're currently creating Circles and weekly community dinners in Longmont, Lafayette and Boulder. To see campaign updates, visit us online at bouldercountycircles.org

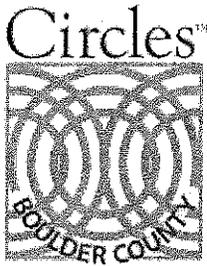
You can also contact us at 303-441-1503 or 303-441-3977.

To learn more about the national Circles campaign to end poverty in our nation, in our lifetime visit movethemountain.org

The Circles Campaign is a transformational approach that partners community leaders, agencies, and community members like you with families in need.

Circle Leaders and their families, who are highly motivated to leave poverty, are supported in their journey through intentional friendships with a small group of community Allies.

These teams of Circles are invited to weekly family-style dinners for conversations, connection, and awareness building – resulting in an ever growing community of opportunity.



Circles Campaign Local Team Descriptions

Joining team means a commitment of one 1.5 hour meeting a month for most teams with additional work done on your own or subcommittees.

The Guiding Coalition provides leadership to the Circles Campaign by:

- Providing vision for the Circles Campaign
- Providing direction for the Circles Campaign based on changing community needs, feedback, and evaluation.
- Providing structure for the Circles Campaign such as policies and procedures
- Supporting the teams, Circle Leaders and Circle Allies
- Educating and engaging the public
- Serving as the central hub for the Circles Campaign
- Serving as individual and collective champions for the Circles Campaign

The Education and Income Team supports Circle Leaders by:

- Providing an education and professional support path for circle leaders
- Educating the business and education committee about issues of poverty
- Networking existing resources in the community to better support Circle Leaders

The Big View Team focuses on systemic changes by:

- The Big View Team outreaches to Circles leaders to identify community barriers
- Researches local and national research to learn more about the barriers
- Finds potential solutions and presents them to Circles and to the larger community

The Community Team supports the weekly meetings by:

- Working closely with the coach
- Handling logistics – providing food and child care for Circles Community Dinners
- Providing guidance, ideas and contacts for programming

The Recruitment Team supports the campaign by:

- Working closely with the coordinator to recruit potential Allies
- Serving as liaisons for people who are interested in volunteering with the Circles Campaign

The Resource Team Supports the Campaign by:

- The Resource Team plans coordinates and monitors provision of material goods, in-kind services and alternative resources
- Use technology and other resources to let the public know about our needs and create a tracking system for needs and resources
- Help connect Circle Leaders with needed resources

Opportunity to Compete
Memorandum of Understanding
The Circles Campaign

This Agreement is entered into on date by and between Boulder County Circles Campaign (hereinafter referred to as Circles) and company name (Company).

This Memorandum is to confirm the intent of Circles to execute an agreement with company name for the purpose of providing Circles participants an opportunity to compete for job openings. The Boulder County Circles Campaign is a county-wide initiative to end poverty, one family at a time. Circles involves increasing the individual's and community's capacity to address poverty and address local barriers that prevent people in poverty from moving to self-sufficiency. Circles will implement programming to provide support and access to resources for low-income people to move toward self-sufficiency. The term of this Memorandum is from date to date.

Companies can establish the mechanism that works best within its system. However, the following are key components that the system needs to comprise.

Circles responsibilities will include:

- 1) Circles Coaches will share available Company job openings with Circles Leaders at weekly Circles meetings to determine whether any Circles Leader is interested in an open position and possesses the minimum qualifications for that position.
- 2) Should a Circles Leader be interested in a position and possess the minimum qualifications for that position, the Circles Coach will contact the designated Human Resources (HR) staff representative listed on the posting (or whoever is designated as the primary contact for the Circles Coach) about the applicant and with a notification to expect an application from this Circles Leader.
- 3) Once all application materials have been submitted, the Circles Coach will confirm with the HR representative that the Circles Leader has submitted his/her application.
- 4) If a Circles Leader is hired for a permanent position, WorkLife Partnership will provide consultation to the employer and support to the employee for a one-year period to help the Circles Leader successfully transition into and become successful in their new job.

Company responsibilities will include:

- 1) Company provides Circles Leaders an opportunity to gain experience with the hiring process and/or interviewing.
- 2) HR staff will create a process to regularly notify Circles Coaches about job openings.
- 3) HR will provide job postings to Circles Coaches on an agreed upon schedule.

- 4) The HR representative will "flag" the Circles Leader candidate's application, check for minimum qualifications, and if applicable contact the hiring manager about including the candidate in the pool of applicants to be interviewed or screened.
- 5) After the interview, the hiring manager will provide feedback to the Circles Coach and/or Circles Leader, as appropriate and permissible.

Failure to comply with the terms of this Memorandum may result in its termination. Circles and company name will each appoint a staff member to be responsible for communicating about issues or concerns that arise about the Memorandum or to facilitate consideration of changes in the Memorandum. The Company shall indemnify and hold harmless Circles with respect to any claims, liability or judgments arising from any acts or omissions of the Company or of any of the Company's employees, agents or volunteers.

Janet Heimer – Executive Director
Boulder County Circles Campaign

Date

HR Representative

Date

Company