

Position Title: Community Resources Intern

Reports To: Grants Associate

Schedule: 20-40 hours a week. The internship would ideally begin in June and end in August, with the possibility of extending the position. Although the internship is unpaid, FLY might be able to provide academic internship credit, depending on the intern's school. Flexibility to create schedule with Grants Associate.

About Fresh Lifelines for Youth

Founded in 2000, Fresh Lifelines for Youth (FLY) is an award-winning nonprofit working to break the cycle of juvenile violence, crime, and incarceration. FLY believes that all our children deserve a chance to become more than their past mistakes. FLY's legal education, leadership training, and mentoring programs motivate and equip youth to change the course of their lives. We are also committed to helping our juvenile justice systems become more just, humane, and equitable. As a result, FLY increases safety in our communities and decreases the costs and consequences of crime.

For more information about Fresh Lifelines for Youth please go to: www.flyprogram.org.

Community Resources Intern - Position Summary

Three quarters of FLY's budget comes from foundation and government grants. The organization is in an exciting phase of growth and anticipates identifying a fourth jurisdiction for expansion by 2020. The Community Resources Intern will be able to learn about FLY's growth plan by working with Grants Associate on execution of fund development activities. The Community Resources Intern will work closely with the Director of Community Resources and Grants Associate. The Community Resources Intern will report to the Grants Associate, who is responsible for writing foundation and government grant proposals for local, regional, and national to support FLY's direct services. This is an exciting opportunity to learn about the world of fundraising and gain experience in grant writing and databases.

By the end of the internship, the Community Resources Intern will have learned how to: identify foundation, corporate, and government funding prospects; plan and develop a grants proposal; collaborate on grant writing; and write foundation and corporate grant reports. The Community Resource Intern will also have learned how to improve and clean databases by supporting the grants database migration from Excel to Salesforce.

Duties and Opportunities for Experience:

- **GRANT WRITING:** The Community Resources Intern will learn how to develop, prepare, and edit grant proposals for foundations, corporations, and government grants. The intern will develop expert knowledge of FLY programs and services in order to prepare accurate and persuasive funding requests.
- **GRANT REPORTING:** The Community Resources Intern will learn how to develop, prepare, and edit grant reports for foundations and corporations.

- **GRANT PROSPECTING:** With the Grants Associate's support, the Community Resources Intern will learn how to research the funding requirements of potential new public and private funding sources and opportunities. They will then have the opportunity to identify, evaluate, and cultivate prospects for new foundation, corporate, and government grants.
- **CONTEXT RESEARCH:** The Community Resources Intern will learn how to conduct research to develop and maintain knowledge of and expertise in policies and theories concerning juvenile justice systems and youth.
- **DONOR DATABASE & RECORDS:** The Community Resources Intern will support the migration from Excel to Salesforce. With the Grants Associate, they will maintain grant activity files in Salesforce, and in electronic and paper records. By the end of the internship, the individual will be well-versed in Salesforce and fundraising best practices.
- **OTHER OPPORTUNITIES:** Participate in Department meetings, All-Staff meetings, and other agency-wide meetings, and represent FLY in a professional manner at events, public speaking activities, check presentations, or other functions as requested, should scheduling allow.

Qualification and Competency Requirements

Positional Competencies

- **Strong Writing Skills:** Experience with formal writing is necessary. This internship will build on the Community Resource Intern's writing to experience to develop and write effective and powerful applications.
- **Analytical and Research Skills:** Strong oral and written communication skills. The intern will learn how to research, assimilate and analyze information, compose documents, and present data clearly and concisely, and effectively gather and present information. Professional and friendly language, tone and energy when speaking will all internal and external stakeholders.
- **Eager Learner and Attention to Detail:** The ideal Community Resources Intern will be eager to learn new skills and competencies while paying close attention to details. As fundraising moves toward more evidence-based strategies, knowledge of Salesforce will become a critical tool in a non-profit professional.
- **Professionalism and Maturity:** Since the intern will have access to confidential data, discretion is required. In addition to technical fundraising skills, FLY staff will help the intern develop their soft skills and comfort in the workplace. Work or volunteer experience with underserved and disadvantaged youth is a plus.

Organizational Competencies

- **System-wide Thinking:** Builds vision guided by the Strategic Plan and the needs of youth being served. Uses role to champion FLY's strategic vision internally and externally. Strategizes and implements rather than just completes tasks.
- **Growth Mindset:** Possess the belief that all people are capable of change and that "all our children deserve a chance to become more than their past mistakes." Coaches and develops staff with a strengths-based approach.



- **Decisive & Accountable:** Well-honed ability to independently anticipate and analyze situations, define problems and objectives, recognize viable alternatives and formulate rapid solutions, with understanding of the inherent risks and the implications of making tough decisions. Be accountable to the Development Department and the FLY Team.
- **Emotionally Intelligent & Culturally Responsive:** Able to be aware of one's own emotions, perspectives, and beliefs, as well as respond respectfully to those of others. Ability to adapt to change and respect differences in a diverse environment.
- **Computer Skills:** Proficiency with applications including Microsoft Word, Excel, and PowerPoint.

The Community Resources Intern is a 20-to-40 hours/week position. Interested applicants please submit your Cover Letter, Resume, and Writing Sample (preferably professional or academic) to internships@flyprogram.org.