

# Team Resurrection Inc.

## Youth Mentorship Program Grant Application

### *Comprehensive Youth Development and Family Support Initiative*

Submitted by:	Team Resurrection Inc.
Program Director:	Malika McCall
Date:	July 14, 2025
Requested Amount:	\$425,000
Grant Period:	July 15, 2025 - July 15, 2026
Program Focus:	Intensive Youth Mentorship and Family Systems Support

## Executive Summary

Team Resurrection Inc. respectfully submits this proposal for \$425,000 to implement a comprehensive Youth Mentorship Program that provides intensive, relationship-based youth development services with a comprehensive family systems approach. Under the experienced leadership of Program Director Malika McCall, this initiative represents an innovative approach to youth development that addresses individual, family, and community factors contributing to positive youth outcomes while building on our organization's fifteen years of proven success in community-based violence intervention and prevention.

The Youth Mentorship Program serves 125 youth participants and their families through a six-site community hub model that provides daily programming, comprehensive meal services, and specialized support for Juvenile Justice Commission (JJC) participants. Our approach recognizes that sustainable youth development requires addressing family dynamics, basic needs, and community conditions while building strong mentoring relationships and providing evidence-based interventions grounded in trauma-informed care and positive youth development principles.

Team Resurrection Inc. brings exceptional organizational capacity and proven outcomes to this initiative, including our remarkable achievement of 91% of program graduates remaining arrest-free in the year following program completion. Under Malika McCall's visionary leadership, our organization has established deep community relationships and expertise in credible messenger mentoring, family systems intervention, and comprehensive support services that directly inform our approach to youth development. Our existing infrastructure includes six operational community sites and established capacity for large-scale meal preparation and service, providing strong foundations for program expansion and quality implementation.

### **Program Impact Summary**

- **Target Impact:** 125 youth participants and their families
- **Service Model:** Six-site community hub model with daily programming
- **Key Innovation:** Integration of daily meal services (66,300+ meals annually) with intensive mentoring
- **Specialized Focus:** Juvenile Justice Commission (JJC) participants with minimum three weekly sessions
- **Evidence-Based Foundation:** Trauma-informed care, positive youth development, and family systems theory

## Section One - Organization Summary

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### Part A. Agency Background

Team Resurrection Inc. was founded in 2010 as a 501(c)(3) nonprofit organization with the mission of "restoring life to our community and its people." Established in response to the urgent need for community-based violence intervention and prevention services in Newark's West Ward, our organization has evolved from a grassroots initiative into a recognized leader in evidence-based programming that addresses the complex, interconnected factors contributing to youth involvement in violence while building sustainable community capacity for positive change.

Our organizational identity is deeply rooted in the understanding that effective youth development requires authentic community voice, cultural competency, and comprehensive approaches that address individual, family, and community factors simultaneously. As a Black Owned, Minority Owned, and Woman Owned Business, Team Resurrection brings lived experience and community authenticity to our programming while maintaining the highest standards of professional practice, evidence-based intervention, and accountability to the communities we serve.

The organization's legitimacy and community trust stem from our fifteen-year track record of successful program implementation, our deep roots in the neighborhoods where we work, and our unwavering commitment to transparency, community engagement, and continuous improvement. Our approach is informed by trauma-informed care principles, positive youth development theory, family systems intervention strategies, and community organizing methodologies that recognize the interconnected nature of individual healing and community transformation.

Team Resurrection's history includes significant milestones in program development and community impact, including the establishment of our six-site community hub model, the development of comprehensive meal service programs that address basic needs while creating opportunities for relationship building, and the creation of specialized programming for Juvenile Justice Commission participants that has achieved exceptional outcomes in reducing recidivism and supporting positive life changes.

### Part B. Current Programs and Activities

Team Resurrection Inc. currently operates a comprehensive portfolio of evidence-based programs that directly relate to and inform our capacity to implement the Youth Mentorship Program at scale while maintaining quality standards and positive outcomes. Our existing programming demonstrates our

operational capacity, community relationships, and expertise in the types of interventions and support services that will be essential for Youth Mentorship Program success.

Our current youth development programming serves 30 court-referred youth through intensive mentoring and case management services that utilize trauma-informed care approaches and positive youth development principles. This programming provides direct experience in working with high-risk youth populations, including those involved with the juvenile justice system, while achieving exceptional outcomes that demonstrate our effectiveness in supporting positive behavior change and life transformation.

The six-site community hub model currently operational throughout Newark's West Ward provides daily programming, comprehensive meal services, and specialized support services that address the complex needs of youth and families affected by violence and trauma. Our meal service program currently provides over 37,700 meals annually, creating opportunities for relationship building, informal mentoring, and community engagement that complement formal programming components while addressing basic nutritional needs.

Additional current programming includes transitional housing services with an 85% successful completion rate, employment readiness initiatives with a 78% job placement rate, and family systems support services that address the comprehensive needs of individuals and families affected by violence and trauma. These programs provide direct experience in the types of wraparound services, community partnerships, and comprehensive support approaches that will be essential for Youth Mentorship Program effectiveness and sustainability.

## **Part C. Statement of Achievements**

Team Resurrection Inc. has achieved exceptional outcomes that demonstrate our organizational effectiveness, program quality, and capacity for implementing high-impact youth development programming that creates measurable improvements in individual and community outcomes. Our most significant achievement is the remarkable 91% success rate of program graduates remaining arrest-free in the year following program completion, an outcome that significantly exceeds national averages for similar programming and demonstrates the effectiveness of our comprehensive, relationship-based approach to youth development and violence prevention.

Our transitional housing program has achieved an 85% successful completion rate, with 70% of participants achieving stable housing placement post-program completion. These outcomes reflect our organization's ability to address complex, interconnected challenges including housing instability, employment barriers, and family dysfunction while maintaining high standards of service delivery and participant engagement. The success of this programming demonstrates our capacity to work effectively with individuals facing multiple challenges while supporting sustainable positive change.

Employment readiness programming has achieved a 78% job placement rate for program participants, demonstrating our capacity to connect youth and young adults with concrete opportunities for economic stability and positive life change. This success reflects our understanding of the importance of addressing practical barriers to success while building skills and confidence that support long-term positive outcomes.

Team Resurrection has received formal recognition from the City of Newark for our exceptional service delivery and community impact, including closeout letters expressing gratitude for our contributions to community safety, youth development, and family support. Our organization has successfully managed multiple concurrent funding streams while maintaining compliance with all reporting and evaluation requirements, demonstrating our administrative capacity, financial management expertise, and commitment to accountability and transparency.

Additional achievements include documented reductions in violence in areas with Team Resurrection presence, successful partnerships with schools, law enforcement, and community organizations, and recognition as a trusted community resource for families and individuals seeking support and services. These achievements reflect our organization's commitment to evidence-based practice, community engagement, and continuous improvement in service delivery and outcomes.

## **Part D. Organizational Staffing Qualifications**

Team Resurrection Inc. is led by Executive Director and Program Director Malika McCall, whose visionary leadership, deep community expertise, and commitment to evidence-based practice provide the foundation for our organizational success and capacity for implementing high-quality youth development programming. Ms. McCall brings extensive experience in community organizing, youth development, trauma-informed programming, violence prevention, family systems intervention, and nonprofit administration that directly informs our approach to comprehensive youth and family services.

Ms. McCall's qualifications include specialized training and experience in credible messenger mentoring, family systems intervention, trauma-informed care, positive youth development, and evidence-based practices for violence prevention and youth development. Her leadership has been instrumental in developing Team Resurrection's comprehensive approach to youth and family services while building the community relationships and partnerships that are essential for effective programming in high-risk communities.

Our organizational structure includes experienced site coordinators, youth mentors, and case managers who possess relevant education, training, and experience in their specialty areas. All staff receive comprehensive initial training in trauma-informed care, conflict de-escalation, crisis intervention, positive youth development principles, and family systems approaches. Our commitment to ongoing professional development ensures that staff maintain current knowledge of best practices and evidence-based interventions while building skills and expertise that support career advancement and program quality.

Team Resurrection maintains partnerships with educational institutions, professional organizations, and training providers that support continuous staff development and organizational learning. Our approach to staff qualification emphasizes both professional competency and cultural responsiveness, ensuring that all team members are equipped to work effectively with our target population while maintaining the highest standards of ethical practice, professional conduct, and community accountability.

Staff qualifications include relevant education and experience in youth development, social work, education, or related fields, demonstrated commitment to working with high-risk youth populations, strong communication and interpersonal skills, and cultural competency for working in diverse urban communities. Preferred qualifications include bilingual capabilities, residence in or familiarity with Newark's West Ward, and previous experience in violence prevention, trauma-informed care, or family systems intervention.

## Section Two - Project Summary

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### Part A. Need Addressed by the Proposed Project

The Youth Mentorship Program addresses the critical and well-documented need for comprehensive, relationship-based youth development services that address the complex, interconnected factors contributing to youth involvement in violence, academic failure, and negative life outcomes in Newark's West Ward. Young people in this community face significant challenges related to poverty, exposure to violence, family instability, limited educational opportunities, and lack of access to positive role models and supportive relationships that are essential for healthy development and positive life outcomes.

The intersection of economic hardship, historical disinvestment, community violence, and family dysfunction has created conditions where young people are at high risk for negative outcomes including school failure, substance abuse, involvement with the juvenile justice system, and perpetration or victimization of violence. Traditional youth programming often fails to address the complex, interconnected factors that influence youth development, necessitating a comprehensive approach that addresses individual, family, and community needs simultaneously while building sustainable systems for ongoing support and positive development.

Supporting data for this need includes high rates of youth involvement with the juvenile justice system, significant educational challenges including high dropout rates and low academic achievement among the target population, family stress and instability affecting youth development outcomes, and limited access to comprehensive, relationship-based youth programming that addresses multiple risk and protective factors. Research demonstrates that effective youth development requires addressing basic needs, building positive relationships, and providing comprehensive support that addresses individual, family, and community factors simultaneously.

The need for specialized programming for Juvenile Justice Commission participants is particularly acute, as these young people face additional challenges related to court involvement, compliance requirements, and stigma that can create barriers to accessing traditional services and support. The Youth Mentorship Program's specialized focus on JJC participants with minimum three weekly sessions addresses this critical gap while providing intensive support that has been demonstrated to reduce recidivism and support positive life changes.

### Part B. Project Goals

The Youth Mentorship Program seeks to accomplish comprehensive improvements in youth development outcomes through the implementation of evidence-based positive youth development strategies combined with trauma-informed care approaches and family systems intervention. Our primary goal is to provide intensive, relationship-based mentoring and support services to 125 youth participants and their families through a six-site community hub model that addresses individual, family, and community factors contributing to positive youth outcomes.

Short-term goals include the successful enrollment and engagement of 125 youth participants in comprehensive mentoring and support services, the establishment of daily meal service delivery providing 66,300+ meals annually, the development of strong, trusting relationships between youth participants and mentors, and the active engagement of family members in wraparound services and support activities. These immediate outcomes will create the foundation for longer-term positive changes in youth behavior, family functioning, and community engagement.

Intermediate goals encompass measurable improvements in educational outcomes including increased school attendance, improved grades, and progress toward graduation, documented reductions in risk behaviors and increased engagement in positive activities, improved family functioning and reduced family stress, and successful completion of juvenile justice requirements for JJC participants. These outcomes will demonstrate program effectiveness while building momentum for sustained positive change.

Long-term goals include comprehensive youth development with participants demonstrating increased confidence, skills, and positive life choices, educational achievement including high school graduation and post-secondary enrollment, employment success with job placement and career advancement for age-appropriate participants, family transformation with sustained improvements in family stability and functioning, and community impact including reduced youth involvement in negative activities and increased community engagement and leadership.

## **Part C. Project Implementation Strategies**

The Youth Mentorship Program will be implemented through a comprehensive, evidence-based approach that integrates intensive mentoring, family systems support, basic needs provision, and community engagement while maintaining the highest standards of service delivery and program quality. Our implementation strategy builds on Team Resurrection's fifteen years of experience in community-based programming while incorporating best practices in positive youth development, trauma-informed care, and family systems intervention.

Phase One involves the recruitment and hiring of eight Youth Mentor/Case Managers, two Site Coordinators, and one Program Administrator, followed by comprehensive initial training covering trauma-informed care, positive youth development principles, family systems intervention, crisis intervention, and program policies



and procedures. All staff will receive ongoing supervision and support while participating in monthly professional development activities that ensure program quality and effectiveness.

Phase Two includes the recruitment and enrollment of 125 youth participants through partnerships with schools, courts, community organizations, and family referrals. Enrollment will prioritize youth at highest risk for negative outcomes while ensuring appropriate balance across age groups, risk levels, and service needs. Specialized recruitment efforts will focus on Juvenile Justice Commission participants who require intensive support and minimum three weekly sessions.

Phase Three focuses on service delivery through the six-site community hub model, with daily programming including individual mentoring, group activities, educational support, life skills development, and family engagement activities. Comprehensive meal services will provide daily breakfast and lunch while creating opportunities for relationship building and informal mentoring that complement formal programming components.

Phase Four emphasizes family systems support and community engagement, with wraparound services addressing adult and family needs, family strengthening activities that build capacity and resilience, and resource coordination connecting families to community resources and support services. Community engagement strategies will include resident involvement in program activities and decision-making while building sustainable systems for ongoing youth and family support.

## **Part D. Specific Collaboration Strategies**

The Youth Mentorship Program will implement comprehensive collaboration strategies that leverage Team Resurrection's existing community partnerships while developing new relationships essential for program success and sustainability. Our collaboration approach recognizes that effective youth development requires coordinated efforts among schools, courts, community organizations, families, residents, and service providers while building sustainable systems for ongoing support and positive development.

Educational partnerships will include formal agreements with Newark Public Schools for coordination of programming with school schedules and academic support needs, information sharing protocols that support student success while protecting confidentiality, and joint programming that reinforces educational goals and positive school engagement. Collaboration will include tutoring and homework assistance, educational advocacy, and support for students facing academic challenges or disciplinary issues.

Juvenile Justice Commission collaboration will include coordination with probation officers and court personnel for JJC participants, compliance monitoring and reporting that supports successful completion of court requirements, and specialized programming that addresses the unique needs and challenges of court-involved youth. This collaboration will ensure that programming supports both individual development goals and legal compliance requirements.

Community organization partnerships will leverage existing relationships with faith-based organizations, resident associations, social service providers, healthcare organizations, and employment training programs to maximize resource coordination and service integration. These partnerships will ensure that youth and families have access to comprehensive support services while avoiding duplication and maximizing efficiency.

Family and community engagement strategies will include regular family meetings and activities, community advisory groups that provide input on program development and implementation, and opportunities for family members and community residents to participate in program activities and leadership development. These strategies will ensure that programming is responsive to community needs while building sustainable systems for ongoing youth and family support.

## **Part E. Project Outcomes**

The Youth Mentorship Program will produce comprehensive, measurable outcomes that demonstrate program effectiveness while contributing to broader community transformation goals and building sustainable systems for ongoing youth and family support. Our outcome framework addresses individual, family, and community levels of change while incorporating both quantitative indicators and qualitative measures of program impact and effectiveness.

Immediate outcomes include the successful enrollment and active engagement of 125 youth participants in comprehensive mentoring and support services, the establishment of daily meal service delivery providing breakfast and lunch at all six sites, the development of strong, trusting relationships between youth participants and mentors, and the active engagement of family members in wraparound services and support activities. These outcomes will be measured through enrollment data, attendance tracking, relationship assessment tools, and family engagement indicators.

Intermediate outcomes encompass measurable improvements in educational outcomes including increased school attendance rates, improved academic performance as measured by grades and standardized assessments, and progress toward graduation and post-secondary planning. Behavioral outcomes will include documented reductions in risk behaviors such as substance use and involvement in violence, increased engagement in positive activities including community service and leadership development, and improved family functioning as measured by family assessment tools and case management documentation.

Specialized outcomes for Juvenile Justice Commission participants will include successful completion of probation requirements, reduced recidivism rates, and compliance with court-ordered programming and services. These outcomes will be tracked through coordination with probation officers and court personnel while maintaining appropriate confidentiality and privacy protections.

Long-term outcomes include comprehensive youth development with participants demonstrating increased confidence, leadership skills, and positive life choices as measured by standardized assessment tools and qualitative evaluation methods. Educational achievement outcomes will include high school graduation rates, post-secondary enrollment, and career readiness indicators. Employment outcomes will include job placement rates, career advancement, and economic stability for age-appropriate participants.

Family transformation outcomes will include sustained improvements in family stability and functioning, reduced family stress and conflict, and increased family capacity for supporting positive youth development. Community impact outcomes will include reduced youth involvement in negative activities, increased community engagement and leadership, and strengthened community capacity for ongoing youth and family support.

## **Part F. Methods of Evaluating Project Effectiveness**

Team Resurrection Inc. will implement a comprehensive evaluation framework that utilizes multiple data sources, methodologies, and perspectives to assess program effectiveness, inform continuous improvement efforts, and demonstrate accountability to funders, participants, and the community. Our evaluation approach combines rigorous quantitative outcome measurement with qualitative assessment of program processes, participant experiences, and community impact while maintaining the highest standards of ethical practice and participant confidentiality.

Quantitative evaluation methods will include pre- and post-program assessments measuring youth development indicators such as self-esteem, goal-setting, and leadership skills using standardized assessment tools. Educational outcome tracking will include school attendance data, academic performance indicators, graduation rates, and post-secondary enrollment through coordination with school partners and participant self-reporting. Behavioral outcome measurement will include tracking of risk behaviors, positive activity engagement, and juvenile justice involvement through case management documentation and coordination with relevant agencies.

Family outcome evaluation will include family functioning assessments, family stability indicators, and family engagement measures using validated assessment tools and case management documentation. Meal service impact will be tracked through meal counts, nutritional assessment, and participant feedback about the relationship between meal provision and program engagement.

Qualitative evaluation methods will include regular focus groups with youth participants, family members, and community stakeholders to assess program impact, identify areas for improvement, and gather feedback about program effectiveness and community responsiveness. In-depth interviews with program graduates will document individual success stories and identify factors contributing to positive outcomes while providing insights for program improvement.

Staff evaluation will include regular supervision meetings, performance assessments, and feedback sessions that assess program implementation quality, staff development needs, and organizational capacity for service delivery. Community impact evaluation will include community surveys, stakeholder interviews, and documentation of community engagement and leadership development activities.

Evaluation reporting will include monthly progress reports documenting service delivery, participant engagement, and immediate outcomes, quarterly outcome assessments measuring intermediate indicators and program effectiveness, and annual comprehensive evaluation reports that document program achievements, challenges, lessons learned, and recommendations for improvement and sustainability. External evaluation consultation will provide additional objectivity and expertise while building organizational capacity for ongoing evaluation and quality improvement.

## **Part G. Overcoming Barriers to Service Delivery**

Team Resurrection Inc. has identified potential barriers to service delivery and developed comprehensive strategies for addressing challenges that may arise during program implementation based on our fifteen years of experience in community-based programming and our deep understanding of the complex factors that can impact service delivery in high-risk communities. Our approach to barrier mitigation emphasizes proactive planning, flexible programming, and responsive adaptation to changing conditions and emerging challenges.

Participant recruitment and engagement barriers including youth reluctance to participate in programming, family skepticism about services, and competing demands on youth and family time will be addressed through extensive community outreach and education about program benefits, involvement of trusted community leaders and peer advocates in recruitment efforts, flexible programming that adapts to participant schedules and needs, and incentives and recognition programs that acknowledge participation and achievement.

Staffing challenges including recruitment and retention of qualified Youth Mentor/Case Managers will be addressed through competitive compensation packages, comprehensive training and professional development opportunities, ongoing supervision and support that addresses both professional and personal needs, and career advancement opportunities that support long-term retention. Our established reputation in the community and existing relationships with potential staff provide advantages in recruitment while our commitment to staff development and recognition supports retention.

Family engagement barriers including parent work schedules, transportation challenges, childcare needs, and previous negative experiences with service providers will be addressed through flexible scheduling that accommodates family needs, transportation assistance and childcare provision when possible, culturally responsive programming that respects family values and traditions, and relationship-building approaches that establish trust and demonstrate respect for family autonomy and decision-making.

Community acceptance and safety concerns including neighborhood violence, community skepticism about programming, and safety risks for staff and participants will be addressed through extensive community engagement and education about program goals and benefits, coordination with law enforcement and community safety initiatives, appropriate safety protocols and training for staff and participants, and responsive programming that adapts to community conditions and feedback.

Resource and capacity barriers including funding limitations, facility challenges, and service coordination difficulties will be addressed through diversified funding strategies that reduce dependence on single funding sources, partnerships with community organizations that provide facility space and resources, and collaborative service delivery models that maximize efficiency and avoid duplication while ensuring comprehensive support for participants and families.

## **Part H. Project Staff Qualifications**

The Youth Mentorship Program will be staffed by qualified professionals who possess the education, training, experience, and personal qualities necessary for effective service delivery in challenging community environments while maintaining the highest standards of ethical practice, cultural competency, and professional conduct. All staff will receive comprehensive training and ongoing professional development to ensure program quality, effectiveness, and continuous improvement in service delivery and outcomes.

Youth Mentor/Case Managers will possess bachelor's degrees in social work, education, psychology, or related fields, with demonstrated experience working with high-risk youth populations and families affected by trauma and violence. Required qualifications include strong communication and interpersonal skills, cultural competency for working in diverse urban communities, knowledge of trauma-informed care principles and positive youth development approaches, and commitment to evidence-based practice and continuous learning. Preferred qualifications include bilingual capabilities, previous experience in youth development or violence prevention programming, and residence in or familiarity with Newark's West Ward.

Site Coordinators will possess master's degrees in social work, education, or related fields, with minimum three years of supervisory experience in youth development or social services programming. Required qualifications include demonstrated knowledge of program management, staff supervision, and quality assurance principles, experience with family systems intervention and community organizing approaches, and strong organizational and communication skills. Preferred qualifications include previous experience managing multi-site programming and specialized training in trauma-informed care and positive youth development.

The Program Administrator will possess relevant education and experience in nonprofit management, grant administration, and program evaluation, with demonstrated knowledge of financial management, compliance monitoring, and reporting requirements. Required qualifications include experience with data collection and

analysis, knowledge of evaluation methodologies and quality improvement approaches, and strong organizational and communication skills.

All staff will receive 40 hours of initial training covering trauma-informed care principles and practices, positive youth development theory and application, family systems intervention strategies, crisis intervention and de-escalation techniques, cultural competency and community engagement approaches, and program policies and procedures. Ongoing professional development will include monthly training sessions covering advanced topics in youth development and family support, annual conference attendance and specialized training opportunities, and supervision and mentoring that supports career advancement and program quality improvement.

Staff development and retention strategies will include competitive compensation and benefits packages, comprehensive training and professional development opportunities, ongoing supervision and support that addresses both professional and personal needs, recognition and advancement opportunities that acknowledge excellent performance and support career growth, and organizational culture that values staff input, creativity, and professional growth while maintaining accountability for program quality and outcomes.

## Budget Summary

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Category	Amount	Percentage
Personnel	\$255,000	60%
Meal Services	\$85,000	20%
Program Operations	\$51,000	12%
Training and Professional Development	\$21,250	5%
Recognition and Incentives	\$8,500	2%
Administrative Costs	\$4,250	1%
<b>TOTAL</b>	<b>\$425,000</b>	<b>100%</b>

### Cost-Effectiveness Analysis

- **Cost per youth served:** \$3,400 annually (125 youth participants)
- **Cost per meal provided:** \$1.28 (66,300+ meals annually)
- **Investment in family systems:** Comprehensive support addressing multiple family members
- **Return on investment:** Educational outcomes, reduced juvenile justice involvement, improved family stability

## Innovation and Evidence-Based Practices

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### Program Innovation

The Youth Mentorship Program incorporates innovative approaches that distinguish it from traditional youth programming while building on evidence-based practices and Team Resurrection's proven track record of success. Our integrated meal services model uses daily breakfast and lunch provision as relationship-building and community-building opportunities, creating informal mentoring moments that complement formal programming while addressing basic nutritional needs that are essential for healthy development and learning.

The six-site community hub model provides decentralized programming that is accessible throughout Newark's West Ward, reducing transportation barriers while embedding services in the neighborhoods where participants live and attend school. This approach builds on community organizing principles that emphasize local leadership and community ownership while ensuring that programming is responsive to neighborhood-specific needs and conditions.

Our comprehensive family systems approach addresses both youth and family needs simultaneously, recognizing that sustainable youth development requires addressing family dynamics, economic stability, and community conditions that influence individual outcomes. This approach includes wraparound services for adults and family members, family strengthening activities, and resource coordination that addresses multiple family needs while building capacity for ongoing support and positive development.

## **Evidence-Based Practices**

The Youth Mentorship Program is grounded in evidence-based practices that have been demonstrated to be effective in supporting positive youth development and reducing risk behaviors. Our positive youth development approach focuses on building strengths and assets rather than simply addressing deficits, emphasizing skill building, relationship development, and community engagement that support long-term positive outcomes.

Trauma-informed care principles guide all aspects of program implementation, recognizing that many participants have experienced trauma that affects their ability to engage in relationships and learning. Our approach emphasizes safety, trustworthiness, collaboration, and empowerment while providing specialized support for participants who have experienced trauma and its impacts.

Family systems theory informs our approach to family engagement and support, recognizing that individual change occurs within the context of family relationships and dynamics. Our interventions address family communication patterns, conflict resolution skills, and family capacity for supporting positive youth development while respecting family autonomy and cultural values.

Credible messenger mentoring approaches utilize staff and volunteers who have lived experience and community connections that enable them to build authentic relationships with participants while serving as



positive role models and advocates. This approach has been demonstrated to be particularly effective with high-risk youth populations who may be skeptical of traditional service providers.

### **Contact Information**

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