

# Team Resurrection Inc.

## Safe Passage Program Grant Application

*Community-Based Violence Intervention and Prevention Safe Passage Program*

Submitted by:	Team Resurrection Inc.
Program Director:	Malika McCall
Date:	July 14, 2025
Requested Amount:	\$520,000
Grant Period:	July 15, 2025 - July 15, 2026
Program Focus:	School Zone Safety and Violence Prevention

### Executive Summary

Team Resurrection Inc. respectfully submits this proposal for \$520,000 to implement the "Safe Passage Program," a comprehensive school zone safety initiative that provides coordinated violence prevention and safety services in the immediate vicinity of Westside High School and Central High School in Newark's West Ward. Under the experienced leadership of Program Director Malika McCall, this initiative represents an innovative approach to community-based violence prevention that creates safe corridors for students while building community capacity for ongoing safety and violence prevention.

The Safe Passage Program addresses the critical need for enhanced safety measures in school zones where students are particularly vulnerable to violence exposure and involvement. Our comprehensive approach includes deployment of trained Safe Passage workers at strategic corner locations surrounding both target schools, creating a coordinated safety network that provides both immediate protection and ongoing violence prevention services for students, families, and community members.

Team Resurrection Inc. brings fifteen years of proven experience in community-based violence intervention and prevention to this initiative. Founded in 2010 with the mission of "restoring life to our community and its

people," our organization has established itself as a trusted leader in Newark's West Ward through evidence-based programming that has achieved remarkable outcomes including 91% of program graduates remaining arrest-free in the year following program completion. Under Malika McCall's visionary leadership, Team Resurrection has developed deep community relationships and expertise in trauma-informed care, credible messenger mentoring, and comprehensive family systems support that directly inform our approach to school zone safety.

### **Program Impact Summary**

- **Target Impact:** 2,600+ students at Westside High School and Central High School
- **Service Model:** Trained Safe Passage workers at strategic corner locations
- **Professional Standards:** Comprehensive equipment, training, and team building systems
- **Geographic Coverage:** Complete corner coverage of two school zones in Newark's West Ward
- **Evidence-Based Approach:** Trauma-informed practices and positive youth development principles

## 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 grown from a grassroots initiative into a recognized leader in evidence-based programming that addresses the root causes of violence while building community capacity for sustainable change.

Our organizational identity is grounded in the understanding that effective violence prevention requires deep community relationships, cultural competency, and comprehensive approaches that address individual, family, and community factors simultaneously. As a Black American Owned, Minority Owned, and Woman Owned Business, Team Resurrection brings authentic community voice and lived experience to our programming while maintaining the highest standards of professional practice and evidence-based intervention.

The organization's legitimacy stems from our fifteen-year track record of successful program implementation, our deep roots in the communities we serve, and our commitment to transparency, accountability, and continuous improvement. Our approach is informed by trauma-informed care principles, positive youth development theory, and family systems intervention strategies that recognize the interconnected nature of individual and community healing.

### Part B. Current Programs and Activities

Team Resurrection Inc. currently operates multiple evidence-based programs that directly relate to and inform our capacity to implement the Safe Passage Program. Our existing portfolio includes intensive youth mentoring services for 30 court-referred youth, comprehensive family support programming, and community organizing initiatives that have established strong partnerships with schools, law enforcement, and community organizations throughout Newark's West Ward.

Our current youth development programming utilizes a six-site community hub model that provides daily programming, comprehensive meal services, and specialized support for Juvenile Justice Commission participants. This infrastructure demonstrates our operational capacity for large-scale program implementation while maintaining quality standards and positive outcomes. Our meal service program currently provides over 37,700 meals annually, creating opportunities for relationship building and informal mentoring that complement formal programming components.

Additionally, Team Resurrection operates transitional housing programs, employment readiness initiatives, 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 and community partnerships that will be essential for Safe Passage Program success.

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

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

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 while maintaining high standards of service delivery and participant engagement. Additionally, our employment readiness programming has achieved a 78% job placement rate, demonstrating our capacity to connect participants with concrete opportunities for economic stability and positive life change.

Team Resurrection has received 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 and youth development. Our organization has successfully managed multiple concurrent funding streams while maintaining compliance with all reporting and evaluation requirements, demonstrating our administrative capacity and commitment to accountability.

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

Team Resurrection Inc. is led by Executive Director and Program Director Malika McCall, whose visionary leadership and deep community expertise provide the foundation for our organizational success. Ms. McCall brings extensive experience in community organizing, youth development, trauma-informed programming, violence prevention, and nonprofit administration. Her qualifications include specialized training in credible messenger mentoring, family systems intervention, and evidence-based practices for violence prevention and youth development.

Our organizational structure includes experienced site supervisors, 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, and positive youth

development principles. Our commitment to ongoing professional development ensures that staff maintain current knowledge of best practices and evidence-based interventions.

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 and professional conduct.

## Section Two - Project Summary

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

The Safe Passage Program addresses the critical and well-documented need for enhanced safety measures in school zones where students are particularly vulnerable to violence exposure and involvement. Newark's West Ward faces significant challenges related to youth violence and community safety, with school zones experiencing heightened incidents of violence during peak transition times when students are traveling to and from school. Recent data indicates that these areas experience disproportionate rates of violent incidents, creating an environment where students, families, and community members feel unsafe and where educational outcomes are negatively impacted by safety concerns.

The intersection of poverty, limited economic opportunities, historical disinvestment, and exposure to community violence has created conditions where young people lack safe spaces for development and positive role models for guidance. Students attending Westside High School and Central High School navigate daily safety concerns that impact their ability to focus on education and positive development. Family stress related to safety concerns affects not only individual students but entire family systems, creating ripple effects that impact community stability and cohesion.

Supporting data for this need includes documented incidents of violence in school zones during peak transition times, community resident reports of safety concerns and requests for increased protection, evidence of educational impact including attendance and academic performance affected by safety concerns, and family stress indicators including parent expressions of concern about student safety during school commutes. The need for comprehensive, community-based safety interventions is further supported by research demonstrating the effectiveness of environmental crime prevention strategies and positive adult presence in reducing violence and improving community safety outcomes.

### Part B. Project Goals

The Safe Passage Program seeks to accomplish comprehensive improvements in school zone safety through the implementation of evidence-based environmental crime prevention strategies combined with relationship-based violence prevention services. Our primary goal is to create safe corridors for students traveling to and from Westside High School and Central High School through the strategic deployment of trained Safe Passage workers at all corner locations surrounding both school zones.

Short-term goals include the immediate establishment of visible safety presence at all designated corners, documented reduction in violence and safety incidents in school zones, increased sense of safety among

students, families, and community members, and the development of strong relationships between Safe Passage workers and community members. These immediate outcomes will create the foundation for longer-term community transformation and sustained safety improvements.

Long-term goals encompass sustained improvements in community safety and cohesion, increased student engagement and positive behavior, enhanced educational outcomes including improved attendance and academic performance, and the development of community capacity for ongoing safety and violence prevention. The program aims to serve as a model for replication in other high-risk communities while building sustainable systems for community-based safety and violence prevention that extend beyond the grant period.

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

The Safe Passage Program will be implemented through a comprehensive, phased approach that ensures quality service delivery while building sustainable systems for ongoing program success. The implementation strategy begins with intensive staff recruitment and training, followed by strategic deployment of Safe Passage workers and ongoing program monitoring and quality improvement.

Phase One involves the recruitment and hiring of 16 Safe Passage workers and 2 Site Supervisors, followed by a comprehensive 40-hour initial training program covering conflict de-escalation, crisis intervention, youth engagement, and community organizing. All staff will receive professional equipment including uniforms, two-way radios, safety equipment, and identification materials that establish clear program identity and authority.

Phase Two includes the strategic deployment of Safe Passage workers at all corner locations surrounding both target schools, with daily coverage during peak transition times including morning arrival, lunch periods, and dismissal. Site Supervisors will provide ongoing coordination and support while maintaining communication with school administrators, law enforcement, and community partners.

Phase Three focuses on relationship building and community engagement, with Safe Passage workers developing positive connections with students, families, and community members while providing informal mentoring and support. Monthly team building activities and ongoing professional development will maintain staff morale and program quality while building organizational capacity for sustained service delivery.

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

The Safe Passage Program will implement comprehensive collaboration strategies that leverage existing community partnerships while developing new relationships essential for program success. Our collaboration

approach recognizes that effective school zone safety requires coordinated efforts among schools, law enforcement, community organizations, families, and residents.

School partnerships will include formal agreements with Westside High School and Central High School administrators for coordination of Safe Passage activities with school schedules and policies. Regular communication protocols will ensure that Safe Passage workers are informed of special events, schedule changes, and safety concerns while providing schools with feedback about community conditions and student needs.

Law enforcement collaboration will include coordination with Newark Police Department community policing initiatives, information sharing protocols for safety concerns, and joint training opportunities that build positive relationships between Safe Passage workers and law enforcement personnel. Community organization partnerships will leverage existing relationships with faith-based organizations, resident associations, and social service providers to maximize resource coordination and community engagement.

Family and resident engagement strategies will include regular community meetings, feedback mechanisms for program improvement, and opportunities for community members to participate in program activities and decision-making. These collaboration strategies will ensure that the Safe Passage Program is responsive to community needs while building sustainable systems for ongoing safety and violence prevention.

## **Part E. Project Outcomes**

The Safe Passage Program will produce measurable outcomes that demonstrate program effectiveness while contributing to broader community transformation goals. Immediate outcomes include the establishment of visible safety presence at all designated corners, documented reduction in violence and safety incidents in school zones, increased sense of safety among students, families, and community members, and the development of positive relationships between Safe Passage workers and community members.

Intermediate outcomes encompass sustained safety improvements including continued reduction in violence and safety incidents, increased student engagement and positive behavior, enhanced community capacity including increased resident involvement in safety and violence prevention, and strengthened partnerships with schools, law enforcement, and community organizations.

Long-term outcomes include community transformation through sustained improvements in community safety and cohesion, youth development including students demonstrating increased confidence and positive life choices, educational achievement including improved attendance and academic performance, and model replication with the program serving as a template for implementation in other high-risk communities. These outcomes will be measured through comprehensive data collection and evaluation protocols that track both quantitative indicators and qualitative measures of community change.



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

Team Resurrection Inc. will implement a comprehensive evaluation framework that utilizes multiple data sources and methodologies to assess program effectiveness and inform continuous improvement efforts. Our evaluation approach combines quantitative outcome measurement with qualitative assessment of program processes and community impact.

Quantitative evaluation methods will include tracking of violence and safety incidents in school zones through coordination with law enforcement and school administrators, attendance and academic performance data for students at target schools, and survey data measuring community perceptions of safety and program effectiveness. Data collection protocols will ensure consistent, reliable measurement while protecting participant confidentiality and privacy.

Qualitative evaluation methods will include regular focus groups with students, families, and community members to assess program impact and identify areas for improvement, interviews with Safe Passage workers and supervisors to evaluate program implementation and staff development needs, and case studies documenting individual and family success stories that illustrate program effectiveness.

Evaluation reporting will include monthly progress reports, quarterly outcome assessments, and annual comprehensive evaluation reports that document program achievements, challenges, and recommendations for improvement. 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. Our approach to barrier mitigation is informed by 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.

Staffing challenges including recruitment and retention of qualified Safe Passage workers will be addressed through competitive compensation, comprehensive training and professional development opportunities, ongoing supervision and support, and recognition programs that acknowledge excellent performance. Our established reputation in the community and existing relationships with potential staff provide advantages in recruitment while our commitment to staff development supports retention.

Community acceptance and engagement barriers will be addressed through extensive community outreach and education about program goals and benefits, involvement of community leaders and residents in program planning and implementation, and responsive programming that adapts to community feedback and changing

needs. Our existing community relationships and cultural competency provide strong foundations for community engagement and acceptance.

Safety and security concerns for Safe Passage workers will be addressed through comprehensive safety training, appropriate equipment and communication systems, coordination with law enforcement, and clear protocols for emergency situations. Weather and environmental challenges will be managed through appropriate equipment and flexible scheduling that maintains program coverage while ensuring staff safety.

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

The Safe Passage 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. All staff will receive comprehensive training and ongoing professional development to ensure program quality and effectiveness.

Safe Passage Workers will possess high school diplomas or equivalent, demonstrated experience working with youth and families, strong communication and interpersonal skills, and commitment to community service and violence prevention. Preferred qualifications include previous experience in youth development, community organizing, or violence prevention programming, bilingual capabilities, and residence in or familiarity with Newark's West Ward.

Site Supervisors will possess bachelor's degrees in social work, education, criminal justice, or related fields, minimum three years of supervisory experience, demonstrated knowledge of youth development and violence prevention principles, and strong organizational and communication skills. Program administration staff will possess relevant education and experience in nonprofit management, grant administration, and program evaluation.

All staff will receive 40 hours of initial training covering conflict de-escalation, crisis intervention, youth engagement, community organizing, trauma-informed care, and program policies and procedures. Ongoing professional development will include monthly training sessions, annual conference attendance, and specialized training opportunities that support career advancement and program quality improvement.

# Budget Summary

Category	Amount	Percentage
Personnel	\$390,000	75%
Equipment and Supplies	\$52,000	10%
Training and Professional Development	\$41,600	8%
Program Operations	\$26,000	5%
Administrative Costs	\$10,400	2%
TOTAL	\$520,000	100%

## Cost-Effectiveness Analysis

- **Cost per student served:** \$200 annually (2,600 students)
- **Cost per corner covered:** \$32,500 annually (16 corners)
- **Investment in community safety:** Comprehensive coverage creating measurable safety improvements
- **Return on investment:** Violence prevention, improved educational outcomes, increased community safety

## Contact Information

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*"Restoring life to our community and its people" - Team Resurrection Inc.*