

Cycle I (25-26) : Cycle I (25-26)
Applicant Name : Mays Foundation

Sample
Full Application

Organization

Grant Contact

First Name*

Tiffany

Last Name*

Duncan

Title*

Chief Operating Officer

Work Phone*

402-718-0743

E-Mail Address*

tiffanyduncan@maysoma
ha.org

Street 1

5020 Grand Ave

Street 2

City

Omaha

State

NE

Website

www.maysomaha.org

Organizational Mission Statement*

Our mission is to identify strengths and weaknesses of youth with challenging backgrounds and provide programming that uncovers hidden skills and talents, while forming ongoing community partnerships enabling us to provide additional services to support youth and their families, resulting in improved social skills, life skills and character.

Briefly describe services provided by Organization*

Include description of service neighborhood, area, or region.

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At the MAYS Foundation, our commitment is to provide individualized and personalized services that meet the unique and complex needs of our youth. While we welcome and serve individuals from all parts of the metro area, we concentrate our efforts primarily in North Omaha, focusing on young people who are navigating significant challenges such as poverty, violence, and systemic barriers. Our cornerstone, the Heroes Program, provides a wraparound approach to support healing, learning, and growth for young people, mostly between the ages of 12 and 18, though we continue to mentor individuals into their twenties.

Our services are built around four main areas:

*Out-of-School Time (OST) Programming provides vital structure, safety, and academic support, including tutoring and credit recovery, for youth who are disengaged from traditional education.

*Community Violence Intervention (CVI) & Gang Prevention is a unique and essential component where we proactively work with gang-involved youth, building trust and offering behavioral coaching, employment training, entrepreneurship opportunities, and alternative pathways to returning to the classroom.

*Family Support & Community Outreach through parent support groups, financial literacy classes, and dedicated staff engagement to help families access resources during crises.

*Health & Wellness ensures holistic care through fitness classes, nutrition education (via cooking and gardening), and mental health awareness and referrals.

To ensure our participants can fully engage, we prioritize providing essential necessities such as nutritious daily meals, transportation, haircuts, and other resources. Beyond the Heroes Program, we also run Hood to the Woods, an impactful outdoor intervention program that takes young men with gang ties on challenging adventures in Colorado to build resilience and foster collaboration outside their traditional environment.

Our well-trained staff strives to be a consistent, reliable, and culturally competent part of the community for our youth and their families long after they've aged out of our programs.

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Project Information

Foundation Focus Area*

Please Indicate below ONE Foundation Focus Area with which your project most closely aligns.

- Human Health
- Education
- Community Well-Being

Indicate Geography Served*

- Omaha/Council Bluffs metro
- Western Iowa within 100 miles of Omaha
- Other

Financial Information

Total Dollar Amount of Grant Request*

25000

Total Dollar Amount of Project Budget*

940,000.00

Project Category*

Please indicate ONE Category in which your Proposal most closely aligns:

- Operating Funding
- Programming/Special Project
- Capital Project

Project Title*

MAYS Foundation Operating Grant 2025

PROPOSED PROJECT: Describe the action to be funded, specifically addressing alignment to HFF Foundation core mission. *

*3 to 5 photos (jpgs) may be submitted with Full Application

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The MAYS Foundation is dedicated to being a support and resource for youth and their families, particularly those in middle and high school within the Omaha metro area, with a strong focus on North Omaha. Recognizing the limited specialized support for this age group, our core mission is to empower youth exhibiting challenging behaviors who are often on the periphery of, or already involved in, the juvenile justice and child welfare systems. We seek to proactively address the needs of those who frequently fall through the cracks, providing them and their families with the necessary tools and resources for personal growth and development. We share the Heistand Family Foundation's commitment to encouraging and multiplying opportunities and experiences for youth in poverty. By focusing on our five pillars—Vision, Passion, Overcoming Adversity, Being Teachable, and Giving Back—we align with your values by creating and expanding access to programs that facilitate practical applications and improvements, changing the lives of children and their families living within the confines of poverty.

Our cornerstone initiative, the Heroes Program, is a transformative, youth-centered model structured into four strategic, integrated service areas that provide a true wraparound approach to healing, learning, and growth. This program engages youth at two key points: during planned Out-of-School Time (OST) Programming and during unplanned absences due to disciplinary reasons. For all participants, academic success is a priority, and we provide support like tutoring, credit recovery, and a certified teacher on staff, emphasizing education as a key value. We address challenging behaviors and emotional regulation through positive modeling, relationship building, social-emotional learning, and enrichment activities like visual arts, creative writing, and music.

To support the whole person and family, our services extend into: Family Support & Community Outreach, family enrichment classes (e.g., financial literacy, healthy meal planning), and staff engagement to help families access resources during crises, directly contributing to community well-being; Health & Wellness, which focuses on holistic healing through fitness classes, mental health referrals, nutrition education, and a developing recording studio, addressing human health; and perhaps the most unique aspect, Community Violence Intervention (CVI) & Gang Prevention. This proactive component builds trust with gang-involved youth and provides alternative pathways such as employment skills training, job placement, and entrepreneurship opportunities, creating economic opportunities that multiply access for youth in poverty.

The MAYS Foundation actively works to break down barriers (affordability, lack of awareness, cultural acceptance) that prevent youth from accessing new experiences, ensuring every child in our program understands the power of shifting from problem to possibility thinking. Beyond the Heroes Program, our Hood to the Woods outdoor intervention program takes young men with gang ties on challenging adventures in Colorado to build resilience and foster collaboration across rivalries. We proudly served 503 young people last year, including those labeled "high-risk," demonstrating our ability to connect, support, and provide essential opportunities for those who need us most.

Please include **3 to 5 photos or support documents** which clearly communicate the impact of the grant award for your project (purchased equipment in action, activated programming, etc).

Photo 1*

Hood to the Woods 2025.JPG

Photo 2*

Compost and Gardening 2025.JPG

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Photo 3*

Construction and Life Skills.JPG

Optional Photo 4

Science Experiments 2025.jpg

Optional Photo 5

Group shot.JPG

PROPOSED GRANT EXPENDITURES: Describe specifically how the Grant Request will be spent.*

Grant funds will directly support the operational capacity of MAYS Foundation and the expansion of our services in North Omaha and surrounding communities. Given rising operational costs and increased demand for our programs, this funding is essential to ensure the continued delivery of high-impact opportunities for children in poverty. Specifically, the grant will sustain our core mission by funding: staffing/payroll to retain our highly qualified team, trained in Healing Centered Engagement; program costs (including field trips, projects, and unique experiential learning opportunities); and our vital nutrition program. This strategic allocation guarantees our programming and staff remain relevant, culturally competent, and focused on maximizing positive outcomes for the youth we serve.

Statement of Need: Describe the need or opportunity this grant request addresses.

*

The MAYS Foundation occupies a critical service niche within the community by providing structured, out-of-school time programming specifically for middle and high school students. We distinguish ourselves from other organizations through our intentional focus on youth with challenging backgrounds and behaviors, including a robust Community Violence Intervention (CVI) program, a group largely underserved by conventional youth services. Our commitment to meeting the expressed needs of this population is defined by the following unique differentiators:

*Holistic Support Services: We address fundamental barriers to access and engagement by providing essential transportation to and from our facility for all participants, which is a recognized barrier for middle and high school students.

*Comprehensive Nutrition: Our program includes nutrition education, meal preparation classes, and daily onsite meals for youth, with meals also extended to the families of at-risk participants.

*Consistent, Safe Haven: Unlike organizations that primarily operate on a mobile basis, we offer consistent, daily services in a dedicated facility, ensuring youth have a reliable, safe physical space to access resources and support.

*Broad Youth Engagement: While many programs specialize in a single demographic, MAYS intentionally serves a wide variety of youth simultaneously. This integrated approach encourages cross-demographic engagement, broadening life experiences and deepening empathy among participants.

Describe the client demographic served by the project proposal.*

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The MAYS Foundation serves a diverse and high-need population across the Omaha metro area, with a primary focus on youth residing in North Omaha. Our Heroes Program serves participants of all genders (male, female, and non-binary). The demographic makeup of our youth averages 65% Black/African American, 30% White, and 5% Hispanic/Asian/Native American. While the core program targets middle and high school students (ages 12–18), we provide continuous support, with participants in our CVI/Gang Intervention and Prevention initiatives ranging up to 27–28 years old, and our family outreach extending across all ages. The vast majority of participants qualify for Free/Reduced Lunch programs. A significant number of the youth we serve have current or past involvement with the juvenile justice or child welfare systems, which often results in pre-formed, challenging perceptions of authority figures. Furthermore, the social and emotional development of our current middle and high school participants has been uniquely impacted by the COVID-19 Pandemic, as their formative years were spent navigating remote learning and fractured social interactions, creating ongoing challenges in post-pandemic social skill acquisition.

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Attachments

**TWO ATTACHMENTS REQUIRED: Organization Budget and Proposal Budget
(Programming or Operations)**

I. Organizational Budget for Current Fiscal Year

Upload Organizational Budget here:*

[2025 Budget - Working - October.pdf](#)

II. Proposal Budget / Project Budget

Please use the Excel Form provided.

Proposal Budget Totals - Project Income and Project Expenses - should equal Zero

Upload Proposal Budget / Project Budget here:*

[2025 HFF Proposal Budget for Oper, Programming, Spec Proj.xlsx](#)

Additional Budget Document 1

No file selected

Additional Budget Document 2

No file selected

List Current Board of Directors & Affiliations*

Ernest White, American National Bank
John Jeanetta, Heartland Family Services
Sarah McCue, Baird Holmes Law
Megan Addison, Collective for Youth
Mark Foxall, University of Nebraska - Omaha
Carolyn Green, retired
Christine Henningson, UNL Center on Children Families and the Law

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Agreement and Signature

*

- By submitting this application, I affirm that the facts set forth in it are true and complete. Any false statements, omissions, or other misrepresentations made on this form void the application and any and all agreements.

Name*

Tiffany Duncan

Title*

Chief Operating Officer

Date*

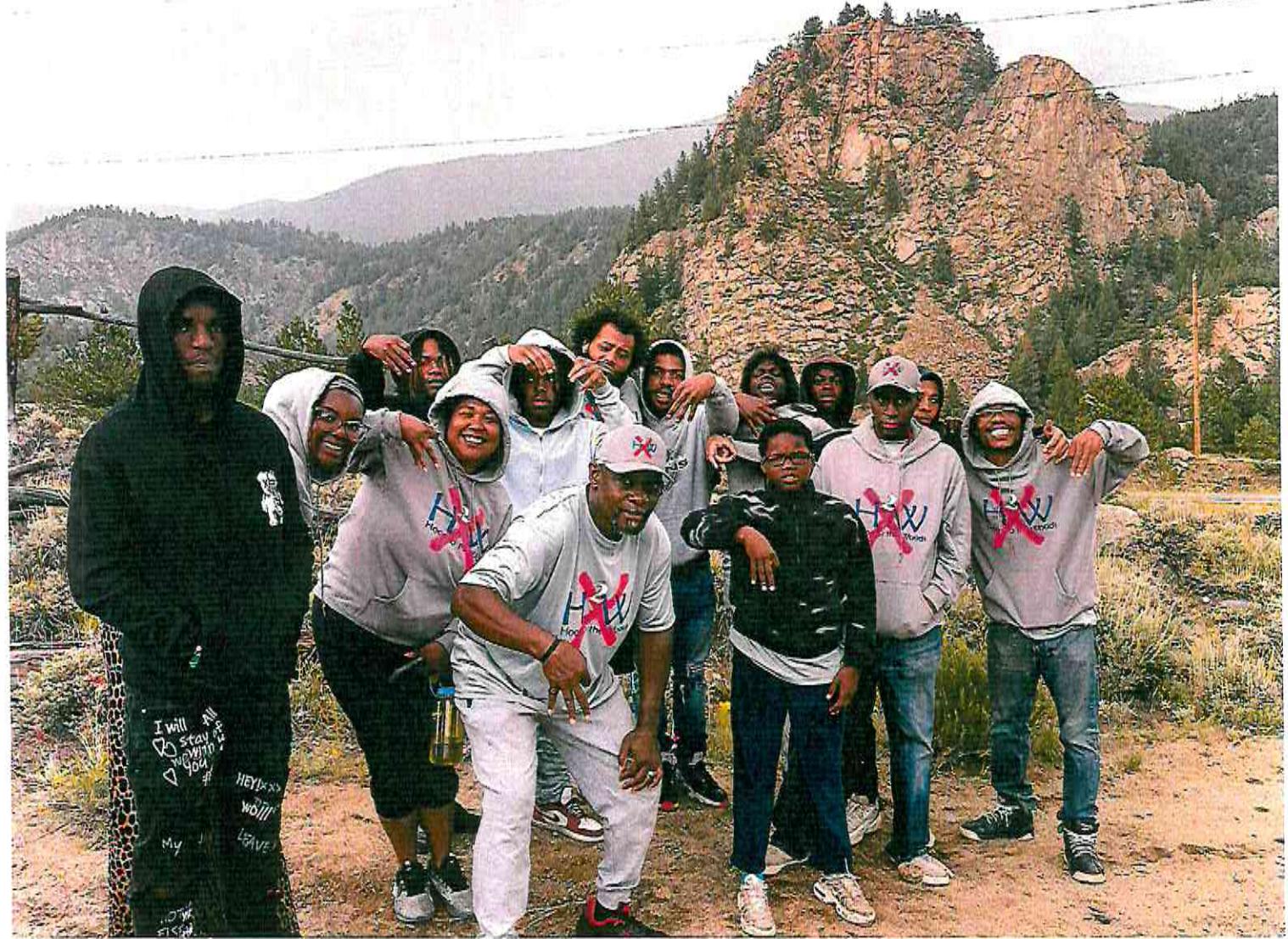
10/10/2025

Our Policy

It is the policy of this organization to provide equal opportunities without regard to race, color, religion, national origin, gender, sexual preference, age, or disability. Thank you for completing this application form.

The Foundation will confirm receipt with a responding email after the deadline.

Direct questions regarding this form to info@heistandfamilyfoundation.org



Hood to the Woods 2025.JPG



Compost and Gardening 2025.JPG



Construction and Life Skills.JPG



Science Experiments 2025.jpg



2025 Budget - Working - October.pdf

2025

2025 Expenditures

Rent	\$28,500.00	
Utilities*	\$56,250.00	
Facility Maintenance/Security/Upkeep**	\$22,000.00	
Meals and Entertainment	\$3,000.00	
Staff Development - Training and Travel	\$15,000.00	
Upper Management Salary	\$315,467.23	All Staff, we aim for
Upper Management Taxes	\$23,528.36	3% COLA
Upper Management Benefits	\$43,000.00	2% merit increase
Upper Management Retirement	\$8,000.00	(if possible)
Fees and Membership Dues	\$3,500.00	
Liability Insurance	\$2,000.00	
Workman's Comp	\$3,500.00	
Office Supplies and Software	\$3,500.00	
Miscellaneous	\$1,500.00	
Legal and Professional Services	\$7,000.00	
Advertising and Marketing	\$6,000.00	
Rental Space Costs	\$1,500.00	
Bank Charges and Fees	\$300.00	
Interest Expense	\$1,800.00	
Fundraising	\$10,000.00	
Heroes Program***	\$380,795.15	
Total	\$936,140.74	

Utilities*	\$56,250.00
Utilities - MUD	\$20,000.00
Utilities - OPPD	\$24,000.00
Utilities - Internet - Cox	\$6,000.00
Utilities - Phone - Verizon	\$1,250.00
Utilities - Trash - Papillion	\$3,000.00
Utilities - Recycle - Abe's	\$2,000.00
Facility**	
Facility - Cleaning	\$8,000.00
Facility - Furniture and Fixtures	\$1,000.00
Facility - Maintainance	\$5,000.00
Facility - Technology	\$0.00
Facility - Security	\$8,000.00

	2025	
2024 Heroes Program		
Staff Payroll*	\$163,625.27	
Nutrition Program**	\$74,277.88	each additional youth coordinator
Transportation***	\$60,842.00	
Program Staff Development - Training and Travel	\$15,000.00	\$48,450.00
Barbershop	\$350.00	
Bees	\$1,000.00	1 YC : 5/6 youth
Board Games	\$400.00	
Books	\$200.00	
Woodshop/Building Supplies	\$1,000.00	
Field Trips	\$3,500.00	
Fitness Center	\$2,000.00	
Game Room	\$1,000.00	
Garden/Flowers	\$750.00	
Gym/Outdoor Equipment	\$750.00	
Learning and Certifications (Youth)	\$500.00	
MAYS Store/Incentives	\$4,000.00	
Misc. Supplies	\$1,000.00	
S.T.E.A.M. Supplies	\$3,500.00	
VBA and other leagues	\$600.00	
Dodgeball/Pickleball/etc. Tournament		
Dream Night		
End of Summer Exposure Trip	\$6,000.00	
Haunted House	\$3,000.00	
Shop Talk		
T-Shirt Printing/Creation		
Parenting Groups		
Special Event	\$2,500.00	
Hood to the Woods	\$35,000.00	
Total	\$380,795.15	

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		2025	
Staff Payroll*		\$163,625.27	
YC1 (SD) Wages - FT		\$37,800.00	Additional YC
YC1 Taxes		\$3,150.00	\$48,450.00
YC1 Benefits		\$6,000.00	
YC1 Retirement		\$1,500.00	
YC2 (DL) Wages - FTE		\$35,937.84	
YC2 Taxes		\$2,827.31	
YC2 Benefits		\$6,000.00	
YC2 Retirement		\$1,500.00	
YC3 (DRR) Wages - FT		\$37,800.00	
YC3 Taxes		\$3,150.00	
YC3 Benefits		\$6,000.00	
YC3 Retirement		\$1,500.00	
YC4 (DK) Wages - PT		\$18,930.66	
YC4 Taxes		\$1,529.46	
YC4 Benefits			
YC4 Retirement			
Nutrition Program**		\$74,277.88	
Nutrition Program Manager Wages - FT		\$39,269.56	
Nutrition Program Manager Taxes		\$3,008.32	
Nutrition Program Manager Benefits		\$6,000.00	
Nutrition Program Manager Retirement		\$2,000.00	
Food and supplies		\$24,000.00	
Transportation***		\$60,842.00	
Driver (PT) Wages		\$20,000.00	
Driver (PT) Taxes		\$1,800.00	
Fuel		\$4,000.00	
Taxes/Registration		\$1,500.00	
Repairs/Maintenance		\$1,500.00	
Lease #1 Payment		\$8,500.00	
American National Payment		\$8,500.00	
Vehicle Insurance		\$15,042.00	

**2025 HFF Proposal Budget for Oper, Programming, Spec
Proj.xlsx**

Heistand Family Foundation
Budget for Operating, Programming and Special Projects Proposal

Organization Name: MAYS Foundation

Project Title: MAYS Foundation Heroes Program

(please use the description column to clarify)

1 Contributions/Donors	\$275,000.00
2 In Kind Contributions	\$0.00
3 Private Grants	\$0.00
3 Government Grants	\$0.00
4 Reserve or Budgeted Income	\$0.00
5 Other Income	\$125,000.00
Total Proposal Income	\$400,000.00
6 Salaries	\$194,542.90
7 Employee Benefits	\$30,500.00
8 Payroll taxes	\$15,465.10
9 Insurance	\$15,042.00
10 Professional fees	\$3,500.00
11 Equipment purchases	\$0.00
12 Supplies	\$19,950.00
13 Interest term/mortgage	\$0.00
13b Interest Other	\$0.00
14 In-kind Applied	\$0.00
15 Office Expense	\$2,000.00
16 Postage and shipping	\$0.00
17a Rent or lease (Vehicles)	\$18,500.00
17b Rent or lease (Other Business Property)	\$10,000.00

18 Repairs & Maintenance		\$6,000.00
19 Travel/Field Trips		\$20,000.00
20 Other Related Proposal Expenses		\$64,500.00
	<hr/>	<hr/>
	Total Proposal Expenses	\$400,000.00
	Total Proposal Income	\$0.00
	Balance should equal \$0	\$0.00
	<hr/>	<hr/>

S

Use this column for line item Descriptions as needed:

Major donors confirmation: Sherwood Foundation, Lozier Foundation, Scott Family Foundation, William and Ruth Scott Family, John and Dianne Scott, Olsen Foundation, Pending: Helsland Family Foundation, Further

Descriptions: (break-out pending & confirmed)

Descriptions: (break-out pending & confirmed)

Fee for service from system involved youth, Facility rental fees,

Youth Coordinators - Direct Service Staff

Staff training

Descriptions:

Descriptions: See itemized program expenses on organizational budget