



Tuesday, February 11, 2025

Housing and Federal Grants Division 2024 - 2025 Application for Funding Community Development Block Grant Program

This application is for nonprofit organizations and government entities in Marin County, California who would like to apply for federal Community Development Block Grant program funds for Public Services or Community Infrastructure/Capital Improvements. Please refer to the [Application Guidelines](#) released on January 22, 2024 for detailed information about qualifications and application requirements. Applicants may use this [prep tool](#) for the long-form questions in order to save their responses and copy/paste into this application.

The deadline to apply is **5:00 p.m. Friday, February 16**. Applicants will receive a copy of their submitted application to the email address entered.

Indicate type of project. If your project allows, you may apply under multiple categories. (See Application Guidelines for more information)

Public Services (CDBG)

Organization (Fiscal Sponsor) General Information

Organization (Fiscal Sponsor)/Agency Name

Road to Empowerment Restorative Services

Mailing Address

8125 Whited rd
Sebastopol, California, 95472

Website (if applicable)

www.roadtoempowerment.org

Organization DUNS#

129413064

Executive Director/CEO

Susan Rahman

Email Address

susan@roadtoempowerment.org

Phone Number

(707) 200-3686

Project General Information

Program/Project Name

Peer Mentor Program

Program/Project Site Address

8125 Whited rd
Sebastopol, California, 95472

CDBG Funding Amount Requested (Minimum request amount: \$15,000)

30000

Application Contact Person

Jordan Rahman

Title of Contact Person

Chief Financial Officer

Contact Email Address

admin@roadtoempowerment.net

Contact Phone Number

(707) 340-3884

To determine if your project is located in a Special Flood Hazard Area as indicated by FEMA, visit [FEMA Flood Map Service Center](#). (Save a copy of the Dynamic Map and upload at the end of this application.)

Is this project located in a Special Flood Hazard Area as indicated by FEMA?

No

For CDBG Public Facilities/Improvements applications, if the project is located in a **Regulatory Floodway it is not eligible for funding**. Public Facilities/Improvements projects located in a Special Flood Hazard Area require flood insurance to qualify for funding.

Project Specifics

Planning Areas Served: Indicate what geographic area(s) the requested funding will serve.

Novato

San Rafael

Is your organization receiving other County of Marin funding for this project?

No

Organizational Overview: Provide a brief description of your organization including mission, programs, number of clients served, etc.

Road to Empowerment Restorative Services (RERS) is a nonprofit organization that serves justice-involved youth and adults through comprehensive reentry services, mentorship, and skill-building programs. Our mission is to empower individuals to successfully reintegrate into society, reducing recidivism and promoting long-term success by providing the tools, support, and guidance necessary for a sustainable future. RERS is deeply committed to fostering a community of opportunity, safety, and inclusion, particularly for individuals who have experienced incarceration or have been involved in the criminal

justice system.

In our ongoing efforts, we aim to address the barriers faced by individuals in the reentry process, with a focus on underserved and marginalized populations, including justice-involved youth, individuals experiencing homelessness, and those struggling with mental health challenges, addiction, and trauma. Our approach is trauma-informed, culturally responsive, and strengths-based, aiming to support individuals holistically in their journey to self-sufficiency.

Through our programs, RERS serves over thirty clients annually, delivering a wide range of services designed to reduce recidivism, enhance self-sufficiency, and build healthier communities. These services include educational support, job readiness training, mentorship, life skills development, mental health services, housing assistance, and financial literacy. RERS has a demonstrated track record of success, with a majority of program participants reporting improved outcomes in employment, housing stability, and educational attainment.

At the core of our organization's efforts is the belief that everyone deserves a second chance, and that empowering individuals through education, support, and mentorship can lead to lasting change. With a dedicated and experienced team, RERS is poised to continue its important work and expand its reach to more individuals in need.

Project Description: Provide a detailed scope of work including services to be provided and/or development activities to be engaged. Describe how this project will benefit the community.

The Peer Mentor Program is a cornerstone of RERS' efforts to support justice-involved individuals in their journey to successful reintegration. This program connects individuals who have lived experience with justice system involvement to individuals who are currently navigating the reentry process. Through mentorship, we provide practical guidance, emotional support, and access to vital resources to help individuals overcome the challenges they face as they re-enter society.

Our program focuses on a range of critical services that are essential for long-term success and stability. First, mentorship forms the foundation of the program, offering participants personalized support from mentors who have walked a similar path. These mentors act as role models, providing advice and encouragement while helping mentees set and achieve personal and professional goals.

In addition to mentorship, housing support is a key service of the program. RERS recognizes that securing stable housing is one of the most significant barriers to successful reentry, and we offer assistance in locating affordable housing, understanding tenant rights, completing housing applications, and negotiating with landlords. We also help individuals access emergency housing resources when needed.

Our program also addresses essential needs such as transportation, a major obstacle for many individuals in reentry. We provide transportation assistance to help participants access employment, medical appointments, and educational opportunities. This may include bus passes, rideshare vouchers, or direct assistance in securing reliable transportation options.

Another vital component of the Peer Mentor Program is support in obtaining essential documents. Many justice-involved individuals face difficulties in securing identification and other critical records, such as birth certificates, social security cards, and government-issued IDs. Our program helps participants navigate the often-complex process of obtaining these documents, ensuring they can access services, secure employment, and rebuild their lives.

Additionally, we offer financial literacy training to help individuals manage their finances and plan for the future. This includes budgeting, understanding credit scores, saving, and setting financial goals. We also provide educational support, helping participants enroll in GED programs, vocational training, or college courses, and offering tutoring and academic guidance to ensure they can succeed.

The program also includes vocational trainings, where participants gain job-ready skills and certifications in areas like construction, healthcare, or technology, increasing their chances of securing sustainable employment. Life skills training, including time management, communication, problem-solving, and goal setting, empowers participants to navigate daily challenges with confidence.

Finally, the Peer Mentor Program emphasizes emotional intelligence and socioemotional skills

development. We provide coaching on self-regulation, relationship building, and conflict resolution, helping individuals develop the resilience and interpersonal skills needed to thrive in their personal and professional lives.

Together, these services provide a holistic support system that addresses the physical, emotional, and social needs of justice-involved individuals facing reentry. By offering practical guidance, mentorship, and access to critical resources, the Peer Mentor Program helps participants overcome barriers to reentry, build self-sufficiency, and lead productive, fulfilling lives.

Which community priority does your project align with? (See Application Guidelines for descriptions) (check as many boxes as applicable)

Children and Youth Services

Housing Support Services

Describe how your project aligns with these priorities.

The Peer Mentor Program aligns with key community priorities identified in the grant guidelines, particularly in the area of children and youth services, with a strong focus on supporting justice-involved youth as they transition back into the community. Our program is designed to address the critical needs of young people reentering from juvenile detention, ensuring they have the guidance, stability, and resources necessary for a successful reintegration.

Young people who have been involved in the juvenile justice system often face significant barriers to reentry, including disrupted education, lack of stable housing, and limited employment opportunities. Many come from low-income backgrounds and lack a strong support system, increasing their risk of recidivism. The Peer Mentor Program directly supports these youth by providing mentorship, access to educational and vocational resources.

Stable housing is a critical factor in reducing recidivism and ensuring successful reentry for young people. Many justice-involved youth experience housing insecurity or return to unstable environments that may contribute to reoffending. Through housing assistance, we help youth secure safe, stable housing by connecting them with affordable housing programs, transitional living opportunities, and family reunification services where applicable. We also provide education on tenant rights and assist with navigating rental applications to increase long-term housing stability.

Most youth exiting juvenile detention have experienced disruptions in their education, making it difficult for them to transition back into school or find employment. The Peer Mentor Program helps youth re-enroll in high school, GED programs, or post-secondary education while offering tutoring and academic support.

Successfully reintegrating into society requires more than just housing and employment—it also requires personal development and resilience. Many justice-involved youth lack foundational life skills due to their early involvement in the system. Our program provides training in financial literacy, time management, emotional intelligence, and socioemotional skills, helping young people navigate daily challenges, build confidence, and develop healthy relationships. Through mentorship and peer support, we also encourage positive decision-making and accountability.

By addressing the root causes of recidivism, such as lack of support, unstable housing, and limited economic opportunities, the Peer Mentor Program plays a vital role in breaking the cycle of justice involvement. Youth who receive consistent mentorship and structured support are far less likely to reoffend, leading to safer neighborhoods and stronger communities. Additionally, by empowering youth with education, job skills, and emotional resilience, the program fosters long-term success and helps participants become productive members of society.

Through this comprehensive approach, the Peer Mentor Program directly aligns with the children and youth services priority area, ensuring that justice-involved youth receive the holistic support they need to successfully transition into adulthood and lead fulfilling, productive lives.

Select HUD National Objective to be achieved with funding. Check all that apply.

Activities benefiting low and moderate-income persons. (LMI)

All projects funded are required to Affirmatively Further Fair Housing (AFFH) which is defined as taking "meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics."

How will this project Affirmatively Further Fair Housing?

The Peer Mentor Program is committed to affirmatively furthering fair housing by actively addressing housing discrimination and advocating for justice-involved individuals, who often encounter systemic barriers when seeking stable housing. Many individuals with criminal records face automatic denials from landlords and property managers, which disproportionately impacts communities of color, low-income individuals, and other marginalized groups. This program seeks to challenge these discriminatory practices while ensuring that justice-involved individuals are informed of their rights and have access to safe, stable, and affordable housing.

The Peer Mentor Program employs affirmative marketing strategies to ensure that justice-involved individuals from federally protected classes—including BIPOC, LGBTQ+ individuals, non-English speakers, and individuals with disabilities—have equal access to stable housing. We actively partner with community organizations that serve these populations, facilitating outreach, housing referrals, and culturally responsive services. Our administrative team works directly with landlords and housing authorities, educating them on fair housing laws, the benefits of inclusive rental policies, and the importance of reducing housing discrimination. To empower participants, we provide legal advocacy and tenant rights workshops, helping them navigate the rental process, understand their protections, and challenge discriminatory housing practices. Additionally, our inclusive marketing efforts ensure that information is accessible to all—we distribute multi-language materials, conduct grassroots outreach, and utilize digital platforms to reach marginalized communities effectively.

Despite these efforts, significant challenges remain. Landlord resistance is a common issue, as many are reluctant to rent to justice-involved individuals due to stigma or misconceptions. To combat this, we provide educational information and policy advocacy to demonstrate the benefits of inclusive housing practices, including stable tenants, financial incentives, and legal compliance. Another major obstacle is the shortage of affordable housing, which disproportionately affects low-income individuals, particularly those impacted by the justice system. To address this, we advocate for expanded housing assistance, transitional housing programs, and partnerships with developers committed to affordable housing solutions. Additionally, LGBTQ+ individuals and culturally diverse populations often face discrimination or exclusion in housing. Our program fosters safe and affirming spaces, ensuring that housing providers and landlords uphold inclusive practices while also tailoring outreach to address the unique needs of these communities.

By proactively addressing these challenges, promoting fair housing policies, and empowering justice-involved individuals, the Peer Mentor Program plays a critical role in breaking down systemic barriers, reducing recidivism, and fostering a more inclusive, equitable community.

All projects funded are required to conduct Affirmative Marketing. For more information about affirmative marketing, visit the [Marin County Federal Grants website](#) and scroll down to the Affirmative Marketing panel.

Refer to the [Current Marin County Income Limits](#) to determine income level for use in the table below.

Approximately how many moderate, low, very low and extremely low-income persons will directly benefit from the program/project? Projects that support low-income persons will be prioritized.

	Number
Moderate Income	2
Low Income	5
Very Low Income	5
Extremely Low Income	10
TOTAL	22

How does your organization verify client income? Income verification is required except if the client is presumed benefit by HUD. Presumed benefit applies to abused children, battered spouses, the elderly, adult persons with serious disabilities, the homeless, illiterate persons, and migrant farm workers.

If awarded this grant, Road to Empowerment Restorative Services (RERS) will implement a structured income verification process to ensure compliance with HUD requirements while maintaining accessibility for our participants. We will request income documentation, such as pay stubs, tax returns, or Social Security benefit statements, from clients who do not fall under HUD’s "presumed benefit" category. For individuals with limited documentation, we will provide a self-declaration form, verified by a case manager and supplemented with supporting documents like proof of public assistance (e.g., SNAP, TANF, or General Assistance) when available.

For those qualifying under HUD’s "presumed benefit" category—including battered spouses, individuals with disabilities, formerly incarcerated individuals with unstable housing, and survivors of abuse or domestic violence—we will waive income verification and instead confirm eligibility through intake assessments, referrals from partner organizations, and case manager evaluations.

By implementing this income verification system, RERS will ensure that participants in our Peer Mentor Program, including those seeking housing support, vocational training, and financial literacy services, can access the resources they need without unnecessary barriers while maintaining compliance with funding requirements.

Estimate the demographics of moderate, low, very low, and extremely low-income persons who will directly benefit from the program/project. The total number of beneficiaries should equal the total in the previous questions.

	Total Number of Persons	Number Identifying as Hispanic
American Indian or Alaskan Native	1	
Asian	1	
Black or African American	6	
Native Hawaiian or Other Pacific Islander	0	
White	4	
American Indian and White	1	
Asian and White	1	
Black and White	2	
American Indian and Black	1	

	Total Number of Persons	Number Identifying as Hispanic
Multi-Racial	5	5
TOTAL	22	5

Total Number of Persons (Must equal total identified under income level)

22

Total Number Identifying as Hispanic

5

Female-Headed Households (out of above total)

5

Persons with Disabilities (out of above total)

2

PROJECT MANAGEMENT & FINANCIAL DATA

If your project or organization was funded previously, list past project(s), goals, and accomplishments/activities.

Road to Empowerment Restorative Services (RERS) was previously funded through the Foster Youth Substance Use Disorder (FYSUD) Grant, awarded by the Sierra Health Foundation. This funding supported our work in substance use prevention, peer mentorship, and holistic support services for foster youth.

This project aimed to reduce substance use and dependency among foster youth through education, mentorship, and holistic support services. The initiative included peer-led substance use prevention workshops, providing harm reduction strategies, coping mechanisms, and informed decision-making. We established a mentorship program that connected foster youth and formerly incarcerated youth with trained peer mentors for guidance, emotional support, and resource navigation. Additionally, we conducted youth listening sessions to understand the unique challenges system involved youth face regarding substance use and access to care. Collaboration with local agencies, schools, and child welfare organizations expanded outreach and ensured culturally responsive and trauma-informed services. We also provided educational resources, employment support, and independent living skills to foster long-term stability. The success of this initiative highlighted the value of peer mentorship in prevention and recovery, and it has informed the expansion of our Peer Mentor Program, which now includes housing assistance, vocational training, and life skills development to support justice-involved youth in their reentry journey.

If your agency has remaining funds previously approved, please describe the timeline for expending the fund balance.

N/A

Describe your organization's experience with administering grants and specifically federal grants.

Road to Empowerment Restorative Services (RERS) has successfully managed its first grant, the Foster Youth Substance Use Disorder (FYSUD) Grant, awarded by the Sierra Health Foundation. While this is our first experience with grant management, we have quickly learned and adapted to the necessary processes, including adhering to grant regulations, tracking outcomes, and meeting reporting requirements. Our team has effectively coordinated the delivery of services for foster youth, addressing substance use issues through tailored programming. We've gained experience in budgeting, financial oversight, and performance monitoring, ensuring funds are utilized efficiently and in line with the grant's goals. This initial grant has provided us with valuable insight into federal funding requirements, and we are committed to applying this knowledge as we expand our services with future funding opportunities, including the Peer Mentor Program.

Describe who will supervise and manage the project and their past experience with project management.

As the Chief Financial Officer (CFO) of Road to Empowerment Restorative Services (RERS), I will be directly supervising and managing this project. In addition to my role as CFO, I am currently overseeing the successful implementation of the Foster Youth Substance Use Disorder (FYSUD) grant, which has provided me with hands-on experience in managing grant activities, tracking progress, and ensuring compliance with reporting requirements. My experience with grant management has strengthened my ability to coordinate projects, manage resources, and collaborate with team members to meet objectives. I am proficient in Google Suite, which I use to streamline communication, track project timelines, and maintain accurate documentation. My organizational and project management skills, combined with my financial oversight experience, will ensure the successful execution of this program.

Describe any recent or upcoming leadership transitions.

N/A

Describe any flexibility regarding your projects start/completion date.

We are flexible regarding the start and completion dates for this project, as the Peer Mentor Program is ongoing. The program is designed to be adaptable to various timelines, and we can align its start date with the funding availability. Additionally, we have other potential funding sources that may support the program, allowing us to adjust the schedule as needed to ensure the successful implementation and continuation of services. This flexibility allows us to respond to any changes or delays in funding while still meeting the needs of our participants.

Required Attachments:


Attach Project Budget: Complete the project budget template provided and submit along with application. If you have a project budget that provides the information requested in the template, you may submit that in-lieu of the template. Please note: the project budget should reflect the total cost of the project NOT just the CDBG request.

 Project Budget Marin County AP.xlsx

Attach Organization Budget: : Upload your organization or fiscal sponsors annual budget.

 Road to Empowerment PLF Budget T... .xlsx

Attach Dynamic Flood Map

 Dynamic Flood Map.pdf

Submission

Please review your responses above for accuracy.

Name and Title of person completing this application.

Jordan Rahman, Chief Financial Officer

By checking this box

I hereby certify that the information in this application is true and accurate to the best of my knowledge.

Project Budget Template

Organization Name: Road to Empowerment Restorative Services

Project Title: Peer Mentor Program

Date: 2/11/25

INCOME:	County NOFA Request	Other Funding Sources	In Kind
Committed			
Foundations:			
(Add rows)			
Government:			
(Add rows)			
Corporations:			
(Add rows)			
Individual Contributions: (list total):			
Earned Income:			
(Add rows)			
Other (specify):			
(Add rows)			
Subtotal, Committed Income		0	0
Uncommitted			
Other (specify):			
Federal Grants Request	30000		
Other Foundations:			
(Add rows to list other Foundations)			
Government:			
(Add rows to list other Government agencies)			
Corporations:			
(Add rows to list other corporations)			
Individual Contributions:			
Subtotal, Uncommitted Income		0	0
Other			
Earned Income:			
(Add rows)			
Subtotal, Earned Income		0	
Grand Total Income	30000	0	0

EXPENSES (Add rows to list other expenses)	County NOFA Request	Other Funding Sources	In Kind
Personnel Expenses			
Executive Director (% FTE: __25__)	6000		
Program Director/CFO (% FTE: __25__)	6000		
Peer Mentors	12000		
Benefits (@ %: _____)			
Subtotal Salaries and Benefits	24000	0	0
Contracted Services			
Professional Fees			
Project Consultant	2000		
(Add rows to list other contracted expenses)			
Subtotal Contracted Services	2000	0	0
Direct Project Related Expenses			
Rent			
Utilities			
Supplies	2000		
Equipment			
Travel	1500		
Professional Development			
Marketing	500		
(Add rows to list other direct project expenses)			
Subtotal, Direct Project Related Expenses	4000	0	0
General Development			
Electrical			
Plumbing			
Roof Replacement			
Painting			
General Construction Labor			
Materials			
(Add rows to list other specific project expenses)			
Subtotal, Direct Project Related Expenses	0	0	0
Indirect Expense - specify % in column A below (must be HUD approved)			
Fiscal Sponsorship Fee (specify % in column A below)			
Grand Total All Expenses	\$ 30,000.00	\$ -	\$ -

National Flood Hazard Layer FIRMette



122°50'49"W 38°23'56"N



Legend

SEE FIS REPORT FOR DETAILED LEGEND AND INDEX MAP FOR FIRM PANEL LAYOUT

SPECIAL FLOOD HAZARD AREAS		Without Base Flood Elevation (BFE) <i>Zone A, V, A99</i>
		With BFE or Depth <i>Zone AE, AO, AH, VE, AR</i>
		Regulatory Floodway
OTHER AREAS OF FLOOD HAZARD		0.2% Annual Chance Flood Hazard, Areas of 1% annual chance flood with average depth less than one foot or with drainage areas of less than one square mile <i>Zone X</i>
		Future Conditions 1% Annual Chance Flood Hazard <i>Zone X</i>
		Area with Reduced Flood Risk due to Levee. See Notes. <i>Zone X</i>
		Area with Flood Risk due to Levee <i>Zone D</i>
OTHER AREAS		NO SCREEN Area of Minimal Flood Hazard <i>Zone X</i>
		Effective LOMRs
GENERAL STRUCTURES		Area of Undetermined Flood Hazard <i>Zone D</i>
		Channel, Culvert, or Storm Sewer
		Levee, Dike, or Floodwall
OTHER FEATURES		20.2 Cross Sections with 1% Annual Chance Water Surface Elevation
		17.5 Coastal Transect
		Base Flood Elevation Line (BFE)
		Limit of Study
		Jurisdiction Boundary
MAP PANELS		Coastal Transect Baseline
		Profile Baseline
		Hydrographic Feature
		Digital Data Available
		No Digital Data Available
		Unmapped

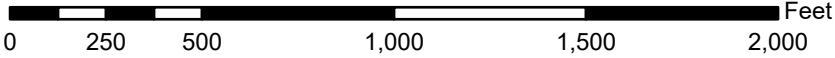


The pin displayed on the map is an approximate point selected by the user and does not represent an authoritative property location.

This map complies with FEMA's standards for the use of digital flood maps if it is not void as described below. The basemap shown complies with FEMA's basemap accuracy standards

The flood hazard information is derived directly from the authoritative NFHL web services provided by FEMA. This map was exported on **2/12/2025 at 2:55 AM** and does not reflect changes or amendments subsequent to this date and time. The NFHL and effective information may change or become superseded by new data over time.

This map image is void if the one or more of the following map elements do not appear: basemap imagery, flood zone labels, legend, scale bar, map creation date, community identifiers, FIRM panel number, and FIRM effective date. Map images for unmapped and unmodernized areas cannot be used for regulatory purposes.



1:6,000

122°50'12"W 38°23'28"N

Basemap Imagery Source: USGS National Map 2023