

February 2025 Webinar

Building Trust and Using Unique Strategies for Successful Recruitment and Retention

Presenters:

Katina Watson, Taylor Intermill & Gabrielle Rivas

Queens of Eve and PRO Youth and Families

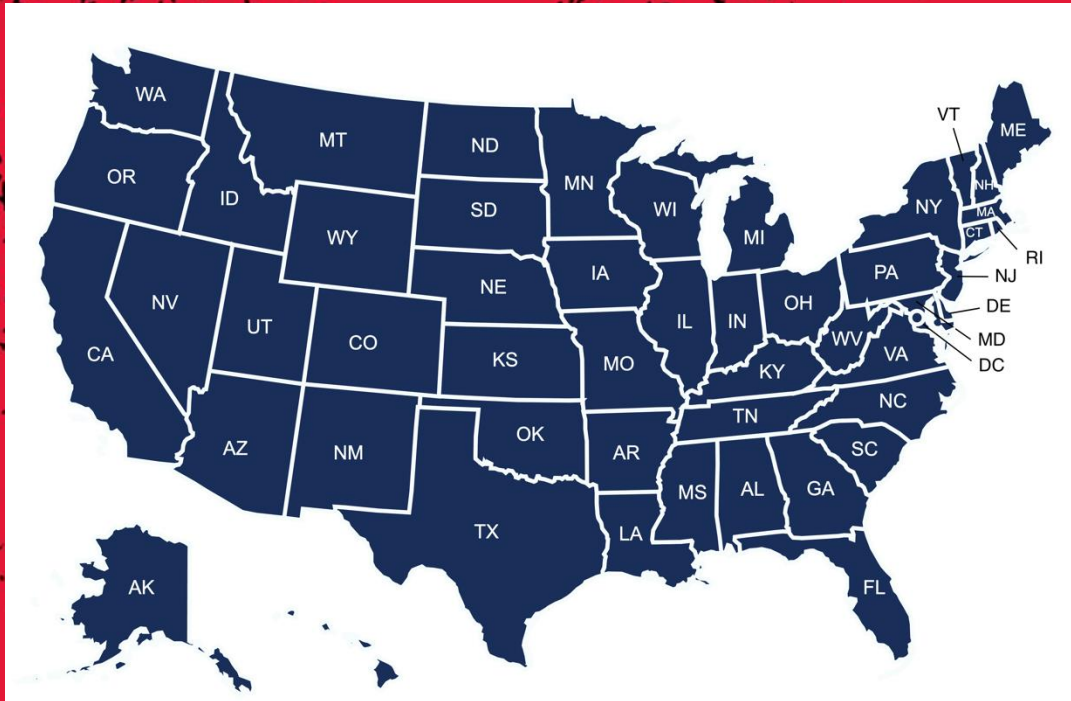
Technical Questions

1. If you cannot hear this presentation, please exit the webinar and opt to call in on your phone, as this can solve most audio problems.
2. Locate the “hand” on your GoToWebinar control panel to indicate if you are new to Dibble webinars.
3. You will find **handouts** and the **questions box** located in your control panel.

Charlie and Helen Dibble



2022-2023 Clients
serving over 126,000 youth



The Dibble Institute is
a national,
independent non-
profit organization.

Our Mission

Empowering teens and young adults with knowledge and research-based skills to successfully navigate their intimate relationships.



We believe in research.



We believe in stable, safe, and nurturing families.



We believe that relationship education is for everyone.



Building Trust and Using Unique Strategies for Successful Recruitment and Retention

Presented By:

KaTina Watson

Taylor Intermill

Gabrielle Rivas





Gabrielle Rivas

Project Coordinator at PRO Youth & Families

- Experience as a former Program Coordinator, I've led SRAE programs across schools, community organizations, and group homes throughout the diverse Sacramento region
- Certified educator in evidence-based SRAE curriculum



Taylor Intermill (she/her/hers)

Associate Director at PRO Youth & Families

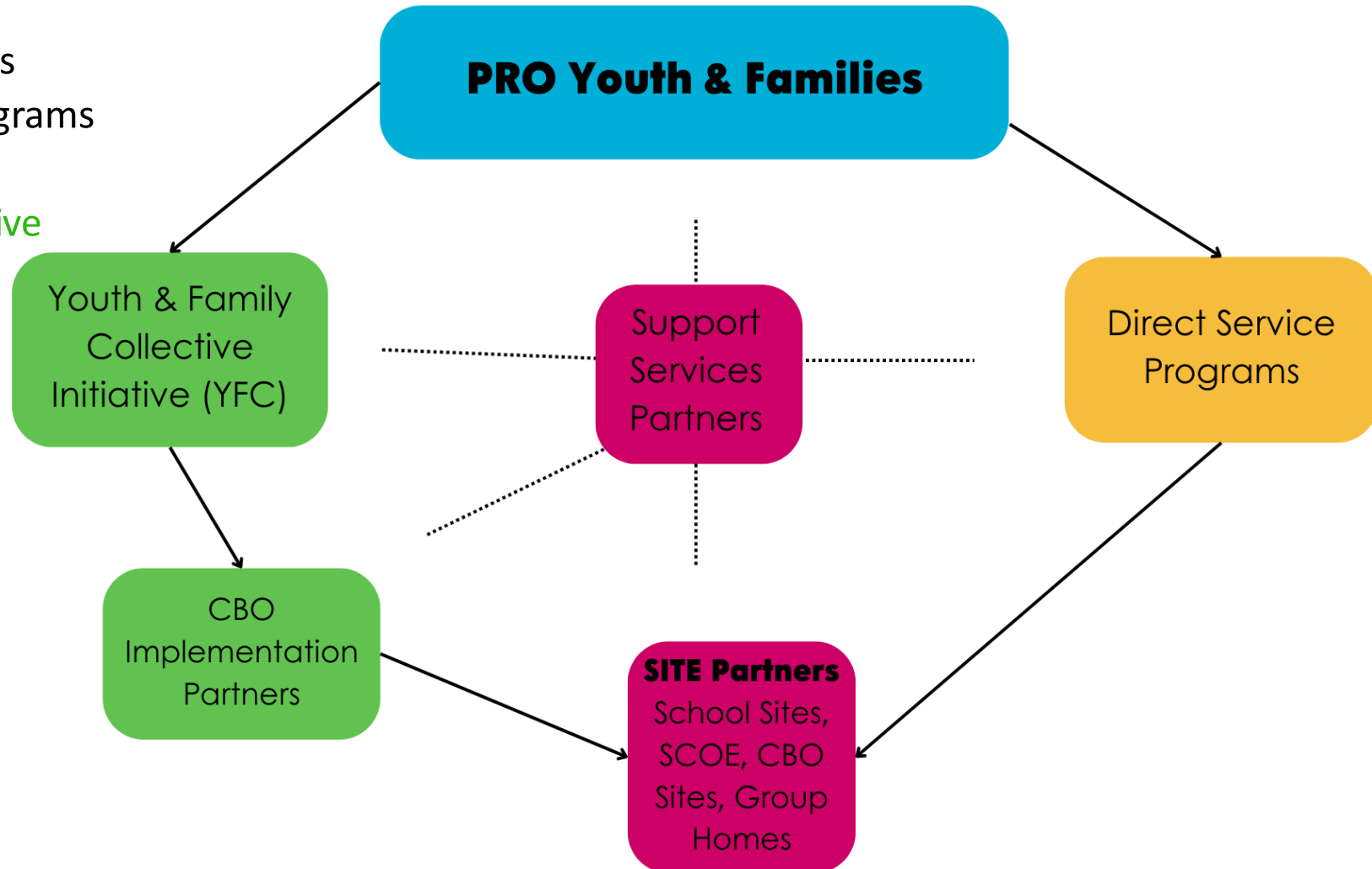
- Multisector professional experience
- Practical experience with direct youth program delivery, design, and partnership management.
- Dedicated to empowering young people

PRO Youth & Families

- Partners with schools, community organizations, and local governments
- Offers a variety of direct service programs for youth
- Supports the Youth & Family Collective initiative that uplifts community organizations

CORE VALUES

1. Youth First
2. Belonging
3. Collaboration
4. Hope



KaTina Watson

- Meet KaTina, a young woman of Hebrew descent originally from San Francisco, CA, where she was born and raised.
- Provided youth counseling for AOD (Alcohol and Other Drug) services at ACAC
- Inspired by her own experiences during her younger years, she embarked on creating 'Queens of Eve,' a program specifically designed to support young women facing similar challenges.





Our Vision

Queens of Eve is committed to fostering a thriving community that prioritizes mental health, integrates social-emotional learning, and promotes a positive self-concept among young women.

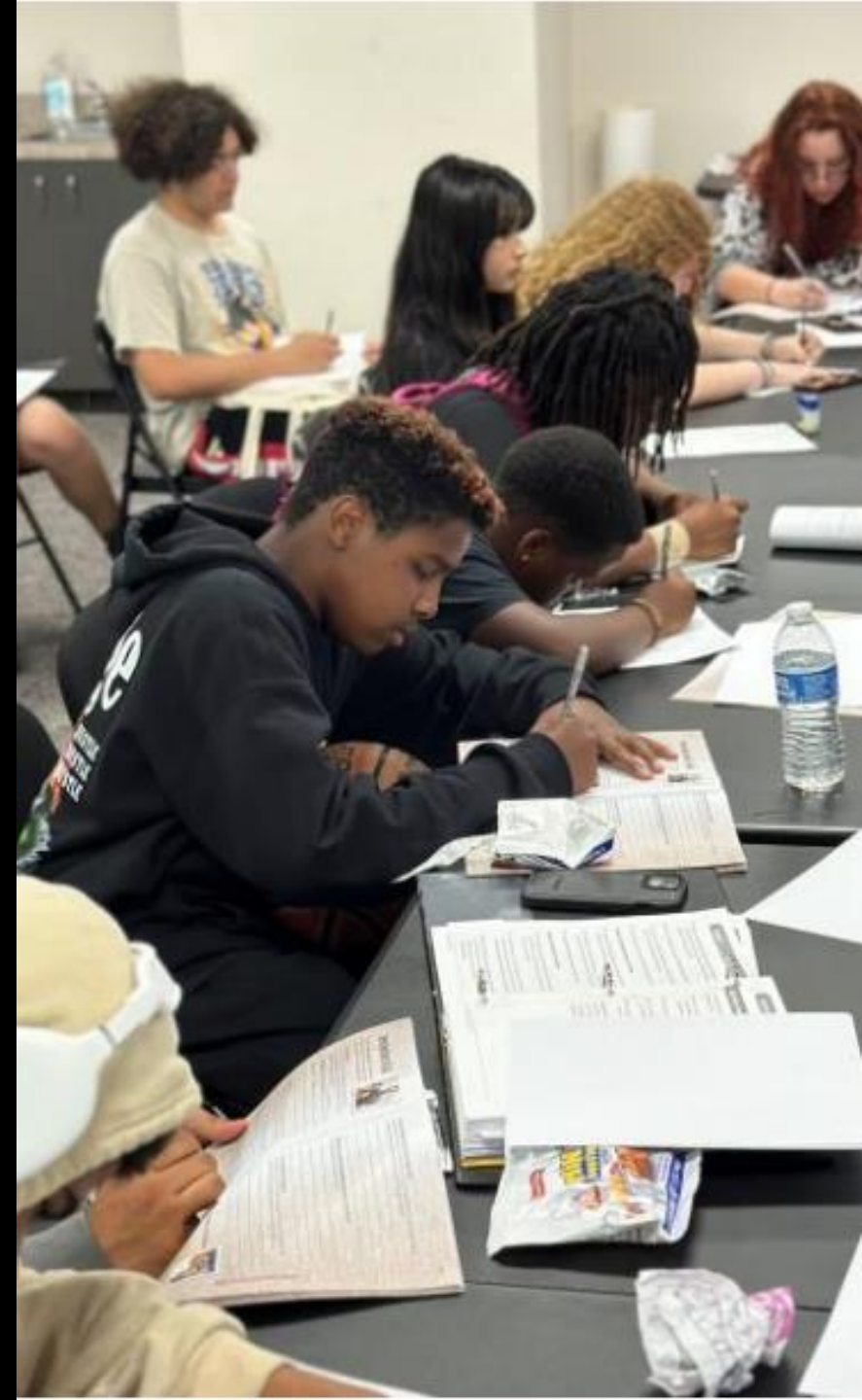


Our Future

We envision a global community that transcends all borders, nurturing havens where queens discover peace, personal development, and a deepened sense of self-concept.

Agenda

- * Group Norms
- * Learning Objectives
- * Keys to Successful Recruitment and Retention
- * What is the YFC?
- * Successful Partnerships
- * Youth Recruitment and Retention
- * Close Out and Q&A



Group Norms

- 01 Conscious conference room
- 02 Assume good intent
- 03 Tackle problems, not people
- 04 Reserve the right to change your mind
- 05 Stay curious



What do you think?

We want to know what your take is on recruitment and retention before we begin.

The best part? There are no wrong answers!



Learning Objectives

After viewing this presentation, participants will...



Identify three practical strategies to support partner recruitment and retention.



Identify three practical strategies to support youth recruitment and retention.



Understand the importance of utilizing incentives and fair compensation for partners and youth to drive successful recruitment/retention.



Successful Recruitment and Retention

TRUST

- Relationship Building
- Boundaries and Expectations
- Listen and Adapt
- Incentives and Participation

Youth

Partnerships

Youth & Family Collective

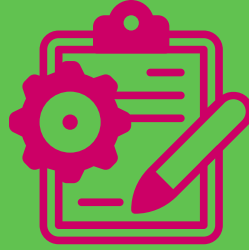




Staci Anderson

President and Chief Executive Officer

The Youth & Family Collective (YFC) Way



Project management and tool delegation.

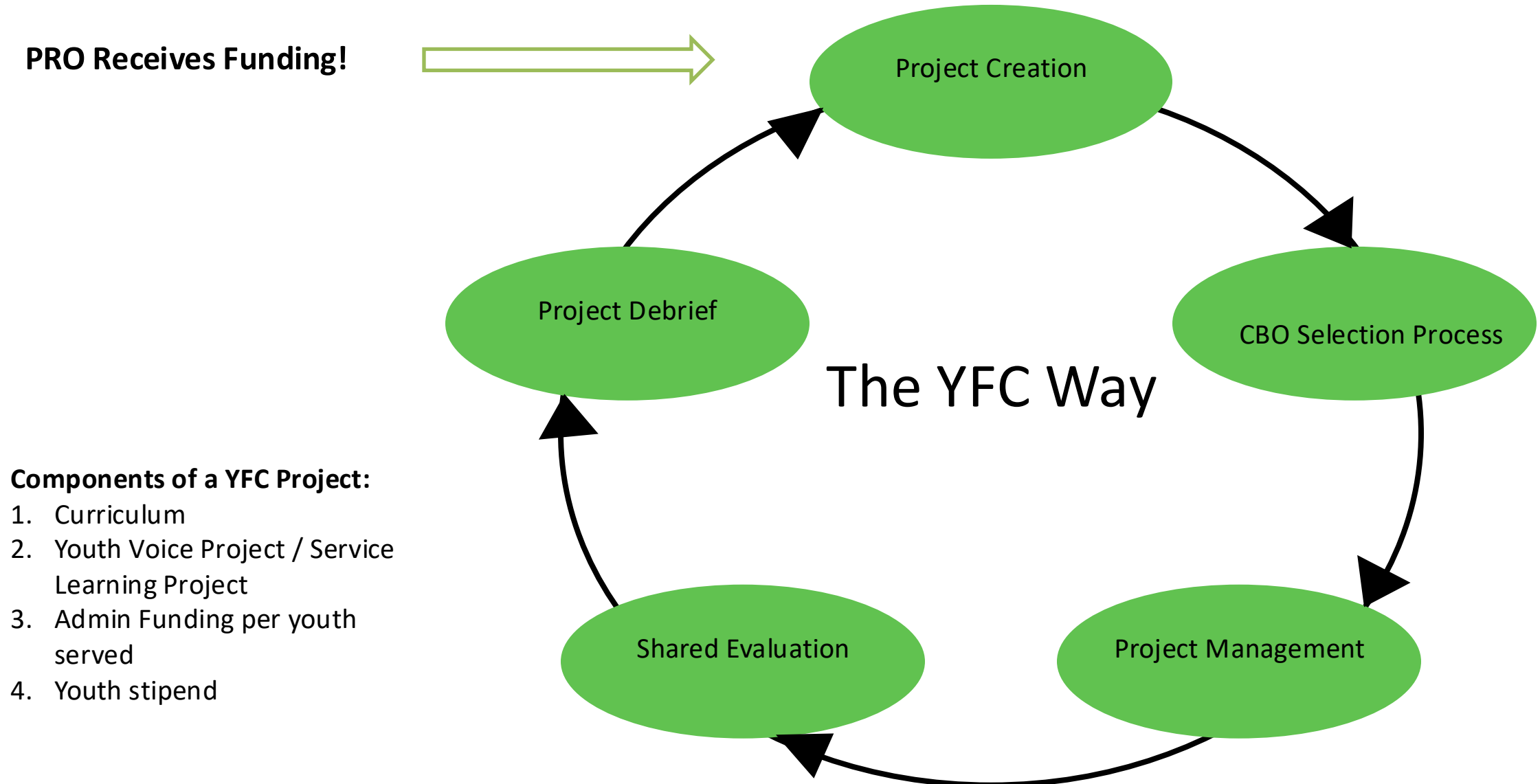


Networking, support, and resource sharing.



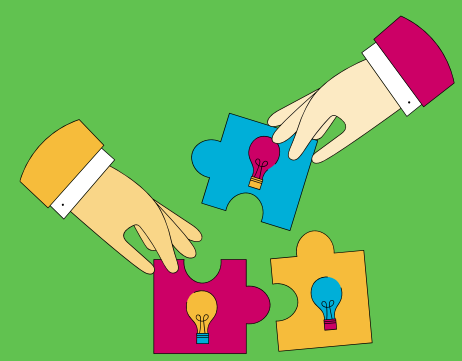
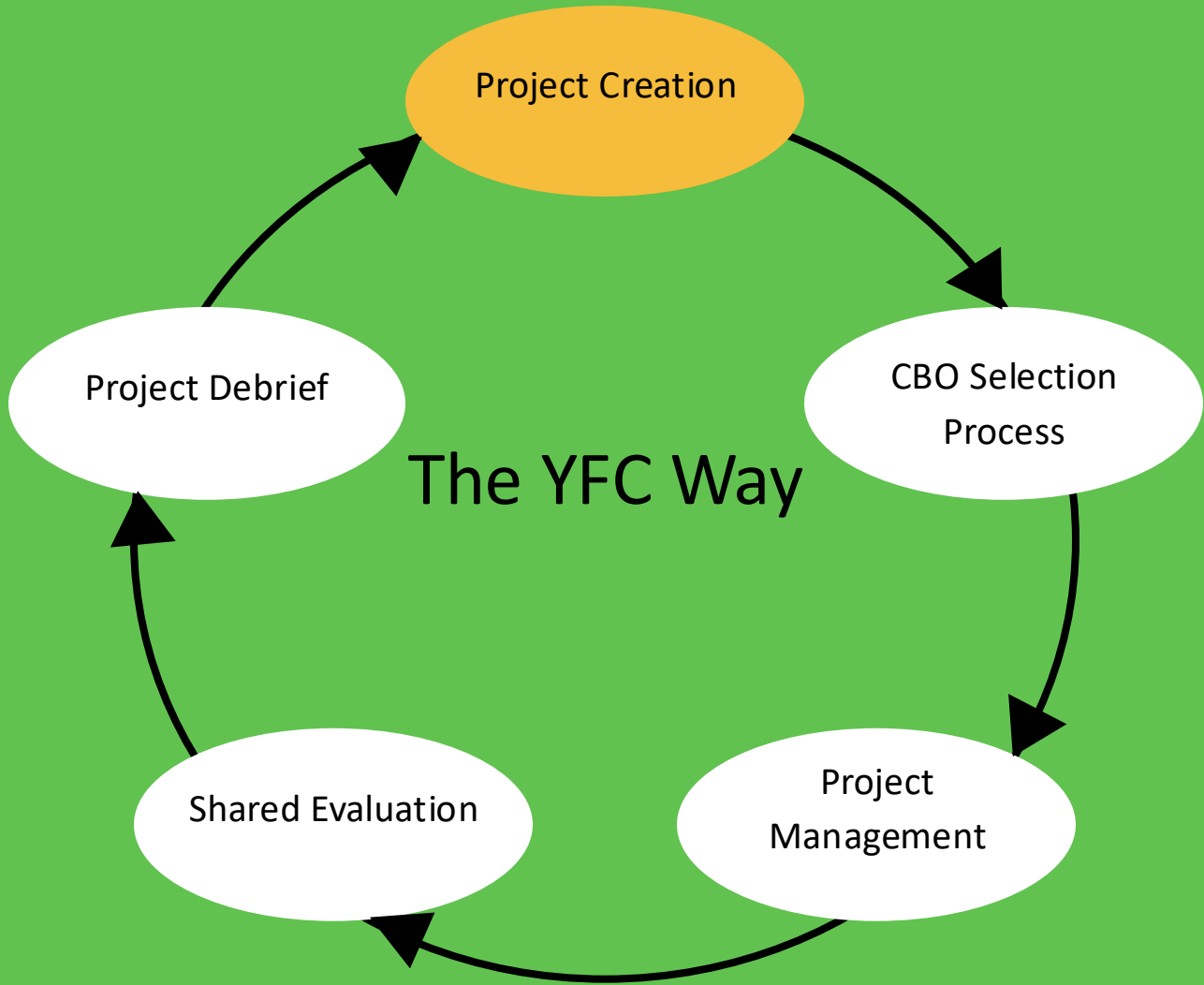
Fair compensation and administrative burden reduction.

PRO Receives Funding!



Components of a YFC Project:

1. Curriculum
2. Youth Voice Project / Service Learning Project
3. Admin Funding per youth served
4. Youth stipend

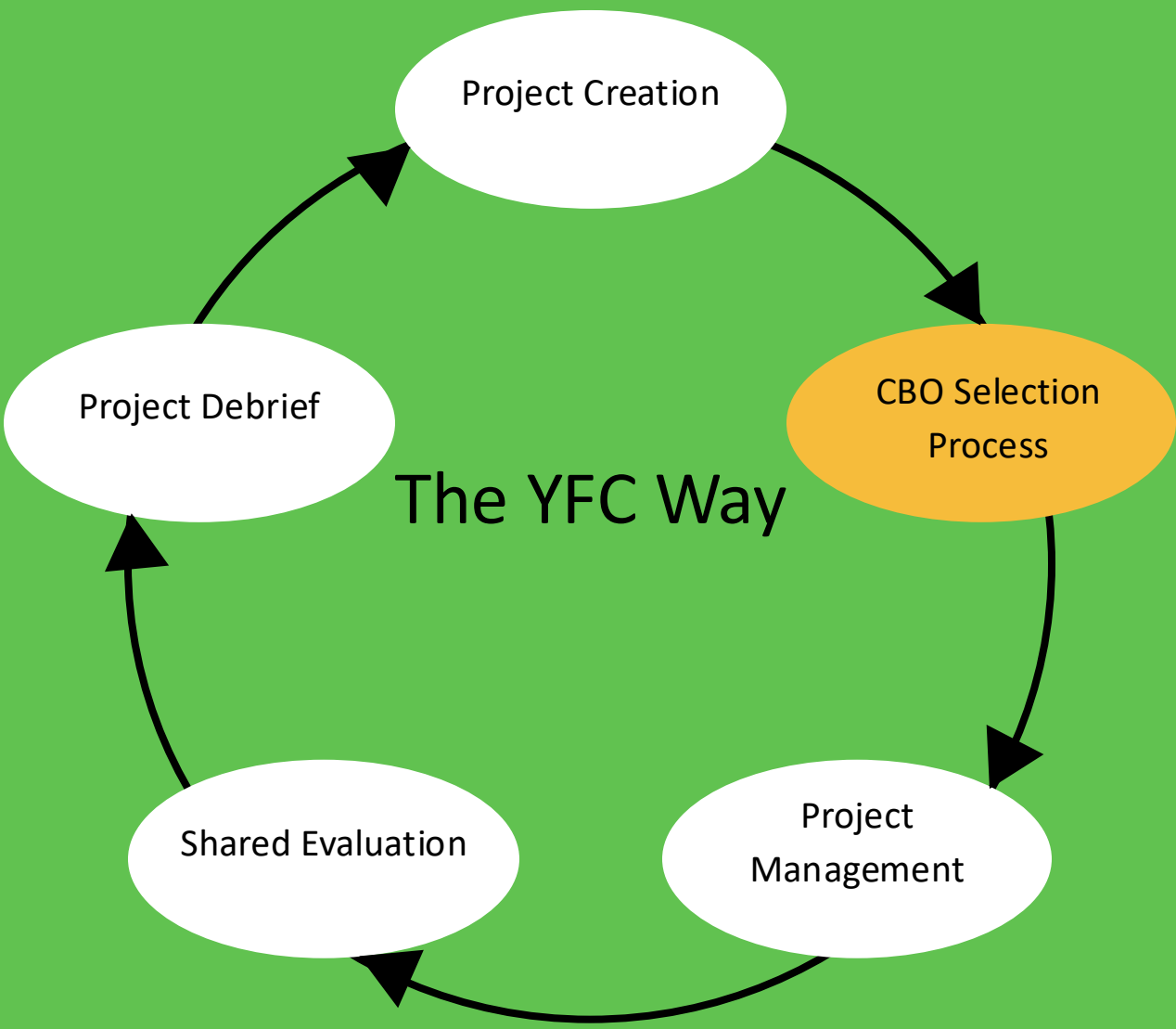


Process Creation
Development



Tool Development

The YFC Way

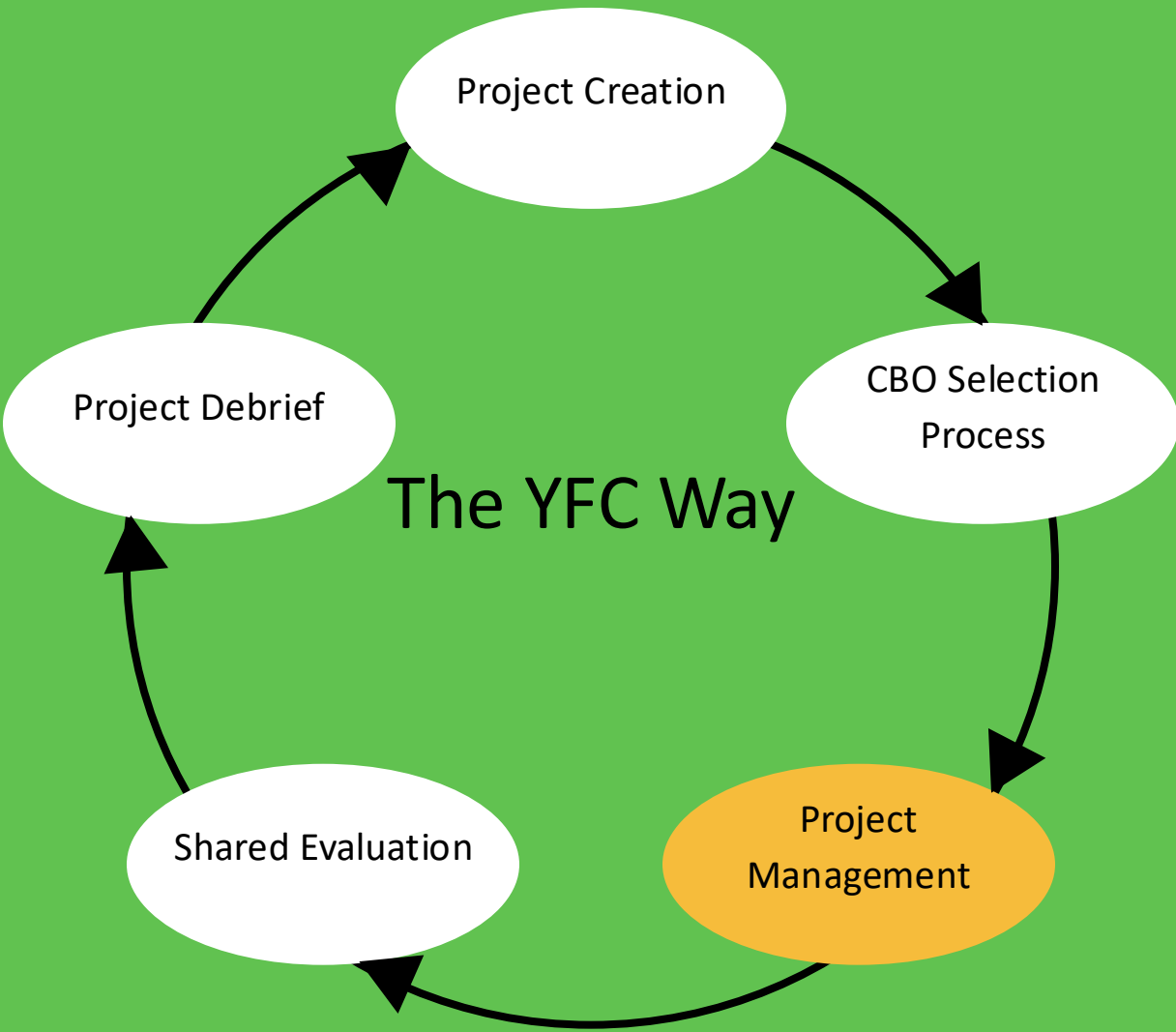


Mission Alignment



Setting Boundaries and Expectations

The YFC Way



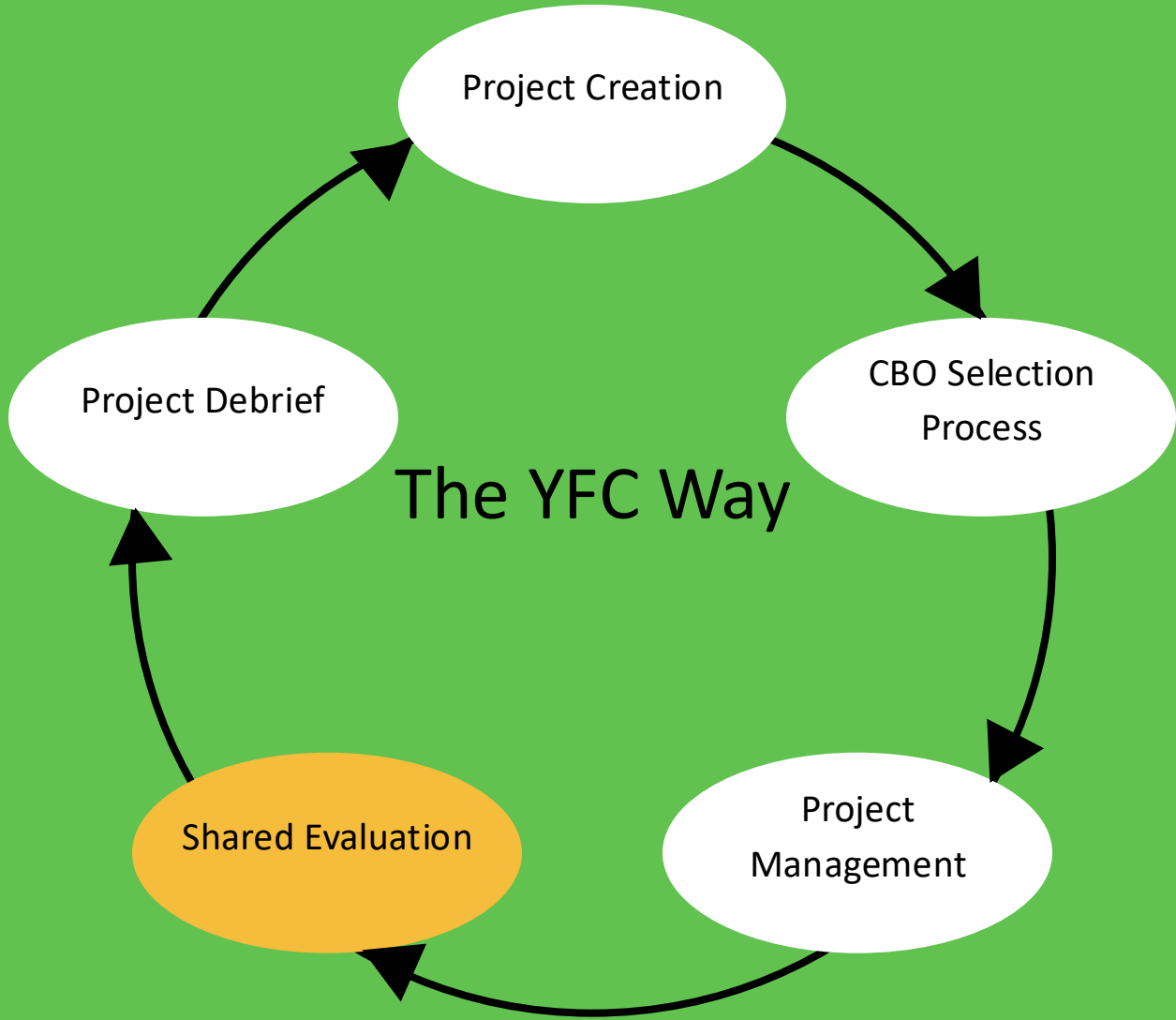
Networking



Reduce Administrative Burden



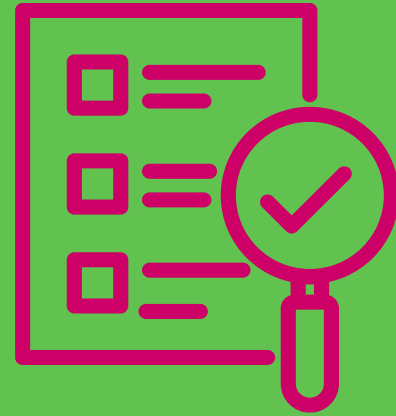
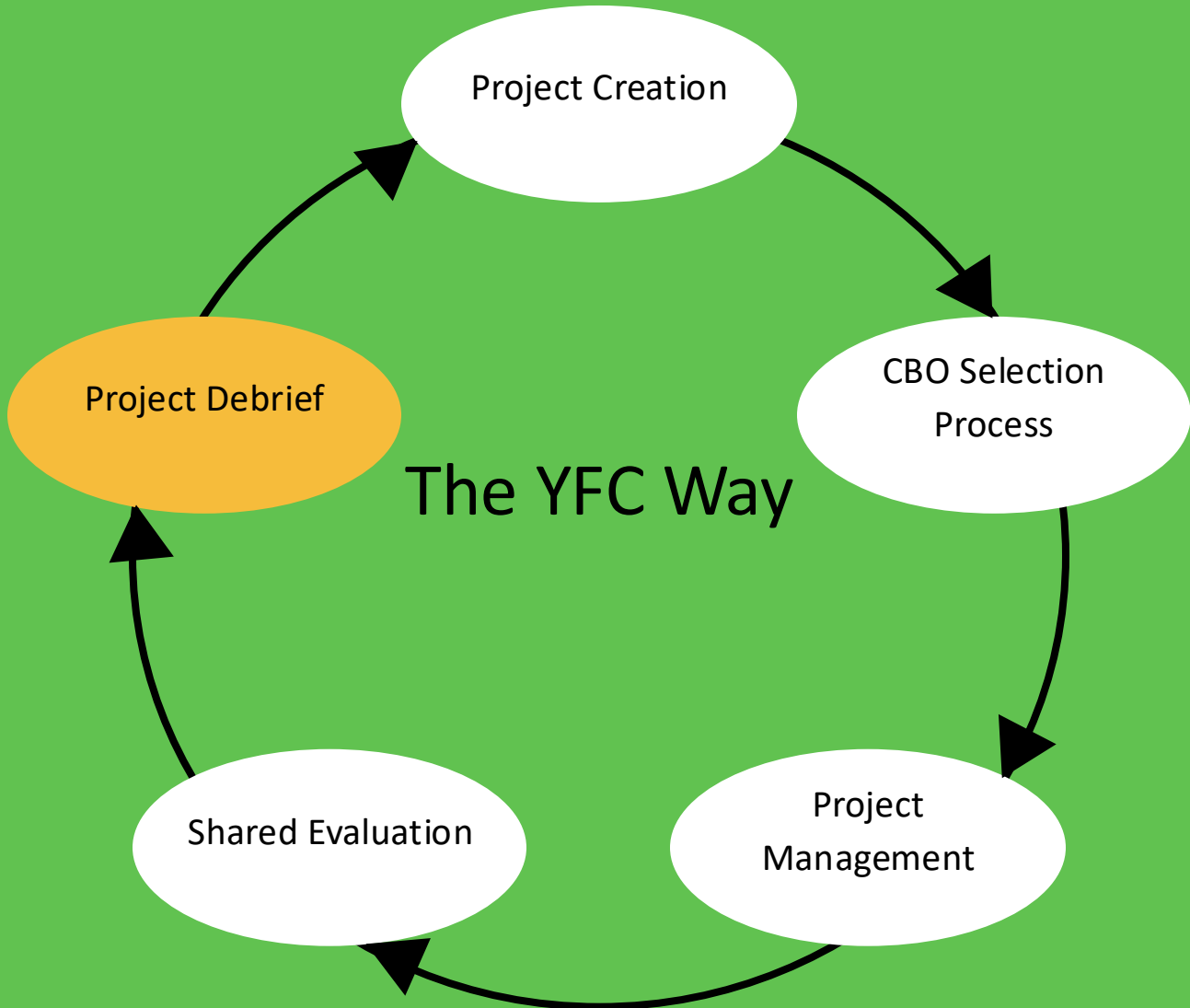
Resource Sharing



Shared Reporting



Youth Feedback



Review Partner and Youth Surveys



1:1 Partner Exit Meeting

What is the impact?

70+ YFC
Partners

Distributed
\$6.5M to youth
and CBOs

15 collaborative projects

Reached almost 5,000 youth

100% of YFC partners would “work on another PRO/YFC collaborative project

75% of partners have engaged in 2 or more projects

100% of YFC partners said they have more tools to help youth

100% of YFC partners developed a stronger network of partners

Queens of Eve Successful Partnership with PRO



Mission
Alignment



Accountability



Adaptability



Fair
Compensation

Three Practical Strategies to Support Partner Recruitment and Retention

01

Before starting a project/partnership, make sure your mission and vision align for youth and community impact.

02

Foster shared accountability through authentic communication and reduce administrative burdens when possible.

03

Provide and receive constructive feedback throughout your partnership. Adapt as necessary and reassess as needed.

The Youth



TRUST

Recruitment

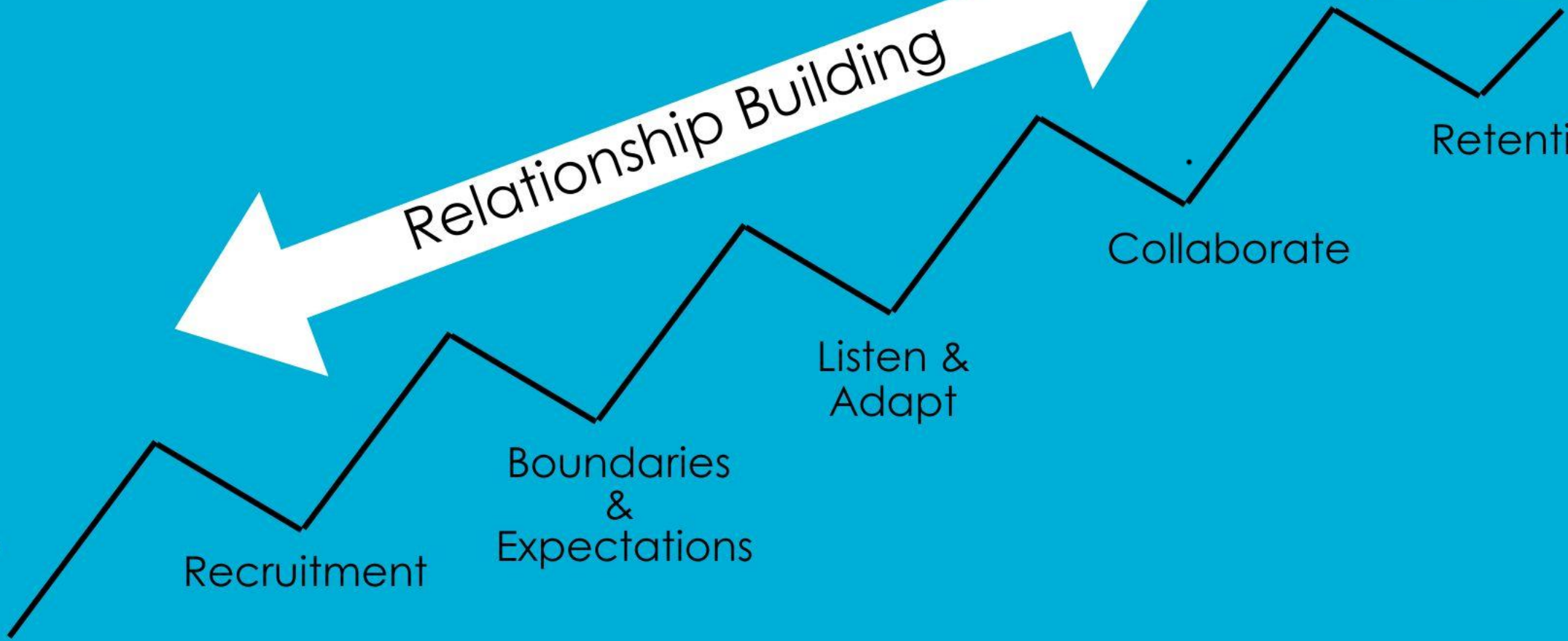
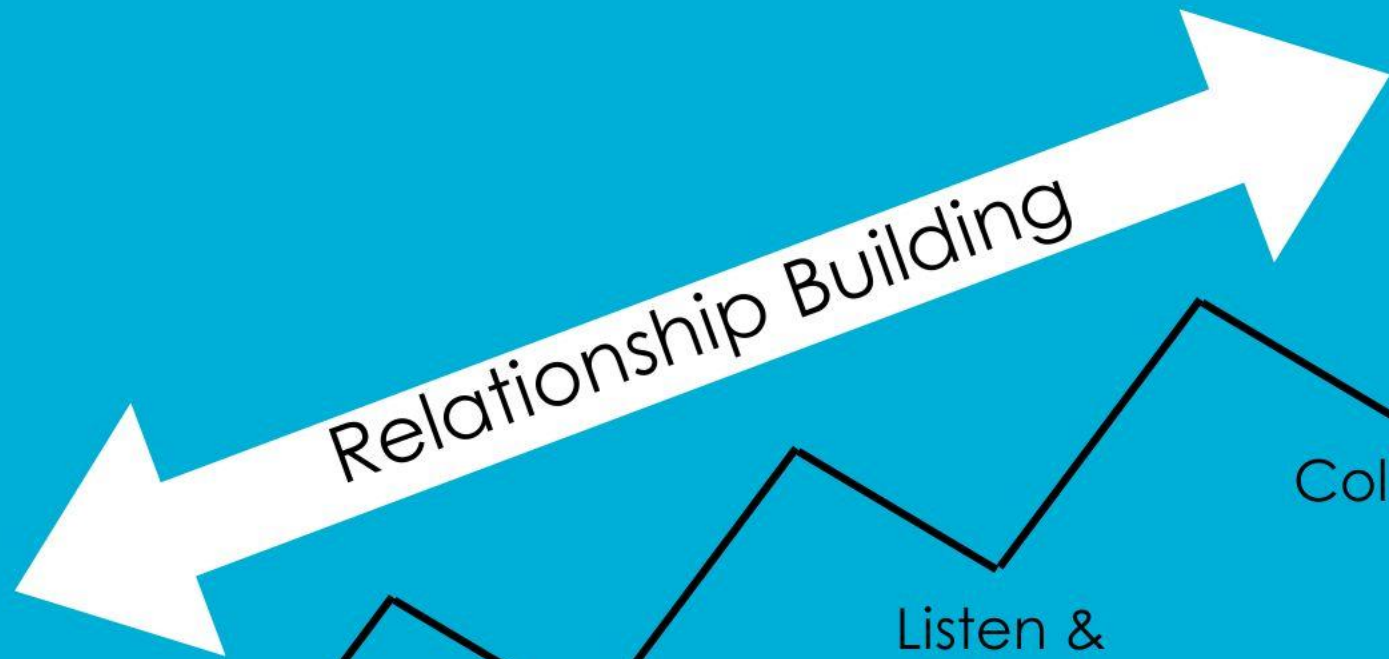
Boundaries
&
Expectations

Listen &
Adapt

Collaborate

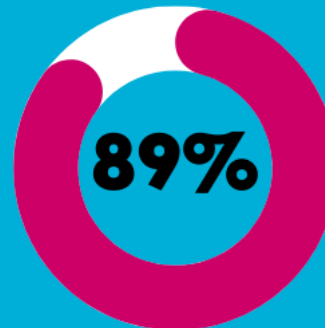
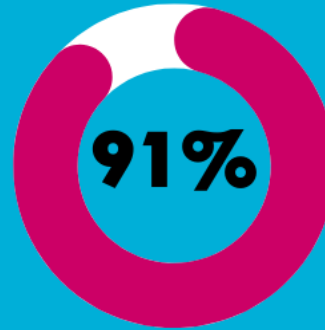
Retention

TRUST



“My only thing I need to say is to do more programs like these cause they are really good.”

“My instructor was really easy to talk to and made the meetings atmosphere comfortable and safe. He also explained the lessons and material in a way that was easy to understand.”



report it is important or very important to be able to identify who is a trusted adult in their life.

agreed or strongly agreed that the facilitators seemed to truly care about participants.

agreed or strongly agreed “I feel confident that I can advocate (speak up for) issues that are important to me,



Ty Benigno

Program Coordinator, PRO Youth & Families

Queens of Eve

Program process through:

- Relationship Building
- Boundaries and Expectations
- Listen and Adapt
- Incentives and Equity in Participation

Project	Number of Youth to Serve	Completion Rate
#Futures 2022-2023	30	100%
Synergy: Love Notes 2023	16	100%
Synergy: Love Notes and Youth Voice Project	15	87%
YES!: Love Notes and Youth Voice Project	30	100%

Three Practical Strategies to Support Youth Recruitment and Retention



01

Foster authentic relationships through vulnerability and relatability.

02

Create a positive and safe environment by normalizing positivity and self-reflection.

03

Offer space for youth to provide feedback and adapt as you see fit to show youth that their voice matters. Give youth feedback through an empathetic lens.

Successful Recruitment and Retention

TRUST

- Relationship Building
- Boundaries and Expectations
- Listen and Adapt
- Incentives and Participation

Youth

Partnerships



**So, what really happens
when you build trust?**



Q&A

Partner Project Shoutouts from the Video:

- Queens of Eve
- Escape Velocity
- Roberts Family Development Center
- Heal & Rebuild
- Impact Sacramento
- ISOUND Performing Arts
- Hmong Youth and Parents United
- Feed Sacramento Homeless
- Mutual Housing California
- The Race and Gender Equity Project

PRO
youth

hope rises here.

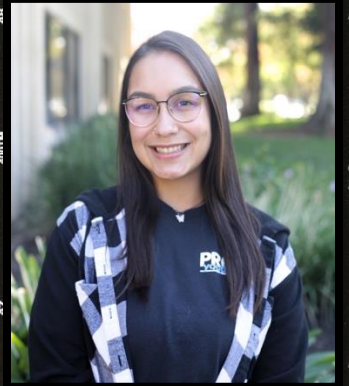
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Thank you for joining us today!

There is a brief survey after the end of this webinar.
Thank you for providing us feedback by completing this survey.

Webinar will be available in 3 days:

<http://www.dibbleinstitute.org/webinar-archives/>

Questions? RelationshipSkills@Dibbleinstitute.org

Second Wednesday Webinar

March 12, 2024

Successful Federal Grant Writing Strategies

Aaron Larson

The Dibble Institute