

NOVEMBER 1, 2022
Winning Ways, Inc
Programs and Services



Winning Ways

INTERNSHIP PROGRAM

2023-2024 Collegiate Internship Workbook

Table of Contents

1. **Introduction Letter**
2. **Program Descriptions**
3. **Program Timeline**
4. **Program Task List**
5. **Contact Information**
6. **Relevant Forms**



A letter from our leadership:

We here at Winning Ways, Inc are honored to accept you into the Collegiate Student Internship Program. This program is a unique look into the innerworkings of a non profit organization here in Connecticut. Your talent, intelligence, and experience will really contribute to our projects. We invite you to take this time to reflect on what re-entry means to you and to our community.

With a rapidly changing society due to the COVID-19 pandemic, our culture is finally seeing progressive and positive change in the corrections field. Our staff and leadership are on the forefront of these movements locally here in our state. We are grateful to be able to provide an in depth internship experience for you and your peers within those movements.

All of our staff and Board of Directors are experienced, career professionals with a breadth of knowledge to help you learn. We invite you to connect with with the Executive Director, Mr. Paulin during your internship track here.

Remember that main pillars of American society are justice, fairness, and freedom. That's what we are setting out to impact.

Welcome to the Winning Ways Team!



Program Descriptions

Curriculum Planning & Teaching: Interns can have a significant role in designing the day to day aspects of each of the Men's and Women's Empowerment Group, under the primary teacher's role. We base our classes on continual improvement. The base curriculum we teach from now will be subject to ongoing Plan-Do-Act-Study (PDSA) cycle revising which will ultimately produce the ideal curriculum for client education, behavioral change. Interns will work closely with the primary mentor to structure the details of the classes over the 1-2 hours they run. They will be in contact with Kevin Paulin, Executive Director. Benjamin Backes, LCSW, will also collaborate closely with interns in this regard. – Benjamin Backes, Kevin Paulin,

Website Development and Social Media: To expand the outreach of our organization in our mission, which broadly is to decrease the forces that lead to suffering within our communities – of which we hold dearest in our heart New Haven – we plan on developing an online platform system that poses helpful questions, answers, and guides to various difficult situations that our client populations encounter. This includes education and necessary information to deal with situations such as: employment, health care, housing, substance use, financial debt, domestic violence, incarceration of family members, and more.

This includes building infrastructure on the website that facilitates these and general website development, but also getting this practical information out to the populations in most need. Determining how to help our partners and us, together build the best basin for changing the realities of return from incarceration and substance use. – Kevin Paulin, , Libby Protzman, Benjamin Backes

Community Relationships & Partnership: As we expand the populations we work with throughout our community, we seek the help of our partners who share similar goals. We have established relationships with EMERGE New Haven, Project MORE, the Department of Justice, the Department of Corrections, and others. To further our relationships, our organization contributes to broader discussions and activism. We continually seek new relationships with individuals and organizations who can aid us in education, collaborative programming, and activism. Meetings around Connecticut including the Re-entry Round table, Re-entry court, and group discussions with corrections officers, and employers are some of the discussions we participate in. Interns can accompany staff, and eventually attend meetings individually. – Libby Protzman, Kevin Paulin, Benjamin Backes.

Educational Tutor: Partnered with Emerge New Haven, Project MORE, Columbus House and eventually in our own facility, we are designing a tutoring series where those returning from incarceration, those struggling with substance abuse, and the homeless can be taught valuable and general life skills, arithmetic, reading, and writing – many of whom we work with would benefit enormously from even one small session a week. We hope to establish ongoing tutoring sessions which occur weekly, with each of these organizations and their clients, to spread this valuable education our fellows need. – Kevin Paulin.

Grant Research & Fundraising: As a new organization, securing funding to support our staff, infrastructure, and activities over the long-term is important. Staff and interns can collaborate on establishing and reviewing grants, communicating with grantors, generating reports, balancing budgets, and more. Methods for grantor and fundraising discovery are promoted. – Kevin Paulin.

Grant Writing: As an organization still growing our roots within our local and national communities, acquisition of grants from various sources to support our activities is essential to the sustenance of our mission, and thus changing the lives of those whom we are honored to work with. Grant writing focuses on several aspects of business practice: surveying needs, conducting and synthesizing research to condense and express those needs in a format that also conveys succinct and understandable goals, planning realistic goals/objectives, and detailing the fine-print of how such goals and objectives will be accomplished. Individuals involved in grant writing will be provided many pre-written materials and examples covering all aspects of need surveys, planning, finance, and milestones as well as one-on-one guidance by staff on how to put these pieces together, find appropriate funding sources, and apply for such funding. Management of grantor requests and reports will also be covered, as well as the necessary data compilation to accomplish such goals.

Community Projects: The community of New Haven faces the same issues as our global community: substance use, homelessness, violence, poverty, gang activity – to name a few. Staff periodically commit to establishment of new programs to address any number of these, and design rational plans to carry out such programs. Together with staff, interns can contribute their own ideas – either completely novel or iterations of existing programs – and be coached to design, plan, and then implement such programs in a practical manner with guidance from staff. – Kevin Paulin, Benjamin Backes, Libby Protzman.

Data Collection & Client Follow-Ups: We conduct data collection using both validated tools (URICA) and in-house assessments as we work with clients to help them reform their lives in the most individually, and societally beneficial ways. We are constantly assessing for improvements we can make, using PDSA cycles regularly to implement such improvements. Data collection involves collecting client responses, coding for statistical analysis, and client follow-ups at regular intervals: 3, 6, 12 and 24-months post-class. Interns can assist in all aspects of data collection, and be guided through rational research design, analysis, and modulation. – Kevin Paulin.

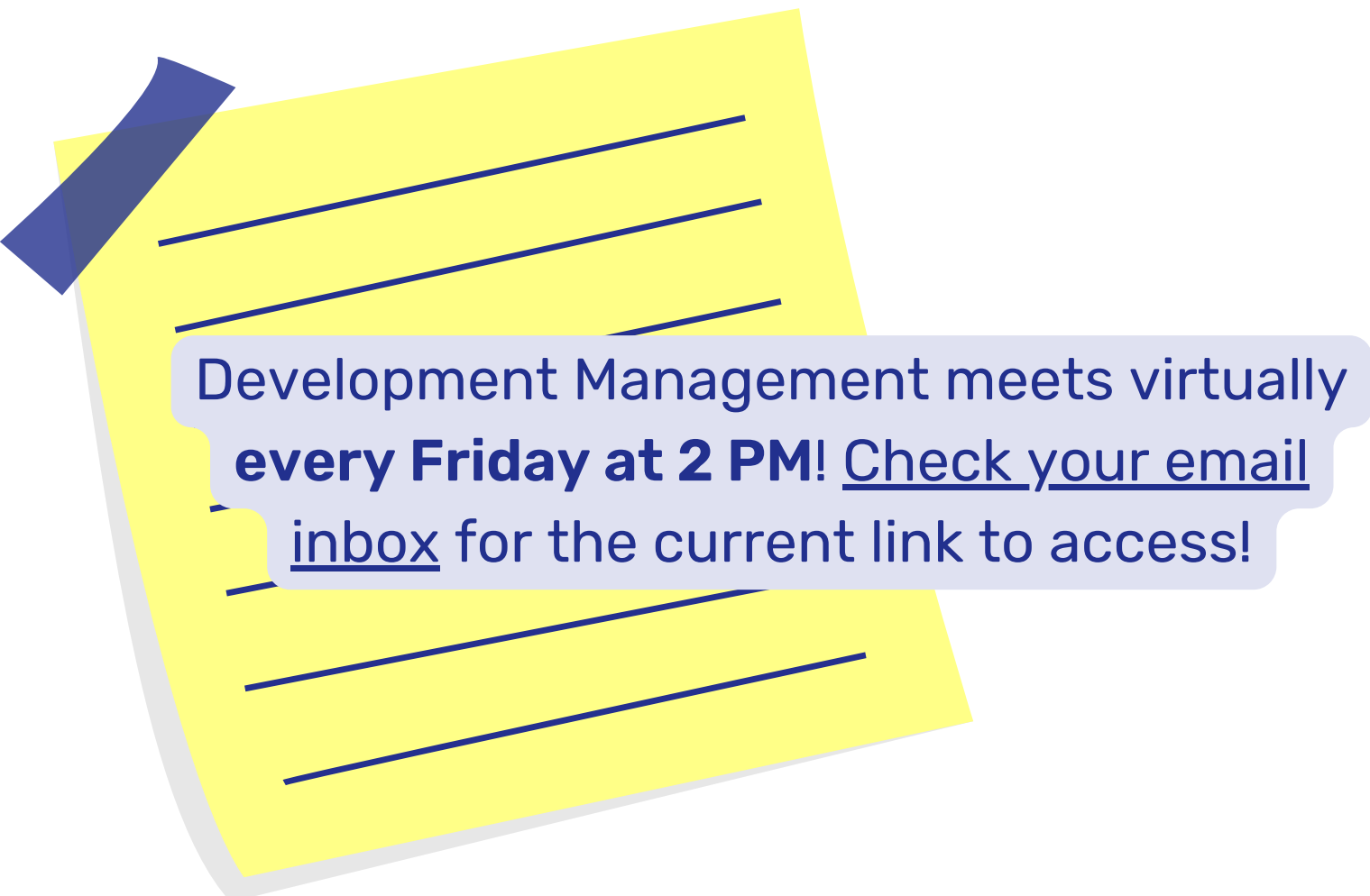
Program Timeline

SPRING SEMESTER

1. **January 2023** Classes Begin
2. **January 2023 Internship Start Date**
3. **March 2023** Spring Recess, No Classes
4. **May 2023 Internship Closing Date**
5. **May 2023** Final Examinations, Semester Ends

Program Task List

1. **Social Media Communications**
2. **Donor Database Development**
3. **Development Communications Research**
4. **Supervision and Documentation**



Development Management meets virtually **every Friday at 2 PM!** Check your email inbox for the current link to access!

Contact Information

1. **Kevin Paulin-** kevin@winningwaysct.org
2. **Libby Protzman-** libby@winningwaysct.org

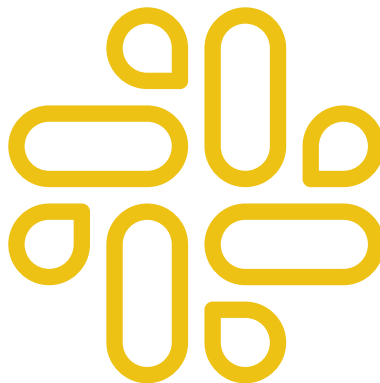
Please join our **Slack** channel: **Winning Ways Inc** and follow our social media!

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