

# END TIME HARVEST MINISTRIES

## Jobs for Youth Summer Employment Program



### 2021 PROGRAM REPORT

Monday, June 21 - Friday, July 30, 2021

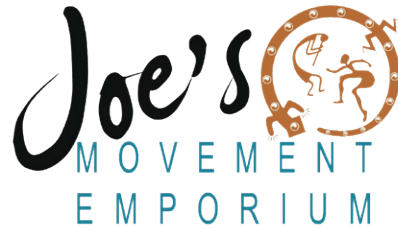


Connecting Students to Schools and Community





[www.ethm.org](http://www.ethm.org)



[www.joesmovement.org](http://www.joesmovement.org)

End Time Harvest Ministries (ETHM) and Joe's Movement Emporium (Joe's) accomplished our mission of equipping **36** summer interns with academic, social, and emotional knowledge and skills they need to successfully connect to high school, their community, and with other students and teachers in the fall.

**Connecting Students to Schools and Community** is this year's theme for ETHM beginning with the 6-week 2021 Jobs For Youth Summer Employment Program (JFYSEP). COVID has forever shifted the way we live, learn, work, worship, and recreate. Therefore, my vision and dream are to be very intentional about preparing students and all young people to be advocates for themselves, their schools, and their communities by magnifying the role of our Wellness Ambassadors, who learn and teach others to live healthy lifestyles. Supporting the primary goal of school principals of creating a school culture that helps students to academically reengage with their schools is a critical part of ETHM's SY21-22 Plan. My vision of strengthening the peer-leadership skills of our Wellness Ambassadors can be a viable way of facilitating the change that is needed. The Town of Edmonston interns, **Jakelin Charrvia** and **Daisy Ambrosio-Bravo**, are prime examples of the success of ETHM's 2021 JFYSEP. [https://www.youtube.com/watch?v=\\_aUm9b\\_EEKQ](https://www.youtube.com/watch?v=_aUm9b_EEKQ)

### THE PROBLEM

To address the impact of distance learning on our students. During this pandemic, distance learning has negatively impacted students' academically (grades), and social and emotional well-being. Being in COVID much longer than expected, robbed many of our students of their desire to return to school because they no longer had a routine of preparing for school and getting to school by walking with school mates, riding the school buses, carpooling with parents and other students, participating in school sports, and/or eating meals with other students. As a result, students lack of social interaction with each other and teachers had a negative impact on their self-esteem, eating habits, sleep habits, and ability to control their emotions. Also, some students spent too much time engaged in gaming activities. Therefore, the JFYSEP goals for this year are linked to these issues and are developed to help students to recover their desire to strive for academic mastery.

### THE SOLUTION

Students who have the privilege of working in ETHM's partner businesses establish work ethic routines and protocols that prepare them for life success. Additionally, in person or virtual arts-based programs, as well as work readiness programs support student engagement and their healthy socialization.

### PROGRAM OUTCOMES

Wellness Ambassadors enhanced their:

1. Peer leadership skills
2. Literacy and numeracy skills as they were provided opportunities to communicate orally and in writing (journaling)
3. Planning, communications, decision making, and problem solving skills
4. Physical health
5. Healthy socialization skills and an overall feeling of wellbeing
6. Desire to prepare for the upcoming school year and be ready for school enrollment in the Fall
7. Grade matriculation and on time graduation goals set for themselves



Wellness Ambassador Omar Seck caught a big fish while working at Bladensburg Waterfront Park

These activities have a positive impact on students' academic achievements, consistent attendance, and their ability to absorb content knowledge that is easily transferable to school subject content areas. Students thrive in experiential learning that inspires creative thinking, choice, and self-expression. Now, more than ever, integrating arts-based learning with other programming is an effective tool for post-pandemic educational recovery and re-engagement.

Through the students' paid learning experiences this summer, our Wellness Ambassador summer interns accomplished seven (7) common goals through two ETHM programs: Workforce Development Program and Arts & Wellness to Action Program. Interns participated in two evaluation surveys—their self-assessment of their own work performance, and the Arts & Wellness Interns completed Pre- & Post-tests. These tests reveal the knowledge and skills that each summer intern gained during their JFYSEP summer internship.



Wellness Ambassador Bautista Flores is engaged in Menu Development at CKAR

### WORKFORCE DEVELOPMENT PROGRAM

Interns were hosted by ETHM's business partners to work in jobs that provided them with work ethic skills and the social/emotional support they need to successfully enter the workforce. Interns worked 6 hours 5 days a week for 6 weeks from 9:00am to 3:00pm. ETHM interns were hosted throughout the JFYSEP: End Time Harvest Ministries hosted the Arts & Wellness to Action Program participants; Prince George's County Department of Public Works and Transportation; Town of Colmar Manor; Town of Cottage City; Town of Edmonston; Bladensburg High School; Rogers Heights Elementary School; ECO City Farms; Ernest Maier Company (Bladensburg); Bladensburg Waterfront Park; Emerson House (Bladensburg); Joe's Movement Emporium; Central Kenilworth Avenue Revitalization Community Development Corporation; and Elizabeth Seton High School Internship Program: UMD Hotel & Shortcake Bakery. The program evaluations and personal interviews with the business supervisors reveal their delight to host students who are smart, dependable, positive, creative, were ready for work, and contributed daily to the respective missions of each business.

*Rev. Gail Addison, this is just me thanking you so very much for giving me the opportunity this summer to work and gain experience with CKAR. I was able to learn a lot about my future profession and what to look forward to. Again, I just want to thank you for your hard work and dedication for us students and wellness ambassadors in the program my parents would like to thank you as well for the job opportunity as it helps with bills and things I've wanted as well as saving money.*

—Bautista Flores, Wellness Ambassador Intern with CKAR-CDC

*Bautista was a quick learner and was able to jump in very quickly. He showed a lot of initiative in wanting to learn and completed all of the tasks we gave him in a timely manner.*

—Ms. De'Borah Holland, CKAR Front desk Receptionist



End Time Harvest Ministries (ETHM) accomplished our mission of equipping 36 summer interns with academic, social, and emotional knowledge and skills they need to successfully connect to high school, their community, and with other students and teachers in the fall.

### ARTS & WELLNESS TO ACTION PROGRAM

Interns participated in this arts-based learning program led by Joe's Movement Emporium instructors. Joe's provided interns a variety of cultural tradition dance and movement by connecting students to contemporary technique, ballet, Latin dance, yoga, and hip hop. Interns experienced literary arts through spoken word, poetry, and journaling. By fusing wellness and artistic forms of movement and spoken word, this program provided interns with the social and emotional support they need and one of the most, which enhanced their confidence, which they need to successfully reenter high school, college, and the workforce.

There were five (5) additional outcome measures that significantly contributed to the confidence and self-esteem of the Arts & Wellness to Action Program participants who:

1. Gained an understanding of their body's capacity to move, learned technical skills of dance and yoga, and presented choreographed material.
2. Understand how to speak creatively by learning techniques of spoken word.
3. Enhanced their ability to express thoughts and emotions orally, in writing, and in movement.
4. Develop a practice of daily journaling to reflect on experiences, skills and aspirations
5. Learn to honor the presence and feelings of others.

*Enjoy viewing the Wellness Ambassador Peer-leaders Arts and Wellness to Action Program performance video.*

<https://youtu.be/l9jbYrDIAJg>

### KUDOS TO OUR EMPLOYERS & TO OUR DANCE AND LITERARY ARTS INSTRUCTORS

JFYSEP employers, instructors, and our support affiliates were mindful of the problem that ETHM & Joe's are addressing as they supervised and instructed our summer interns. Program developers were pleased to see that employers and instructors indeed engaged the interns in creative ways that ensured that the program outcome measures were met. These outcomes supported students' social, emotional, leadership, and overall health needs. This kind of intentional engagement has prepared interns for successful reengagement to their schools and community in the fall and beyond.

## Arts & Wellness to Action ★ DANCE ★

### PRE- AND POST-ASSESSMENT AVERAGES

On a scale from 1-10, one being the lowest rating and 10 being the highest rating.

PERFORMANCE FACTOR	PRE-TEST	POST-TEST
1. Experience in diverse dance forms (ballet, jazz, hip-hop, etc)	3.8	8.08
2. Ability to develop a piece of dance choreography	3.67	8.17
3. Confidence	5.97	8.5
4. Physical endurance and flexibility	5.67	7.92
5. Mental health	6.53	8.23
6. Knowledge of personal wellness exercises/habits	7.67	8.92
<b>AVERAGE TEST SCORE</b>	<b>5.55</b>	<b>8.30</b>

## Arts & Wellness to Action ★ LITERARY ARTS ★

### PRE- AND POST-ASSESSMENT AVERAGES

On a scale from 1-10, one being the lowest rating and 10 being the highest rating.

PERFORMANCE FACTOR	PRE-TEST	POST-TEST
1. Experience with spoken word poetry	4.73	8.54
2. Love for the arts	6.67	8.77
3. Confidence level with public speaking	4.00	7.92
4. Confidence level in self	5.47	8.81
5. Mental health	6.63	8.23
6. Knowledge of personal wellness exercises/habits	7.64	8.92
<b>AVERAGE TEST SCORE</b>	<b>5.86</b>	<b>8.53</b>



Rev. Addison presents Ms. Shaiday Dancy, Dance/Movement Instructor, with an award

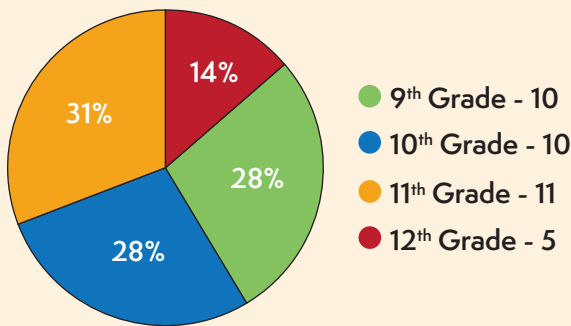


Rev. Addison presents Mr. C. Thomas, Spoken Word Instructor, with an award

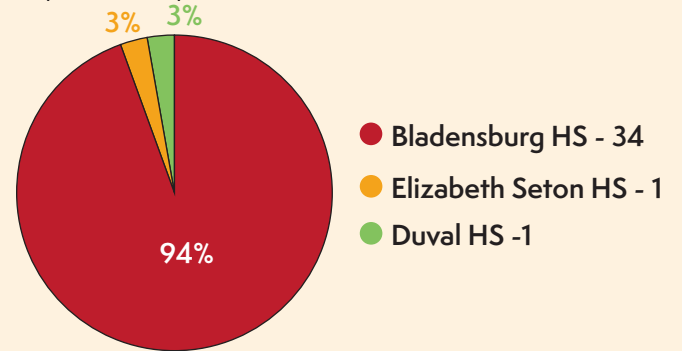
## JFYSEP Demographics

Thirty-six (36) summer interns were employed in ETHM's 2021 Jobs For Youth Summer Employment Program (JFYSEP). Summer intern population demographic data are represented below:

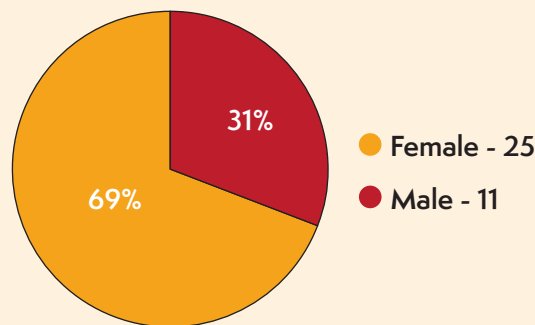
Population by Grade Level



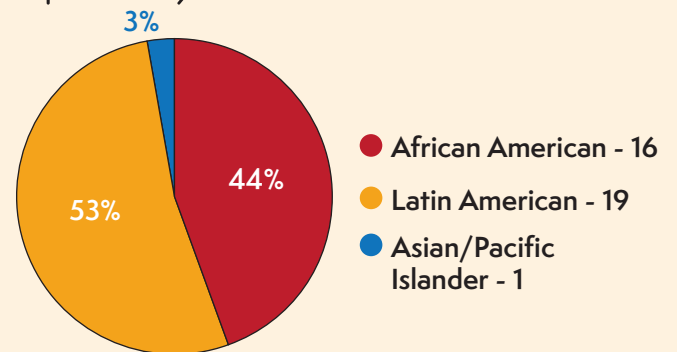
Population by School



Population by Gender



Population by Culture



## JFYSEP Summer Intern Stipends

Total ETHM summer intern stipends awarded was **\$84,536.00** for **36 students**.

GRADE LEVEL	HOURLY RATE	NO. OF STUDENTS	STIPEND (\$)
9 <sup>th</sup> Grade	\$16.00	10	\$19,832.00
10 <sup>th</sup> Grade	\$16.00	10	\$26,792.00
11 <sup>th</sup> Grade	\$16.00	11	\$28,600.00
12 <sup>th</sup> Grade	\$16.00	5	\$ 9,312.00
<b>TOTAL</b>		<b>36</b>	<b>\$84,536.00</b>

NOTE: President/CEO personally paid stipends for three (3) non-citizen interns for the full 6 weeks they worked.



Wellness Ambassador Leslie Macal working as a Bladensburg High School Front Desk Receptionist



Wellness Ambassador Jonathon Flores pruning the fence line at ECO City Farms (Edmonston)

*“Would love to partner with these interns again. We greatly appreciate all your hard work!”*  
 —Anthony Scott & Karina Bagwell, Roger Heights Elementary School supervisors

# Student & Employer Performance Evaluation

To capture overall program satisfaction and intern performance, evaluations were completed by each intern and by each intern's employer/instructor. Each evaluation was divided into three core performance areas, which varied based on student versus employer/instructor evaluation. Ratings were captured on a 5-point scale, with 5 equaling excellent, and 1 equaling poor. Below is a snapshot of overall ratings by the summer interns and employers in the next two charts.

1 Overall Student/Employee Work Performance Evaluation	
Fifteen (15) interns participated in the Arts & Wellness to Action Program three days per week for 6 weeks. Thirteen (13) interns worked at ECO City Farms, and nineteen (19) other interns working with ETHM's additional business partners are reflected by a total of 46 intern responses.	
CORE PERFORMANCE AREA	AVERAGE RATING
Job Readiness Skills	4.71
Job Skills	4.36
Work Environment	4.59
Self-Rating of Job Performance	4.57
Did the intern enjoy working for this employer?	YES = 46 NO = 0
Did the intern enjoy their job assignment?	YES = 43 NO = 3
Would the intern like to work for this employer again?	YES = 37 NO = 9
<b>OVERALL EVALUATION RATING</b>	<b>4.56</b>

*Roxana was a great addition to our summer office, her technical skills came in handy when asked to perform different tasks. She is not afraid to ask questions and figure out how to solve problems. Roxana takes pride in her work and was truly a pleasure to have her join our team even if it was as a Part-Time.*  
—Bladensburg High School Principal Faulkner-Jones & Assistant to the Principal, Ms. Osori



## 2 Overall Supervisor/Employer/Instructor Work Performance Evaluation

The fifteen (15) interns who participated in the Arts & Wellness to Action Program were each evaluated by the program's two instructors. Thirteen (13) interns who worked at ECO City Farms were each evaluated by the supervisor, and nineteen (19) other interns working with ETHM's additional business partners reflect a total of 62 employer/instructor responses.

CORE PERFORMANCE AREA	AVERAGE RATING
Job Readiness Skills	4.73
Job Skills	4.52
Work Environment	4.71
Overall evaluation of intern job performance	4.70
Would the employer be willing to hire the intern again?	YES = 59 NO = 3
<b>OVERALL EVALUATION RATING</b>	<b>4.66</b>



Wellness Ambassador Andy Kaansi assisting operations at Ernest Maier

*We want Andy to work here for a very long time. He is extremely smart and polite. Always gets the job done and is a great worker.*

—Harvey, Sales Manager Ernest Maier

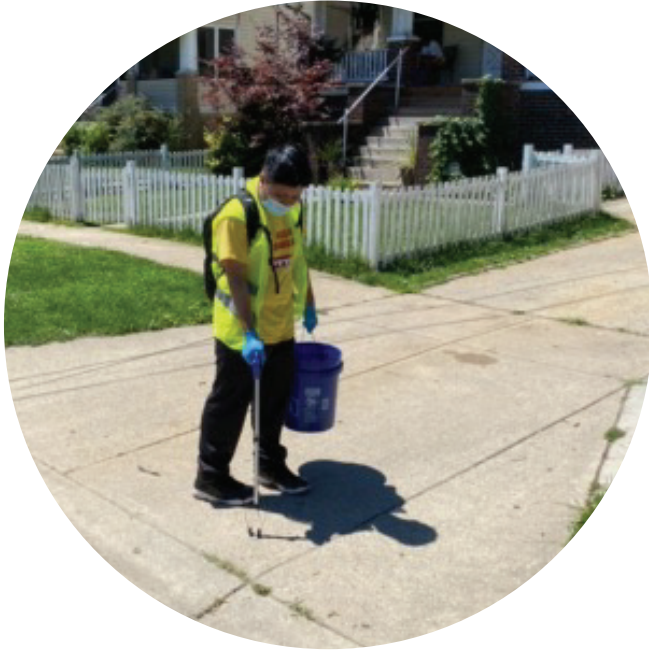
### 3 Side by Side Comparison of Summer Interns Performance

The data reflects the Interns' and their Supervisors' evaluations on the same Performance Factors.

#### RATING SCALE:

5 = Excellent • 4 = Very Good • 3 = Good • 2 = Needs Improvement • 1 = Poor

PERFORMANCE FACTORS	INTERNS AVG. SCORE	EMPLOYERS AVG. SCORE
<b>Job Readiness Skills</b>		
1. Demonstrated good attitude throughout this assignment	4.63	4.56
2. Followed instructions (supervisor, manager, instructor, etc.)	4.83	4.62
3. Punctual (ready to work on time)	4.65	4.87
4. Worked as a contributing team player	4.65	4.66
5. Complied with dress/uniform code	4.78	4.94
<b>Job Skills</b>		
6. Understood work assignments and job duties	4.67	4.71
7. Exercised leadership and initiative	4.28	4.27
8. Communicated effectively orally and in writing	4.35	4.39
9. Demonstrated good presentation skills	4.26	4.47
10. Effectively journaled or wrote out lessons and/or presentations	4.47	4.70
12. Effectively persuaded and influenced others	4.02	4.34
13. Was gracious and used good manners throughout this program	4.65	4.82
14. Able to think critically, plan, communicate, make decisions, and solve problems	4.41	4.42
<b>Work Environment</b>		
15. Relationship with supervisor or instructor	4.52	4.60
16. Relationship with other interns or group members	4.48	4.52
17. Clean work environment	4.67	4.84
18. Orderly work environment	4.65	4.82
19. Safe and healthy work environment	4.65	4.82
Student's Self-Rating of Job Performance	4.57	
Employer's Overall Rating of Intern's Job Performance		4.71
Did the intern enjoy working for this employer?	YES = 46 NO = 0	
Did the intern enjoy their job assignment	YES = 43 NO = 3	
Would the intern like to work for this employer again?/ Would the employer hire this intern again?	YES = 37 NO = 9	YES = 59 NO = 3
<b>OVERALL EVALUATION RATING</b>	<b>4.56</b>	<b>4.66</b>



Wellness Ambassador Danny Zapet is engaging in public safety work with the Town of Cottage City

*Reverend Addison and staff, I would like to express my thanks for having given me the opportunity to work at the Town of Cottage City. I have learned so much from Mr. Greg Pinkney and his kind staff. As I worked with them, I learned that being a hard worker with a good work ethic can carry me throughout life in the workforce. Thank you and God Bless You.*

—Danny Zapet

*Danny is a great young man with great success ahead of him. He is quiet but yet very attentive. Always ready for his next assignment. He shows his ability to work in any type of capacity and is willing to work with others to get the job done effectively. We are thankful for his service to the community.*

—Gregory Pinkney, Town of Cottage City Supervisor



Wellness Ambassador Alana Clarke provided Senior Living Aid at Emerson House (Bladensburg)



Wellness Ambassadors Ireayo Olowookere and Hellen Fuentes cultivating tomatoes in a hoop house at Eco City Farms



Wellness Ambassador Alan Zheng watering plants at ECO City Farms



Wellness Ambassador Alan Zheng moving agriculture supplies around ECO City Farms

*This was a really great learning experience, not only for work but for building character. I've met some really great people, like my supervisor who made sure the tasks were straightforward and provided us with a safe learning and working environment and my fellow employees who I worked alongside with and got to know better since starting this internship.*

—Alan Zheng, Wellness Ambassador intern with ECO City Farms



Wellness Ambassador Peer-leaders create their own dance connection demonstration



Wellness Ambassador Allnanuh Robinson showing her achievement award with the Arts & Wellness to Action program faculty

# Thank you

ETHM wishes to express appreciation to the following individuals who dedicated many hours supporting the students, parents, and employers of ETHM's 2021 Jobs For Youth Summer Employment Program:

## Staff, Contractors, and Instructors

Rev. Gail A. Addison, End Time Harvest Ministries	Visionary & JFYSEP Director
Brooke Kidd, Joe's Movement Emporium	Co-developer & Creative Arts Director
Kathleen Arnold, Joe's Movement Emporium	Arts & Wellness to Action Program Coordinator
Brittany Irvine, End Time Harvest Ministries	Job Skills Workshop Manager
Sophonias Stevens, End Time Harvest Ministries	Onsite Arts & Wellness to Action Program Coordinator
Aubrey Pruitt, End Time Harvest Ministries	Career & Job Coach
Kyle McMurry, End Time Harvest Ministries	Career & Job Coach
Tim Persinko, Owl Ear Media	Videographer/Media Specialist
Mark Gail, Mark Gail Productions	Photographer

## Employers

- ★ Joe's Movement Emporium for sponsoring the dance and the literary arts instructors
- ★ Joe's Movement Emporium for also hosting two Wellness Ambassadors who worked at Joe's
- ★ End Time Harvest Ministries for hosting the 15 Wellness Ambassador Peer Leaders who participated in the Arts & Wellness to Action Program
- ★ Prince George's County Department of Public Works and Transportation
- ★ Town of Colmar Manor for the use of the Townhall and for hosting a summer intern
- ★ Town of Cottage City
- ★ Town of Edmonston
- ★ Bladensburg High School
- ★ Rogers Heights Elementary School
- ★ ECO City Farms (Edmonston)
- ★ Ernest Maier Company (Bladensburg)
- ★ Bladensburg Waterfront Park
- ★ Emerson House (Bladensburg)
- ★ Central Kenilworth Avenue Revitalization Community Development Corporation
- ★ Elizabeth Seton High School Internship Program: UMD Hotel & Shortcake Bakery

## Special Thanks

I want to express my special thanks to Brooke Kidd. I am so honored to partner with you and your team on another youth development project. Throughout the years we have enjoyed partnering on diverse projects, however, what we endeavor to bring students this summer was phenomenal. They discovered themselves and they willingly released themselves to begin the reconnection process by connecting to each other. Through their amazing dance/movement instructors and literary arts instructor, our students have indeed become confident Wellness Ambassador Peer-leaders. Brooke, you are an exceptional artist and I love working with you because you love providing people opportunities and access to become the best that they can be. These peer-leaders are prepared to reengage academically in the fall, and we all are excited to see the impact they will have on their peers and families as a result of their work experiences this year. Again, thank you partner.

Rev. Gail A. Addison  
President/CEO  
End Time Harvest Ministries (ETHM), Inc.

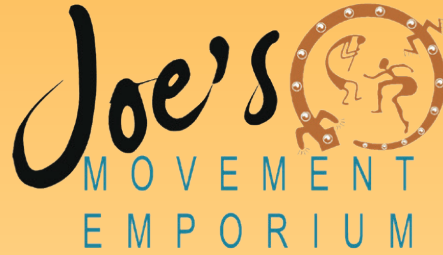


We wish to thank all of you who invested your time, talent, and resources in our 2021 Jobs For Youth Summer Employment Program interns. Your kindness has helped to educate, encourage, employ, and empower our Wellness Ambassador interns. Their summer experience was exceptional and enjoyable because you care.

Rev. Gail A. Addison  
President, CEO  
End Time Harvest Ministries, Inc.



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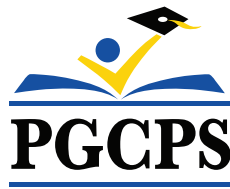
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