



Social Justice and Community Investment Committee

Committee Members

CM Sam Newby
CM Michael Boylan
CM Randy DeFoor
CM Ron Salem
CM Randy White
CM Matt Carlucci Co-Chair
CM Brenda Priestly Jackson, Co-Chair

Enacted Legislation

2020-733-E \$200,000 Mental Health Offender Program (Salem)

2020-758-E \$140,000 Teen Court (Carlucci)

2021-22-E \$200,000 JaxCareConnect Program (Boylan)

2021-23-E \$200,000 BOOST! (Newby)

2021-24-E \$200,000 Neighborhood Blight & Clean-up Pilot Program-Brentwood Neighborhood
(DeFoor/White)

2021-52-E \$225,280 Clanzel Brown Park afterschool/summer programs (Pittman)

2021-82-E \$36,000 Safer Together Workshops (Morgan/Boylan)

(Total \$1,201,280)

Special Committee on Social Justice and Community Investment Committee Charge:

The committee is established to serve as a clearinghouse for all ideas, policies and legislation pertaining to three main areas: (i) social injustices; (ii) law enforcement; and (iii) economic development (which encompasses employment, education and infrastructure issues). The goal of the committee is to further equal access and opportunity for all citizens of Jacksonville and to strive to establish programs and policies which serve to eradicate systemic bias as well as honor the unfulfilled promises of consolidation. The committee should engage in active listening of those adversely affected by the decisions of the past which has created historic inadequacies as well as to address current issues which further disparate outcomes. Through an open and frank dialogue of the issues affecting the City, it is my hope that the committee can leverage the momentum spurred by current events and work with community representatives, stakeholders, and community organizations in the process to address present and past inequities by providing equal access and opportunity for the citizens of Jacksonville.

The committee may conduct research and collect and analyze data; it will act as a coordinated group to advise for programs, activities and legislative action which may improve the social inequalities within the City. The committee may also propose policy recommendations for consideration by the Council and the Mayor and executive branch agencies. I am directing the committee to complement any proposals with definitive, practical action plans. The committee may seek advice from public and private subject matter experts and will encourage maximum public participation in its work. It should consider recent work and recommendations of the Charter Revision Commission and community groups, non-profits and those with firsthand knowledge and "boots on the ground" all of which have already established valuable work on the topics of the committee.

For more information and for previous meeting videos and minutes, go to:

<https://www.coj.net/city-council/standing-committees/special-committee-social-justice-community-invest>

Staff

Cheryl Brown,
Director/Council Secretary

Peggy Sidman
Office of General Counsel

Colleen Hampsey, Council Research
CHampsey@coj.net 904-255-5151

117 W. Duval Street
City Hall, Suite 425
Jacksonville FL 32202



Social Justice and Community Investment Committee

Committee Members

CM Sam Newby CM Michael Boylan CM Randy DeFoor CM Ron Salem

CM Randy White

CM Matt Carlucci Co-Chair

CM Brenda Priestly Jackson, Co-Chair

The Social Justice and Community Investment Committee Proposals

Organizations that are interesting in the Social Justice and Community Investment Committee Jobs Initiative are invited to submit a proposal and present their idea for providing services for jobs and educational or training to Jacksonville residents with barriers to employment and currently unemployed or under-employed.

Specifically, the SJCIC Jobs Initiative is focused on employment opportunities for Jacksonville/Duval County residents who are 16-24, and also those 25 and older who have faced career/job disruptions for varied reasons, like the Covid-19 Pandemic, incarceration, lack of skills or lack of a GED or high school diploma.

The interested organizations should submit their proposals and make a presentation to the Social Justice and Community Investment Committee. Each interested organization that submits a completed proposal will be allowed five minutes for their presentation. Each proposal must be submitted via E-mail to CHampsey@coj.net for consideration and presentation to the Social Justice and Community Investment Committee.

The Social Justice and Community Investment Committee is encouraged by this opportunity to address the needs of our Jacksonville neighbors at this most critical time.

Northside Coalition Training Employment Opportunity Program	Funding Request: \$146,020
Summary	New program, 15 students, 12 week, 96 hour paid industry training, fiber optics and cyber security
A purpose consistent with the SJIC's charge and jobs initiative	
Who is the target population?	18- 24, and also those 25 and older who have faced career or job disruptions. GED or HS required
Community partnerships?	tbd
How many served?	15
How are program successes/outcomes measured?	course completion, job placement
From where do you receive current funding, if any?	pilot program
Financial sustainability after SJIC funds	tbd
Do you receive or have you received City funds?	no
Plans for job placement	yes
Is there parental/family involvement in program?	no
Program location	32208;32209
How will you manage compliance and reporting requirements?	quarterly
Are there property purchases, food expenses and or travel expenses?	yes
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	4/6/2017
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	yes
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	tbd
Request for payment of service via unit of services or reimbursement	tbd
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes



Northside Coalition of Jacksonville Inc

1354 N Laura Street
Jacksonville, FL 32208
(904) 530-1596

Training Employment Opportunity Program (TEOP)

Northside Coalition of Jacksonville Inc. SUNBIZ-Date of incorporation: 04/06/2017

Northside Coalition of Jacksonville Inc is the legal entity with whom the COJ can enter into contract with. We are properly registered with SUNBIZ.

The Northside Coalition of Jacksonville Inc. is composed of about 2000 members, supporters and volunteers. It is a highly regarded community advocacy organization that has been vocal and active at city council meetings and in other civic matters since 2017.

The Northside Coalition of Jacksonville Inc is a non profit with firsthand knowledge of this community.

The Sims Consultant Group llc. is a highly qualified consulting team with direct knowledge of the cabling and security industry and extensive experience teaching this course.

Training Employment Opportunity Program (TEOP)

The Northside Coalition of Jacksonville Inc is proposing that a new and innovative pilot program for job training and employment be created; as a part of the city's comprehensive plan for crime prevention and intervention.

The TEOP initiative is consistent with the purpose of the SJCIC's charge and jobs initiative which is "to provide services for jobs and educational training to Jacksonville residents with barriers to employment and who are currently unemployed or underemployed."

This program will focus on Duval county residents who are 18- 24 and also those 25 and older who have faced career or job disruptions for various reasons. Like the Covid-19 pandemic, incarceration, lack of skills or lack of a GED or high school diploma.

Northside Coalition of Jacksonville Inc. will implement the Training Employment Opportunity Program.

SCOPE OF SERVICES

It will be a 12 week 96 hour industry approved course.

Over a period of 12 weekends, (on Saturday's,) the TEOP will provide students with a complete solution to their future cabling and security careers!

Upon graduation participants who complete this will receive fiber optic and security industry certification and job placement assistance!

The Northside Coalition of Jacksonville Inc. will provide:

1. Basic computer education training
2. Resume construction and development
3. How to be engaged employees
4. How to prepare for an effective job interview.
5. Manage, monitor and distribute biweekly stipends to participants.
6. Provide motivational training and speakers
7. Provide mentors and mentoring sessions for all participants
8. Provide conflict resolution and anger management training
6. Provide Job Placement assistance to all participants.

The Sims Consultant Group LLC. will provide instructors for this program.

A 12 week / 96 hour technology based pilot program of instructions. This Earn While You Learn training program will be a two-phase "hands on" and theory process providing instructions on these training curriculum topics:

Closed Circuit TV

Fiber Optic Installation

Integrated Security Systems

Cyber Security

Networking

Alarm System

GOALS/OUTCOMES

Our commitment is to excellence in service and positive outcomes to our students.

Approximately 15 individuals will be trained for jobs in higher paying technology driven careers! Their training will result in them receiving Industry approved security training certificates and job placement assistance.

LOCATION:

Our headquarters location will be a source of pride and political empowerment. We believe this program should be headquartered in either zip code 32208 or 32209. These areas are crime ridden, underserved, economically ravaged, marginalized and predominantly black communities. We love these historic neighborhoods because they are home. They are home for nearly 15 thousand young adults (aged 18 to 25). Many of them are facing education and economic barriers. Despite the challenges they are struggling to enjoy the American dream of raising their families and enjoying good careers.

OVERALL POPULATION & TARGET DEMOGRAPHICS:

<u>Zip Code</u>	<u>Overall</u>	<u>18-25 population</u>
32208	31,000	6,000
32209	34,000	7,000

The average salary for a Security Technician is \$21.95 per hour in the United States.

1. To increase the focus on serving the most vulnerable workers who have limited skills, and who frequently lack work experience.
2. To expand education, training and development for participants to succeed in the demanding innovative workforce for the 21st Century.
3. To help participants earn while they learn by providing a biweekly stipend through the program's support services.
4. To include strict enforcement of accountability standards to ensure adherence to the programs basic policies and standard operating procedures.
5. To interrupt the norm of gun violence by addressing the root causes of crime

Eligibility Requirements:

- Ages 18-25
- High School Diploma / Ged Equivalent
- A strong and positive attitude to succeed

What's Included for each Student

- Industry certified training/ Certification
- Bi- Weekly Stipend Payment paid at \$15 per hour
- Laptop
- Breakfast & Lunch Provided
- Transportation Assistance

Northside Coalition of Jacksonville Inc

Training Employment Opportunity Program (TEOP)

Budget Projection

PERSONNEL EXPENSES	
Regular Salaries & Wages	
Program Director	\$12,000
<i>Directors salary allocated to this program</i>	
Assistant Director	\$9,500
<i>Assistant Directors salary allocated to this program</i>	
Program Facilitators 3@\$12.00perhr/96hrs	\$3,456
<i>Program Facilitators salary allocated to this program</i>	
Administrative Assistance 3@ \$15 per hr/200hrs	\$9,000.00
<i>Administrative Assistance salary allocated to this program</i>	
Subtotal Salaries & Wages	\$33,956.00
OPERATING EXPENSES	
Specialized Trade Trainers	
Fiber Optic Trainer \$150.00 per hr @16hrs	\$2,400
Cyber Security Trainer \$150.00 per hr @8hrs	\$1,200
Security Technician CCTV \$150.00 per hr @16hrs	\$2,400
Networking Trainer \$150.00 per hr @8hrs	\$1,200
Cabling Trainer \$150.00 per hr @16hrs	\$2,400
Behavior and Employment Trainer \$150.00 per hr @16hrs	\$2,400
Total	\$12,000
Programatic Supplies & Equipment	
Program Curriculum	\$5,250.00
<i>Cost of Manuals, Hand Tools & Labs for 15 students @ \$350.00 each</i>	
Fiber Optic Splicer	\$14,000
<i>Hands On Training Machine</i>	
Laptops, Software and Internet service	\$9,500
<i>19 Laptops@\$500.00 each</i>	
Student Uniforms	\$4,000
<i>QTY 20 Uniforms @\$200.00each (Sets includes 2 shirts, 2 pants)</i>	
Classroom Rental	\$15,000
<i>Cost of rental space 2,500 per month @6MO</i>	
Student Stipend	\$21,600
<i>15 students @ \$15per for 96hours</i>	
Meals Breakfast and Lunch	\$3,000
<i>Food and Refreshments for 12 weeks</i>	

Total Programatic Supplies & Equipment	\$72,350.00
Recruitment of Employers & Administrative Expenses	
Office Rental	\$3,500
<i>Cost of office rental space</i>	
Telephone and Internet	\$600
<i>Cost internet and telephone services</i>	
Marketing for Students	\$900
<i>Cost of print and electronic media</i>	
Supplies	\$600
<i>Cost of office supplies for Staff</i>	
Travel for Trainers	\$14,000.00
Airfare/ Hotel/ Transportation for 12 weeks	
Total Recruitment of Employers & Administrative Expenses	\$19,600.00
Insurance Expenses	\$1,614.00
<i>Cost of general liability insurance</i>	
Security System	\$1,500.00
<i>Security Equipment, Installation, Montly Charges</i>	
Miscelleneous Costs	\$5,000.00
Grand Total	\$146,020.00

Save Our Sons	\$292,918
Summary	Expanding program, mentoring elementary, middle and high school students
A purpose consistent with the SJCIC's charge and jobs initiative	
Who is the target population?	at risk male youth
Community partnerships?	yes
How many served?	75
How are program successes/outcomes measured?	promotion graduation, crime deterrence, job placement
From where do you receive current funding, if any?	state
Financial sustainability after SJCIC funds	yes
Do you receive or have you received City funds?	yes
Plans for job placement	tbd
Is there parental/family involvement in program?	yes
Program location	schools
How will you manage compliance and reporting requirements?	quarterly
Are there property purchases, food expenses and or travel expenses?	no
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	5/30/2013
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	yes
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	yes
Request for payment of service via unit of services or reimbursement	tbd
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes

Operation Save Our Sons Programmatic Approach To At-Risk Youth

Theme: Preparing Our Sons for successful futures

Mission: To create a national movement where At-Risk TEENAGE MALES are equipped to live SUCCESSFULLY and PRODUCTIVELY for the sake of their future and our country. Operation Save Our Sons is a national initiative, launched in Jacksonville, Florida in 2014. It is designed to equip teenage males particularly at-risk males with the life skills needed to be successful and productive. We understand that there are systemic challenges such as racial inequality, police brutality and economic disparities that influences how at-risk males navigates this country's landscape.

This initiative which creates partnership between several local organizations, was founded by Dr John Guns and designed to inspire at risk males to strive for excellence for the sake of their personal future, the community, and the country. The Operation Save Our Sons initiative will empower young men, ages 11-18 to maximize their potential for positive civic impact through contributions to their families and community, equipping them to one day be effective leaders and fathers.

Goals


Operation Save Our Sons' primary goal is to educate. In educating our future leaders we intend to increase promotion and graduation rates in each city that we are invested in.

Our Goals:

Decrease crime: Initially we believe by increasing academics, it will reduce the incarceration significantly with those youth that we encounter.

Build and improve family Relations: We believe that the family structure is the most important aspect of a child's life. Our focus will be to increase positive relationships between the parents and their son.

Post-Secondary preparedness and job training: We intend to adequately prepare young men with life skills that will increase the number of graduating seniors, encourage post-secondary education, and promote both job training and armed forces entrance through our Menturn program. These concepts will in turn reduce arrest and incarceration (both which have a dramatic effect on tax payers), as well as relieve additional economic burdens imposed on our communities in regards to the criminal justice system.



Financial Literacy: By providing financial literacy and training, we intend to develop a sense of pride and self-sufficiency that will lead to our target group. We intend to provide a financial education to ensure that the youth are not overwhelmed by debt and poor financial decisions.


Character Development: We will, through a well-structured character building program develop the youth through the three layers of Operation Save Our Sons, equipping the boys with the knowledge and skills that will enable them to grow into productive citizens.

Conflict Management: With so many potential life altering situations facing the boys, we will prepare them, through trainings and mentoring groups, to successfully navigate these situations successfully.

Civic & Political engagement: Educating young at-risk males on how the political system works and how they can get involved using the system to benefit themselves and their communities. Our focus is to also build positive relationships with law enforcement agencies with our city.

Three Level Approach

Elementary School: JEGs, Character Building & Social Emotional Training, Grades 3rd-5th




Our first level is focused on creating children that are socially and emotionally stable, have respect for authority, and understand the importance of giving their best effort in everything they do. We believe in giving the youth an opportunity to express themselves and give them guidance through issues that are often overlooked.

Middle/High Grades 6th-9th: Difference Makers, Career exploration, character building & Social Emotional Training

At this level we continue character building as well as exposing the youth to as many career fields as possible. We focus on what strengths, likes, and dislikes the youth may have then give direction as to what careers may suit what they are good at and the lifestyle they would like to have. Middle school is also a time where the youth's social emotional health is going through a transition. Our training sessions will be on various subjects that will prepare the youth for positive relationships with peers, partners, parents and community.

High School 10th -12th: Menturn, Career Exploration, Job and Internship placement, Character building



Our Menturn level is where we get to see the fruit of our labor. At the level we push the youth out of the nest into a world that is still controlled but they will have the opportunity use the skills and knowledge that they have learned over the year. Through strategic partnerships and the strengths of the individual child, we will pair the youth to an organization that will prepare them for the real world as well as continue to offer mentorship guidance and ongoing training.

Budget

Operation Save Our Sons
Difference Makers

Proposed Budget 2020

Salary	Proposed
Positions	
Project Director	40,000
Program Assistant	23,000
Driver Security	21,000
Totals	84,000
Benefits	
Life & Health	8,131
Retirement	3,290
Unemployment	2,538
Workers comp.	2,350
Totals	16,309
Program Needs	
Food	3,600
Craft supplies	1,200
Clothing (ERC T Shirts)	500
Athletic equipment	3,000

Field Trips	3,000
Entertainment Equipment	2,000
Van	10,000
Misc	3,000
Totals	26,300
Program Totals	126, 609

Operations Save Our Sons

Menturn Project

Budget

Positions	Part time		Salary
Project Manager		X	50,000 -75,000
Case Manager 1	x		20,000-25,000
Case Manager 2	x		20,000-25,000
Benefits			
Life & Health			8,131
Retirement			3,290
Unemployment			2,538
Workers comp.			2,350
Totals			16,309
Items			Cost

Fuel Reimbursement			15,000
Program Supplies			5000
Program Expenses			5000
Total			166,309

Quench the Violence ReWork	\$225,000
Summary	New program, partner with BOOST, career pathway mentoring, training and coaching
A purpose consistent with the SJIC's charge and jobs initiative	
Who is the target population?	ages 18 to 25
Community partnerships?	yes
How many served?	250-500
How are program successes/outcomes measured?	participants, number of trainings, certificates, pre and post assessments, career pathway/job placement
From where do you receive current funding, if any?	donatons
Financial sustainability after SJIC funds	partnerships
Do you receive or have you received City funds?	one time CARES Act funds
Plans for job placement	yes
Is there parental/family involvement in program?	yes
Program location	Disciples of Christ Chuch, parks
How will you manage compliance and reporting requirements?	project manager
Are there property purchases, food expenses and or travel expenses?	tbd
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	1/1/2017
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	quarterly
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	yes
Request for payment of service via unit of services or reimbursement	reimbursement
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes

Social Justice Appropriation Request Form

Sponsor: CM Reggie Gaffney

Co-Sponsor(s): CM Sam Newby

Account Information:

From: Social Justice | Gaffney Funding

To: Quench the Violence (501c3)

Amount: \$225,000

Purpose: To equip unemployed, underemployed and justice involved young adults in Jacksonville who have aged out of public education (18 to 25) with the personal, psycho-social and self-awareness skills, training and credentials to excel in obtaining a sustainable career pathway as productive citizens in our community.

Funding to a City entity or 3rd Party: Quench the Violence, 501c3

Explanation:

This project will partner with and support Operation Boost. It will provide wrap-around services for justice involved and unemployed | underemployed residents of Jacksonville, ages 18 to 25. The project will offer the following pre-employment and training support:

- Pre-Program Costs:
 - Marketing, outreach and community engagement
 - Curriculum materials, development and support
 - Technology equipment
- Operation Foundation Build:
 - Positive Behaviors:
 - Positive Self-Image:
 - Mentoring & Coaching: Each participant will be paired with a professional mentor and life coach.
 - Participants will complete a six session Quench the Violence positive relationships program:
 - Communication Skills
 - Community Justice Training
 - Positive Engagement with Law Enforcement
 - Peaceful Conflict Resolution
 - Restorative Justice
 - Community Building
- Operation Career Readiness:
 - Job and employment assessment and guidance
 - Each participant will be given an assessment to determine what career is right for you?
 - Each participant will participate in a digital and professional workforce readiness bootcamp
 - Each participant will create a personal goal plan
 - Professional preparation
 - Professional clothing closet
 - Professional etiquette and resources
 - Resume writing
 - Interview etiquette
- Operation Transition & Training
 - Transition to Operation Boost for FSCJ and Career Skills training
 - Continued Mentoring

Proposal Criteria	
A purpose consistent with the SJCIC's charge and jobs initiative	<p>The mission of Quench the Violence is as three-fold:</p> <ol style="list-style-type: none"> 1. To actively engage, plan and promote activities that support health and development. 2. To encourage non-violent, peaceful resolution of community issues 3. To promote positive community policing 4. To contribute to a significant decrease in violence, homicides, and criminal activity.
Who is the target population?	High criminal and violent activity zip codes in Jacksonville, including 32209, 32208, 32210, and 32218.
Community partnerships?	<p>Jacksonville Sheriff's Office Parents of Slain Children Cure the Violence Teen Leaders of America Citizens High School The Baptist Brotherhood Capstone</p>
How many served?	250 to 500
How are program successes/outcomes measured?	<ol style="list-style-type: none"> 1. Number of participants 2. Number of credentials earned 3. Number of trainings completed 4. Number of individuals receiving job offers 5. Level of digital literacy of participants 6. Participant confidence and awareness of workforce readiness, job search, job placement, and job success.

Social Justice and Community Investment Committee Proposals

From where do you receive current funding, if any?	Private donors
Financial sustainability after SJCIC funds	Partnerships
Do you receive or have you received City funds?	Yes. We received some CARES Act, Covid-19 funding.
Plans for job placement	Participants will be provided coaches to assist with their career action plan. They will also be connected with employers and provided support in online job search, online interviewing, and workforce readiness.
Is there parental/family involvement in program?	Yes, parents and family will also be included and supported.
Program location	Disciples of Christ Church COJ Park locations
How will you manage compliance and reporting requirements?	Project Manager
Are there property purchases, food expenses and or travel expenses?	Any property (technology), food, and/or travel will be aligned with City of Jacksonville requirements.
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	Quench the Violence, LLC
The date of incorporation	2017
Prior experience providing services or partnership with organizations with prior experience providing services	QTV has been hosting events in partnership with agencies, many of those listed above, for nearly five years.
Scope of services	Scope of Services: *Workforce readiness training *Digital literacy & computer skills *Career training in selected path: -Pharmacy Tech -CAN -Entrepreneur *Job coaching and support
A detailed budget aligned with the scope of services	See original proposal
Monthly or quarterly reporting consistent the scope of services and goals	Quarterly
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	Yes
Background checks	Will be adhered to; will focus on serving

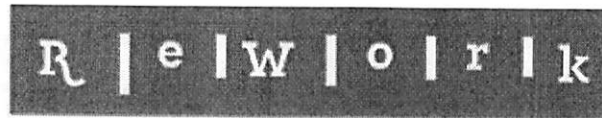
Social Justice and Community Investment Committee Proposals

	ages 18-32
Request for payment of service via unit of services or reimbursement	Reimbursement
Proof of Duval County residency	Submitted
Compliance with Public Records requirements	Yes

Notes:

Quench The Violence

Presents:



Jobs To Careers

ReWork 2021

Budget Projection

Project Duration: Six Months to One Year

Projected Participants: 150 participants

PERSONNEL EXPENSES				
Regular Salaries & Wages				
Program Director & Support Staff				\$ 65,000.00
<i>Portion of Program Director's salary allocated to this program</i>				
Subtotal Salaries & Wages				\$ 65,000.00
Payroll Taxes				
Employer portion of FICA				\$ 5,500.00
Subtotal Payroll Taxes				\$ 5,500.00
TOTAL PERSONNEL EXPENSES				\$ 70,500.00
OPERATING EXPENSES				
Consultant, Curriculum Development and Instructional Staff				
Curriculum Development				\$ 2,500.00
Consultant				\$ 10,000.00
Instructional Staff				\$ 10,000.00
Success Coaches 5 coaches (up to 20 assigned participants per coach) \$500 per month, 6 months				\$ 20,000.00
Total Consultant, Curriculum Development and Instructional Staff Cost				\$ 42,500.00
Programmatic Supplies & Assistance				
Program Curriculum & Orientation				\$ 5,000.00
Equipment Rental & Purchase				\$20,000.00
<i>Lawn mowers, weed eaters, edgers, blowers, tablets, laptops, lab coats, lab supplies, Wi-Fi</i>				
Classroom Rental				\$ 10,000.00
<i>Cost of classroom rental space</i>				
Utilities				\$ 3,500.00

<i>Cost of electric, water, sewer</i>				
Graduation Materials				\$ 5,000.00
<i>Cost of Background checks, Finger printing, State Exams & Certificates for 75 students @ \$275 each</i>				\$ 20,625.00
Scholarships: Acumen CNA (30 students at \$750 each) \$22,500 Cornerstone PharmTech (10 students @ \$2,000 each) \$20,000 Microsoft 365 Certification (50 students at \$500 each) \$25,000				\$ 67,500
Total Programmatic Supplies & Assistance				\$ 131,625.00
Recruitment & Administrative Expenses				
Office Rental				\$10,000.00
<i>Cost of office rental space</i>				
Telephone and Internet				\$ 1,850.00
<i>Cost internet and telephone services</i>				
Marketing & Advertising				\$ 5,000.00
<i>Cost of printed material, radio & social media</i>				
Supplies				\$ 2,000.00
<i>Cost of office supplies for Prg.Mgr., Participants & Trainers</i>				
Community Expo Cost				\$ 1,250.00
<i>5 expos at avg cost of \$250 per.</i>				
Local Travel, Bus Passes & Uber & Stipends				\$ 20,000.00
<i>Average cost based on mileage reimbursement and transportation needs of participants/students</i>				
Total Recruitment & Administrative Expenses				\$ 40,100.00

Insurance Expenses				
Insurance				\$ 2,305.00
<i>Cost of general liability insurance</i>				
Total Insurance Expenses				\$ 2,305.00
TOTAL OPERATING EXPENSES				
				\$ 214,225.00
TOTAL PERSONNEL COSTS				
				\$ 70,500
Overhead Costs				\$ 10,000.00
Program's share of costs for accounting, budgeting, payroll, human resource management, and other administrative services.				
Grand Total				\$284,725

First Coast Leadership Foundation Mentoring to Thrive	\$102,867
Summary	Expanding program, mentoring, convert the streets from battlegrounds to playgrounds, majority of budget goes to personnel/case manager
A purpose consistent with the SJIC's charge and jobs initiative	
Who is the target population?	EL MS HS students
Community partnerships?	yes
How many served?	75
How are program successes/outcomes measured?	surveys, data collection, mentor retention, improved relationships, no/fewer criminal offenses, school attendance
From where do you receive current funding, if any?	state
Financial sustainability after SJIC funds	yes
Do you receive or have you received City funds?	tbd
Plans for job placement	n/a
Is there parental/family involvement in program?	yes
Program location	32218, 32211, 32206 and 32209
How will you manage compliance and reporting requirements?	project manager
Are there property purchases, food expenses and or travel expenses?	tbd
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	12/27/2000
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	yes
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	yes
Request for payment of service via unit of services or reimbursement	tbd
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes

The First Coast Leadership Foundation (TFCLF) Jacksonville
Mentoring 2 Thrive + Empowerment 2 Mentorship Program Funding Proposal




MENTORING 2 THRIVE

Currently accepting applications
for mentors and mentees.

A MENTORSHIP PROGRAM

TURNING BATTERED GROUNDS
INTO PLAYGROUNDS

DECREASING RISK FACTORS FOR SUBSTANCE ABUSE
INCREASING PROTECTIVE FACTORS AND RESILIENCE THROUGH
MENTORING
CONNECTING YOUTH AND THEIR FAMILIES TO RESOURCES

 THE FIRST COAST LEADERSHIP
FOUNDATION OF THE FIRST COAST LEADERSHIP FOUNDATION

(904) 354-7249
VISIT FCLFJAX.ORG TO SIGN UP!



MENTORING 2 THRIVE

Currently accepting applications
for mentors and mentees.

A MENTORSHIP PROGRAM

TURNING BATTERED GROUNDS
INTO PLAYGROUNDS

DECREASING RISK FACTORS FOR SUBSTANCE ABUSE
INCREASING PROTECTIVE FACTORS AND RESILIENCE THROUGH
MENTORING
CONNECTING YOUTH AND THEIR FAMILIES TO RESOURCES

 THE FIRST COAST LEADERSHIP
FOUNDATION OF THE FIRST COAST LEADERSHIP FOUNDATION

(904) 354-7249
VISIT FCLFJAX.ORG TO SIGN UP!

Foundation and Program Contact Information:

Dr. Nahshon L. Nicks, President/CEO
2049 North Pearl Street
Jacksonville, Florida 32206
Phone: (904) 329-1372 ext. 3

www.FCLFJax.org

TABLE OF CONTENTS

2-3..... **First Coast Leadership Foundation Jacksonville (TFCLF)
Mentoring 2 Thrive + Empowerment 2 Mentorship (M2T + E2M)**

4 **Community Facts / Community Educational Attainment Information**

7.....**Budget**

8-9 **TFCLF/Mentoring 2 Thrive Mentoring Program Fact Sheet**

11 **Mentor Job Description**

15-17..... **Program Staff Position(s) Overview**

18**Potential Partnership Development**

19-20 **References**

Appendix A**Budget Narrative for TFCLFJ**

First Coast Leadership Foundation Mentoring Funding Program Proposal

Introduction:

The First Coast Leadership Foundation (TFCLF) was founded on a passionate understanding of not only the issues facing our community, but the resources needed to impact real change. The need to focus on the progression of our community exists, and the First Coast Leadership Foundation's "Mentoring 2 Thrive" (M2T) and "Empowerment 2 Mentorship" (E2M) programs are designed to directly address existing phenomenon.

Our programs' vision is to address the systemic issues our community members face daily: racial identity, violence, sexual behaviors, tobacco usage, substance abuse, unhealthy dietary behaviors, inadequate physical activity, criminal incarceration, strained parent-child relationships, lack of social connectedness, and limited support. These issues reflect how the experience of socialization surrounding race has been internalized. (Helms, 2007)

Mentorship presents an opportunity to challenge the correlation that exists between race and high percentages of incarceration, relating to public policies. (Hallett, 2015) The First Coast Leadership Foundation's priority is to eliminate gaps in opportunities for our targeted population and trigger more positive outcomes. We engage public, private, and non-profit sectors to provide a foundation of support that increases success, holistically, to include home, school, and work. TFCLF unifies community mentoring efforts by expanding quality mentoring relationships throughout Jacksonville, Florida.

TFCLF programs aim to provide key protective supports that help mentees reduce their likelihood of delinquency or substance misuse and to promote their ability to thrive. The Leadership Foundations (LF) mentoring network will support a \$4 million program, over 36 months, that trains 1,000 quality professionals to provide mentorship for 3,000 youth members through one-on-one and group engagements.

Program Overview

The Mentoring 2 Thrive and Empowerment 2 Mentorship programs include the following objectives: 1. decreasing risk factors for substance abuse by increasing protective resources, 2.

promoting resilience through mentorship, 3. connecting families to resources, such as health and social services, 4. promoting community-driven activities, and 5. providing access to mental health and law enforcement agencies. The US Drug Enforcement Agency's *Operation Prevention* curriculum is a model we will adapt, in our training and programming, to provoke positive growth and development within our community.

TFCLF's mentoring programs will offer community-based resources where case managers will recruit, monitor, document, and nurture mentor-mentee relationships. Mentors can convey to their mentees experiences that are positive in social settings, leading to improvements in social engagement(s) and other relationships throughout their lives. (Keller, 2005) Consistently meeting program goals and objectives through evidence-based standards, continuous innovative research, and implementing essential best practices are TFCLF's commitments.

Our holistic approach includes providing wrap-around referral services to the families of our mentees. One of the risk factors that our mentoring program will address is "absence of fathers" in the home, as it is costing our communities, and the nation at-large, billions of dollars. In addition, fatherless homes contribute to the increase in dependence on state and federal systems for economic support and social services. Mentor programs fill gaps that lead to youth to experience unnecessary negative interaction with the criminal justice's system. (Gundy, 2013)

Survey of the Problem:

Data shows that regardless of the socio-economic status of youth, disproportionate numbers come from fatherless homes, lack of academic success, or having negative experiences with law enforcement during the course of their lives. For example, large disparities in reading aptitude and literacy plague our communities, increasing the number of youth reading below grade-level. By the fourth grade, 86% of minority students, compared to 58% of White students, read below proficiency levels. Furthermore, a disproportionate number of young adults are unemployed and/or engrossed in the criminal justice system. Young adults in these categories are more than six times as likely to be murdered than ethnic group counterparts and equates approximately half of the country's murder victims each year. ("Fact Sheet", 2014) U.S. Census Bureau QuickFacts: Duval County, Florida; Florida

According to the Florida Health Department, The Youth Risk Behavior Survey (YRBS) is a self-administered, school-based, confidential, and anonymous survey that is part of a national effort by the Centers for Disease Control and Prevention (CDC) to focus the nation on behaviors among youth related to the leading causes of mortality and morbidity. Through the YRBS, the CDC monitors six categories of health-related behaviors that contribute to the leading causes of death and disability among youth and adults, including:

- ♣ Behaviors that contribute to unintentional injuries and violence
- ♣ Sexual behaviors that contribute to sexually transmitted infections and unintended pregnancies
- ♣ Tobacco use
- ♣ Alcohol and other drug use
- ♣ Unhealthy dietary behaviors
- ♣ Inadequate physical activity

The results from this survey are intended to inform decisions about future wellness-related programs, practices, and policies that aim to improve the health and wellbeing of Duval County youth. Health behaviors highlighted in each of the areas listed above were developed by the CDC over the past 25 years to monitor priority health risk behaviors. Research has shown that these behaviors contribute to the leading causes of unintended pregnancies, disability, death, and other social problems that interfere with the possibility of young people leading healthy lifestyles in the United States.

The YRBS has been administered in Duval County Public Schools (DCPS) since 2009. In 2019, the YRBS was completed by 4,128 students from 21 public high schools, and, of those, 4,032 surveys were usable after data editing. The 2019 YRBS was also completed by 4,724 students from 28 public middle schools, and, of those, 4,585 surveys were usable after data editing. The results were weighted to ensure that they are representative of all public-school students in grades 6 - 12 in Duval County. The demographics of the middle school and high school samples can be found later in this report. ([Youth Risk Behavior Surveillance System | Florida Department of Health in Duval \(floridahealth.gov\)](#))

Project Description:

TFCLF's M2T and E2M programs goals are to build a community of passionate adults, men and women from all backgrounds and walks of life, dedicated to supporting, guiding, and

directing youth often coming from various complex backgrounds. We have seen fatherless homes provoke life changing impacts on a child's journey from elementary school through adulthood. Our program includes case-management, formal and informal mentorship, critical mentoring and network mentoring approaches, character-building workshops, employability skills training, academic tutoring and enrichment, physical fitness, mental health assessment, family needs assessment, and social and cultural awareness. TFCLF is enthusiastically ready to take the lead in this movement that is long overdue. Although the troubles our youth experiences are utterly heartbreaking, TFCLF remains passionate and optimistic that the right program structure will produce real change. TFCLF believes that empowerment is at the heart of a successful mentoring program. TFCLF's objective is to support and guide mentees through the process of self-discovery on their individual journey to becoming self-sufficient and confident while unlocking untapped potential. (MENTOR, 2015)

The First Coast Leadership Foundation's core values are based upon the serving leadership principle, "It is important that we always serve others before we serve ourselves." Jesus was a servant leader model for all of us, and we must follow his model to be effective leaders and citizens in America. Jacksonville is encouraged to become more servant-led in business, education, government, and faith. Together, we must be servant leaders to help our community and to help eliminate poverty and injustices in Jacksonville. Our belief is that this principle will encourage our mentors, as well as demonstrate how we will support them to complete the trainings virtually and collectively. This is a call we must answer, and we must speak life into our youth with a blueprint to overcome community crisis. TFCLF strives to encourage our youth to become a role models for others, in hopes they will do the same.

Staffing Screening

The First Coast Leadership Foundation staff members must have background checks to be employed with the organization. All staff have experience in mentoring and working with youth and can act as substitutes for our vetted mentors. All Staff members engaged in the mentoring program will have current background checks completed, as well as health and safety checks as suggested in the CDC's COVID-19 guidelines.

Mentoring Screening

Mentors will undergo an onboarding process beginning with a 6-minute behavioral assessment, provided by one of our third-party vendors. Then, each mentor will complete a level 2

background check screening, personal and professional reference checks, health and safety checks per CDC's COVID-19 guidelines, virtual preliminary interview, and a second interview with the CEO. Once this process is completed, all onboarding processes will be reviewed with the Board of Directors and the Executive Leadership Team for approval.

Training

Mentors will be scheduled for required trainings, virtually, considering the necessary timelines to ensure adherence to all required certification and qualification requirements. The Executive Support Staff will track the completion of all trainings by utilizing multiple digital platforms.

Data Collection

The data collection process will be managed by TFCLF's Executive Administrative Assistant to the CEO through Google forms accessible on our website. These forms will be created, and strategically placed on our website for easy access, to collect the feedback and provide data analytics tracking.

Mentee Surveys

The First Coast Leadership Foundation, after obtaining consent, will solicit feedback by targeting mentees and mentors through email communication efforts. We will also create social media posts with a link directing the mentees to our website to complete the Google form survey. A final follow-up will include an auto responder voice message reminder to complete the surveys, incentivizing the members by offering digital prizes and giveaways.

Our Traction

While Leadership Foundations engage these needs in a variety of ways, in cities across the world, a common focus is positive youth development. In 2008, LF formed a U.S.-based Mentoring Network to build the capacity of the mentoring programs and improve youth outcomes. This network provides and supports group, peer, and one-on-one mentoring matches through 29 LFs in 20 states, including: California, Florida, Georgia, Illinois, Kentucky, Maine, Michigan, Minnesota, Mississippi, Montana, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Washington, and West Virginia. On its previous OJJDP grant, the

LF Mentoring Network reported a number of promising outcomes with the youth they serve, including:

- 99% of mentees have not offended or re-offended,

- 49% of mentees reported improved parent-child relationship,
- 64% of mentees demonstrated an increase in school attendance,
- 86% of mentees demonstrated an increase in social connectedness and support, and
- 95% mentor retention rate.

The First Coast Leadership Foundation Jacksonville Mentoring Program Student Impact

Increased Confidence - 87.1%

Improve Controlling Anger - 87.06%

Increase Focus - 81.17%

Better Receive Discipline - 82.35%

Improve Grades - 94.12%

Mentoring 2 Thrive Program Budget

Personnel	\$20,000
Program Director/ Sr. Case Manager	
Mental Health/Behavioral Assessments:	\$ 6,250
Case Manager/Asst. Teacher (4)	\$12,579
College Intern/Externs	
Administrative Assistant	
Contracted Staff/Services/Consultants	\$46,646
Supplies:	\$ 4,145
Overhead (Rent/All Utilities/:	\$ 7,792
Payroll Services and Account	\$ 3,016
Staff Taxes	\$1,179.00
Staff Travel Tracking App	\$ 60.00
Software	\$ 1,200



**NOTE: See attached Appendix A – Budget Narrative for TFCLF
Mentoring 2 Thrive + Empowerment 2 Mentorship**

FACT Sheet

2049 N. Pearl Street, Jacksonville, FL 32206
904-329-1372 | info@tfclf.org | www.fclfax.org

Program Overview

TFCLF programs aim to provide key protective supports that help mentees reduce their likelihood of delinquency or substance misuse and to promote their ability to thrive. The Leadership Foundations (LF) mentoring network will support a \$4 million program, over 36 months, that trains 1,000 quality professionals to provide mentorship for 3,000 youth members through one-on-one and group engagements.

The Mentoring 2 Thrive and Empowerment 2 Mentorship programs include the following objectives: 1. decreasing risk factors for substance abuse by increasing protective resources, 2. promoting resilience through mentorship, 3. connecting families to resources, such as health and social services, 4. promoting community-driven activities, and 5. providing access to mental health and law enforcement agencies. The US Drug Enforcement Agency's *Operation Prevention* curriculum is a model we will adapt, in our training and programming, to provoke positive growth and development within our community.

Who We Are – The First Coast Leadership Foundation

The First Coast Leadership Foundation's vision is to change our streets from battlegrounds to playgrounds (Zech. 8:4-5). Our mission is to transform lives and transform communities by connecting leaders of good will and good faith. Our guiding principle is the serving leadership model. This consists of purpose, upending the pyramid, raising the bar, blazing the trail, and building on strength. These five powerful actions that transform your team, business, and community can be found in the book, "The Serving Leader," by author Kenneth R. Jennings and John Stahl-Wert. Our innovative and strategic core values are built on a wheel of change model that involves interconnected functions of engaging leaders of Good Faith and Good Will with our members and offering civic engagement initiatives.

Our Empowering 2 Mentorship community service partners are: Team Nitro MMA for social and emotional mentoring through Martial Arts, Nspire Learning Center for academic learning and literacy enhancement, Nerdy Enterprise providing Science, Technology, Engineering, Arts,

Mathematics programs, and the Hands and Feet Foundation that provides referral services for substance abuse and mentoring for incarcerated youth and adults.

Who is The Leadership Foundation?

LF is an international, nonprofit organization that supports and equips local leaders to work for the spiritual and social renewal of their cities and communities. Founded in 1978, LF has 38 affiliate members or Local Leadership Foundations (LLFs), serving and impacting more than 350,000 individuals globally. Each LLF works to transform its city by engaging leaders of good faith and good will, building the capacity of others, and developing joint initiatives to address their city's most pressing needs.

Our Traction

While Leadership Foundations engage these needs in a variety of ways, in cities across the world, a common focus is positive youth development. In 2008, LF formed a U.S.-based Mentoring Network to build the capacity of the mentoring programs and improve youth outcomes. This network provides and supports group, peer, and one-on-one mentoring matches through 29 LFs in 20 states, including: California, Florida, Georgia, Illinois, Kentucky, Maine, Michigan, Minnesota, Mississippi, Montana, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Washington, and West Virginia. On its previous OJJDP grant, the

LF Mentoring Network reported a number of promising outcomes with the youth they serve, including:

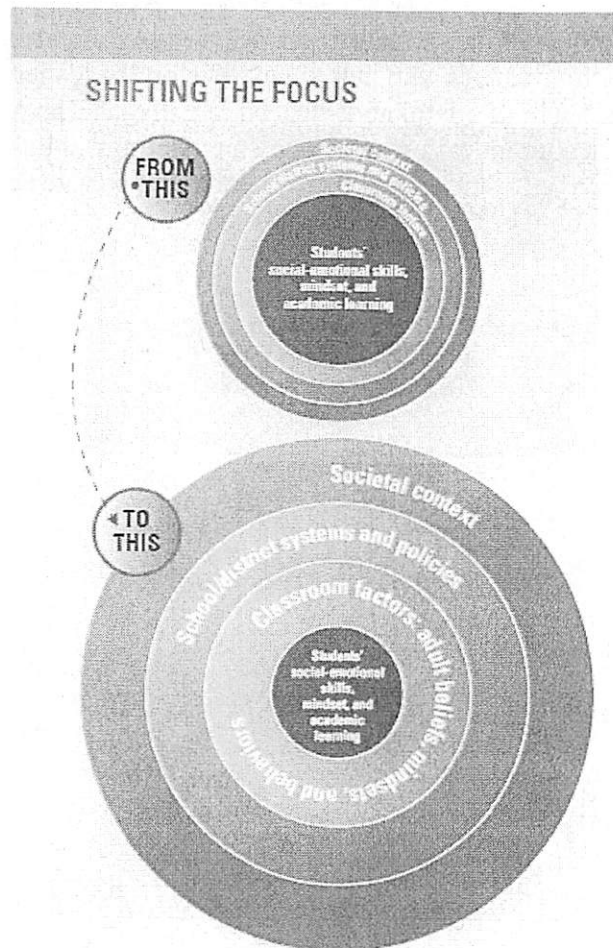
- 99% of mentees have not offended or re-offended,
- 49% of mentees reported improved parent-child relationship,
- 64% of mentees demonstrated an increase in school attendance,
- 86% of mentees demonstrated an increase in social connectedness and support, and
- 95% mentor retention rate.

The First Coast Leadership Foundation Jacksonville Mentoring Program Student Impact

- Increased Confidence - 87.1%
- Improve Controlling Anger - 87.06%
- Increase Focus - 81.17%
- Better Receive Discipline - 82.35%
- Improve Grades - 94.12%

To learn more about the LF Mentoring Network, please contact Lisa Lampman at LLampman@leadershipfoundations.org.

Social, Emotional, and Academic Development Through an Equity Lens - The Education Trust
(edtrust.org)



Mentor/Mentee/Volunteer Onboarding Process

1. Complete Interest form via website at www.FCLFJax.org
2. Complete 6 min behavioral assessment from our service partner, CRPC Consulting LLC
3. Background Check screening requirement email from Program Director
4. TFCLF Board Approval
5. Mentoring Orientation Training email from Program Director
6. Mentor/Volunteer Online Training email from Program Director
7. Parent/Mentee Online Orientation
8. Mentor/Mentee Matches Assigned by Program Director

Mentor Job Description

The First Coast Leadership Foundation's Mentoring 2 Thrive program provides youth, in underserved communities, with mentors who help them develop the leadership, career, and social skills that they need to graduate high school and succeed in college. The Mentoring 2 Thrive's curriculum leverages digital communication and in-person meetings to build effective mentoring relationships. Students enrollment is through public, charter, and private school partnerships that ensure every student in the school benefits from mentoring.

- Commitment Time
- Areas of Focus
- Qualifications
- Responsibilities
- The Impact for Mentees
- The Impact for Mentors
- Hear directly from our mentors

Requirements

Mentoring Etiquette –

Please read, review and reference often

https://www.nspe.org/sites/default/files/resources/pdfs/mentoring/Mentoring_Etiquette.pdf

Health and Safety

We follow and comply with CDC guidelines is a requirement to keep our mentees safe as well as yourself and both families read requirement of COVID compliances for virtual and face-to-face mentoring reach our mentoring/mentee goals. Please read and review this link https://rems.ed.gov/docs/REMS_K-12_Guide_508.pdf

- Lives and/or works in the area/region of Northeast Florida
- Age 18 years or older
- Flexible day/afternoon/evening schedule
 - (available for monthly mentor/mentee events that takes place from 6-8pm Mon-Thu and occasionally 1-4pm Sat)
 - Note: *2-4-week advanced notice required for all events.*
- Face to Face Mentoring - Travel to mentee's school for core events.
- Virtual Mentoring Online
- Occasionally, events may be hosted at an alternate location
- Virtual Mentor Training and certification as required via email invitation

Screening Requirements:

- ✓ Complete online interest form on website at www.FCLFJax.org
- ✓ Complete the 6 min behavioral assessment for mentee matching
- ✓ Complete background checks email invitation within 3 business days.
- ✓ Virtual and Face to Face Interviews with Program Director and CEO
- ✓ Complete the full online application invitation via email
- ✓ TFCLF Board of Directors approval
- ✓ Mentor will receive a Welcome Letter and online orientation training requirements

Technology Requirements

- ✓ Cyber Hygiene and Etiquette Best Practices
- ✓ Safe and Secure (private) space
- ✓ Laptop or Desk Top Electronic Devices with adequate electricity
- ✓ Device Internet Connection (High strength)
- ✓ Email account
- ✓ Mobile phone with app download capabilities
- ✓ Virtual Mentoring will be conducted via ZOOM - [Zoom video tutorials – Zoom Help Center](#)

Commitment Time

- Our format for mentor to proposed matches (1 mentor to 4 mentees)
- Mentors will email theresew@tfclf.org and their mentee a weekly communication (1 hour) and meet their mentee (1) hour a week, equaling 4 hours a month. (Hybrid model including face to face and/or virtually)
- Virtual Reporting options will be available for via Mentor invitation through email after probationary period.

Areas of Focus

Our current operation will be under our S.E.A.L.[™] guidelines of social, emotional, and academic learning. These guidelines are based upon a recent published article by the Education Trust Fund by Nancy Duchesneau where her clarification of Social, Emotional, Academic Development (SEAD) is not about controlling students. SEAD is about supporting the students' development. <https://edtrust.org/the-equity-line/a-holistic-approach-to-social-emotional-and-academic-development-sead/>

Our Trademark Format of S.E.A.L. [™]

The Social and Emotional Component is facilitated by community partners Team Nitro MMA, offering a martial arts component, and Nspire Learning Center, offering academic enrichment.

- **Social** – teacher/parent for effective communication
- **Emotional** – Team Nitro MMA Kids works with youth on dealing with emotions, based on his own clinical pastoral training experience.

- **Academics** – accountability (Hitting the Basics - homework, studying, getting enough rest, and grade level assistance)
- **Learning** – Tapping into different modality types and style of learning (audio, visual, tactile, Montessori, and autodidact).

Qualifications

- Sincere desire to be personally involved with another person to help him or her achieve academic, personal, and career goals.
- Proven ability to be consistent and reliable.
- Proactive about communication and correspondence.
- Ability to communicate with teenagers in an open and nonjudgmental way.
- Ability to offer advice and unconditional support.
- Possess good judgment and a positive/motivational attitude.
- Strong listening skills and writing skills.
- Ability to establish a relationship based on candor and respect.
- Holds self and others to high standards and expectations.
- Interest in needs and concerns of persons with internal and external barriers to college success.
- Holds the belief that every student can succeed in their education if given the access to resources and opportunity.
- Sensitivity to persons of different educational, economic, cultural, or racial backgrounds

Responsibilities

- Commitment to developing and maintaining a mentor relationship for full length (12 month) of the match. Attend mentor training sessions as required and scheduled virtually sent via email.
- Engage in ongoing support sessions throughout the length of the match, as needed. Consistently write weekly emails based on writing prompts (once a week all year until end of the match).
- Attend all core events (once a month from Oct-Jun) to establish a working relationship and support mentee in academic and personal success. Over the summer, continue to write weekly emails based on writing prompts and arrange meetings with mentee at The First Coast Leadership Foundation's Mentoring 2 Thrive office.
- Promptly respond to all communication from mentee and program coordinator.
- Proactively schedule phone conversations with the program coordinator when requested. Contact program coordinators for support and guidance when necessary.

The Impact for Mentees:

By developing strong mentoring relationships with mentees, mentors in The First Coast Leadership Foundation's Mentoring 2 Thrive program have the potential to drive several critical outcomes for students, including:

- youth have not offended or re-offended,
- youth reported improved parent-child relationship,
- youth mentees demonstrated an increase in school attendance,
- youth mentees demonstrated an increase in social connectedness and support
- high mentor retention rate

When these results come together over the course of a mentoring relationship, mentees' lives forever change:

- An increase in **academic grade promotion** to graduate high school on schedule and pre-college preparation.
- An increase in **reading and literacy rates** that will improve in all academic subjects among mentees
- An increase in **social and emotional well-being** for the mentee and their families
- An increase in **parental/guardian involvement** with holistic wrap around referral services and mentorship through our Empowerment 2 Mentorship Program ages (18-65)

The Impact for Mentors:

As a result of their experience with The First Coast Leadership Foundation's Mentoring 2 Thrive program, mentors become

- more knowledgeable about education and community issues. They may also become
- more passionate about education reform and become more likely to participate in activities designed to address short and long-term issues necessary for social change.
- Additionally, nearly half of The First Coast Leadership Foundation's Mentoring 2 Thrive mentors have reported increased job skills and higher job satisfaction.

Contact Information:

Foundation Contact Information:

Dr. Nahshon L. Nicks
 2049 Pearl Street
 Jacksonville, Florida 32206
 Phone: (904) 329.1372 ext. 3
nahshonn@tfclf.org

Mentor/Mentee/Volunteer Application Process:

Interested parents and/or guardians of potential mentees visit www.FCLFJax.org to complete interest form.

PROGRAM STAFF POSITION OVERVIEW(S)

Program Director

Position Summary:

MENTORING 2 THRIVE Program Director will promote the program mission and philosophy while striving to achieve objectives, long and short-term program goals, expand and explore organization growth opportunities, access to resources, maintain effectiveness and quality activities and services. Responsible for the overall management of the program, its mentors, mentees, and, volunteers in accord with organizational goals, mission and operational policies.

Essential Functions:

- Christian-centered behavior, i.e., treating mentees and family members with respect, compassion, integrity, and dignity
- Manage program staff
- Nurture program partnerships
- Ensuring timely documentation of mentor/mentee interaction/contacts
- Provide framework for ongoing program development, implementation, and growth
- Regular debriefing and program troubleshooting
- Seek/Develop opportunities for involvement/partnership with other organizations
- Ongoing peer support groups for volunteers, mentees, and other
- Ongoing promotion of training and development for mentors, mentees, families
- Dissemination as appropriate, of relevant information and issues
- Networking with appropriate organizations
- Attend meetings and gatherings of different groups as needed
- Oversee and assist in planning an annual recognition and/or appreciation event
- Newsletters or other mailings to mentees, mentors, supporters, and sponsors

Mentors & Case Managers

Position Summary:

Mentors provide support, guidance, motivation, emotional support, and role modeling to help program participants with difficulties in learning due to their social, emotional or behavioral problems. Mentors/Case Managers will follow program guideline and participate in activities with mentee that nurture self-confidence, self-esteem, social and cultural awareness, as well as character-building.

Job Skills and Requirements:

- Christian-centered behavior, i.e., treating mentees and family members with respect, compassion, integrity, and dignity
- Ability and willingness to communicate with mentee, parents, and Program Director
- Ensuring timely documentation of mentor/mentee interaction/contacts
- Prepared for visits/contacts ensuring consistent interaction per program guidelines
- Approachable and available possessing abilities to listen to mentee and support system
- Exercise honesty with diplomacy when helping mentee work through issues
- Motivate and encourage mentee using effective age appropriate communication
- Use objectivity and fairness when working with mentee
- Compassionate and genuine regarding mentee's success
- Well-organized with good writing skills

Mentor/Case Management Required Training

- Appropriate physical contact
- Mandatory documentation and case notes
- Contact with mentoring program (e.g., whom and when to contact)
- Relationship-monitoring requirements
- Response time, frequency, schedule of interaction/contact
- Approved activities
- Mandatory reporting requirements associated with suspected child abuse or neglect, as well as suicidality and homicidality
- Confidentiality and anonymity
- Digital and social media use
- Money spent on the mentee and mentoring activities
- Emergency and crisis situation procedures

- Health and medical care
- Transportation
- On-going professional development required
- Assessments and use of data (MENTORSHIP INITIATIVE LFA)

Event Coordinator

Position Summary:

To oversee the planning and development of program events and activities reports to Program Director.

Essential Functions:

- Assist Program Director in planning curriculum, coordinating and promoting Youth, Teen and Family events
- Work hands-on in programs, activities and special events as needed
- Perform administrative duties which support the Youth, Teen and Family
- Assist Program Director with implementation and delivery of staff trainings and meeting coordination as needed.
- Publicize activities of Youth Group, working in conjunction with the Program Director
- Maintain appropriate records of youth activities, attendance and expenses.
- Create program event calendar

Job Skills and Requirements:

- Christian-centered behavior, i.e., treating mentees and family members with respect, compassion, integrity, and dignity
- Experience planning and coordinating small and large events
- Strong verbal and written communication skills
- Ability to work in a team-oriented environment
- Self-motivated and flexible with strong organizational skills
- Ability to use good judgement and experience in conflict resolution
- Ability to speak in front of large masses and communicate clearly and effectively

POTENTIAL PARTNERSHIP(S) DEVELOPMENT

Northwest Behavioral Health
River Region (HEY Program/Youth Services)
Duval County Schools
Duval Health Department
YMCA
Junior Achievement (JABoy\$)
Hope Haven
Community Action Agency Northeast Florida
United Way of Northeast Florida
Nspire Learning Center
United Nations National Chaplaincy
Victim Services
Schell-Sweets Community Center
Florida Department of Juvenile Justice
Juvenile Courts
Community Foundations
Jacksonville Sheriff's Office
State Attorney's Office
Leadership Foundations International, Inc.
North Florida New Majority

Partnerships will be the result of a Memorandum of Understanding being approved by TFCLF. Implementation and partnership management will be conducted by Program Director.

References

Education Trust - Social, Emotional, Academic Development (SEAD)

<https://edtrust.org/the-equity-line/a-holistic-approach-to-social-emotional-and-academic-development-sead/>

Fact Sheet: *Opportunity for all: President Obama launches My Brother's Keeper Initiative to build ladders of opportunity for and young men of color.* (2014). Retrieved from The White House Website: <https://www.whitehouse.gov/the-press-office/2014/02/27/fact-sheet-opportunity-all-president-obama-launches-my-brother-s-keeper->

Florida Department of Health in Duval – Youth Risk Behavior Surveillance System - [Youth Risk Behavior Surveillance System | Florida Department of Health in Duval \(floridahealth.gov\)](http://floridahealth.gov/youth-risk-behavior-surveillance-system/)

Forward Change Consulting (2015). *A life course framework for improving the lives of and men of color.* Retrieved from: <http://www.roadmapproject.org/wp-content/uploads/2015/12/Arnold-Chandler-Presentation.pdf>

Grimes, Eric K. "GUIDE TO RECRUITING YOUTH MEN AS MENTORS FOR YOUTH APRIL 2014."

Gundy, R.L. (2013). *Fathers Program Curriculum 2013 & Beyond.* Community Resource Education and Development Institute.

Hallett, M., & McCoy, J. S. (2015). Religiously motivated desistance: An exploratory study. *International Journal of Offender Therapy and Comparative Criminology*, 59(8), 855-872.

Hallett, M. (2015). *The Punitive Turn: New Approaches to Race and Incarceration.*

Helms, J.E. (1993). *Youth and white racial identity: Theory, research and practice.* Westport, Connecticut: Praeger Publishers.

Helms, J. E. (2007). Some better practices for measuring racial and ethnic identity constructs. *Journal of Counseling Psychology*, 54(3), 235.

Keller, T. E. (2005). The stages and development of mentoring relationships. *Handbook of Youth Mentoring*, 82-99

MENTOR: The National Mentoring Partnership (2015). *The 4th Edition of the Elements of Effective Practice for Mentoring.* Retrieved from the MENTOR Website:

http://www.mentoring.org/new-site/wp-content/uploads/2016/01/Final_Elements_Publication_Fourth.pdf

MENTOR: The National Mentoring Partnership (2015). *Training Curriculum. The 4th Edition of the Elements of Effective Practice for Mentoring*. <https://www.mentoring.org/screening-curriculum/#1490235326526-34475837-7e51>

My Brothers Keeper's Alliance & MENTOR: The National Mentoring Partnership. *Guide to Mentoring BYMOC*. (2016) <https://www.mentoring.org/new-site/wp-content/uploads/2016/05/Guide-to-Mentoring-BYMOC.pdf>

Rhodes, J.E. (2002). *Stand by me: The risks and rewards of mentoring today's youth*. Cambridge, MA: Harvard University Press.

The Mentoring Fact Sheet (2007). *Putting Youth Development Principles to Work in Mentoring Programs* Retrieved from <http://www.edmentoring.org>

The Mentoring Partnership of New York, *Mentoring in the Faith Community: An Operations Manual for Program Coordinators*. <https://images.template.net/wp-content/uploads/2015/08/Free-Mentoring-Program-Outline-Microsoft-Word-Download.doc>

U.S. Census Bureau Quick Facts: Duval County, Florida; Florida -9 [U.S. Census Bureau QuickFacts: Duval County, Florida; Florida](#)

Community Revolution Festival	\$62,000
Summary	First time one day event/music/job fair
A purpose consistent with the SJCIC's charge and jobs initiative	
Who is the target population?	city wide
Community partnerships?	yes
How many served?	800-1200
How are program successes/outcomes measured?	attendance
From where do you receive current funding, if any?	donations
Financial sustainability after SJCIC funds	one time event
Do you receive or have you received City funds?	no
Plans for job placement	on site employers
Is there parental/family involvement in program?	all ages
Program location	city park
How will you manage compliance and reporting requirements?	tbd
Are there property purchases, food expenses and or travel expenses?	yes
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	2018
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	event
A detailed budget aligned with the scope of services	budget overview
Monthly or quarterly reporting consistent the scope of services and goals	tbd
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	tbd
Background checks	tbd
Request for payment of service via unit of services or reimbursement	tbd
Proof of Duval County residency	tbd
Compliance with Public Records requirements	yes

PROPOSAL

COMMUNITY REVOLUTION FESTIVAL

***SOCIAL DISTANCING &
JOB TRAINING FESTIVAL***

Marie Huffman – Vice President, iCare Florida Inc.

Strategic Title Partner - Operation New Hope and other

Community Partnerships

INTRODUCTION

The Community Revolution Festival is a job training social distancing festival that will provide a spark to Jacksonville's unemployment market by providing on-site job hiring and training while uplifting the spirit of the community through music and camaraderie.

Our vision is to provide opportunities for employment while ensuring that the people, pastors and politicians are empowered to build a more synergistic, unified and educated community. Our mission is to provide information and direction to raise hope to levels of consciousness and purpose sustainability.

To accomplish the goals of this event we have decided to partner with organizations that have resources and skills to ensure the success of the Job Training Festival.

COMMUNITY NEED

There is a tremendous need for this event to recalibrate our communities and hear the cry to loss of jobs. The unemployment rates has increased by 20% over the last year and within the hardest hit communities the number is even higher so there is a great need for job opportunities and training.

In addition to the increase in the unemployment rates people have suffered from feeling isolated, hopeless, and financially burdened. The community needs to be recalibrated to hope! With resource vendors and skilled organizations that fit the qualifying agenda at hand.

SOLUTION

It's time for a ReNewal!!! It is time to get back to our community solutions and get to work!! The Community Revolution Festival is the spark that is needed to ignite the fire.

Attendee cost: Free!! This will be a free event for attendees with free food, games, drinks, gift bags, special guest speakers and to encourage attendance.

Number of expected attendees: 800 - 1,200 (This is just a suggested number that was gathered through prospective invited attendees.)

Location: This event will be held in the Pearl Plaza or the Landing or Lonnie Miller Park.

This event will have:

- On-site job hiring – over 50 job vendors- Onsite job hiring.
- Strengthening of core leaders

- Uniting religious and political interests for community gain - tables will be set up for pastors and politicians to meet and discuss ways to encourage the community
- Crime Reduction Solutions
- Incredible Music
- All Types of Food
- Family Fun Activities

POPULATION SERVED

- Residents within districts 7,8, 9,10 and more.
- Adults between the ages of 18 to 62
- Families considered are the underserved -low income.

OUTCOMES AND EVALUTIONS

- On-site hiring – We are expecting at least 70% of participants to receive an interview
- Awareness of programs and resources available for community camaraderie
- Uniting Religious and Political Interest for Community Gain
- Crime Reduction Solution
- Community Initiatives

SUSTAINABILITY OF PROJECT

By uniting the People, Pastors and Politicians through this event it will assist in bridging unity for continued work within the community.

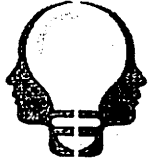
REQUEST

We request funding of **\$62,000** to initiate and develop the Community Revolution Job Training Festival which will make a meaningful difference in the lives of residents within the targeted areas.

We are asking for the following assistance to accomplish our goal:

Budget Request:	\$62,000.00
Itemization:	
Job Vendor Setup/Materials	\$8,000.00
Marketing and Advertising:	\$7,000.00
Artists:	\$8,000.00
Administration (Event Coordinator/Producer)	\$6,500.00
Catering (Food for attendees and vendors)	\$6,500.00
Jobs/Security (8-12 production jobs)	\$8,600.00
Production (Stage/Set/Lighting/Sound)	\$12,400.00
PPE Supplies (Masks, Porter Potties, Hand Sanitizing stations)	\$5,000.00

Black Expo	\$50,000
Summary	Annual multiple day event, focus on community economic empowerment
A purpose consistent with the SJCIC's charge and jobs initiative	
Who is the target population?	African Americans in Duval County and surrounding area
Community partnerships?	yes
How many served?	anticipated 10,000
How are program successes/outcomes measured?	attendance, employment interactions
From where do you receive current funding, if any?	community partners, grants
Financial sustainability after SJCIC funds	annual event
Do you receive or have you received City funds?	previously and requesting from Administration also
Plans for job placement	yes
Is there parental/family involvement in program?	yes
Program location	hybrid virtual, convention center
How will you manage compliance and reporting requirements?	report post event
Are there property purchases, food expenses and or travel expenses?	yes
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	5/14/2016
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	report post event
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	tbd
Request for payment of service via unit of services or reimbursement	advance payment
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes



POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

Social Justice and Community Investment Committee Proposal

Executive Summary

The *Florida Black Expo (FBX)* returns to Jacksonville with all the excitement, education and empowerment that made the event an annual mainstay for the African American community on the First Coast for 17 years.

The *Florida Black Expo's* mission of small business development and community empowerment are perfectly aligned with the *City of Jacksonville Social Justice and Community Investment Committee's* goal of equal access and opportunity for all citizens by concentrating its efforts on the Committee's third main area of focus - (iii) economic development (which encompasses employment, education, and infrastructure issues).

The *Florida Black Expo* was founded to showcase African American owned small businesses, support access to community services, employment opportunities, and educational resources. Our goal has always been to drive increased economic development in our community.

This event has been attended faithfully by 9,000 to 16,000 consumers, showcased 150 – 200 local & regional small business owners, and supported by 50+ government agencies and community non-profits annually for 17 years (2001-2017). Only a rash of hurricanes and a once in a century pandemic caused the postponement of this pivotal event.

In 2021 the *Florida Black Expo* will return with renewed focus on the *6 Pillars of Success for the African American Community*. The Pillars are:

- Entrepreneurship
- Jobs
- Wealth Creation
- Health
- Education – S.T.E.A.M for all ages
- History & Culture

The Pollock Group, LLC of Jacksonville, FL will present the *2021 Florida Black Expo* in two parts:

- **The FBX Spring Empowerment Summit – May 21-22, 2021**
- **The Florida Black Expo – August 28-29, 2021**



Each *FBX* event will offer activities for specific age groups and family friendly events such as:

- Expo in-person and virtual events, information sessions & training opportunities
- Expo showcase of small businesses
- Job Fair & Employability Skills Training
- Entrepreneurship Training
- Teenpreneurship Training (Work Readiness, Life Success & Business Ownership)
- Aging Well activities and learning opportunities for the 55+ community

To help fund this worthy endeavor *The Pollock Group, LLC* is requesting \$50,000.00 in funding from the *Social Justice and Community Investment Committee*.

The 2021 Florida Black Expo

The Florida Black Expo (FBX) Alignment with the SJCIC's Charge and Jobs Initiative

The stated goal of the *Social Justice and Community Investment Committee* is to further equal access and opportunity for all citizens of Jacksonville and to strive to establish programs and policies which serve to eradicate systemic bias as well as honor the unfulfilled promises of consolidation.

This investment will allow *The Pollock Group* to provide Jacksonville's African American, and other, citizens attending the *2021 Florida Black Expo* an opportunity to overcome barriers to economic success by creating new access pathways to:

- Job Opportunities
- New Career Options
- Small Business Marketing, Customer Acquisition, Management Training & Funding Assistance
- Procurement Training and Matchmaking Opportunities
- Entrepreneurship Exploration for High School Students
- Job Readiness and Life Skill Development for Teens

The day long formats for the *FBX Spring Empowerment Summit* (May 2021) and the *Florida Black Expo* (August 2021) allow for an immersive experience through training, networking, resource access and buying opportunities with small businesses. The *FBX* event's new virtual platform and the new *Florida Black Expo* website will offer on-demand training resources and an on-line business directory to assist African American owned small business in growing their online presence and expanding their e-commerce capabilities. Opportunities for growth and development continue long after 2021.



Target Population

One of the goals of the *Florida Black Expo* is to positively impact the North Florida area by strengthening the economic viability of the African American community. We want to make the *Florida Black Expo* a regional destination event that draws visitors and visitor dollars to the First Coast. This regional reach will help our local business expand their customer base.

We want to positively impact the 295,000 African Americans living in Duval County. Our outreach will also target the 5 surrounding counties of Clay, St. Johns, Nassau, Florida and Camden & Glynn, Georgia. Our digital, social, and traditional media outreach will extend to the 2.5 hour driving distance radius around Jacksonville to increase event attendance to support our local businesses and attract regional businesses & employers.

The *Florida Black Expo* attracts visitors* that are

- 70% African American
- 70% Female
- 58% Aged 35 – 64
- 22% High School Graduate and 75% College Educated

North Florida/South Georgia By The Numbers

Anticipated attendance: 10,000 – 20,000
(Includes Inperson and Virtual for all 2021 events)

Expo Target Area: 6 Counties:
Florida – Duval, Clay, St. Johns, Nassau
Georgia – Camden, Glynn

African-American Population for the 6 county area: 378,297

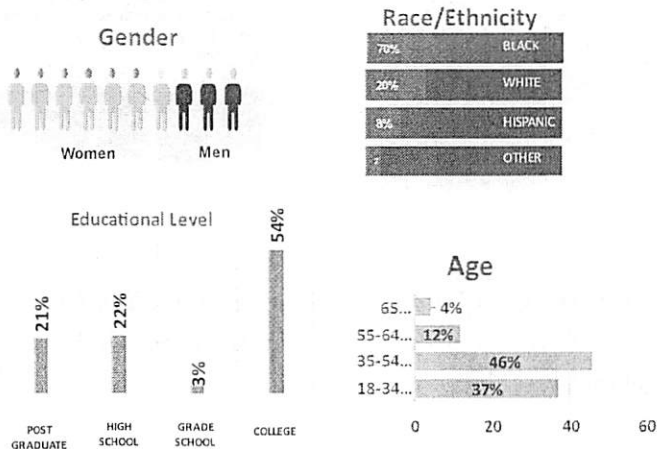
Social Media Marketing Outreach – 2 ½ Hour Radius around Jacksonville, FL

Household Income: \$40K-50K

Florida African-American Buying Power: \$95 Billion

U.S. Census 2019
The Nielsen Company 2019 African American Diverse Intelligence Series
Florida Black Expo Data

FBX by the Number - Our Attendee Demographics



*Data Source - Thomas Media Group

For 2021 we strive in increase the number of men, under 35 attendees, as well as increase the diversity of the attendees to the *Expo* events.



Community Partnership

The *Florida Black Expo* has received extensive and broad-based support from local government agencies, corporations, and community organizations over its 17-year history. Consistent support has come from the City of Jacksonville, including the Office of the Mayor.

Past sponsors who have expressed their interest in continuing to support the *Florida Black Expo*:

2021 Sponsorship Opportunity **Sponsor Testimonials** www.FloridaBlackExpo.com

 "The Black Expo has been an excellent partner in helping to support African American businesses achieve their potential. The programming has been exceptional in attracting business owners, young professionals, families, seniors and youth to understand and appreciate the full diaspora of the African American cultural experience while learning about ways to create successful businesses and improve their health."

Darnell Smith
North Florida Market President, Florida Blue

 "The Black Expo is such an amazing event for entrepreneurs, profit and non-profit organizations, business leaders and the community as a whole. I have witnessed the engagement, collaboration and networking that this event provides and it is truly refreshing to see. Bringing people together at one venue and to focus on one goal which is to improve the quality of life of our whole community makes this event exceptional and well worth attending. The Black Expo has hosted educational, health and wellness screenings, financial literacy training, and job fairs to help meet the needs of our community. I am grateful that the Black Expo for almost two decades has chosen the City of Jacksonville as one of its destinations, and I look forward to the Black Expo continuing to serve as the focal point for innovative, inspiring, educational and entertainment for many years to come."

Dr. Charles E. Moreland
Director of Community Affairs, Office of the Mayor, Jacksonville, Florida

The *US Army Jacksonville Recruiting Battalion* has already committed to sponsoring the attendance of 50 local high school students to the *Teenpreneur Summit* at the *FBX Spring Empowerment Summit* event on May 22nd.


Additional commitments are expected for the 2021 *Florida Black Expo* from *JTA, JEA, Jack & Jill of America, Jacksonville Chapter*. We have partnered in the past with *Jack & Jill* to raise over \$50,000 in scholarships for local students pursuing pharmacy degrees at Florida HBCU (Historically Black Colleges & Universities) *Florida A&M University*.

A new community partner for 2021 is the *Jacksonville Chamber of Commerce*.

This renewal of past support from these wonderful organizations will allow the *Florida Black Expo* to continue in its role as an engine for success for our communities in the years to come.


2021 Sponsorship Opportunity www.FloridaBlackExpo.com

Sponsor Testimonials



JTA has been a proud sponsor of the Jacksonville Black Expo (JBE) from its inception. JTA recognized the value in encouraging, empowering and inspiring individuals in the entire community and the African-American and small business communities in particular. The Expo has provided a forum for attendees through education, events and hands-on initiatives. Each year the Expo continues to evolve its programming to find creative ways of improving the quality of life within minority communities by strengthening businesses, inspiring youth and building better lives. When an individual realizes that better is possible – then good is no longer an option. JTA is excited about continuing its partnership with the JBE as we face the challenges of a new decade with the confidence that by coming together we can overcome every obstacle.

Ken Middleton
Director - Diversity Equity, Customer Advocacy



The Jacksonville Chapter of Jack & Jill of America, Inc., in partnership with the Black Expo, was extremely proud to have provided over \$50,000 in scholarships over a five year period through our Shannon Smith McCants Scholarship Fund. These scholarships went to assist deserving students in pursuing their education at FAMU in the area of Pharmacy...the Taste of Black Jacksonville is the ultimate "Party with a Purpose!"

Patricia Gillum Sams
Jack & Jill of America, Inc. Jacksonville (FL) Chapter
Past President (2012-2017)









**PAST PARTNERS
& SPONSORS**













SAVOR...
Jacksonville



















Anticipated Participants to be Served: 10,000+

While *FBX* attendance has been as high as 16,000 over a weekend of events, we have projected attendance at 10,000 for 2021. We have tried to account for the possibility of continued COVID restriction in May and that some people will have valid concerns about being in public places. For this reason, we have added a virtual fair option to allow attendees and vendors/exhibitors another way to connect, grow, and succeed. Additional funding through the *SJCIC* will allow better outreach, higher attendee and exhibitor participation, and more fun & unique experiences.

- Job Fairs – *Expected Attendance 1000*
- Employability Skills Training – *Expected Attendance 350*
- Entrepreneurship Training – *Expected Attendance 250*
- Teenpreneurship Training (Jobs & Business Ownership) – *Expected Attendance 150*
- *Expo* showcase of small business – *Anticipated Participation 250*
- *Expo* in-person and virtual events – *Anticipated Participation 8000*

Program Success/Outcome Measurement

The success of the *Florida Black Expo* will be measured in terms of:

- Overall Attendance
- Total Participants in Job Search Activities at the *Expo* events such as
 - Number of Interactions per Employer
 - Number of Interviews Scheduled
 - Number of Interviews conducted by Employers at *Expo* events
 - Number of Offers of Employment made at *Expo* events
- Total Participants in the Entrepreneurship Activities
 - Number of Small Businesses with Exhibitor booths
 - Number of Prospect Interactions with *Expo* attendees
 - Number of Attendees in Small Business Training Opportunities
- Total Participants in Workforce Readiness & Entrepreneurship for Teens
 - Number of High School Students Participating in Education events
 - Number of High School Student Interactions with Employers

These numbers/outcomes will become the baseline for comparison for future years.

Data will be captured through

- In-person surveys at **FBX** events by volunteer canvassers of attendees and exhibitors
- On-Line Surveys during and after **FBX** events through our virtual platform provider
- Interaction and surveys through the new *FBX Mobile App*
- Capture and assessment of social media comments, posts, and reviews



Sources of Current Funding

Funding for the *Florida Black Expo* is secured through sponsorships from corporations, government organizations, grants, exhibitor fees and event ticket sales.

The opportunity to receive funding from the *SJCIC* enables the *Florida Black Expo* to expand and add new elements such as the new job fair, entrepreneurship & teen summit, and the virtual platforms.

Financial Sustainability After SJCIC Funds

Funding for the *Florida Black Expo* will continue to be generated through sponsorships/grants, event exhibitors, fees, and event ticket sales.

The Pollock Group will continue to pursue various funding sources to maintain the viability and growth of the *Florida Black Expo*.

Past City of Jacksonville Funding

The *Florida Black Expo* has been honored to have the support of the *City of Jacksonville* and its agencies throughout the *Expo's* 17-year history on the First Coast. This funding has been pivotal in our ability to reach our audience, from kids to seniors, and present excellent programming that was both impactful and fun. This funding allowed us to keep vendor and exhibitor fees to less than half of the cost for other trade shows and large-scale festivals in the area. Continuation of this funding along with the new Social Justice Investment funding will allow us to grow the footprint of the event to impact more citizens. For example, with additional funding from the *Social Justice Committee* we can expand the Teenpreneur Summit outreach from the 50 high school students funded by the *US Army Jacksonville Recruiting Battalion* to at least 150 students that can enjoy a full day in-person experience, stream the event online to up to 250+ additional teens and create an on-demand content channel that can reach more teens in the future to empower our next generation of college students, military personnel, top level employees, new business owners, and successful community members.

2017

City of Jacksonville – Mayor's office \$25k
City of Jacksonville Neighborhoods Department – \$10k
Jacksonville Transportation Authority – \$35k
Jacksonville Electric Authority – \$6.5k



2016

City of Jacksonville – Mayor’s office \$25k
City of Jacksonville Neighborhoods Department – \$10k
Jacksonville Transportation Authority – \$35k
Jacksonville Electric Authority – \$6.5k
JAXPORT – \$2.5k

2015

City of Jacksonville – Mayor’s office - \$25k
City of Jacksonville Neighborhoods Department – \$10k
Jacksonville Transportation Authority – \$30k
Jacksonville Electric Authority – \$5.5k
JAXPORT – \$2.5k

Plans for Job Placement

The Career Fair components of both the May 2021 *FBX Spring Empowerment Summit* and the August 2021 *Florida Black Expo* will attract employers that will need immediate hires as well as employers that are seeking highly skilled or specialized personnel which may require a longer process.

We have established a goal of 25% of the candidates seen by each employer will either:

- Receive an immediate offer for employment
- Be scheduled for an interview or to participate in pre-interview steps such as on-line applications or assessments
- Submit an application for employment in-person or electronically at the *Expo* events

We are requesting that employers provide us with that feedback within 30 days of the each event.

We will also have our canvassing volunteers at every event to survey participants as to their experience and outcomes on that day.

Parental/Family Involvement in Programs

The *Florida Black Expo* experiences are designed to be family-oriented events with activities for everyone. Funding is being sought to expand youth centered activations and a supervised *FBX Kid’s Zone* to allow parents to leave children from age 6 to 12 in secured areas with supervised activities.



Program Location

The primary location for the May 2021 *FBX Spring Empowerment Summit* & the August 2021 *Florida Black Expo* will be the

Prime F. Osborn III Convention Center
1000 Water Street
Jacksonville, FL 32204

The Prime Osborn Convention Center has been the only home of the *Florida Black Expo* from 2001 to 2017.

Managing Compliance and Reporting

The project will issue a report to the *SJCIC* on its progress and outcomes 45 days after the completion of the May 2021 and August 2021 events. We hope to have the opportunity to report our outcomes in person to the *Social Justice and Community Investment Committee* after each event.

Property Purchases, Food Expenses and or Travel Expense

Property Purchases – None

Food Expenses – Yes, food is provided for

- 250 Entrepreneur Summit Attendees – Adult
- 150 Teenpreneur Summit Attendees – High School
- 80 – 160 Employer Representatives
- 250 – Guest at the May 2021 Kick-off, Media Launch and Business Networking event

Travel – Yes, travel expenses for guest speakers and performers

Name of Legal Entity for COJ Contracting & SUNBIZ Registration

- Pollock Group, LLC
- Sunbiz Registration for The Pollock Group, LLC

As of 03/15/2021

Florida Limited Liability Company

THE POLLOCK GROUP, LLC

Filing Information

Document Number	L16000098566
FEI/EIN Number	81-2685871
Date Filed	05/19/2016
State	FL
Status	ACTIVE



Date of Incorporation

➤ 05/14/2016

Prior Experience Providing Services or Partnership with Organizations with Prior Experience Providing Services

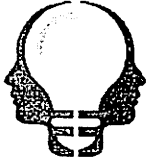
Thomas Media Group, Inc. (TMG), of Columbia, SC was publisher of ***The Black Pages Jacksonville*** (28 years) and creator/presenter of ***The Florida Black Expo*** (17 years). ***The Pollock Group, LLC***, the new local market partner, together with TMG will bring back a celebrated platform for showcasing the vibrant urban market in North Florida and beyond. The leaders of both organizations have worked together for most of the 17-year history through their relationships with media outlets and the ***Florida Blue*** event activation teams and ***Florida Care Assurance Group***, a local ***Florida Blue*** provider agency.

At its height, ***The Florida Black Expo Jacksonville*** attracted over 16,000 attendees. The ***Expo*** offered participants engagement, education, and entertainment with over 250 retail vendors, corporate entities, community and governmental agencies in a creative, high energy setting.

The ***Thomas Media Group*** is also the creator/presenter of ***Black Expo South*** which currently conducts popular ***Expos*** in Columbia and Charleston, SC. They will be pioneering the transition into utilizing virtual platforms for the April 24, 2021 ***South Carolina Black Expo***.

After a three-year hiatus, ***Thomas Media Group*** and ***The Pollock Group*** have planned the return of ***The Florida Black Expo (FBX)*** to reignite this immensely important catalyst for growth in North Florida in 2021.

The ***Thomas Media Group, Inc.*** will provide management consulting and mentoring to ***The Pollock Group*** during this relaunch period and for the next 2 years.



POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

Scope of Services

The Pollock Group, LLC and The Thomas Media Group, Inc. will host and produce the 2021 Florida Black Expo Spring Empowerment Summit, May 21 – 22, 2021 and the Florida Black Expo, August 28, 2021.

May 2021 FBX Spring Summit Components

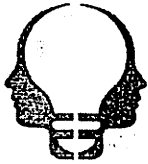
- 2021 Friday, May 21st ***FBX 2021 Kick-off Business Networking Event***
 - Attendees – 250
 - Sponsor Representatives
 - Government Officials & Local Community Leaders
 - Employer Representatives
 - Small Business Owners who will participate in the May and/or August FBX
 - Media/Press Conference to promote the Career Fair and August Expo
- 2021 Saturday, May 22nd ***FBX Spring Empowerment Summit***
 - Career Fair (*free to all job seekers*)
 - Space provided for 80+ organizations
 - Employers
 - Franchise Opportunities
 - Procurement Managers
 - College Programs
 - Career/Certificate Training Programs
 - Career Seekers – 1000 in-person
 - Career Seekers – 500 virtual
 - Free Headshots
 - Free Employability Skills Workshops
 - Interviewing in a Virtual World
 - Balancing Life and Working from Home
 - Gig Work & Independent Contracting
 - Entrepreneurs Summit for Small, Micro, Gig & New Business Seekers (*fee to attend*)
 - Full-day Training workshop with lunch
 - 250 in-person
 - 100 virtual
 - Headshot



- Entrepreneur Workshops
 - Managing PPP Loans
 - How to hire your first employee – That Means Hiring YOU!
 - E-commerce Success
 - Becoming a Small Business Vendor to Corporations and Government entities
 - New Small Business Certifications
 - Retirement Planning for Small Business Owners
- Teenpreneurs Summit for High School Students (*sponsored, no cost for teens*)
 - Full-day Training workshop with lunch
 - 150 in-person
 - 100 virtual
 - Headshot
 - Teenpreneur Workshops
 - First Coast Teenpreneurs' Roundtable
 - 1-Page Business Plan for your First Business
 - How to Buy Your First Car
 - Can You be a Social Media Star?
 - How to Sell Your Own Merch
 - Money for College

August 2021 Florida Black Expo Components

- Expo Marketplace featuring:
 - Small Business Exhibitors
 - Community and Social Services
 - Government Agencies/Services
 - Local & Regional Employers
 - Franchise Opportunities
 - Procurement Managers
 - College Programs
 - Career/Certificate Training Programs
- Kid Zone
 - Teenpreneur Booths
 - Make & Take Activities for Kids
 - Childcare (ages 6 – 12)
- Voter Education & Engagement



POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

- Art & Music Experiences
- Empowerment Workshops
 - 1st Time Homeowners
 - Starting a Business
 - College Funding
 - Aging Well for 55+
 - Sponsor Workshops & Training



A detailed budget aligned with the scope of services

May 2021 FBX Spring Empowerment Summit Budget – \$75,925.00

FBX Kickoff Reception Friday

Venue - 250 Guest	\$3,000.00
Catering - 250 Guest	\$5,000.00
Sound	\$750.00
Photography/Videography	\$500.00
Decoration	\$300.00
Entertainment	\$750.00
Photo Booth Rental	\$375.00
Miscellaneous	\$500.00

TOTAL Expenses for FBX Kickoff Reception \$11,175.00

FBX Spring Summit Saturday

Venue	\$7,000.00
Virtual Event Platform	\$15,000.00
DSG - Volunteer Management	\$2,500.00
Booths/Pipe & Drape	\$5,000.00
Catering - Entrepreneurs 250 @ \$25	\$6,250.00
Catering - Teenpreneurs 150 @ \$25	\$1,000.00
Catering - Employer Reps 160 @ \$25	\$3,750.00
Sound & Lights	\$2,500.00
Workshop Speaker Honorariums 12 @ \$500	\$6,000.00
Guest Speaker Fee/Travel	\$5,000.00
Photography/Videography	\$1,000.00
Advertising	\$2,000.00
Supplies	\$2,000.00
Prizes	\$1,000.00
Photo Booth Rental	\$750.00
Swag Box/Training Materials - Entrepreneurs 250 @ \$10	\$2,500.00
Swag Box/Training Materials - Teenpreneur 150 @ \$10	\$1,500.00

TOTAL Expenses for FBX Spring Summit \$64,750.00

TOTAL FBX SS 2021 Expenses \$75,925.00



POLLOCK GROUP

TURNING YOUR IDEAS INTO SOLUTIONS

August 2021 FBX Florida Black Expo - \$249,700.00

Florida Black Expo

Prime F. Osborne Convention Center	\$35,000.00
Trade Show Staging & Equipment	\$10,000.00
Printing / Postage	\$500.00
Staff	\$20,000.00
DSG - Volunteer Team	\$2,500.00
Insurance	\$2,000.00
Gospel Artist	\$20,000.00
Celebrity Guest	\$35,000.00
Child Celebrity	\$6,000.00
R&B Artist	\$10,000.00
Expo Apparel	\$2,000.00
Hair Competition	\$5,000.00
The Collective - Voter Campaign & Greek	
Lane	\$2,500.00
Gospel Contest	\$5,000.00
Art @ FBX	\$10,000.00
Sound & Lights	\$5,000.00
Security	\$3,000.00
Meals / Misc	\$2,000.00
Awards	\$1,000.00
Ground Transportation	\$2,000.00
Graphics	\$4,000.00
Media	\$7,500.00
Billboards	\$5,000.00
Radio	\$5,000.00
TV	\$5,000.00
TV Production	\$2,000.00
VIP Room	\$2,500.00
Clarity	\$2,200.00
Hotel Accommodation	\$6,500.00
Kid Zone	\$4,000.00
Banners / Signage	\$2,500.00
Swag Bags - 7,500	\$10,000.00
Black Expo Magazine printing and delivery	\$10,000.00
Contingency Fund	\$5,000.00

Total Florida Black Expo Expenses \$249,700.00



Monthly or quarterly reporting consistent the scope of services and goals

The **FBX** events are one day event, final reports will be provided to the **SJCIC** 45 day after the events on the following schedule:

- May 2021 **The FBX Spring Empowerment Summit** Final Report due – July 6, 2021
- August 2021 **The Florida Black Expo** Final Report due – October 12, 2021

Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management

The Pollock Group currently carries Commercial General Liability Insurance acquired through **Wellhouse Company, LLC**, Insurance Agency, Florida State License E024928.

The Pollock Group can acquire required or additional insurance coverages as needed to satisfy grant and contract requirements for the **Florida Black Expo** events.

Background checks

Background checks are usually not required for our events. If there are circumstances that require screening, we will add to our process. For any child-care activities, only certified personal from child-care companies/organizations will be used.

Request for Payment of Service via Unit of Services or Reimbursement

Since these or one day events and **The Pollock Group** is requesting advance payments in lieu of unit of services or reimbursement payments.

Proof of Duval County Residency

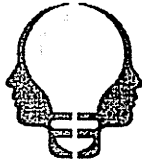
The Pollock Group, LLC is offices are located at 1225 West Beaver Street, Suite 204-A1, Jacksonville, FL 32204.

The Pollock Group has a current Local Business Tax Receipt valid until September 30, 2021.



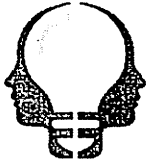
Summary of Responses to SJCIC Criteria

Proposal Criteria	2021 <i>Florida Black Expo</i>
<p>A purpose consistent with the SJCIC's charge and jobs initiative</p>	<p>The stated goal of the <i>Social Justice and Community Investment Committee</i> is to further equal access and opportunity for all citizens of Jacksonville and to strive to establish programs and policies which serve to eradicate systemic bias as well as honor the unfulfilled promises of consolidation.</p> <p>This investment will allow <i>The Pollock Group</i> to provide Jacksonville's African American citizens, and others, attending the <i>2021 Florida Black Expo</i> an opportunity to overcome barriers to economic success by creating new access pathways to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Job Opportunities <input type="checkbox"/> New Career Options <input type="checkbox"/> Small Business Marketing, Customer Acquisition, Management Training & Funding Assistance <input type="checkbox"/> Procurement Training and Matchmaking Opportunities <input type="checkbox"/> Entrepreneurship Exploration for High School Students <input type="checkbox"/> Job Readiness and Life Skill Development for Teens
<p>Who is the target population?</p>	<p>The 295,000 African Americans living in Duval County.</p> <p>Outreach to the 5 surrounding counties of Clay, St. Johns, Nassau, Florida and Camden & Glynn, Georgia are our local target population.</p> <p>Digital, social, and traditional media outreach extending to the 2.5 hour driving distance around Jacksonville to increase event attendance to support our local businesses and attract regional businesses & employers.</p> <p>The <i>Florida Black Expo</i> attracts visitors* that are</p> <ul style="list-style-type: none"> ➤ 70% African American ➤ 70% Female ➤ 58% Aged 35 – 64



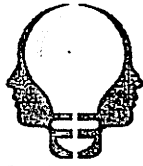
POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

	<ul style="list-style-type: none"> ➤ 22% High School Graduate and 75% College Educated
<p>Community partnerships?</p>	<p>FBX will continue to work with previous partners in 2021</p> <ul style="list-style-type: none"> ➤ City of Jacksonville ➤ Florida Blue ➤ JTA ➤ JEA ➤ US Army Jacksonville Recruiting Battalion ➤ Jack & Jill of American, Jacksonville Chapter <p>New Partners are now coming on board</p> <ul style="list-style-type: none"> ➤ Jacksonville Chamber of Commerce <p>New relationships in development</p> <ul style="list-style-type: none"> ➤ Red Cross ➤ Career Source <p>This is only a partial list for past and potential partners.</p>
<p>How many served?</p>	<p>Anticipated Participants for 2021: 10,000+</p> <p>Previous Year's Highest Number of Participants: 16,000+</p>
<p>How are program successes/outcomes measured?</p>	<p>The success of the <i>Florida Black Expo</i> will be measured in terms of:</p> <ul style="list-style-type: none"> • Overall Attendance • Total Participants in Job Search Activities at the Expo Events such as <ul style="list-style-type: none"> ○ Number of Interactions per Employer ○ Number of Interviews scheduled ○ Number of Interviews conducted by Employers at Expo Events ○ Number of Offers of Employment made at Expo Events • Total Participants in the Entrepreneurship Activities <ul style="list-style-type: none"> ○ Number of Small Businesses with Exhibitor booths ○ Number of Prospect Interactions with Expo Attendees ○ Number of Attendees in Small Business Training Opportunities • Total Participants in Workforce Readiness & Entrepreneurship for Teens



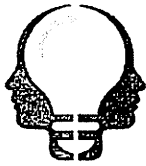
POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

	<ul style="list-style-type: none">○ Number of High School Students Participation in Education Events○ Number of High School Student Interactions with Employer <p>These numbers/outcomes will become the baseline for comparison for future years.</p>
From where do you receive current funding, if any?	<p>Funding for the <i>Florida Black Expo</i> is secured through sponsorships from corporation, government organizations, grant, exhibitor fees and event ticket sales.</p> <p>The opportunity to receive funding from the SJCIC enables the <i>Florida Black Expo</i> to expand and add new elements such as the new job fair, entrepreneurship & teen summit, and the virtual platforms.</p>
Financial sustainability after SJCIC funds	<p>Funding for the <i>Florida Black Expo</i> will continue to be generated through sponsorships/grants, event exhibitors, fees, and event ticket sales.</p> <p><i>The Pollock Group</i> will continue to pursue various funding sources to maintain the viability and growth of the <i>Florida Black Expo</i>.</p>
Do you receive or have you received City funds?	<p>The <i>Florida Black Expo</i> has received funding in past years from the City of Jacksonville, Mayor's office, and various local governmental authorities and departments:</p> <p><u>2017</u> City of Jacksonville – Mayor's office \$25k City of Jacksonville Neighborhoods Department – \$10k Jacksonville Transportation Authority – \$35k Jacksonville Electric Authority – \$6.5k</p> <p><u>2016</u> City of Jacksonville – Mayor's office \$25k City of Jacksonville Neighborhoods Department – \$10k Jacksonville Transportation Authority – \$35k Jacksonville Electric Authority – \$6.5k JAXPORT – \$2.5k</p>



POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

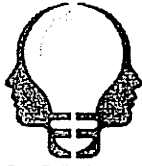
	<p>2015 City of Jacksonville – Mayor’s office - \$25k City of Jacksonville Neighborhoods Department – \$10k Jacksonville Transportation Authority – \$30k Jacksonville Electric Authority – \$5.5k JAXPORT – \$2.5k</p>
<p>Plans for job placement</p>	<p>The Career Fair components of both the May 2021 <i>FBX Spring Empowerment Summit</i> and the August 2021 <i>Florida Black Expo</i> will host employers that will need immediate hires as well as employers that are be seeking highly skilled or specialized personnel which may require a longer process.</p> <p>We have established a goal of 25% of the candidates seen by each employer will either:</p> <ul style="list-style-type: none"> ➤ Receive an immediate offer for employment ➤ Be scheduled for an interview or to participate in pre-interview steps such as on-line applications or assessments ➤ Submit an application for employment in-person or electronically at the Events
<p>Is there parental/family involvement in program?</p>	<p>The <i>Florida Black Expo</i> experiences are designed to be family-oriented events with activities for everyone. Funding is being sought to expand youth centered activations and a supervised Kid’s Zone to allow parents to leave children from age 6 to 12 in secured areas with supervised activities.</p>
<p>Program location</p>	<p>The primary location for the May <i>FBX Spring Empowerment Summit</i> & the August <i>Florida Black Expo</i> will be the</p> <p style="padding-left: 40px;">Prime F. Osborn III Convention Center 1000 Water Street Jacksonville, FL 32204</p> <p>The Prime Osborn Convention Center has been the only home of the <i>Florida Black Expo</i> from 2001 to 2017.</p>
<p>How will you manage compliance and reporting requirements?</p>	<p>The project will issue a report to the SJCIC on its progress and outcomes 45 days after the completion of the May 2021 and August 2021 events. We hope to have the opportunity to report our outcomes in person to the Social Justice and Community Investment Committee after each event.</p>



POLLOCK GROUP

TURNING YOUR IDEAS INTO SOLUTIONS

<p>Are there property purchases, food expenses and or travel expenses?</p>	<p>Property Purchases – None Food Expenses – Yes, food is provided for</p> <ul style="list-style-type: none"> • 250 Entrepreneur Summit Attendees – Adult • 150 Teenpreneur Summit Attendees – High School • 80 – 160 Employer Representatives • 250 – Guest at the May 2021 Kick-off, Media Launch and Business Networking event <p>Travel – Yes, travel expenses for guest speakers and performers</p>										
<p>The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ</p>	<p>THE POLLOCK GROUP, LLC</p> <ul style="list-style-type: none"> ➤ Sunbiz Registration for The Pollock Group, LLC As of 03/15/2021 <p>Florida Limited Liability Company THE POLLOCK GROUP, LLC</p> <p><u>Filing Information</u></p> <table border="0"> <tr> <td>Document Number</td> <td>L16000098566</td> </tr> <tr> <td>FEI/EIN Number</td> <td>81-2685871</td> </tr> <tr> <td>Date Filed</td> <td>05/19/2016</td> </tr> <tr> <td>State</td> <td>FL</td> </tr> <tr> <td>Status</td> <td>ACTIVE</td> </tr> </table>	Document Number	L16000098566	FEI/EIN Number	81-2685871	Date Filed	05/19/2016	State	FL	Status	ACTIVE
Document Number	L16000098566										
FEI/EIN Number	81-2685871										
Date Filed	05/19/2016										
State	FL										
Status	ACTIVE										
<p>The date of incorporation</p>	<p>05/14/2016</p>										
<p>Prior experience providing services or partnership with organizations with prior experience providing services</p>	<p><i>Thomas Media Group, Inc. (TMG)</i>, of Columbia, SC was publisher of <i>The Black Pages Jacksonville</i> (28 years) and creator/presenter of <i>The Florida Black Expo</i> (17 years). <i>The Pollock Group, LLC.</i>, the new local market partner, together with TMG will bring back a celebrated platform for showcasing the vibrant urban market in North Florida and beyond.</p> <p>The Thomas Media Group, Inc will provide management consulting and mentoring to The Pollok Group during this relaunch period and for the next 2 years.</p>										
<p>Scope of services</p>	<p>See Page 11-13</p>										
<p>A detailed budget aligned with the scope of services</p>	<p>See Page 14-15 Total Budget: \$325,625.00</p>										
<p>Monthly or quarterly reporting consistent the scope of services and goals</p>	<p>The FBX events are one day event, final reports will be provided to the SJCIC 45 day after the events on the following schedule:</p>										



POLLOCK GROUP
TURNING YOUR IDEAS INTO SOLUTIONS

	<ul style="list-style-type: none">➤ May 2021 FBX Spring Empowerment Summit Final Report due – July 6, 2021➤ August 2021 The Florida Black Expo Final Report due – October 12, 2021
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	<i>The Pollock Group</i> currently carries Commercial General Liability Insurance through <i>Wellhouse Company, LLC</i> , Insurance Agency, Florida State License E024928. The Pollock Group is able to acquire required insurance coverages as needed to satisfy grant and contract requirements for the Florida Black Expo events.
Background checks	Background checks are usually not required for our events. If there are circumstances that require screening, we will add to our process. For any child-care activities, only certified personal from child-care companies/organizations will be used.
Request for payment of service via unit of services or reimbursement	Since these are one day events and <i>The Pollock Group</i> is requesting advance payments in lieu of unit of services or reimbursement payments.
Proof of Duval County residency	The Pollock Group has a current Local Business Tax Receipt valid until September 30, 2021.

DCPS 5000 Role Models	\$100,974
Summary	Expands existing program to 13 more sites, mentoring, all budget goes to dress attire
A purpose consistent with the SJIC's charge and jobs initiative	
Who is the target population?	young minority male students
Community partnerships?	yes
How many served?	363 current expansion to 195 more = 558 students
How are program successes/outcomes measured?	GPA, promotion, behavior referrals, college scholarships
From where do you receive current funding, if any?	various
Financial sustainability after SJIC funds	tbd
Do you receive or have you received City funds?	yes
Plans for job placement	n/a
Is there parental/family involvement in program?	yes
Program location	various schools
How will you manage compliance and reporting requirements?	expense report
Are there property purchases, food expenses and or travel expenses?	yes
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	yes
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	expense report
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	yes
Request for payment of service via unit of services or reimbursement	tbd
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes



To the Members of the City of Jacksonville's Social Justice and Community Investment Committee,

Thank you for allowing me the opportunity to share the work and needs of the 5000 Role Models of Excellence Project with you. Below you will find the cost-breakdown for outfitting our young men in the program with the items needed to complete their 5000 Role Models of Excellence uniform, which dually ensures each young man has appropriate interview-dress attire each year. We are extremely grateful for your consideration and potential support.

Duval County Public Schools' 5000 Role Models of Excellence Project - Funding Request

Current Enrollment

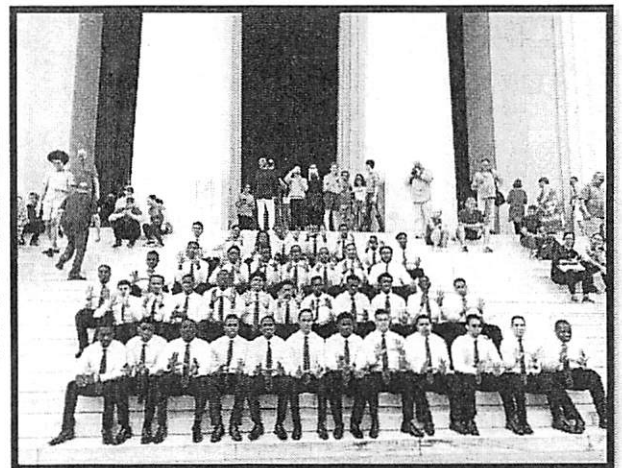
Students Enrolled (17 sites)	White Dress Shirt	Black Slacks and	Black Belt	Black dress shoes	Total
363	\$ 30.00	\$ 63.00	\$ 10.00	\$ 50.00	\$ 55,539.00

Expansion to all traditional high schools (13 sites)

Estimating 15 students per first-year site average	White Dress Shirt	Black Slacks and hem	Black Belt	Black dress shoes	Total
195	\$ 30.00	\$ 63.00	\$ 10.00	\$ 50.00	\$ 29,835.00

New Sites	Offset Transportation Costs	Total
13	\$ 1,200.00	\$ 15,600.00

Grand Total \$ 100,974.00



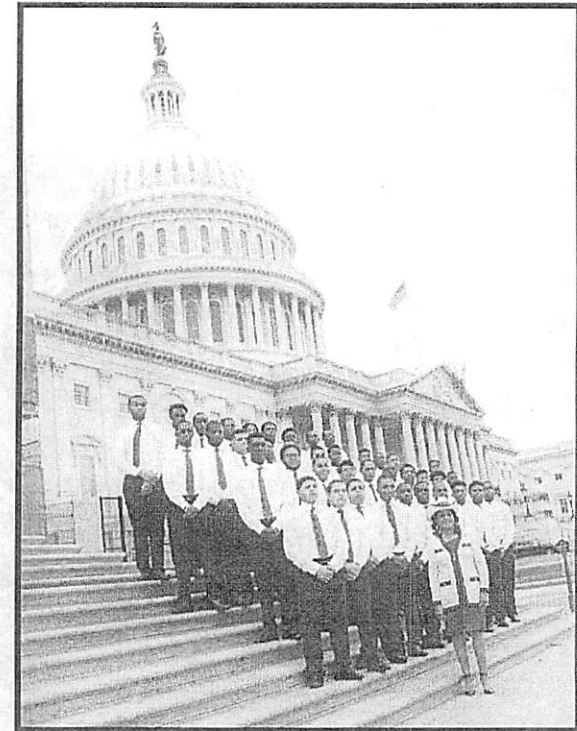
Tia Mackey Leathers, Executive Director, Family and Community Engagement, Duval County Public Schools
LeathersT@duvalschools.org | 904.390.2960
www.duvalschools.org/5000RoleModels



DUVAL CHAPTER

Historical Information

- African-American Male Role Models of Excellence was initiated in Miami-Dade County in 1993 by then School Board Member Frederica S. Wilson to address and end the pattern of minority boys being incarcerated, entering the drug trade, or dropping out of school at disproportionately high rates.
- In 1994, as a response to the increased enrollment of mentors and students, the name was converted to the 5000 Role Models of Excellence Project.
- The 5000 Role Models of Excellence Project launched in Duval County in 2015.
- Current chapters include Miami-Dade County, Duval County, Pinellas County, Broward County & Detroit Michigan.



Mission



The 5000 Role Models of Excellence Project seeks to provide a sense of hope to young minority male students by offering positive visions of success to serve as a blueprint for emulation through mentorship and exposure. The 5000 Role Models of Excellence Project is committed to connecting students of promise to positive adult role models whose successes can inspire them to achieve.





Key Program Components

- Weekly Meetings with Site Directors
- Mentoring
- Leadership Development
- Career Exploration & Job Shadowing
- Cultural Exposure
- College Tours



All Field Trips are Virtual During the Covid-19 Pandemic.



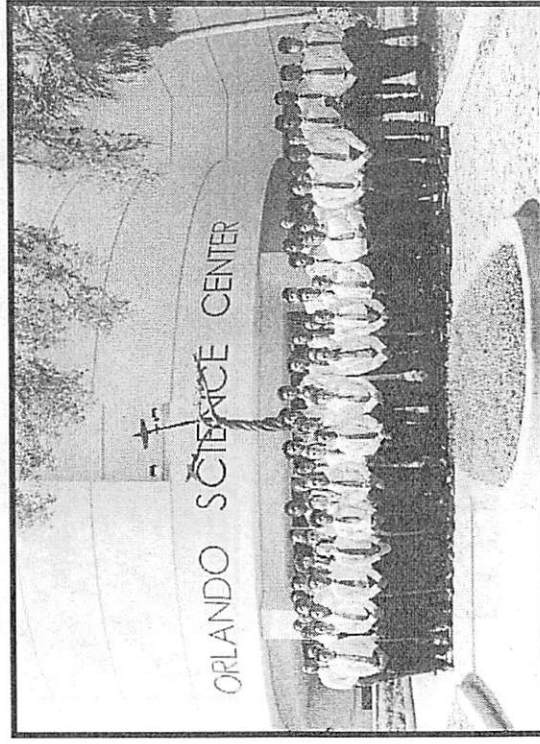
Selection Process for Students

A student should be a minority male (not exclusive) at a participating 5000 RMOE School. Students must complete the Application and submit a Parent Consent Form. Students must be willing to attend weekly meetings and attend project events. To be deemed eligible a student must meet at least two of the qualifying factors listed below.

Criteria:

- The student needs a positive male role model in their life;
- The student has exhibited leadership skills that need to be developed;
- The student is eligible for free or reduced lunch;
- The student has a record of involvement with a social service system;
- A member of the immediate family has been incarcerated (or member of the household);
- The head of household is a single parent;
- The head of household is not a custodial parent;
- A teacher, counselor, social worker, or community-based service organization recommends the student.

Additional factors for eligibility may be considered upon the discretion of an administrator



Participating Schools

Membership Data as of January 2021



HIGH

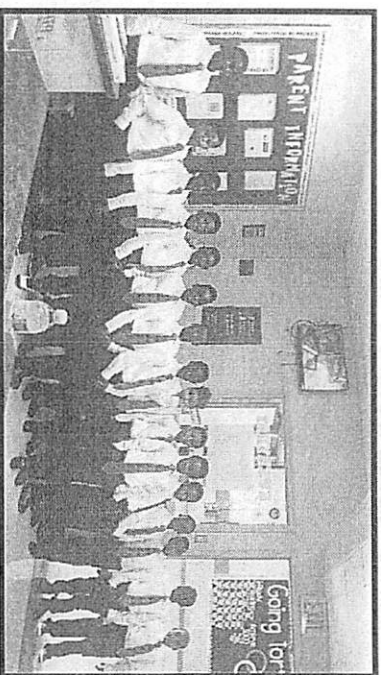
- First Coast (61)
- Robert E. Lee (20)
- Terry Parker (8)
- William M. Raines (14)
- Jean Ribault (38)
- Westside (17)
- Edward H. White (12)
- Samuel W. Wolfson (18)

MIDDLE

- Arlington Middle (11)
- Jefferson Davis (14)
- Alfred I. DuPont (8)
- Highlands (18)
- Twin Lakes Academy (8)
- Jean Ribault (13)
- Joseph Stilwell (20)
- J.E.B. Stuart (28)

ELEMENTARY

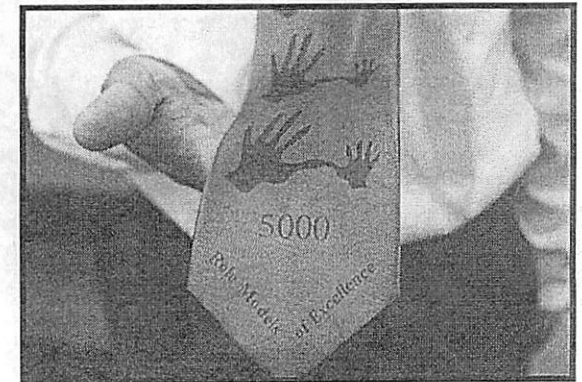
- Northwestern Legends (12)



UNIFORM & SIGNATURE NECKTIE



The young men wear white, long-sleeved dress shirts, black dress pants, black dress shoes & socks with signature neckties. The ties are red, representing power and are imprinted with the 5000 Role Models of Excellence Project logo (a small hand, representing the “role model mentee” next to a large hand, representing the positive adult “role model mentor.”) The hands are connected to symbolize how working together can build a bridge that will help carry a heavy load.



AMBASSADORS



- Students in the program participate in school and community-based events through the Ambassadors Program.

Their duties include:

- Assist in logistical development and preparation of special school events.
- Serve as usher to escort guests from parking lot destination.
- Serve as official greeters/messengers with a special mission representing the Role Model Project. Ambassadors are courteous and polite thus providing students with opportunities for positive exposure throughout the community.

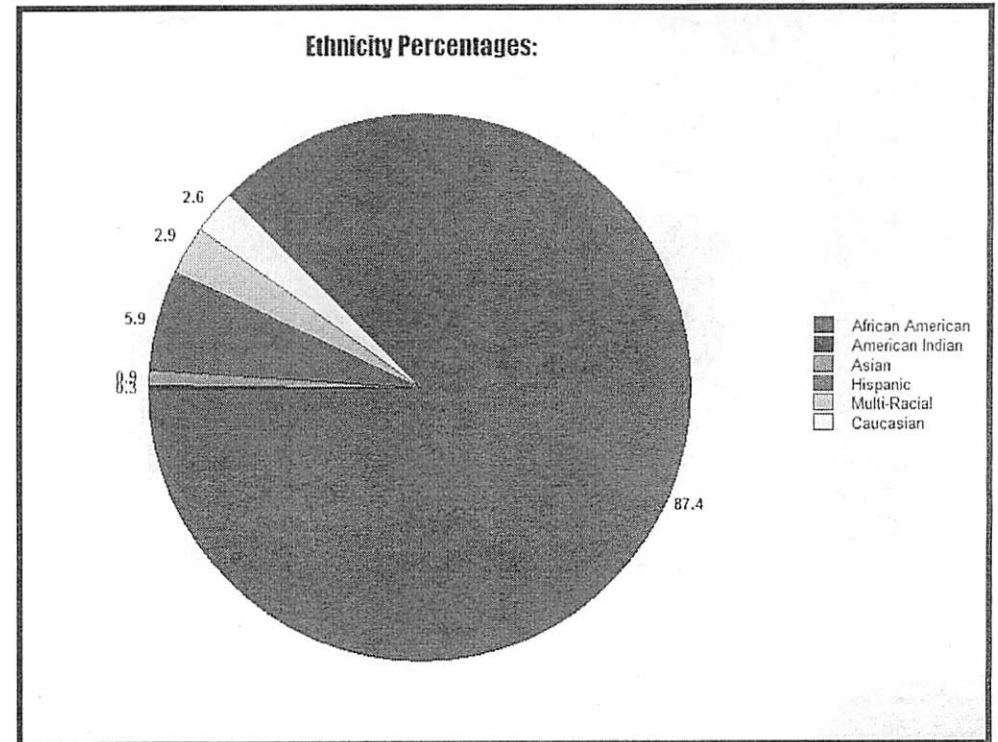


Ethnicity

Data Based on the 2019-2020 School Year



- 87.4% - African American
- 5.9% - Hispanic
- 2.9% - Multi-Racial
- 2.6% - Caucasian
- 0.9% - Asian
- 0.3% - American Indian



SUCCESSSES

Data Based on the 2019-2020 School Year

- 74% of members had an increase in overall grade point average.
- 81% of members had a decrease in or had no behavioral referrals.
- 96% of members were promoted to the next grade level.
- Six graduating seniors of the class of 2020 received a \$1,000 transitional college scholarship.



Literacy Pros	\$20,000
Summary	Literacy awareness billboard campaign
A purpose consistent with the SJCIC's charge and jobs initiative	
Who is the target population?	middle and high school students
Community partnerships?	pilot project
How many served?	100 directly
How are program successes/outcomes measured?	increased literacy
From where do you receive current funding, if any?	grants
Financial sustainability after SJCIC funds	one time project
Do you receive or have you received City funds?	no
Plans for job placement	n/a
Is there parental/family involvement in program?	yes
Program location	city wide
How will you manage compliance and reporting requirements?	project manager
Are there property purchases, food expenses and or travel expenses?	tbd
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	yes
The date of incorporation	7/18/2003
Prior experience providing services or partnership with organizations with prior experience providing services	yes
Scope of services	yes
A detailed budget aligned with the scope of services	yes
Monthly or quarterly reporting consistent the scope of services and goals	quarterly
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	yes
Background checks	yes
Request for payment of service via unit of services or reimbursement	reimbursement
Proof of Duval County residency	yes
Compliance with Public Records requirements	yes

Proposal Criteria	
A purpose consistent with the SJCIC's charge and jobs initiative	The purpose of the #yread program is to promote positive literacy behaviors throughout Duval County. Literacy levels are directly related to high school completion; post-secondary socio-economic mobility and sustainability; and overall life success. Conversely, illiteracy contributes to generational poverty and incarceration. Our goal is to make reading a positive activity that young people see modeled in other youth whom they admire and respect. Further we seek to highlight, showcase, and build readers in to community leaders.
Who is the target population?	Middle and high school students throughout Duval County
Community partnerships?	We aspire to engage with other Literacy groups and the Jacksonville Library, as well as DCPS and private schools.
How many served?	Direct: Up to 100 teens and young adults, ages 13-25
How are program successes/outcomes measured?	<ol style="list-style-type: none"> 1. Number of youth being celebrated in print, online, and digital images. 2. Increase in participation in youth literacy activities.
From where do you receive current funding, if any?	We have several grants, including from PNC and the Florida Literacy Council.
Financial sustainability after SJCIC funds	This is a one-time project that we hope to assess the impact of and determine sustainability from community outreach, engagement, and buy-in.
Do you receive or have you received City funds?	No.
Plans for job placement	We will also be doing photographs and posters for a #readingworks campaign to highlight the connection between reading and career success. Youth literacy

Social Justice and Community Investment Committee Proposals

	ambassadors will be able to connect with individuals who are working in their field of interest and/or learn about them through career exploration via reading relevant books.
Is there parental/family involvement in program?	Yes, parents and families will also be highlighted and included in the program.
Program location	Literacy Pros Jacksonville is a city-wide initiative, serving individuals of all ages throughout the city.
How will you manage compliance and reporting requirements?	Our LP Executive Board, Treasurer, and Project Manager will provide monthly reports and manage reporting requirements.
Are there property purchases, food expenses and or travel expenses?	If any food or consumables are included in supporting events, they will only be charged to this funding up to the allowable amount. Otherwise community partners and donations will supplement any food needs.
The name of the legal entity with which COJ can enter a contract and registration with SUNBIZ	Literacy Pros of Jacksonville, Inc.
The date of incorporation	2003
Prior experience providing services or partnership with organizations with prior experience providing services	Literacy Pros, Jacksonville has been serving the literacy needs of Jacksonville in partnership with JSO for over a decade.
Scope of services	Creating a positive image of youth reading through a city-wide billboard, poster, and outreach campaign highlighting area youth, college students and professionals leveraging literacy for success. Publish billboards featuring area youth engaged in literacy activities in key zip code areas. Publish and distribute posters to Title I schools and community centers in key zip code areas.
A detailed budget aligned with the scope of services	Photography and Videography: \$2500 Billboards: \$10,000 Posters: \$5000

Social Justice and Community Investment Committee Proposals

	Promotional Materials: \$2500
Monthly or quarterly reporting consistent the scope of services and goals	Quarterly
Eligibility to satisfy the insurance requirements in compliance with COJ's Risk Management	Unsure of insurance requirements due to nature of project (photography campaign) Most of the images are already taken. The funding will be used to purchase billboards, place ads, and posters.
Background checks	Yes
Request for payment of service via unit of services or reimbursement	Reimbursement
Proof of Duval County residency	Yes
Compliance with Public Records requirements	Yes

Social Justice and Community Investment Committee Proposals

Notes:
