

PLEASE SUBMIT AN ORIGINAL APPLICATION AND 7 COPIES

Attach additional pages as necessary.

PLEASE PRINT NEATLY OR TYPE YOUR ANSWERS TO THE QUESTIONS IN THIS APPLICATION.

1. Describe your organization and list your Mission Statement.

United Against Poverty, Inc. in Fort Pierce is dedicated to its purpose to inspire and empower people in poverty to lift themselves and their families to self-sufficiency

Our Mission is: To serve those in poverty by providing crisis care, case management, transformative education, food and household subsidy, employment training and placement, personal empowerment training and active referrals to other collaborative social service providers.

2. Describe your organization's history and prior experience, including a description of programs/projects similar to the one you are applying for in this application.

United Against Poverty, Inc., formerly Kingdom Harvest, was founded by Austin and Ginny Hunt, who opened the first cost-share grocery program, along Florida's Treasure Coast, in South Vero Beach. In 2006, the program was opened in Fort Pierce and in 2009, Orlando. This hunger relief program incorporated two-way giving, where the food provided was set up as a grocery store, rather than a food pantry. Low/Mod income families sign up for a free membership then select the items they want. As members, they share in the cost at an average of 37 cents on the dollar. This model provides a hand-up to address the issue of poverty and maintains the dignity of the member.

By 2012, over 1,200 families per day were accessing the program. Food is a symptom of the larger issue of poverty and to create change, we made the shift to focus on the causes of poverty. A partnership with the Department of Children and Families allowed people to apply for SNAP and other benefits at each site. Case management was added and area experts in healthcare, domestic violence, substance abuse and mental health were offered free space to meet with members needing their services. These are our "Life Enrichment Centers".

In 2016, the organization rebranded to United Against Poverty, Inc. to realign the name with the mission and to eliminate confusion between us and the local food bank.

Our sites are set up on the premise of "two-way giving," providing support and avoiding the pitfalls of enabling those in need through toxic one-way giving. Members contribute something for services, whether it's an hour of their time attending a workshop or a small handling fee to share in the cost of grocery products. Two-way giving allows the member to maintain their dignity and avoid falling into the entitlement /dependency trap, by ensuring they have "skin in the game." Our experience and empirical research have demonstrated that one-way giving does nothing to empower the person to better themselves and break free of poverty.

In 2018, the grocery program in St. Lucie County provided services to 9,517 unique families and our life enrichment center, provided 4,166 units of service to 147 unique families. Our new workforce development program, STEP, helped 27 families improve their household income, 4 completely out of poverty (Federal Poverty Guidelines).

3. List all previous grants awarded by the City of Fort Pierce to **YOU or any organization(s) you were previously or are currently associated with**. If None, write N/A below:

Program Year	Amount	Purpose
2017-18	\$5,000	Success Training Employment Program (STEP).
2016-17	\$5,000	Healthy Start Infant Mortality Disparity Education - addressing the high infant mortality rate among people of color, by incentivizing community involvement in education and behavior change.
2015-16	N/A	

Please Note: Organizations/Applicants that have received funding for three consecutive years **may be deferred** in order to provide funding for newer activities.

4. If you have received funding from the City of Fort Pierce for Public Service projects in the past, please explain **HOW** the program/project described in this grant application is **NEW OR EXPANDED**:

Our Success Training Employment Program began in April of 2018. Based on successful outcomes over the past 10 months, we are at a point where we need to expand to meet the need.

5. What is your organization's annual budget? Describe how your organization is currently funded.

United Against Poverty's combined (audited) budget for the 3 sites is \$10,889,741. Our Fort Pierce location's budget is \$2,989,215. We have multiple funding sources including a large, low-income grocery program that recovers handling fees, and grants from The William and Helen Thomas Charitable Foundation, Wells Fargo, PNC Bank Foundation, State Farm Insurance and others, as well as ongoing fundraising and development strategies

6. Does the City of Fort Pierce and/other local organizations in Fort Pierce provide services similar to your agency? *No*

If you answered Yes, how do your services compliment their offerings? If yes, explain.

How are your services different? *Although there are other workforce development programs in the area, STEP focuses on those with barriers to employment such as criminal background issues and limited or no work history. It is essential that we work with the other employment training facilities as often they refer to us candidates who may not be ready for their program.*

7. Project Name (please keep it short):

Success Training Employment Program (STEP)

8. U.S. Dept. of Housing & Urban Development (HUD) National Objective Activities: (check one)

Area benefit activity (the activity benefits/is open to everyone in a particular low income neighborhood or geography)

Limited Clientele activity (particular individuals or households receive a benefit, and the majority of them qualify as low income)

Presumed Benefit activity (the activity benefits a group of individuals presumed by HUD to qualify for a benefit: battered spouses, homeless, elderly, severely disabled adults, abused children, illiterate adults, persons with HIV/AIDS, or migrant farm workers)

9. Which National Objective(s) shown below does your project/program(s) meet?

Benefit low to moderate-income persons;

Help in the prevention of slums or blight; and/or

Meet other community needs having a particular urgency because other financial resources are not available to meet such needs.

10. Beneficiaries from National Objective Activities (#8 Above)

A. Who are the intended beneficiaries of this program/project? Describe how the project will ensure that the intended beneficiaries are being served and the target population will be reached, including how beneficiaries are identified, and any outreach performed:

The intended beneficiaries of this program are households' whose annual income is less than 200% of the Federal Poverty Level as defined by Health and Human Services department. This number aligns with HUD's definition for low mod-income household limits.

To ensure the intended population is served, STEP participants will provide proof of income, residency identification and family composition to verify that they are low mod- income.

Beneficiaries will be identified via our large food program, our multiple collaborative partners, including the Department of Children and Families, CASTLE, Healthy Start, University of Florida Cooperative Extension, SafeSpace, and more. Outreach will be performed at ongoing area meetings such as the Council of Social Agencies (COSA), and multiple events through the year. The program has been well received since its start in April of 2018 and due to limited space and staff (which is why we are requesting funds to help us expand) we have developed waiting lists for Fort Pierce residents interested in the program

B. If the project will provide an “**Area Benefit**”, please define clearly the geographic area to be served by the proposed activity. Include a map, if necessary.

C. If the project will benefit “**Limited Clientele**”, list the approximate number and percentage of total persons assisted through this project/program who will be Low to Moderate Income (LMI) and how their income level will be determined.

We anticipate enrolling approximately 60 participants in the 9-month period (April 1 – Dec 31, 2019). 50% of participants will be Extremely low, 30% will be Very Low and 20% will be low income. Income verification will be assessed at intake and on the occasion of new employment and/or salary changes.

Department of Housing and Urban Development (HUD) 2018 Income Limits

Number of People Living in Household	1	2	3	4	5	6	7	8
Extremely Low Income	\$12,750	\$16,460	\$20,780	\$25,100	\$29,420	\$33,740	\$37,550	\$39,950
Very Low Income	\$21,200	\$24,200	\$27,250	\$30,250	\$32,700	\$35,100	\$37,550	\$39,950
Low Income	\$33,900	\$38,750	\$43,600	\$48,400	\$52,300	\$56,150	\$60,050	\$63,900

D. If the project will provide a **“Presumed Benefit”**, please identify the group(s):

- Abused Children
- Illiterate Adults
- Lower Income Senior Citizens
- Migrant Farm Workers
- Elderly
- Persons with HIV/AIDS
- Homeless
- Severely Disabled Adults
- Lower Income Youth
- Severely Disabled Children/Youth
- Other _____

11. Describe the existing problems or needs to be addressed by this program/project.

The 2017 update from the United Way ALICE (Asset Limited Income Constrained Employed) report shows that in Fort Pierce the working poor make up 46 to 71% of the population. Florida's poverty rates in all age categories are higher than U.S. rates.

Often getting to a place where employment is even a possibility can be extremely challenging for those who are simply trying to survive. When a person does not know where the next meal is coming from, searching for a job or gaining the skills necessary to get a job can be an incredible challenge. Vulnerable populations often lack basic communication and employment skills. Those seeking employment have barriers that interfere with their success, including lack of transportation, poor health, affordable childcare, reliance on federal subsidies with eligibility 'cliffs,' legal histories, poor credit, and a lack of skills and education. Jobs are harder to find and those that are available do not pay a living wage.

The goal of our workforce development program, STEP, is to provide support needed for the individual to find successful long-term employment that will ultimately lead to financial self-sufficiency. We define self-sufficiency as income above 200% of poverty and/or above HUD's LMI limits.

12. Describe your proposed project’s activities and how they will address the problems/needs you listed in #11 above.

The goal of all of our programs is to meet our mission and help those in poverty retain resources, acquire resources, connect to resources and become self-sufficient. We define

self-sufficiency as having a household income above 200% of Poverty (\$51,500 for a family of 4) (HUD Low Income limits for St. Lucie County for a family of 4 is \$48,400). Often jobs in that salary range will improve housing conditions and provide health benefits making it easier for the family to seek medical attention when needed.

STEP includes 3 activity Phases. Phase 1 is the in-class activity phase, incorporating 120 hours of cohort learning. Phase 2 is the Job Acquisition phase and where the graduate works with a Job Developer to identify the right career path. Phase 3 is the Success Coaching or Mentoring Phase where STEP staff follow up with the newly employed student at predetermined intervals to ensure they have the support to remain employed.

STEP not only provides hard skills necessary to gain employment, but also the emotional intelligence training and support needed to keep a job and work toward career goals. STEP combines empowerment/emotional intelligence training, workplace skill building, job acquisition guidance and on-the-job training. This program includes 120 hours of in class, evidence-based curriculum followed by Job Development and long-term support via the STEP Success Coach

This involves intensive support to stabilize situations, develop action plans, prepare resumes and practice with mock interviews to properly prepare the student. The program includes long-term follow up and support for up to 3 years to ensure we are there with a hand UP to offer support to help them remain successful and self-sufficient

13. List the physical addresses where your proposed project activities (listed in #12 above) will take place, using street addresses within the City limits of Fort Pierce.

2520 Orange Avenue, Fort Pierce, FL 34947

14. List this project's measurable goals and objectives. Date the goals and objectives.

Between April 1 and Dec 31, 2019 STEP students will access online workplace skills certifications via The Retail Learning Institute, an online learning platform provides students access to over 1500 retail related certifications. As part of STEP, students are required to successfully complete 7 courses including Customer Service, Professionalism, Business Ethics, Sexual Harassment, Safety and Hygiene, Cashiering, and Sanitation. The Retail Learning Institute is a division of IGA and Coca-Cola International. Staff will track certifications within the HMIS database to measure successful completion.

A major component of STEP is Financial Literacy. To ensure we provide the students with the most current best practices, our staff are required to become certified via the National Financial Educators Council annually. STEP students graduate with an understanding of budgeting and a full financial plan. For many this will be the first time in their lives they have access to money so it is imperative that we offer them qualified coaching throughout the process. Staff will track student Financial Plans within the HMIS database to measure successful completion.

We anticipate that during the 9-month period of April 1 – Dec 31, 2019, we will implement 4 cycles of STEP with 15 students each for a total of 60 enrolled during that time period. We

anticipate a graduation rate of 75% for a total of 45 graduating and moving on to the Job acquisition phase. We anticipate that during the 9 months, half or 22 will become employed and increase household income.

Although the grant timeline is short, STEP support lasts for up to 3 years or until the student's household reaches above 200% of the Federal Poverty Level or over HUD's LMI level. To summarize, for the purpose of this grant, we anticipate enrolling 60 students, 45 graduating and 22 becoming employed during those 9 months.

15. How will you track the results of these goals and objectives? (This information will be required with your monthly status reports.)

The STEP Intake Coordinator and Success Coach will utilize the Homeless Management Information System (HMIS) to track basic demographics of those enrolled in STEP, the number of certifications completed, graduation and securing employment with verified increased income.

16. Briefly describe measurements of outcomes for each of the activities listed in #12. (Examples - number of unduplicated low/moderate income youth served, number of unduplicated senior citizens served, number of unduplicated Veterans served, number of unduplicated adults served, etc.)

We anticipate enrolling 60 unduplicated students whose household income is considered low income as per HUD guidelines. Of those, we anticipate 45 graduating from STEP's classroom phase and 22 becoming employed during those 9 months.

17. Amount of Grant Funds requested in this application: \$4,794
Amount of other funds secured for this program/project: _____
Amount of other funds earmarked for the program/project: _____
Total amount needed to complete this program/project: _____

18. Describe your contingency plan in the event this grant request is not fully funded, or not funded at all by the City of Fort Pierce:

It has been shown at the other two United Against Poverty campuses that once the STEP program is implemented and results in successful outcomes, there is a significant increase in funding received through grants and donations. In only 10 (April 2018 – Jan 2019) months STEP in Fort Pierce has provided those successes and grown in demand. Additional development opportunities have been designed to support the program including a Comedy Night, a Fool's Day 5K and our annual Hand-UP Luncheon. We have also submitted funding applications to Allegany Franciscan Ministries and Impact 100 St. Lucie County, and will be applying for funds from the Hearst Foundation, which has funded us in the past. Should we receive all funding requested, this will help us to fully fund the program for 2 years, with full staffing.

19. If this is a multi-year project, how will you continue to implement this project if City grant

funds are not available in future years?

This program will continue until it is no longer successful. Our Board of Directors and Development team will continue to ensure support is provided to keep STEP running.

20. Select every qualifier below that best describes your project.

Improve or enhance education opportunities

Improve or enhance job training opportunities

Improve or enhance employment opportunities

Promote cultural diversity

Promote outdoor activities and a healthy lifestyle

Spur interest and participation in neighborhood improvement activities

Encourage citizen involvement and leverage resources to revitalize low and moderate-income neighborhoods

Encourage partnerships between City Hall, residents and other community organizations that will result in projects and activities that benefit a community

Instill and foster community pride

Promote neighborhood beautification and revitalization

Promote activities that protect the environment

Discourage adverse activity such as crime, drug use, and vandalism

Inspire and support the healthy development of youth

21. Write an explanation below of **how** your project will perform **each** qualifier you selected above:

STEP greatly improves job training opportunities for low-income residents of Fort Pierce by providing a framework for training that includes Emotional Intelligence, Workplace Skills and Job Acquisition. With this grant we will be able to incorporate internationally recognized workplace skills certifications and qualified financial literacy training. This will bulk up resumes and build confidence in our graduates to not just find a job but build a successful career, setting an example for their children and future generations.

During the classroom phase of STEP, graduates are linked with a STEP Job Developer with access to approximately 67 area employers. These employers assist with onsite mock interviews to help ensure candidates are well prepared and "send-out" ready. This greatly improves and enhances the employment opportunities available to our graduates.

22. Date project to begin: April 1, 2019

Date project to be completed: Dec 31, 2019

23. Describe any participant fees that will be required as part of this project/program. Please see "New for Program Year 2018-2019" on Page 4 of the Grant Guidance.

There are no fees associated with STEP.

24. Applicants must demonstrate that the selection of participants is an objective process and Grant Recipient may not limit participation on the basis of race, gender, nationality, ethnicity, religion, creed or disability. How will your project comply with this expectation?

To qualify for our STEP, the adult (18+) participant's household income must be at the HUD prescribed low-income level and the participant must be motivated to make a change toward economic self-sufficiency. STEP staff track demographics but it is not a factor in program participation.

25. If this project is sponsored by a church or religious group, participation may not be limited to members of the church. *N/A* What efforts will you make to ensure that the community at-large is aware of this project and the opportunity for participation?

26. Complete a COMPLETE detailed budget below for **THIS** project. List proposed City grant funds and other *committed funds* and 'in-kind contributions', donated professional services, fees and other resources that will be used to complete the project. List a detailed breakdown of individual items. Use specific descriptions, not broad categories. Remember, committed funds and/or in-kind services **must equal at least 25% of your grant request**.

Be sure to include verification documentation of all funds listed below as 'Committed' or 'In-Kind'. Commitments listed in the budget below that lack documentation **will not be counted as commitments**.

NOTE: Volunteer Hours may be calculated at \$12/hour.

- o **Please provide at least one (1) quote for each item listed that you will purchase with this grant award** in the above Budget under 'Expense/Description'. Each quote should list vendor/company with contact information.

Program/Project Expense/Description	City Grant	Other Committed Funds and/or \$\$ Amount or In-Kind	Source of Other Committed Funds or In-Kind Services (Please provide written verification of <u>Every</u> in-kind service listed here from the "Source")
Retail Learning Institute Annual Licensing- Online Certification Platform for STEP students	\$1,000		
Homeless Management Information System licenses (4)	\$3,200		
National Financial Educators Certifications for STEP Staff	\$594		
STEP Intake Coordinator/Success Coach		\$25,000	William and Helen Thomas Charitable Trust (\$25K)
STEP Facilitator/Success Coach		\$25,000	Wells Fargo (\$15K) and PNC Foundation (\$10K)
STEP Job Developer (PT)		\$13,000	TD Charitable Foundation (\$10K) and Florida Community Bank (\$3K)
TOTALS	\$4,794	\$63,000	
(use more lines/pages as necessary)			

27. Organization Staff and Volunteers

Please complete the information listed below for **each person** in your organization who will work on **THIS** project and the percentage of time they will dedicate to this project, including **all** volunteers.

Name: Araminta Caldwell

Telephone Number: 772-468-8543

Email Address: minta@upcenters.org

Organization Position: STEP Coordinator and Success Coach

City of Residence: Okeechobee

Qualifications: High School Diploma/Certified Supportive Employment Specialist

Role in Project: Lead for implementation

% of Time Dedicated to Project: 100%

Name: Tamara Staley

Telephone Number: 772-468-8543

Email Address: tamara@upcenters.org

Organization Position: STEP Intake Coordinator and Success Coach

City of Residence: Vero Beach, FL

Qualifications: A.S. Psychology, B.S. Human Services, Getting Ahead Facilitator

Member of Florida All - State Academic Team, Vice- President of Phi Theta Kappa

International Honor Society

Role in Project: Assist with implementation

% of Time Dedicated to Project: 100%

Name: Canieria Gardiner

Telephone Number: 772-971-7611

Email Address: canieria@upcenters.org

Organization Position: Executive Director

City of Residence: Fort Pierce

Qualifications: Masters in Business Administration, Tier 1 certification (Workforce Development State of FL certification), State of Florida Teacher Certification,

TABE Administer

Role in Project: Oversight Administration

% of Time Dedicated to Project: 10%

Name: Keith Theriot

Telephone Number

Email Address: keith@unitedagainstopoverty.org

Organization Position: Director of Grants and Data

City of Residence: Orlando

Qualifications: Over 25 years in Social Services, 6 of them running CDBG, ESG and HOPWA for the City of Orlando

Role in Project: Reporting

% of Time Dedicated to Project: 10%

28. Please attach **ALL** of the documents listed below to your application. Please include a written explanation for EACH document not included:

- *Articles of Incorporation and By-Laws*
- *State and Federal Tax-Exempt determination letter*
- *Employee Identification Number*
- *List of Board of Directors with contact information*
- *Organizational Chart for your Organization*
- Board of Director's authorization to apply for this grant
- *Last three month's bank statements*
- *Annual budgets for 2018 and 2019*
- *Most recent audit report (if this is not available, provide written explanation)*
- *Matching funds and In-Kind Services commitment documentation*
- *Three (3) Letters of Support for this project*
- Newspaper articles, and Thank-You letters, etc., as available, for your organization's work within the City of Fort Pierce.