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4/17/02  
Revision.

## **ORGANIZATION CAPACITY AND EXPERIENCE**

## **ATTACHMENT 1**

Youth Creating Change is a youth led and youth run organization that was established in March 1999 to focus on African American and other minority youth issues and concerns in Orange County, North Carolina. In September 2000 we were chartered as a 501 (c) 3 non-profit organization under the Sertoma International as a service to mankind organization. Our vision is to empower today's youth to create positive changes within their communities and in their lives. We are dedicated to building youth leadership through organizing, investments and entrepreneurship. Youth Creating Change goals are to develop emerging leaders of tomorrow, while providing educational and economic self-sufficiency opportunities for the youth. We recognize that we are the future; therefore we will promote and support positive changes from the youth.

The presence of the University of North Carolina and Chapel Hill and Hillsborough's rankings as one of the best places to live in the United States has led a wide disparity between upper and lower income families in Orange County. While Orange County basks in the limelight of the national attention low-income minority youth both in and out of school are constantly reminded of the division of wealth between them and their peers. Minorities are often left behind in the classroom as their more affluent counterparts continue to excel and reap the benefits of Orange County's national prominence.

Our organizational membership is open to any youth between the ages of 13 to 18 years old. Currently we have forty members and our foundation is built on the strength of each member and their desire to project a positive light on the youth. The group meets once a month to identify and address important youth issues. The issues include: the large number of drop outs in our communities, the under achievement of African-Americans and other minority youth in our school systems, the increasing number of minority youth involved in the juvenile court system revolving door and the lack of businesses and places in the community that cater to the youth.

**NEED / EXTENT OF THE PROBLEM**

Our Leadership and Entrepreneurship program will serve disadvantaged young adults from all communities in Chapel Hill. However, specific attention will be given to the Northside and Pineknolls low-income neighborhoods. These neighborhoods are experiencing a large number of youth hanging out on street corners and getting involved with drug activities, the lack of affordable housing for families in the neighborhood and the large number of young people involved with the court system.

**SOUNDNESS OF APPROACH**

Youth Creating Change is attempting to combat this with a program that supports our mission of building youth leadership, through organizing, investments, and entrepreneurship. Youth Creating Change will provide a safe forum for grassroots leadership to emerge from among the youth. Through leadership development and grassroots organizing around specific cross-cultural issues, the teenagers will build coalitions with other racial and ethnic groups to address their common issues. The skills building training will be used to nurture the development of acceptance and respect for differences. In the broadest sense, this project will strengthen race relations by building a strong, diverse base of young business and community leaders who will together advocate for themselves and others where they have often not had a voice.

Economic stability is pivotal to building self-esteem, self-reliance and self-determination in Youth who are often disconnected or left out of the larger community. The second goal of the project focuses on issues surrounding improving the economic status of economically disadvantage youth. Youth Creating Change will educate youth in a "hands on environment" in areas such as resume writing, interviewing, small business development, financial literacy, saving and building wealth, accessing credit and other entrepreneurial issues.

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The program will also provide training in leadership skills, such as: team building, conducting effective meetings, fundraising, planning and other organizing skills. Participants will have to fill out an application and provide proof of income for their household. Overview of program policy and expectations will be explained in detail to the participants by the Program Director.

The program curriculum will include one to two-hour life skills training blocks. The training will consist of one-time sessions as well as short-term sessions (two to four weeks long).

**Training Outline**

<b>TRAINING DATES</b>	<b>INSTRUCTOR</b>	<b>TRAINING PROVIDE</b>
<b>Saturday, May 18, 2002</b> (3:00 – 5:00pm) <b>Thursday, June 6, 2002</b> (5:30 – 7:30pm) <b>Thursday, June 20, 2002</b> (5:30 – 7:30pm) <b>Saturday, July 13, 2002</b> (2:00 – 4:30pm)	<b>Mr. Harvey Reid</b> HR Consultant	<b>Financial Literacy education &amp; training</b> 1. Identifying Income for Youth 2. Building Employment Skills for a Successful Future 3. Record Keeping for Success 4. Young Adults Spending Money In Today's Economy * The remaining workshops will be schedule at a later date.
<b>Wednesday, May 08, 2002</b> (5:30 – 6:45 pm) <b>Tuesday, June 4, 2002</b> (6:00 – 7:30pm) <b>Wednesday, June 12, 2002</b> (5:30 – 6:45 pm) <b>Tuesday, August 6, 2002</b> (6:00 – 7:30pm) <b>Wednesday, August 14, 2002</b> (5:30 – 6:45pm)	<b>Ms. Annett Moore</b> Orange County Human Relations Department  <b>Ms. Maxecine Mitchell</b> Director	<b>Leadership training</b> 1. Ways to conduct effective meetings 2. Officers Role and Responsibilities 3. Networking and collaborating with other agencies and organizations 4. identifying and winning issues
<b>Saturday, June 22, 2002</b> (1:00 – 3:30pm) <b>Saturdays, July 27, 2002</b> (6:00 – 9:30pm) <b>Saturday, August 10, 2002</b> (1:00 – 3:30pm) <b>September - 2002</b> <b>June – September 2002</b>	<b>Maxecine Mitchell</b>	<b>Job readiness &amp; Life Skill training</b> 1. Writing a winning resume 2. Dressing for success 3. Planning for your career after high school 4. Public Speaking 5. On the job training

<b>June - September</b>	<b>To Be Announce</b>	<b>Entrepreneurship training</b> <ol style="list-style-type: none"> <li>1. Managing a successful business</li> <li>2. Marketing your business</li> <li>3. Making customer service work for your business</li> </ol>
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- **Financial Literacy education & training** will cover all aspects of personal financial matters including but not limit to budgeting, credit, money management, investments and wealth building.
- **Leadership training** will cover relationship building, recruiting members, identifying and winning issues, negotiation skills, team building, community involvement, planning, organizational structure, agenda setting and how to conduct meetings.
- **Entrepreneurship training** will cover learning how to develop a micro-enterprise and basic entrepreneurship skills.
- **Job readiness training** will cover writing resumes, interview for a job, dressing for success and career counseling.
- **On the Job Training** will allow each member to receive on the job experience while providing them with skills for future career opportunities. The program curriculum has been designed to meet the goals and purpose of our organization as well as assisting each participant to obtain employment earning a living wage. With an intentional and well thought out program our expected outcomes are to:
  - The youth will gain leadership skills that will help them to address issues that effect their community.
  - The youth will acquire jobs that pay a living wage.
  - Youth and board will have a better understanding of managing a business.

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**Program Budget & Narrative:**

**Personnel:**

**\$5797.00**

The personnel cost will cover a program director for twenty hours a week at \$16 per hour for sixteen (16) weeks to provide and coordinate leadership and entrepreneurship training to fifteen low-income youth from Chapel Hill. The staff duties will include planning and coordinating training workshops, conducting life skill and job readiness training as well as on the job training to the participant in the program. The staff will also be responsible for recruiting eligible participants, gathering proper documentation for reporting, maintaining the records for participants in the program and writing all necessary reports to the Town of Chapel Hill.

**Administrative:**

**\$900.00**

Administrative cost will cover overhead expenses associated with the program.

**Supplies & Material:**

**\$154.00**

Supplies and material cost will cover all expenses for office supplies (i.e. paper, pens, markers, etc.) and all training material needed for the participants by the program director.

**Copying:**

**\$100.00**

Copying cost will cover all cost for advertising and recruiting participants for the program. The cost will also cover any copying of program material.

**Travel:**

**\$549.00**

Travel cost will help with travel expenses for leadership and entrepreneurship workshops or training for the program participants.

**Consultant:**

**\$1,500.00**

Consultant cost will cover cost of H.R. consultant to provide sixteen (16) hours of financial literacy education training at \$65.00 per hour to fifteen low-income youth. There will be a total of eight (8) workshops at the cost of \$130.00 each. This average out to \$8.67 per participant including training material needed for each training session. The cost will also pay for a consultant to provide up to six (6) hours of entrepreneurship training to fifteen low-income youth.

**\$9,000 will cover expenses for providing leadership and entrepreneurship training for fifteen low-income youth at \$600.00 per participant.**