

ORGANIZATION CAPACITY AND EXPERIENCE

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.

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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 in the streets 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 the youth community. 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

TRAINING DATES	INSTRUCTOR	TRAINING PROVIDE
Saturday, June 8, 2002 (1:00 – 3:00 p.m.) Thursday, June 6, 2002 (5:30 – 7:30 p.m.) Thursday, June 20, 2002 (3:00 – 5:00 p.m.) Saturday, July 13, 2002 (2:00 – 4:30 p.m.)	Mr. Harvey Reid HR Consultant	Financial Literacy education & training 1. Young Adults Spending Money In Today's Economy 2. Record Keeping for Success 3. Identifying Income for Youth 4. Building Employment Skills for a Successful Future * The remaining workshops will be schedule at a later date.
Tuesday, June 4, 2002 Hillsborough/Cedar Grove YCC (6:00 – 7:30 p.m.) Wednesday, June 12, 2002 CH/Carrboro (5:30 – 6:45 p.m.) Tuesday, August 6, 2002 Hillsborough/Cedar Grove YCC (6:00 – 7:30 p.m.) Wednesday, August 14, 2002 CH/Carrboro (5:30 – 6:45 p.m.)	Ms. Annett Moore Orange County Human Relations Department Maxecine Mitchell Director	Leadership training 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

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Monday, June 24, 2002 (1:00 – 3:30 p.m.) Saturday, July 27, 2002 (1:00 – 3:30 p.m.) Saturday, August 10, 2002 (1:00 – 3:30 p.m.) June - September	Maxecine Mitchell	Job readiness & Life Skill training 1. Writing a winning resume 2. Dressing for success 3. Planning for your career after high school
June - October	To Be Announce	Entrepreneurship training 1. Managing a successful business 2. Marketing your business 3. Making customer service work for your business

- **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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**Revised Budget for Youth Creating Change
Job Training Program**

1. Financial Literacy Education and Training (two sessions – total of 16 classroom hours)

Trainer, Harvey Reid	16 hrs@ \$65/ hour	\$1,040
Maxecine Mitchell	36hrs@ 16.82/hour ¹	\$ 610
(recruitment, documentation, overhead)		
TOTAL		\$1,650

*Note: Mr. Reid's cost includes copying and provision of all materials.
Estimate 30 eligible participants / \$1,650 = \$55 per participant
 $\$55 \times 20$ participants (10 eligible participants from each class) = \$1100

2. Leadership Training

Trainer, Annette Moore, Orange County		
Dept. of Human Relations		no charge
Copying/Materials/Supplies		\$ 150
Maxecine Mitchell	28hrs@16.82/hour	\$ 470 ²
(recruitment, documentation, overhead, preparation time,)		
TOTAL		\$ 620

Estimate 15 eligible participants / \$620 = \$41 per participant
 $\$41 \times 10$ eligible participants = \$410

3. Job Readiness and Life Skills Training

Trainer, Maxecine Mitchell	12hrs@16.82/hour	\$ 200
Preparation Time	12hrs@16.82/hour	\$ 200
Copying/Materials/Supplies		\$ 250
Recruitment/Documentation	15hrs@16.82/hour	\$ 250
TOTAL		\$ 900

Estimate 15 eligible participants / \$900 = \$60 per participant
 $\$60 \times 10$ eligible students = \$600

4. To Be Determined

TOTAL PROGRAM COSTS TO DATE - \$3,180
TOTAL ELIGIBLE FOR REIMBURSEMENT = \$2,110
(based on 10 eligible participants per class, 20 for financial literacy training)

¹ Hourly rate could be adjusted to include benefits (i.e. taxes and insurance)

² Assumption: One hour of preparation time for each hour spent in class room.