



CHILDREN'S TRUST REGULAR BOARD MEETING MINUTES

February 13, 2023, at 4:00 PM

CTAC, 802 NW 5th Ave, Gainesville, FL 32601

Meeting was called to order at 4:00 pm by Chair T. Certain.

Roll Call

Agenda Review, Revision, and Approval

Approval of the agenda also approves all the items on the consent agenda.

Motioned for approval by Member Cornell with the removal of item 4, Programmatic Award and Expense Report, from the consent agenda, placing it above the chair's report for discussion.

Seconded by Member Pinkoson.

Approved by all.

General Public Comments

Curtis Peterson, Principal of Caring and Sharing Learning School, has an afterschool program running since 2008. The school is self-funded; the afterschool program operates as a 501C3 that contracts with ELC, city government, and school readiness. Mr. Peterson asked that whatever prevents the school from receiving funding be revisited when it is time to contract for new after school programs..

Chair Certain asked Attorney Swain why the charter school could not receive funding. Atty Swain answered that it is because they are a charter school.

Chair Certain informed Mr. Peterson that the FSS.125 prevents the Trust from funding schools and charter schools. Member Labarta added to Peterson that the afterschool program must be a separate 501C3.

Connie Pierre-Antoine, Genesis Family Enrichment Center, is committed to instructing families and transforming communities using trauma-informed, evidence base attachment centers. She

introduced herself and shared that her Center has been in in Gainesville for five years. Families are referred to the Genesis. She stated there is a gap in how we reach the children and we must reach back to the whole family. She shared the school system and afterschool systems' day care programs are all pathways. Pierre-Antoine asked that the Trust consider all the paths for children.

Jeff Parker, I Got Your Back (IGB), started 15 years ago at Eastside High School due to the low graduation rates of minority males. The organization serves Kindergarten- 5th graders through a partnership with YMCA. Mr. Parker is working on a pilot program using private funds to teach financial literacy, problem-solving, and critical thinking. The organization also addresses mental wellness components for students. IGB works with students on literacy, problem-solving, critical thinking, and communication skills. Mr. Parker wants the board to be aware of the program. The organization has been waiting for the next RFP to come out. For more information, see the organization's website www.igbfun.com.

Consent Agenda

1. 2023 Board Attendance
2. Board Meeting Evaluation-Survey Results 01.09.23
3. 01.09.23 Regular Board Meeting Minutes
4. Programmatic Award and Expense Report-moved to discussion
5. 1st Quarter 2023 Budget Review
6. December 2022 Checks and Expenditures Report

Discussion

4. Programmatic Award and Expense Report (Member Labarta)

Member Labarta pointed out that she noticed several budgeted items with nothing expensed. Labarta asked whether it meant they had yet to invoice. Under expenses vs. encumbered there were a number of programs with no numbers.

Finance Director D. Sanchez informed the board that at least a million has been expensed since printing. The fiscal team is in the process of sending new invoices to providers.

Chair Certain asked about the memo sent to the county commission under Tab 3, pages 24 and 25, expenditures showing \$395K. She asked if what is there now is through December. FD Sanchez responded yes. Chair Certain noted the finance reports will come to the Board in the future a month in behind to allow staff time to ensure accuracy of the information shared.

Chair's Report

Executive Director's Report

7. 2.13.2023 ED Report Highlighted Business and Leadership Institute (BLI) Masterclass kicked off a great event on January 28, with a full house. The cohort will meet once a month at the Trust. Two staff members will serve on the Fetal Infant Mortality Review team (FIMR) and community action group, a state-funded initiative. Mia Jones and Kristy Goldwire will represent the Trust. We are excited and looking forward to participating in this initiative.

Committee Updates

8. Steering Committee update (Chair Cheryl Twombly) provided a recap of the last Steering Committee meeting discussion. The group is waiting to hear the results of the listening project. The next meeting is February 23, where the data from the listening project will be shared.

Presentations

9. Mirror Image Leadership Academy- James Miller, Executive Director, and Greg Bradley, Founder, of Mirror Image discussed the organization and the services they provide. The organization uses a True Leader model of self-image+purpose+faith+character+work ethic. The youth can attend a summer academy, school year academy, or an extended day academy. Mr. Bradley asked that the Trust consider an off-cycle budget request to assist with their 460K budget needs.

Member Ferrero asked for a presentation copy so the board could review it.

Member Cornell asked to hear from the ED on where she sees the program fall within the four goals.

Chair Certain recognized that many organizations have been waiting patiently for the opportunity to apply for funding.

Member Cornell acknowledged that he knows Director Kiner is bringing back recommendations for fund balance.

Member Labarta reiterated that she is usually the one that is against off-cycle requests. She informed the Board that she works with Mirror Image as a consultant. Member Labarta shared her concern for the Board to listen to more than just those who can come before them. She said we heard from three good organizations doing services in areas that are within our goals. If we fund, we need to figure out which category.

Member Pinkoson asked if the Board would need to wait until the budget cycle's end. He asked the DOP K. Goldwire when the board would have a good idea of what is needed. Will it be the March or the April meeting?

DOP K. Goldwire responded that at the April 3rd meeting, the board would receive information on the data from the community. The first half will be a steering committee meeting, and the second half will be a board meeting.

ED Kiner advised that it is essential that we are equitable because we have several

programs that would love to be funded or receive additional funding. In addition to the three programs presented, there are additional dollars - available under Goal 3 – All Children have nurturing and supportive caregivers and relationships. The County and City recently declared gun violence as a significant issue. The Steering Committee Meeting on February 23, will be the first opportunity to listen to the data and hear what the community had to say. She asked for time to hear the input from the community.

Member Hardt stated she is looking for opportunities to figure out how to make systems changes. She would be excited to hear how all the presenting programs could join up and support parenting to the K-5 program to the 6th graders selected for the leadership program.

Member Twombly stated the Trust has been putting out fires and we now should prevent fires from happening through all the stages of a child's life.

Member Cornell asked when would the Board hear about the fund balance?

ED Kiner proposed bringing back a fund balance proposal at the March board meeting.

Member Snyder thanked the group for taking a strength-based approach.

Member Labarata suggested the three groups presenting could be brought together in an RFP. She said the Trust is more provider-focused and not solution-focused. Member Labarta stated she would like to see a recommendation come back with all the groups working together.

Member Pinkoson stated he'd like to hear something other than a one-time request. He would like to see what is out there if the Trust is allocating money.

Member Andrews advised there are some urgent situations right now, but we need to create sustainable continuous services.

Old Business

10. TeensWork Alachua – Funding Recommendation (Deon Carruthers)

Trust Staff Member D. Carruthers recapped last month's presentation reviewing the collaborative model. The staff recommendation is for \$102,500 for Minority Business Listings for Youth/Employer recruitment events, advertising, and marketing. Goodwill Industries will manage the onboarding of the youth, the employers, payroll work readiness training, and job coaching. The recommendation includes Goodwill Industries implementation of \$271,442.92 and salaries of \$49,2554.06. The recommendation is to approve an increase of \$116,496.98 above the \$750,000 for last year.

Motioned to accept staff's recommendation by Member Cornell
Seconded by Member Labarta.
Motion approved by all.

Staff was asked to return with a recommendation on where the additional funding will come from.

Discussion

Member Cornell asked whether the staff recommended the difference from the fund balance. Where will the difference come from?

FD D. Sanchez advised that unallocated page 34 of the packet has a TBD of \$1M.

DOP K. Goldwire advised that money has been allocated for summer contracts.

Member Cornell asked that the TBD information for \$116,500 be brought back.
Member Cornell asked staff to bring back recommendations for where the money will come from.

Member Ferrero asked what the advertising and marketing would look like.
Trust staff Carruthers said they would be advertising the recruitment activities included job fairs, commercials, and flyers for employers and youth throughout the county.

11. Draft Request for unplanned funding request (Executive Director Marsha Kiner)

ED Kiner informed the board that staff worked with Member Labarta to develop the policy. The guidelines read: the board will charge staff with reviewing the issue and researching: the exigent and urgency of the problem presented, the existing services or providers addressing issues, and providing the services potential other sources of funding to address the issue or to provide the services and or partnerships. Collaboration is needed to address the concern or provide the service, and number two, once the issue has been researched, staff should bring back to the board a recommendation to defer any action to the next planning or budget cycle as necessary. A nonemergent issue could wait. The request could be that CTAC convene existing providers and funders to vet and address the problem, a request could come forward where we are amending the budget or strategies to include the problem, or a recommendation to not fund an issue.

Member Labarta added that she contacted other CSCs to see what they did.

Member Cornell, when you spoke to the other CSC, did they allocate money in their budget?

ED Kiner, the board would have staff look at the request and report with recommendations.

Motioned to accept policy by Member Cornell

Seconded by Member Labarta

Motioned approved by all with the addition of changing everywhere that says "problem" to "issue".

Chair Certain asked that the staff bring back recommendations on working with three organizations (Mirror Image, IGB, and Genesis) and others doing similar work. Motion approved by all.

Discussion

Member Pinkoson stated the three organizations could be referred to staff to consider so that they wouldn't have to wait for the next funding cycle.

Member Cornell said adopting the policy gives staff the power to make a recommendation.

Chair Certain asked if moving forward, when the staff prepares the budget, can we set aside money for unplanned? Chair Certain would prefer to have money set aside for unsolicited requests. She said we have funds and a lack of providers.

Member Labarata stated urgent request moving forward should come from funds set aside.

DOP K. Goldwire asked for clarification as this isn't a sole source funding and many organizations may do the same work.

Member Labarta answered the question advising that the direction may comeback with a recommendation that does not have to include funding but could consist of convening the group with some form of collaboration.

12. Draft Overnight Travel Policy (Director of Programs, Kristy Goldwire)

DOP K. Goldwire presented to the group a draft policy for overnight trips for the board to consider. Goldwire reminded the group that at the last meeting, one of the providers asked for an extension for a trip that they would like to take the youth on out of state. Staff consulted with the Trust Attorney Bob Swain and received feedback from other CSCs. Many older CSCs allow overnight trips, but some smaller ones do not. The decision to allow overnight trips would impact three organizations.

Discussion

Member Labarta suggested the insurance for the organizations should include general and professional liability insurance.

Atty Swain believes the standard insurance covers both.

Discussion on who monitors the provider complying with the laws in other states, how DCF complies with the laws regarding foster children, safety concerns with wearing seatbelts properly, and if each contractor is responsible for the safety and protection

training.

Atty Swain asked if the Trust has defined what that training would consist of and what we would provide? If we have yet to define it, then we need to ask the provider to tell us what training they have had.

Member Hardt stated she would like safety training for all providers. The training conducted by a trusted third party should be required and be part of the contract at no cost to the provider.

DOP K. Goldwire advised that Trust staff is working to implement training for our providers. Staff have had conversations with the Florida Afterschool Network. Goldwire is currently looking at what is being offered for safety. The question is whether it is mandatory.

Member Labarta asked if it is the responsibility of a provider to ensure that the staff they are taking on these trips has been trained?

DOP K. Goldwire advised that language can be added to the contracts of those that have asked to go on field trips.

Member Cornell motioned to accept the draft with Member Labarta's recommended changes, and staff will amend the contracts to reflect the changes.

Member Labarta seconded the motion.
Motion approved by all.

New Business

Board Member Comments

Member Pinkoson asked Member Cornell to let him know what the property appraiser is thinking for next year and do they have any idea if there will be an increase in property values. Member Cornell advised him that he would ask and let him know.

For Your Information

Items in this section are for informational purposes only and do not require any action by the Trust.

1. Alachua County Talks: Marsha Kiner, Alachua County Children's Trust Executive Director
<https://youtu.be/To15cKgb1So>

Meeting adjourned at 6:05pm by Chair Certain.

Next Meeting Dates

Regular Board Meeting - Monday, March 20, 2023 @ 4:00 PM

Children's Trust of Alachua County, 802 NW 5th Ave, Gainesville, FL 32601

Special Meeting Workshop for Listening Project- Monday, April 3rd, 2023 @ 1:00 PM

Children's Trust of Alachua County, 802 NW 5th Ave, Gainesville, FL 32601

Regular Board Meeting - Monday, April 3rd, 2023 @ 4:00 PM

Children's Trust of Alachua County, 802 NW 5th Ave, Gainesville, FL 32601

DRAFT



CHILDREN'S TRUST
OF ALACHUA COUNTY

CHILDREN'S TRUST REGULAR MEETING

February 13, 2023

CTAC Offices, 802 NW 5th Ave., Gainesville, FL 32601

Attendance List

Name	Organization	Email address	Contact number
James Miller	Mirror Image	jmillerr@mirrorimageleader.org	352-204-0072
Greg Bradley	Mirror Image Leadership Academy		
Herman Knopf	A2C-		
Curtis Peterson	Carling and Shering	Petersoncl951@gmail,	352-372-1004
Nikki Thompson	Goodwill	nthompson@goodwilljax.org	318 758 8723
Craig Wilbur	Mirror Image	craig@tdynano.com	352-317-0707
Dr. Linda Woodard	IBNFL	lwoodard@goodwilljax.org	216 496 4598
Jeff Parker	IGB Education	jeftp@igbmentoring.com	352 672 4373
Joseph Asvik	TWA	jgavila@goodwilljax.org	772-915-9789
Madison James	TWA	mjames@goodwilljax.org	(352) 888-1450
Savannah Simerly	TWA & Goodwill	ssimerly@goodwilljax.org	407-401-2241
Phuc KACBA	CDS	phuc.kacba@floridacds.org	352-244-0428 EXT 354



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OF ALACHUA COUNTY

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February 13, 2023

CTAC Offices, 802 NW 5th Ave., Gainesville, FL 32601

Attendance List

Name	Organization	Email address	Contact number
Hyle Schramm	Goodwill of North Florida	hschramm@goodwilljax.org	(772) 579-7481
Mike Perkins	Beta Pi Charities, Inc.	perksfamilytax@gmail.com	(352) 316-0995
Mr. Fields	Minority Listings		
Mr. Fields	Minority Listings		
Conrad Pierce/Andrew	Genesis Family Enrichment Center	genesis31FEC@gmail.com	352 219-1620
Michael Pierce	Mirror Image Leadership Academy		
Latya Stapp	↓ MFLA	stapph@gm.sbc.edu	352-359-3257



GENESIS

FAMILY ENRICHMENT CENTER
Strengthening Families. Transforming Communities.

PH: (352) 219-1620

A: 305 N.E. 1st Street, Gainesville FL 32601

www.Genesis31.com

GENESIS FAMILY ENRICHMENT CENTER, INC. A non-profit organization committed to strengthening families and transforming communities using trauma-informed, evidence-based, attachment-centered education and therapeutic interventions that enhance the parent or professionals' work with children & families.

We believe that good things come from hard places.

Our interventions are holistic and biologically respectful, meaning that we aim to serve the ecology of the child and family. Foundational to our approach is the understanding that the brain develops sequentially from the bottom-up and this knowledge is essential when providing insight around challenging behaviors, reparenting around trauma or addressing dysregulation in children and families.

Our therapeutic parenting models include Trust-Based Relational Intervention®, the Neuro-sequential Model of Therapeutics Assessment & Caregiving Education™, Circle of Security-Parenting™, Circle of Security-Classroom®, Nurturing Parenting Programs, Beyond Behaviors and National Association of Parenting Instruction (Co-Parenting) NAPI®.

Points to Ponder

1. Primary Sphere of Influence is the **Microsystem**
2. **The Fruit. The Tree. The Root.** Our fundamental goal is to intervene early so as to prevent adult problems from taking root in early childhood, by changing the quality of the parent child relationship. The medium for making a difference in the relationship with the child is by making a change in parents. **Change behavior by meeting the hidden Needs beneath behaviors.**
3. A dysregulated parent cannot regulate a dysregulated child.
4. Make the **Emphatic shift** that addresses stigma, proactive responses versus reactive responses. Fill the Gap.





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Crosswalk CTAC List of Priorities

1. Children are born healthy and remain healthy.

Health is determined not by the absence of disease but the presence of attuned attentive, present, patient caregiving. (Epigenetics, to experiences that activate wellness)

2. All children can learn what they need to be successful.

The brain develops sequentially from the bottom up and the inside out.

3. All children have nurturing supportive caregivers and relationships.

Secure attachment figure is recognized before birth. Attachment is biology.

4. All children live in safe communities:

Felt Safety is primal and automatic before it is communal.

References:

Powell, B., Cooper, G., Hoffman, K., Marvin (2016) The Circle of Security Intervention. Enhancing Attachment in Early Parent-Child Relationships. The Guilford Press

Van Der Kolk, Bessel. (2017) The Body Keeps the Score: Brain, Mind and Body in the Healing of Trauma. Penguin Books New York.

Purvis, K., Cross, David., Sunshine Wendy, (2007). The Connected Child. McGraw-Hill

Winfrey, O., Perry, B., (2021) What Happened to You? Conversations about Trauma, Resilience and Healing. Flatiron Books

Bronfenbrenner, U (1979), The ecology of human development: Experiments by nature and design. Cambridge, MA: Harvard University Press.

Purvis, K., Cross, D., Lyons-Sunshine, (2007). The Connected Child. McGraw Hill





GENESIS
FAMILY ENRICHMENT CENTER
Strengthening Families. Transforming Communities.

Traditional parenting does not work if you are parenting a child who is neuro-diverse, have experienced trauma or have social-emotional challenges that create dysregulation.

We teach parents, caregivers and professionals how to meet needs that are often hidden beneath behaviors.

We provide:

Therapeutic Parenting Classes & Family Consultations:
Parent-Child Groups : Weekly parent and child connection and regulation skill building group

Play Attention: Bio-feedback and Coaching for ADHD
Safe and Sound Protocol (SSP) : Music Therapy that addresses sensory regulation, trauma & more.

Bring the joy and laughter back into your home.

Schedule a free consultation today.

PH: (352) 647 - 0530 Email: info.genesisfec@gmail.com

www.genesis31.com

About Us

We utilize trauma-informed, evidence-based
and attachment-centered interventions.

Our Parenting Workshops:

Trust-Based Relational Intervention Caregiver
Workshops & Parenting
Circle of Security-Parenting
Circle of Security for Teachers of Early
Learners
Nurturing Parenting Programs
Neuro-Sequential Model of Therapeutics
Assessment and Parenting
Family Nurture Group

Discover how good things can come from hard places.

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Gainesville, Florida 32601
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“THEN *God* SAID,
LET US MAKE MAN IN OUR **IMAGE**,
AFTER OUR **LIKENESS**.”

GENESIS 1:26



77%

African American
births are to
single women

1 in 3

Black Males can
expect to go
to prison in
their lifetime

~36%

Blacks in
Alachua County
live in poverty...

...with
~45%

Black children
living in child
poverty

MENTORING

**U
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AFFORDABLE HOUSING

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Traditional Approach



**WHAT CAN BE DONE TO
FOCUS ON *Root Causes?***



The Hypothesis

THERE IS **UNTAPPED LEADERSHIP**
WITHIN YOUNG BLACK MALES
THAT CAN BE **DEVELOPED** AND
EXPANDED BY EXPOSURE

THE *future* PILLARS OF OUR
FAMILIES AND COMMUNITIES

THIS REQUIRES A *reconditioning*
OF THE MIND AND HANDS-ON
EXPOSURE...TO ALLOW FOR
IMAGINATION AND CREATIVITY
TO **SOLVE PROBLEMS**

“ You cannot enslave a mind
that **KNOWS** itself, that **VALUES**
itself, that **UNDERSTANDS** itself. ”

-Wangari Maathai

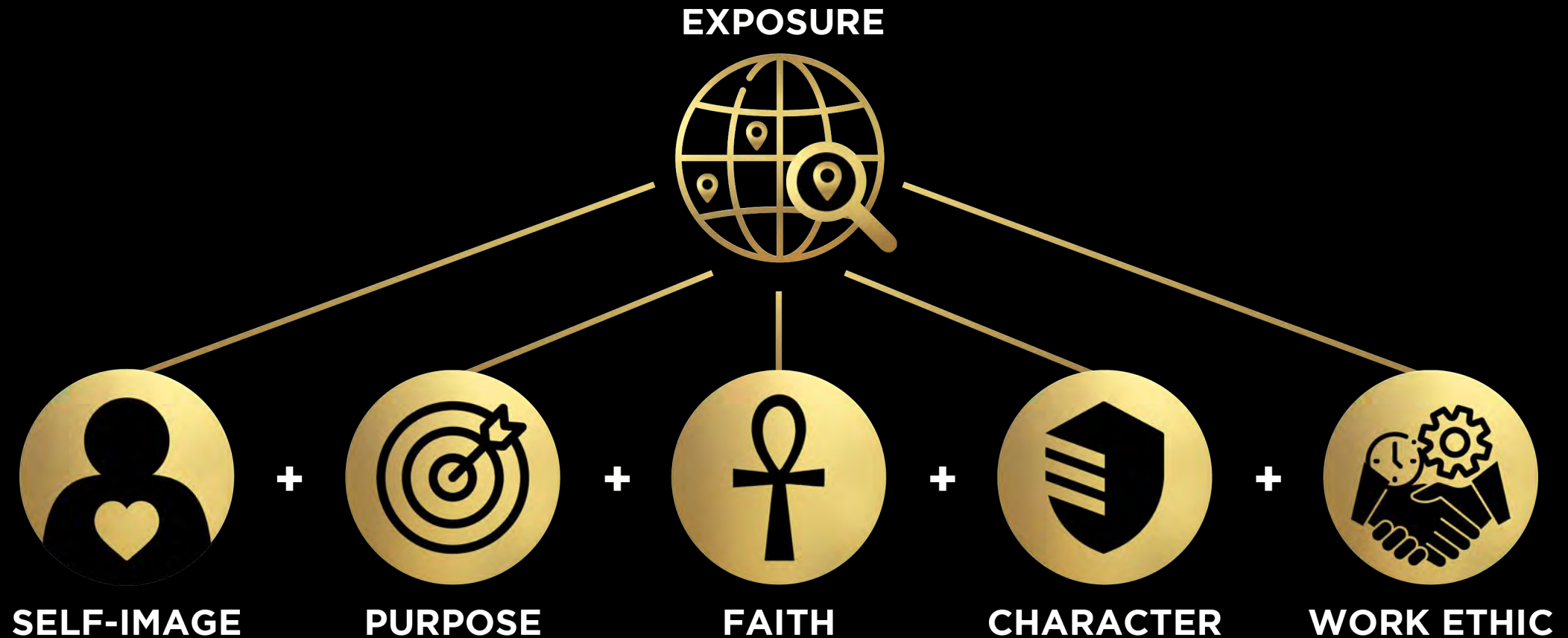




MIRROR IMAGE
LEADERSHIP ACADEMY

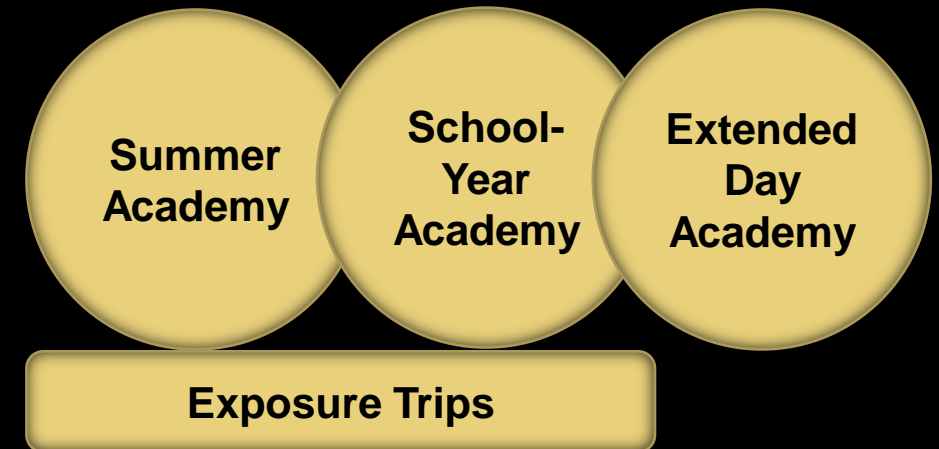
Discovering Who You Are

MIRROR IMAGE *True* LEADER MODEL™



Our Approach

Delivered through a **3-year** leadership development experience for incoming **7th graders**, with the summer academy as the capstone.





How are Scholars Selected?

1) **Recommended by schools (principals, teachers, and school personnel):**

- Academic – shown past potential but may not be currently achieving at grade-level
- Family dynamic – emphasis on one-parent/guardian households with less male influence and/or traumatic situations (e.g. loss of parent, divorce, homelessness)
- Behavior – minor behavior issues, but not chronic misbehavior
- Parent/guardian commitment – likelihood to uphold a 3-year commitment

2) **Invite parent(s)/guardian(s) and scholar to an information session:**

- Overview of MILA, with emphasis on 3-year commitment (including financial)
- Q&A
- Provide enrollment packet

3) **Parent(s)/Guardian(s) commit and complete enrollment**



Exposure **TRIPS**

1ST YEAR
Local Exposure



2ND YEAR
Domestic Exposure



3RD YEAR
International Exposure



Summer 2022 Summary Schedule

	Mon – 6/6	Tues – 6/7	Wed – 6/8	Thurs – 6/9	Fri – 6/10
Leadership Model	<i>Self-Image</i>	<i>Self-Image</i>	<i>Self-Image</i>	<i>Character</i>	<i>Friendship</i>
1 st Year Cohort	A. Quinn Jones Museum	Cotton Club Cultural Museum	Sweetwater Wetlands Park	Chamber of Commerce	Cade Museum
2 nd Year Cohort	Madonna's Equestrian Academy	TPC Sawgrass (Jacksonville)	Botanical Gardens	NUMA Speed	Pilot – Jermaine Medley
	Mon – 6/13	Tues – 6/14	Wed – 6/15	Thurs – 6/16	Fri – 6/17
Leadership Model	<i>Purpose</i>	<i>Purpose</i>	<i>Purpose</i>	<i>Faith</i>	<i>Friendship</i>
1 st Year Cohort	G. Bradley Insurance Agency	Alachua County Sherriff	Celebration Pointe	AMJ – Hotel Site Visit	Splitz Bowling Alley
2 nd Year Cohort	Exemplary Style/ Professional Exposure Trip	Antique Cars (Ocala)	Museum Science & History (Jacksonville)	Shula's Steak House Etiquette Class	St. Augustine/Beach
	Mon – 6/20	Tues – 6/21	Wed – 6/22	Thurs – 6/23	Fri – 6/24
Leadership Model	<i>Faith</i>	<i>Faith</i>	<i>Purpose</i>	<i>Character</i>	<i>Friendship</i>
1 st Year Cohort	UF. School of Engineering	Massias Home Site Visit	Scorpio Construction	Keller Williams	Orsborn Orthodontics Autobahn
2 nd Year Cohort	Tony Gaskins (Tampa)	Jax Zoo (Jacksonville)	FL Capitol (Tallahassee)	UF School of Veterinary Medicine	Dave & Buster's
	Mon – 6/27	Tues – 6/28	Wed – 6/29	Thurs – 6/30	Fri – 7/1
Leadership Model	<i>Character</i>	<i>Self Image</i>	<i>Purpose</i>	<i>Work Ethic</i>	<i>Friendship</i>
1 st Year Cohort	Colliers International	Ralph's Garden Eatery	Elevated Design & Construction	UF - Anthony Richardson	Flip Factory
2 nd Year Cohort	ATLANTA TRIP				

Our Year Long Focus

STANDING SCHEDULE

9:00am-9:15am:	Breakfast
9:15am-10:00am:	Curriculum
10:00am-11:30am:	Travel/Exposure Trip
11:30am-12:00pm:	Return to Home Base

FAITH



SEP 10

Agriculture

Wildlife



PURPOSE



OCT 8

Santa Fe Zoo

Knot Climbing



CHARACTER



NOV 12

Judicial System

Culinary Arts



SELF-IMAGE



DEC 10

Florida Museum of
Natural History

Yoga



WORK ETHIC



JAN 14

Engineering

The Harn



FAITH



FEB 11

Alachua Sheriff's

UF School of
Business



PURPOSE



MAR 11

Tech Coding

World Equestrian
Center

SELF-IMAGE



APR 8

Exactech

Okito America

CHARACTER



MAY 13

Healthcare

Duke Energy

These Dates Are Tentative And Are Subject To Change

Cotton Club Cultural Museum



SELF-IMAGE

Cade Museum



PURPOSE

Dorothy's Vineyard



FAITH

UF College of Law



CHARACTER

UF Engineering lab



WORK ETHIC

Scorpio Construction



WORK ETHIC

Summer 2022 Recap Video





MILA Extended-Day Academy

- Partnered with Santa Fe College to provide a physical location for scholars to attend after-school
 - Monday – Thursday 4:00 – 7:00 pm
- Provide a safe environment and offer programming for **Academic Support**:
 - Assessment (parental discussion, testing, grades, attendance, discipline, social dynamics/support system, scholar's attitude toward school)
 - Gaps and Learning Action Plan
 - Supplemental Instruction/Intervention in math and/or reading
 - Study Skills

THE *future* **PILLARS OF OUR FAMILIES AND COMMUNITIES**



**INCOMING 7TH GRADER
(12-YEARS OLD)**

**POTENTIAL TO
INFLUENCE 3
GENERATIONS**



**GRANDFATHER
(62-YEARS OLD)**



Our Vision

**POSITIVELY IMPACT THE
GENERATIONAL TRAJECTORY
OF BLACK FAMILIES**

Our Mission

DEVELOP **TRUE LEADERS THROUGH
INNOVATIVE AND EXPERIENTIAL
LEARNING WHILE EXPANDING
POSSIBILITIES THROUGH EXPOSURE**

Our Board



HUSBAND & FATHER

GREG BRADLEY

Board Chair

Owner of G. Bradley Insurance Agency



HUSBAND & FATHER

MIKE BEARD

Vice Chair

President and CEO of
Elevated Design & Construction



HUSBAND & FATHER

PRINCE HINSON

Treasurer

Owner of Westlab Pharmacy



FATHER

SEAN MCINTOSH

Secretary

SVP of Asset Management at Celebration Pointe
Holdings



HUSBAND & FATHER

KEVIN HOLMES

Board Member

CEO of Creative Industrial Solutions



HUSBAND & FATHER

LATROY STRAPPY

Board Member

Alachua County Schools



HUSBAND & FATHER

ERIC GODET

Board Member

President and CEO of the Greater Gainesville
Chamber of Commerce



HUSBAND & FATHER

CRAIG WILBURN

Board Member

President & Champion of the Vision for Team
Dynamo at Keller Williams Realty

Our Staff



JAMES MILLER
Executive Director



CORNELIUS DUNMORE
Facilitator



JUSTIN WILLIAM
Facilitator



ROBERT DESROSIERS
Facilitator



CALEB CHAMBLISS
Facilitator



ANSKI SAINT-FLEU
Facilitator



DEYLYND GRANT
Facilitator



DENISE YOUNG
Program Administrator

Laying the Foundation for the Future



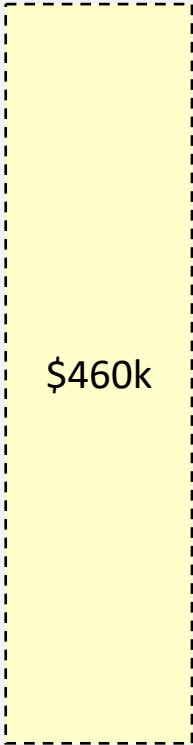
12 Scholars
Local Exposure Trips
PT Facilitators (3)
Board Volunteers

2021



Added 2nd Cohort (+19)
30 Scholars
Hired FT Executive
Director (April)
PT Facilitators (6)
Added Domestic Exposure
Trips (Jax, Tampa,
Tallahassee, *Atlanta*)

2022



Add 3rd Cohort (+25)
55 Scholars
Add International Exposure
Add Extended Day Program
Domestic Exposure Trips
Executive Director
PT Facilitators (9)
Hire FT Program Director and PT
Parent Engagement

2023
Budget



75 Scholars
Full Staff (3 FT, 10 PT)

2025
Forecast

NORTH HIGHLAND

Bill & Betty Petty

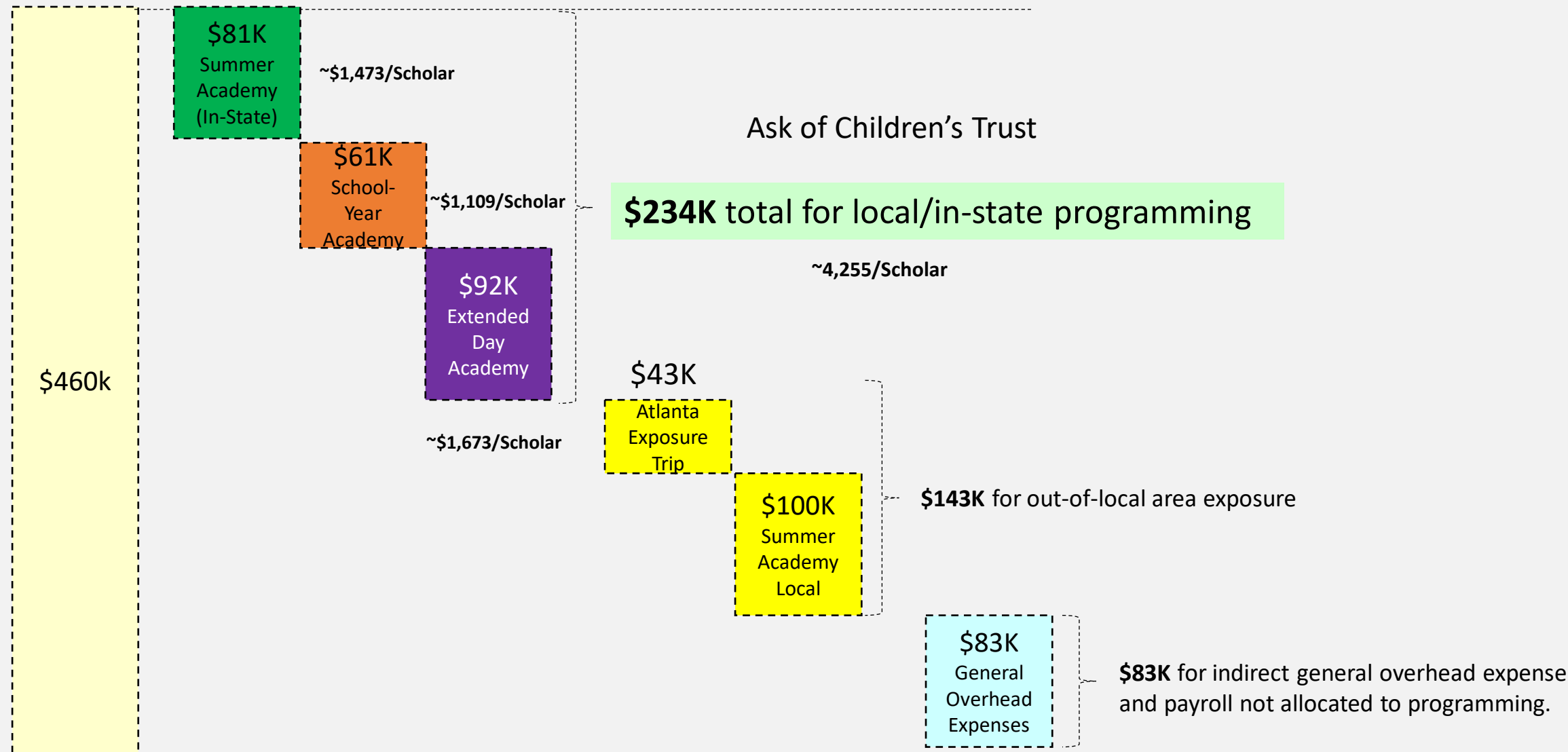


John & Bridget Fleming
Reid & Stacey Fogler
Eric & Yvette Godet



2023 Budget Breakdown

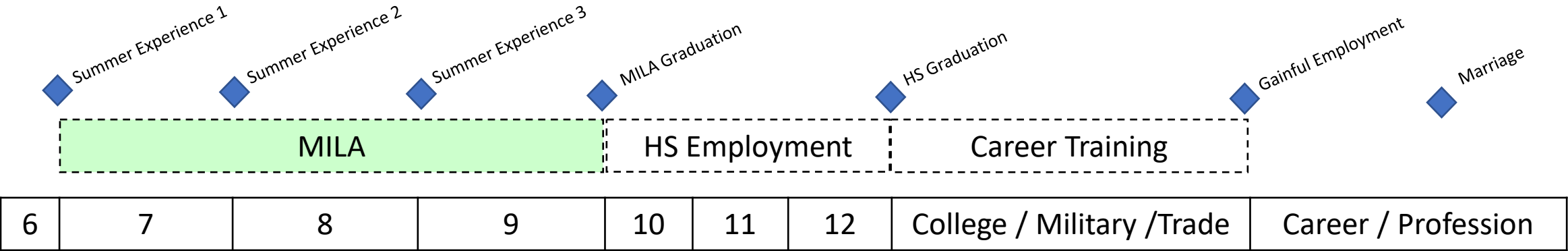
Total Budget





Thank you!

Journey and Measurements Framework



6	7	8	9	10	11	12	College / Military /Trade	Career / Profession
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Measurements

Daily Affirmations (Year 1) (Self Image)
Identity Statement (Year 2) (Self Image)
Purpose Statement (Year 3) (Purpose)

MILA & School Attendance (Character)
 Retention Rates (Character)
 Academic Grades (Work Ethic)
 School Conduct (Character)

Measurements

Summer Employment
 HS Graduation



MILA Business Partners

Measurements

Trade Training (Start / Complete)
 Military Service
 College (Start / Complete)



Measurements

Children Before Marriage

 **MIRROR IMAGE**
LEADERSHIP ACADEMY

Daily AFFIRMATIONS

1 I am made in the image and likeness of *God*.

2 *God* loves me and I love and respect myself.

3 I was born to lead and *God* has a valuable plan for my life.

4 There is something in this world that only I can do –
that is *why* I am here.

5 I am a scholar, and I will meet *every* academic challenge.

6 I will persist until I *succeed*.

7 I am bold, handsome, and *brilliant*.

Daily Affirmations

Example: Identity Statement

I am God's truth-speaking, problem-solving advocate, and leader.

Example: Purpose Statement

Help people see themselves for who they really are – created in the Image and Likeness of God

Summer Atlanta 2022 Recap Video

