

STATE OF ALABAMA
COUNTY OF MADISON

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AGREEMENT

THIS AGREEMENT IS MADE between the **BIG BROTHERS BIG SISTERS OF THE TENNESSEE VALLEY** (hereinafter “BBBSTV”) and the **CITY OF MADISON, ALABAMA**, a municipal corporation (hereinafter the “City”).

WITNESSETH:

WHEREAS, it is the objective of the parties to cooperatively work toward the betterment of the community at large; and

WHEREAS, BBBSTV will provide essential services to the City of Madison that serve a public purpose and which further the stated objectives of the parties.

NOW, THEREFORE, for and in consideration of the premises and mutual covenants and conditions hereinafter set out, the parties do hereby agree as follows:

1. This Agreement shall come into effect when the authorized representatives of each party finally execute and affix their respective signatures hereto in their duly authorized capacities. In the event the signatures are affixed on different dates, the date of the final signature shall be the date the Agreement comes into effect. This Agreement shall terminate at 11:59 p.m. on September 30, 2026.
2. During said term, it is hereby agreed that BBBSTV shall provide essential services to the City in accordance with Exhibit A attached hereto and incorporated by reference as if fully set out herein, the City otherwise being capable of providing said services for itself.
3. The City agrees to pay to BBBSTV the sum of five thousand dollars and no cents (\$5,000.00) for fiscal year 2026, which began October 1, 2025, and ends September 30, 2026, for the services listed in Exhibit A. This sum shall be disbursed on a schedule of disbursement established by the Finance Director of the City of Madison.
4. BBBSTV pledges to act in good faith with respect to the execution of its responsibilities and duties herein undertaken. Further, BBBSTV agrees to and shall provide to the City, upon request, an accounting with respect to how any or all funds provided under this Agreement were expended by BBBSTV.

5. Under no circumstances and in no event shall the City be liable for any debt or obligations incurred by BBBSTV regardless of the purpose for which the debt or obligation was incurred. Additionally, the City shall not be deemed or construed to be a partner, joint venture, or agent of BBBSTV, nor shall BBBSTV at any time use the name or credit of the City in purchasing or attempting to purchase any vehicle, equipment, supplies, or other things whatsoever.
6. It is mutually understood and agreed and it is the stated intent of the parties that an independent contractor relationship be and hereby is established under the terms and conditions of this Agreement, BBBSTV being an independent contractor of the City and in no way deemed to be an agent of the City. It is further mutually understood and agreed that officers, employees, and any other agents of the City are not nor shall they be deemed to be officers, employees, or agents of BBBSTV and that officers, employees, and any other agents of BBBSTV are not nor shall they be deemed to be officers, employees, or agents of the City.
7. BBBSTV is wholly responsible for the execution of the duties conferred herein and shall not transfer or assign this Agreement or any of the rights or privileges granted therein.
8. BBBSTV hereby agrees to comply strictly with all ordinances of the City and laws of the State of Alabama and the United States while performing under terms of this Agreement.
9. Both parties agree that upon violation of any of the covenants or agreements herein contained on account of any act of omission or commission by either party, the City or BBBSTV may, as its option, terminate and cancel this Agreement with thirty (30) days written notice to the other party.
10. BBBSTV agrees that it will comply with the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, and all other federal laws and regulations assuring that no person will be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination on the grounds of race, sex, color, national origin, or disability.
11. If at any time during the City of Madison's above-referenced fiscal year its revenues decrease below that amount projected by the City to sustain the operating budget of the City, this Agreement may be declared null and void and no liability shall accrue to any party hereto.

IN WITNESS WHEREOF, the undersigned have set their hands and seals on each day and year evidenced below.

BIG BROTHERS BIG SISTERS OF THE TENNESSEE VALLEY

By: _____

Its: _____

Date: _____

STATE OF ALABAMA §
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I, the undersigned Notary Public in and for said County in said State, hereby certify that _____, whose name as _____ of the Big Brothers Big Sisters of the Tennessee Valley is signed to the foregoing instrument, and who is known to me, acknowledged before me on this day that, being informed of the contents of the instrument, he/she, in his/her duly appointed capacity and with full authority, executed the same voluntarily for and as the act of said entity.

Given under my hand and official seal this _____ day of _____, 2026.

Notary Public

CITY OF MADISON, ALABAMA

ATTEST:

By: _____
Ranae Bartlett, Mayor

Lisa Thomas, City Clerk

Date: _____

STATE OF ALABAMA

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COUNTY OF MADISON

I, the undersigned Notary Public in and for said County, in said State, hereby certify that Ranae Bartlett and Lisa Thomas, whose names as Mayor and City Clerk, respectively, of the City of Madison, Alabama, are signed to the foregoing instrument, and who are known to me, acknowledged before me on this day that, being informed of the contents of the instrument, they, as such officers and with full authority, executed the same voluntarily for and as the act of the City of Madison, Alabama, a municipal corporation.

Given under my hand and official seal this _____ day of _____, 2026.

Notary Public

EXHIBIT A

Big Brothers Big Sisters of the Tennessee Valley will use the \$5,000 allocated by the City of Madison to support community-based and school-based mentoring programs serving Madison area youth and families.

BBBSTV creates and supports professionally monitored one-to-one mentoring relationships between carefully screened adult volunteers and local youth who would benefit from additional guidance and support. These mentoring relationships address critical community needs including economic hardship, family instability, and developmental gaps.

The allocated funds will support professional staff time for Madison area matches, volunteer screening and training, program materials and resources, educational and recreational activities, and ongoing monitoring to ensure safety, quality, and positive outcomes for all participants.

Each mentoring relationship involves thorough volunteer screening including background checks, interviews, and comprehensive training. Youth participants and their families receive orientation and ongoing support from professional staff. Mentors and mentees meet regularly for a minimum of one year, with many relationships continuing for multiple years. All services are provided at no cost to participating youth and families. Research demonstrates that mentored youth show improved academic performance, increased college enrollment rates, higher future earnings, and stronger community connections.

BBBSTV participants consistently meet personal development goals and report improved sense of belonging.