

ENTITY INFORMATION

NAME OF ENTITY: Fresh Ministries, Inc.
FEDERAL EMPLOYER IDENTIFICATION NUMBER: [REDACTED]
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A. PROGRAM REQUIREMENTS:

A. Title and detailed description of the proposed workforce training:

FreshMinistries offers four workforce training and business development programs which have to date successfully trained more than 3,500 workers, created over 2,000 jobs, and started 150 new businesses. The long-term success of new businesses and the job retention rates are both in the high 80th percentile. These programs include:

- Beaver Street Enterprise Center
- Fresh Futures youth job-readiness and employment program for at-risk core-city youth
- LifePoint Career Institute for underemployed and unemployed adults
- FreshMinistries' newest workforce development initiative, Aquaponics Economic Development Center
- All programs are marketed and open to the public and target unemployed, underemployed and high-risk populations. Programs are designed to support their participants' ability to access and participate in: a) the local workforce; b) higher education and/or vocational training programs available through the Florida State

College at Jacksonville and/or the University of North Florida; or, c) launch and/or expand a small business.

The Beaver Street Enterprise Center was Florida's first core-city business incubator and has been listed in Marco Rubio's "100 Innovative Ideas for Florida's Future"; helped launch more than 100 new business which created more than 2,000 new jobs; developed more than \$300 million in economic impact in northeast Florida; its first facility is fully occupied and serving 33 emerging businesses (more than 90 percent minority owned) with technical assistance, mentoring and networking opportunities; recently acquired a new building that currently serves 9 new emerging businesses; had 3 client businesses named to Inc. Magazine's top 500 fastest growing businesses in America list. The core-city business incubator provides technical assistance, seminars and business mentoring to client-tenants whose offices are located within Beaver Street Enterprise Center, as well as emerging businesses and start-up entrepreneurs throughout the city. In addition to Beaver Street Enterprise Center's technical assistance programs, a satellite office of the Small Business Development Center based at the University of North Florida is located within the incubator offering business counseling and support to all individuals and entrepreneurs interested in starting or expanding a small business in the Jacksonville core-city area.

Fresh Futures provides programming for high-risk 14-to-19 year old youth in two cohorts: 1) adjudicated youth and 2) non-adjudicated youth/young adults aged 14-to-24 years of age. The adjudicated youth/young adult curriculum includes the evidence based program PATTS (Peaceful Alternatives To Tough Situations), a one-month-long communication, self-discovery and conflict resolution program. The PATTS curriculum is augmented with FreshMinistries' proprietary life skills training which includes communication and conflict resolution skills, workplace decorum, general etiquette, interviewing skills, tutoring and mentoring, and other soft skills needed to gain and retain employment; financial literacy and, job-readiness training. Programming for non-adjudicated youth includes financial literacy, life skills and cultural enrichment sessions that offer youth exposure to events and learning activities to expand their world-view and better prepare

them to converse more confidently with a wide variety of employers, workplace peers and business clients. The non-adjudicated year-round program ends with working-aged youth (15-to-18) interviewing for and attaining 6 weeks of paid summer employment with one of FreshMinistries' numerous employer partners. The Fresh Futures program not only lays the foundation for future attainment and retention of employment but also prepares youth for college and/or vocational training programs to improve future wage-earning potentials. It is FreshMinistries' intent to use requested grant funds to expand the Fresh Futures' adjudicated youth program to include more in-depth counseling, extended case management services, expanded mentoring opportunities, family strengthening activities, expand interaction between youth and staff, add expungement and record sealing activities to the program, and expand employment opportunities with FreshMinistries' employer partners to better prepare youth for greater success in employment attainment and retention. FreshMinistries and its Fresh Futures program collaborates with Florida State College at Jacksonville in curriculum development and implementation and provides Florida State College at Jacksonville students mentoring opportunities which assists marginalized youth to prepare for entrance into college and the workforce while giving Florida State College at Jacksonville education, social services and criminal justice students hands-on experience in working with high-risk youth. In the past 8 years, Fresh Futures has trained more than 1,350 at-risk youth in job-readiness and life skills; placed more than 840 youth in summer employment and has had 75 percent of program completers enter college (92 percent enter Florida State College at Jacksonville or other higher education institutes), vocational training programs, enter the workforce or enlisted in the armed forces.

LifePoint Career Institute is a vocational training and exam certification tutoring program targeting unemployed and underemployed adults (enrollment open to the public). LifePoint currently offers a nationally recognized hospitality certification program accredited by the American Hotel and Lodging Association and a Certified Nursing Assistant Exam Tutoring program. Funding partners enable FreshMinistries to provide scholarships to 99 percent of students enrolled in the program(s), making enrollment accessible to marginalized individuals. The Florida State College at Jacksonville offers co-registration of students not yet qualified for

entry into their college-level Certified Nursing Assistant Exam Tutoring or hospitality program due to a lack of a high school diploma. Students referred to the program from Florida State College at Jacksonville attend LifePoint's vocational training program(s) while also attending Florida State College at Jacksonville's GED program. LifePoint has trained more than 1,500 unemployed or underemployed adults and has a job placement rate of 97 percent with an 87 percent job retention rate of 6 months or more. It is FreshMinistries' intent, working with existing partners in the building industry, to use grant funds to add a construction curriculum to LifePoint's tutoring and training programs. LifePoint Career Institute's construction program will offer Plumbing, Masonry, Tile setting and Electrical programming that will prepare graduates, upon program completion, to move directly into apprenticeship and or employment in a high demand/growth industry or into continuing education programs at Florida State College at Jacksonville or the Northeast Florida Builders Association Apprenticeship programs.

Aquaponics Economic Development Center's 6,000 square foot greenhouse enclosed aquaponics growth system's construction will be completed and fully functioning by October 2017. The aquaponics facility will be used to teach core-city residents and students enrolled in Florida State College at Jacksonville how to grow an abundance of fresh affordable foods in the urban core using aquaponics farming techniques and renewable energy sources. Florida State College at Jacksonville is partnering with FreshMinistries to provide the Aquaponics Economic Development Center with water-testing and research personnel while FreshMinistries' Aquaponics Economic Development Center provides Florida State College at Jacksonville with a working farm lab that will train their students in farming techniques, proper food handling and testing procedures, water pH balance and maintenance without introduction of chemicals, use of natural non-chemical plant and fish disease deterrents, and other aquaculture, hydroponic and biological based research and learning opportunities. This partnership provides Florida State College at Jacksonville students a convenient learning lab for gaining hands-on knowledge in numerous natural science practices that is applicable and valuable to a variety of career pathways.

In addition to the Florida State College at Jacksonville partnership, FreshMinistries will use the aquaponics facility to train unemployed, underemployed and entrepreneurs to work within,

manage and/or own an urban aquaponics farm. It is FreshMinistries' intent to use grant funds to develop Aquaponics Economic Development Center's curriculum in conjunction with Florida State College at Jacksonville and to train individuals -- including unemployed and underemployed, to work within, manage and/or own an aquaponics farm or ancillary agribusiness. The program will lead to course certification created and recognized by Florida State College at Jacksonville.

FreshMinistries' long-term goal is to create a network of urban "aquapreneurs" in the core-city that will provide new opportunities for economic development, bring fresh affordable produce and fish into the core-city food desert and enhance unemployed, underemployed and entrepreneurs' skills set for future employment and business ownership through Aquaponic's Economic Development Center's training curriculum. The curriculum includes (but is not limited to) basic business acumen – including business plan creation and implementation, introduction to aquaculture and hydroponics, job-readiness training, life skills training and financial literacy. Additionally, participation in the program provides never-employed, unemployed, and individuals with background issues an avenue to access a positive reference/work referral resource earned through their work experience within the Aquaponics Economic Development Center training facility. This alone is invaluable for first-time job applicants or individuals with previous background issues. Post-graduation, FreshMinistries will work with financial partners to assist graduates in their efforts to secure microloans to launch their own urban farm or ancillary business (produce delivery, marketing, retailing, etc.).

B. Describe how this proposal supports programs at state colleges or state technical centers:

Currently, all FreshMinistries' programs partner with a state college, university, technical or research center in some capacity. The partnerships are essential to advance both the schools' and FreshMinistries' mission of expanding educational outreach, business acumen and vocational training that will serve as the foundation for future employment opportunities and upward mobility to unemployed, underemployed and marginalized individuals. Each FreshMinistries' program has a unique relationship with its education partner(s). For example, FreshMinistries' high-risk core-city youth programs work with education departments who offer their college students opportunities to gain valuable learning experiences through assisting core-

city youth with tutoring, mentoring and youth outreach programs; FreshMinistries' vocational training programs train individuals in industry-specific curriculum and certifications that are accepted as credit(s) toward higher education attainment when our clients apply to the college for further education. In return, the college provides continuing adult education services such as GED training and testing for FreshMinistries' clients to prepare them for higher education and/or greater wage-earning potential. In addition to working closely with Florida State College Jacksonville, the business incubator also works with the University of North Florida and its Small Business Development Center by providing the Center with office space at the business incubator enabling the Center to reach emerging businesses in the urban core with a convenient location for direct services. In return, the Center provides start-up and emerging entrepreneurs with information about the business incubator's technical assistance programs and business seminars offered by the Beaver Street Enterprise Center. The new initiative, Aquaponics Economic Development Center, works closely with Florida State College at Jacksonville by providing the college and its Physical and Biological Sciences department with a working hands-on lab for advancement in the study of biology, botany, chemistry, ecology and environmental sciences studies while the college provides Aquaponics Economic Development Center with curriculum development, water sampling and testing, research and development resources, etc. In addition to the above, Beaver Street Economic Center, many of its tenant-clients and all other FreshMinistries' programs offer college students internship opportunities to meet graduation requirements and build documented job experience for future employment.

B. Describe how this proposal provides participants transferrable, sustainable workforce skills applicable to more than a single employer:

All of FreshMinistries' programs include extensive life skills training, job-readiness training, communication and civic responsibility training – skills that are transferrable as well as basic foundational skills needed for sustainable employment. FreshMinistries feels this training is essential to employment attainment and advancement as many of the programs' trainees have never been exposed to, taught or acquired basic skills such as proper etiquette – including basic social interaction skills; financial literacy; proper

workplace decorum; taking initiative, personal responsibility and control over life outcomes; interviewing skills, personal presentation and dressing for success; customer service; gaining and retaining employment, etc. Once these essential skills are learned, they become transferable, sustainable, applicable, and are valuable assets to an employer in any industry. Lack of these basic skills can greatly diminish someone who has only a “mastery of industry-specific skills” from being hired and/or retaining employment once hired.

C. Does this proposal support a program(s) that is offered to the public?

YES. Although most of FreshMinistries' programs serve low-income core-city residents who are unemployed or underemployed; mostly-minority owned new businesses located in the urban-core; and, high-risk core-city youth – all programs are open to the public.

D. Describe how this proposal is based on criteria established by the state colleges and state technical centers.

FreshMinistries' workforce training programs are, and will continue to be, developed in conjunction with state colleges and technical centers. Completion of FreshMinistries' program(s) results in a certification and/or secondary-education credits recognized by the partnering state educational entities and/or potential employer partners.

E. Does this proposal support a program(s) that will not exclude unemployed or underemployed individuals?

ABSOLUTELY! All of FreshMinistries' programs are openly marketed to and accepting of unemployed and underemployed individuals.

F. Describe how this proposal will promote economic opportunity by enhancing workforce training. Please include number of jobs anticipated to be created from the proposed training. Further, please include the economic impact on the community, region, or state and the associated metrics used to measure the success of the proposed training.

All of FreshMinistries' programs are designed to enhance economic opportunity for unemployed, underemployed and marginalized individuals through workforce and life skills training in regional high demand jobs.

- Beaver Street Economic Center: Goal: 65 new jobs generated by clients-tenants
- Fresh Futures: Goal: 80 youth gaining 6 weeks of part-time employment in 2017-2018
- LifePoint Career Institute and Fresh Future's adjudicated youth programs: Goal: 250 program completers gain employment

B. Aquaponics Economic Development Center: Goal: In the first year, plans are to train 15 potential agribusiness owners and 45 individuals to work within aquaponics farms. In addition, we will train 150 youth to process (create value-added products such as mixed salad bags, etc.), market, sell and distribute the product grown within the aquaponics farm facility.

2. ADDITIONAL INFORMATION:

A. *Is this an expansion of an existing training program?*

The requested funds will be used to:

- 1) Add new vocational certification courses for employed, underemployed and marginalized individuals interest in improving their employability through workforce training by attending FreshMinistries' LifePoint Career Institute; and,
- 2) Augment and expand FreshMinistries' Fresh Futures life skills program, job-readiness workforce training and employment opportunities for adjudicated youth.

B. *Does the proposal align with Florida's Targeted Industries?*

YES. FreshMinistries' Aquaponics Economic Development Center training programs align with Food and Beverage Manufacturing Industries.

C. Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/or the Regional Demand Occupations List? If no, which occupation does the proposal align?

YES. FreshMinistries training programs align with carpentry, brick masons, plumbing, electrical, entrepreneurship, agricultural and green energy, hospitality and health (Certified Nursing Assistant Exam Training) service industries.

D. Indicate how the training will be delivered:

- a. Beaver Street Enterprise Center technical assistance and training sessions are delivered in person in both one-on-one and group settings. Trainings take place at the Center in either one of the three conference rooms (capacity ranges from 10 to 45 people) or in the larger Event Hall which can comfortably hold approximately 200 individuals with table surface and audio/visual support. The Beaver Street Economic Center is located in urban-core Jacksonville at 1225 W. Beaver Street, Jacksonville, FL 32204. (www.bsecenter.net)
- b. Fresh Futures' job-readiness, life skills and cultural enrichment sessions are conducted within the J. Wayne and Delores Barr Weaver Center for Community Outreach using informal classroom and group activities training and cultural field trips. The Weaver Center is located in Jacksonville's urban-core: 616 A. Philip Randolph Blvd, Jacksonville, FL 32202. (www.freshministries.org)
- c. LifePoint Career Institute and Fresh Futures' adjudicated youth programs use both classroom-based lecture and hands-on training which takes place in its industry specific training rooms (fully-furnished mock hotel room and reception desk areas, fully equipped mock hospital room and active-learning on construction sites). Industry specific internships are also incorporated in the curriculum. LifePoint Career Institute and Fresh Futures adjudicated youth program have dedicated training rooms, classrooms and offices located upstairs in the 18,000-square foot Weaver Center. (www.freshministries.org)

- d. Aquaponics Economic Development Center training will include both classroom-based learning and hands-on learning. Classroom learning will be conducted in one of LifePoint Career Institute's classroom settings. Classroom training will be based on curriculum developed in collaboration with Florida State College at Jacksonville. Hands-on learning will take place within the Aquaponics Economic Development Center's 6,000-square-foot working aquaponics farm/learning lab. The Aquaponics Economic Development Center facility is located on Weaver Center property at 616 A. Philip Randolph Blvd, Jacksonville, FL 32202.

E. Indicate the number of anticipated enrolled students and completers for 2017-2018:

- a. Beaver Street Economic Center: 220 entrepreneurs will participate and complete enhanced workforce management and business expansion seminars, professional networking and technical assistance program(s)
- b. Fresh Futures: 200 youth enrolled in core-city youth life skills, job-readiness and workforce training program with 85 percent completing program
- c. LifePoint Career Institute and Fresh Futures adjudicated youth programs: Estimated 210 unemployed, underemployed and marginalized individuals enrolled in workforce training program(s) with 85 percent of program completers gaining employment
- d. Aquaponics Economic Development Center: Estimated 25 enrolled with 15 completers in 2017 – 2018 (estimates for a 6-month time period: January through July. The program training will not commence until January of 2018); 45 aquaponics workers will be trained to work within an aquaponics system; 150 youth trained to process, market and sell products

F. Indicate the length of program including anticipated beginning and ending dates:

- a. Beaver Street Economic Center: July 2017 – June 30, 2018 ongoing program calendar including monthly business training seminars for start-up entrepreneurs and local business owners

- b. Fresh Futures: 12 months, beginning September 1, 2017 and ending August 31, 2018
- c. LifePoint Career Institute:
 - ❖ Hospitality Training: 300-hour cycle/ 3 times a year
 - ❖ Certified Nursing Assistant Exam Tutoring: 300-hour cycle/ 3 times a year
 - ❖ Construction Training: 60-hours workforce training and 2 months on-job-site training
 - ❖ Aquaponics Economic Development Center: 300-hour certification training cycles/ 3 cycles per year for aquapreneurs/future business owners; first cycle scheduled to begin in January 2018; 30-hour certification workforce training course for individuals interested in working within an aquaponics system held once a month

G. Describe the plan to support the sustainability of the proposal:

- a. Beaver Street Economic Center: tenant-client generated membership fees; seminar participation fees for non-tenants; grants and private funding streams; revenue generated by selling Aquaponics Economic Development Center produce and fish
- b. Fresh Futures: federal, state, local, foundation and private funding; revenue generated by selling Aquaponics Economic Development Center produce and fish
- c. LifePoint Career Institute: federal, state, local, foundation and private funding; revenue generated by selling Aquaponics Economic Development Center produce and fish
- d. Aquaponics Economic Development Center: Federal, State, Local, Foundation and private funding; revenue generated by selling Aquaponics Economic Development Center produce and fish

H. Identify any certifications, degrees, etc. that will result from completion of the program(s). Please indicate the Classification of Instructional Programs (CIP) code if available.

- a. Beaver Street Enterprise Center: Seminar participants receive certifications such as QuickBooks Certification from InTuit QuickBooks, Microsoft Certifications, etc.
- b. Fresh Futures students receive certifications from enrichment sessions such as EverFi Financial Literacy Certifications; CPR Certification, etc.
- c. LifePoint Career Institute graduates receive: Certification from the American Hotel and Lodging Association (hospitality) and Completion of the Certified Nursing Assistant Exam Tutoring course from LifePoint which enables students to register to take the State Certification exam, and Certification of Completion for construction program completers (employer partner in process of working with national association to develop a nationally recognized certification).
- d. Aquaponics Economic Development Center program completers will be eligible to receive a Certification of Basic Aquaponics Technology from LifePoint and Florida State College at Jacksonville (college will work with FreshMinistries in curriculum development to ensure program completers' credits/certification is transferrable as credit toward Florida State College Jacksonville enrollment).

I. Does this project have a local match amount?

Components of existing program(s) not included in this budget request are funded by other supporting entities, including Luther Services of Florida, private foundations, and local business partners supporting FM through participation in the State's Community Contribution Tax Credit (CCTC) program.

J. Provide any additional information or attachments to be considered for the proposal.

C. PROGRAM BUDGET

Estimate Costs and Sources of Funding: Include all applicable workforce training costs and other funding sources available to support the proposal.

A. Workforce Training Project Costs:

Equipment	\$159,800	
Personnel	\$1,245,929	
Facilities	\$326,700	
Tuition	\$137,000	
Training Materials	\$61,905	
Other	\$163,710	
Total project costs	\$2,095,044	

B. Other Workforce Training Project Funding Sources:

City/County	\$45,847	
Private Sources	\$274,730	
Other (grants, etc.)	\$900,000	
Total amount requested	\$874,467	

C. *Provide a detailed budget narrative, including the timing and steps necessary to obtain the funding, how equipment purchased will be associated with the training program(s), if applicable, and any other pertinent budget-related information.*

See attached

4. APPROVALS AND AUTHORITY

A. *If entity is awarded grant funds based on this proposal, what approvals must be obtained before it can execute a grant agreement with the Florida Department of Economic Opportunity?*

Approval by and signature of CEO, The Rev. Dr. Robert V. Lee III, on grant agreement

B. If approval of board, commission, council or other group is needed prior to execution of an agreement between the entity and with the Florida Department of Economic Opportunity:

i and ii: Not applicable

C. Attach evidence of the undersigned has all necessary authority to execute this proposal on behalf of the entity. This evidence may take a variety of forms, including but not limited to: a delegation of authority, citation to relevant laws or codes, policy documents, etc.

D. Signed authorization to submit proposal document attached