FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION
ORGANIZATION GRANT AWARD CONTRACT

This agreement is entered into this 17th day of August, 2016 between Susan B. Anthony Recovery Center ("Organization") and the Florida Endowment Foundation for Vocational Rehabilitation (dba The Able Trust) ("Foundation") to set forth the terms and conditions upon which the Foundation shall award Grant #17-62 to the Organization.

Foundation states that its mission is to be a key leader in providing Floridians with disabilities with opportunities for successful employment, and one of the primary means of addressing that mission is to fund programs and projects that provide successful employment outcomes to people with disabilities. Foundation has selected Organization for funding because of the projected employment outcomes.

1. Deliverables:

A. Organization acknowledges and agrees that the funds being awarded are intended to be applied to the project described in Attachment One, which may be a copy of the grant application and proposal.

B. Organization shall use its best efforts to implement the project timely and complete the project described in Attachment One within three years of issuance of the first disbursement of funds from Foundation.

C. Organization agrees to collect data on individuals served and provide that information to Foundation upon request, and at reporting intervals. Data will include accurate information on an individual’s contact sources (address, email, texting numbers, etc.), employment status, name and place of employment, job title, wages paid, and other job-related data unless prohibited by law.

D. Progress reports shall be submitted by Organization to Foundation on the project as described in Attachment One. Reports will be delivered to Foundation at three, six and twelve month intervals after the date of the first disbursement of funds in Year One. Organization will receive the schedules for Year Two and Three by letter notification. Foundation may supply report forms for such purpose.

E. Organization must sign and return contract within 90 days of presentation of contract by Foundation, or such Grant award shall be deemed withdrawn. Prior to disbursement of funds, this contract must be signed by both parties, and Organization must provide proof of existence of any additional funding which Organization identified as necessary for the success of the project.

F. Organization shall begin the project described in Attachment One upon receipt of the first payment.

G. Organization must recognize or reference Foundation in any marketing materials or public relations activities that are the direct result of this grant. Instructions
II. Reporting requirements

A. Organization is required to report outcomes at regular intervals during the term of the contract, as specified in I.D. above. Failure to provide progress reports as requested will result in a delay of future payments, and may result in a reduction of the grant award.

B. Organization shall provide a full listing of individuals served by the grant project, and employed as a result of the project, per I.C. above. The listing shall be due 12 months after the first grant payment is made, or earlier upon request of the Foundation. Organization shall provide a full list for each year of the multi-year grant.

C. Organization shall verify, in the regular reports, that grant funds are being applied in the specific manner and for the specific items and expenses as identified in Attachment One. Failure to use funds as specified in the project may result in a cancellation of this contract. At minimum, failure to timely apply funds to the project will result in a delay of any subsequent payments.

D. Organization shall formally report the start-up of the project in the form of a letter to the Foundation. Failure to begin the project when the first payment is received shall result in a cancellation of the grant award and a return of any grant funds paid.

E. Organization shall report the names and provide resume information on all individuals hired or assigned to implement the project within 15 days of hire. If such individual(s) shall leave the project for any reason, Organization shall inform Foundation within five business days, and use due diligence in replacing the staff member with a qualified replacement in the shortest time possible. Foundation must be notified of replacement staff within thirty days of hire date. Failure to maintain adequate active staff for the project will result in payment delays and possibly cancellation of the grant award.

F. Foundation shall be notified immediately by phone and in writing of any changes in Organization name, address, phone, fax, website URL, corporate affiliation or name of chief executive.

G. Organization shall include in its progress reports verification of the distribution of communication materials to individuals served by this grant award. Organization shall use materials as provided by Foundation.

III. Payment and Terms

A. Foundation agrees to provide $249,365.00 to Organization as Grant #17-62 subject to the terms and conditions as stated. The Foundation shall disburse the funds to the Organization as follows: Year One funds shall be delivered to the Organization in three disbursement(s). The first disbursement shall be in the amount of $39,255.00 and will be delivered within 30 days after receipt of a fully executed contract. The second disbursement shall be in the amount of $39,000.00 and will be paid by Foundation to Organization not less than 180 days after the initial disbursement, provided all reporting requirements are satisfied. The third disbursement shall be in the amount of $5,000.00 and will be paid by Foundation to Organization not more than 30 days after Year One Final
Report on persons served and employed, as defined in 1.C, above is received and accepted. The Foundation shall not be required to make any disbursement of funds under this Contract unless and until Organization has complied with the requirements or conditions of this Contract and unless all representations made by Organization herein are continuing, true and correct as of the date of any disbursements called for hereunder. Subsequent payment schedules for year two and three of the grant shall be attached to this document at the time of annual review.

B. Funds not verified as used at the conclusion of the grant period shall be returned to Foundation, unless an extension has been granted by Foundation. Any extension shall be at the sole discretion of Foundation, and may, at Foundation's sole discretion require an amendment to this Contract. No amendment or revision of the terms of this Contract will be valid unless in writing and signed by authorized representatives of both parties or such other written means agreed to by the parties under the circumstances (such as exchange of letters or e-mails documenting mutual acceptance). No temporary, occasional, or partial relief from strict compliance with this Contract agreed to by Foundation shall be construed or relied upon the Organization as grounds for any subsequent or further relief from strict compliance with the terms of this contract.

C. If the project as described in Attachment One should cease to be operational, Organization shall inform Foundation immediately by telephone and letter from Organization leadership. Unused funds must be returned to Foundation, along with any tangible property with a value exceeding $500. Property shall be returned at Organization's expense within 60 days of project cessation.

D. Organization shall not use any funds for expenses incurred before the date of the initial disbursement of funds nor shall it encumber any liability related directly to the project being funded prior to the initial disbursement of funds.

E. Foundation may conduct an audit of the project described in Attachment One at any time during or up to five (5) years after the completion of the project, which may include all records related to the project. The audit may also include Foundation directly contacting individuals and employers served by the project.

F. Foundation may perform on-site inspections of the project during regular business hours, and will generally provide reasonable notice prior to such inspections, unless circumstances shall dictate otherwise.

IV. Insurance and Indemnification: During the Agreement, including any renewals and extensions, Organization shall maintain at its expense, insurance coverage under the State of Florida Risk Management Trust Fund, established pursuant to Chapter 284, Florida Statutes, and administered by the State of Florida, Department of Insurance and Worker's Compensation Insurance as required by law. Evidence of such insurance that names the Foundation to be a named insured on the liability policies shall be provided to Foundation in writing from the covering insurance company, within 30 days of the effective date of the Agreement. The following types of insurance are required.

   A. Commercial General Liability Insurance
   B. Workers' Compensation
   C. Employer’s Liability (100,000/100,000/500,000 as minimum limits)

Organization acknowledges and agrees that the project for which Granted Funds will be used
has been developed and will be implemented solely by the Organization and solely for the Organization's benefit. Organization further acknowledges that there is no agreement between Organization and Foundation, its Board members or employees to share in any of the profits, proceeds or benefits of the proposed project. Organization also acknowledges that Organization is not an agent or employee of Foundation. Organization agrees to indemnify and hold harmless the Foundation, its Board members and employees from any and all cost, loss, damage or expense (including reasonable attorney's fees) which may occur by virtue of Organization's implementation of the proposed project to the extent authorized by law and without waiving any rights under the State of Florida Sovereign Immunity Statute, Chapter 768 F.S.

V. Non-transferable clause: This Agreement is non-transferable by Organization unless agreed in writing by Foundation.

VI. Termination

A. In the event of a breach of any promise, representation, warranty or agreement made by Organization under this Contract or in Organization's Grant Application, or in the event that Foundation believes that Organization has not attempted to or cannot or will not complete the project described in its Grant Application, Foundation shall be released from any and all obligation to provide the Funds or any undelivered portion thereof to Organization. Upon any such occurrence, Foundation shall be entitled to the immediate delivery of any unused Funds by Organization, as well as to the delivery of any personal property purchased with the Funds by Organization, and shall be entitled to pursue any other legal remedy available to it, including enforcing section III.C resulting from Organization's breach of this Contract.

Organization and Foundation accept the terms of this contract by signing below. Organization states it is authorized to enter into this contract by the signature below. Any and all required approvals, consents, and corporate actions have been taken or obtained by Organization to allow it to enter into and perform this contract.

Organization is not otherwise affiliated with any person, partnership or other entity or organization which has received a grant from Foundation and which has not been disclosed in writing to Foundation by Organization.

ORGANIZATION
By: [Signature]
Printed Name: [Name]
Title: [Title]
Date: [Date]

FOUNDATION
By: [Signature]
Printed Name: [Name]
Title: [Title]
Date: [Date]
Strategic Employment Placement Grant Application

Organization Name: Susan B. Anthony Recovery Center

State of Florida Charitable Registration #: CH7762
IRS Employer Identification #: 65-0583089 501c3 YES

Mailing Address
Street: 1633 Poinciana Drive
City: Pembroke Pines
State: Florida
Zip Code: 33025

Physical Location where Services Provided
1633 Poinciana Drive
Pembroke Pines
Florida
33025

Executive Director's Name: Dean Dalbery
Phone Number: 954-733-6068 ext 2011 Fax: 954-733-0766
Email: ddalbery@sbarcovery.org

Primary Project Contact: Telena Paris (Community & Grant Development Director)
Phone Number: 954-733-6068 ext 2025 Fax: 954-733-0766
Email: tparis@sbarcovery.org
Organization Website: www.sbarcovery.org

Project Name: The REAP Program (Readiness for Employment and Placement)

Disability Population served in proposed project: CIRCLE/HIGHLIGHT APPLICABLE
Developmental Disability: Epilepsy
Mental Health: Hearing Impairment
Drug/Alcohol Dependency: Visual Impairment
Other: LIST

Spinal Cord/Head Injury
Learning Disability
Disability Neutral

County/Counties to Benefit Most from the proposed project: Broward County, Florida

Is Organization currently involved in ANY Litigation: YES (attach explanation) NO

Indicate how you learned of The Able Trust: Previous Recipient of General Support for Employment Placement Programs from Able Trust

Time Frame for Grant Results: Three Years
Total # of Persons proposed to be served during the three years of the project: 360

Total # of Persons proposed to become employed during the three years of the project
Approximately 20 hours per week: 30 (10 per year)
Approximately 30+ hours per week: 180 (60 per Year)

Total Amount of Funds Requested of The Able Trust: $249,365.00 (Over 3 Years)
Total Amount of Funds Projected to support the proposed project: $1,171,773.00 (Over 3 Years)

Signature & Date Executive Director
Print Name: Dean Dalbery

Signature & Date Board Officer
Print Name: STEVEN J. CROSS
Representing Company: AVE. CM. (HARDO)
Proposal Narrative

Brief History – The Susan B. Anthony Center, Inc. (d/b/a Susan B. Anthony Recovery Center) is a private, not-for-profit, Florida Corporation that has been serving the South Florida community, providing residential and outpatient substance abuse treatment for women with children, for more than 30 years. The center occupies a 5.5 acre campus, including 41 apartments, an administrative services center with an educational/vocational training zone, and a pre-school. It remains one of the few centers of its kind in the country that provides comprehensive residential family substance addiction treatment to mothers while also addressing the critical needs of their at-risk children. The program offers Career & Education support to prepare the family for successful re-entry into the community.

Organization Mission – The Susan B. Anthony Recovery Center (SBA) mission is "to transform families by providing help, hope, and healing for mothers and their children to live responsible, drug-free lives." Programs are specifically designed to stop the cycle of intergenerational substance addiction and family dysfunction; to assist women recovering from substance addiction to live independently and support their children in a healthy, self-sufficient, family lifestyle; to increase the bond between the mother and her children by increasing parenting skills and to provide opportunities for positive interaction; and to decrease the developmental deficits of at-risk children. We invite you to visit www.SBARecovery.org.

Project Name – The REAP Program (Readiness for Employment and Placement)

Project Time Length – Three years length time for the project.

Population Served – The REAP Program will serve mothers with drug and/or alcohol dependency, as well as co-occurring disorders such as mental health, learning, and developmental disabilities.

Statement of Need – The requested funding will support SBA in furthering the development of the Readiness for Employment and Placement (REAP) program. From inception, this program has supported high need clients (Absolute Priority 1) composed of adult women with substance abuse and mental health issues placed in SBA’s residential facility by the Florida Department of Corrections (FDOC). According to data from the Florida Department of Corrections recidivism files, (i) inmates who earned a GED within 36 months of release recidivate at a rate 3.3% less than inmates overall, (ii) inmates who earned a Vocational Certificate within 36 months of release recidivate at a rate 13.8% less than inmates overall, and (iii) inmates with the most serious drug problems who receive treatment within 36 months of release recidivate at a rate 5% less than the same type of inmate who did not receive treatment. (Florida Department of Corrections, 2015) Clearly, the importance of education is undeniable in diminishing the rate of recidivism. Women are particularly vulnerable to suffering from co-occurring conditions. Mental health, substance abuse and trauma issues strongly interfere with educability and employability, issues directly addressed at SBA. Women with poverty and substance use issues, accounting for virtually every resident at SBA, are over three times as likely to be unemployed (Marcus, 2014). Further, women consistently have more barriers to employment and yet are the primary caregiver for children in over 98% of cases where substance abuse is a parental issue.

Three interconnected gaps will be targeted via expansion and enhancement of the REAP program: (1) Lack of basic education and vocational skills of SBA FDOC women; (2) poor employment opportunities, especially for mothers seeking to make a living wage; and (3) lack of continued education and employment support after initial training. "Therapeutic work environments that provide employment for drug-abusing individuals who can demonstrate abstinence have been shown not only to promote a continued drug-free lifestyle but also to improve job skills, punctuality, and other behaviors necessary for active employment throughout life." (NIH: National Institute on Drug Abuse, Principles of Drug Addiction Treatment.) Thanks to funding from agencies like The Able Trust, the SBA Career & Education Department (Education/Vocational) has been successfully serving recovering woman by providing educational support and training as part of a comprehensive treatment plan. From August 2014 to August 2015, 161 SBA clients were provided with Career & Education training in the REAP Program. These services include Adult Education Classes, GED certification, computer literacy courses, vocational certification, mock interviews, resume preparation, career exploration, job coaching, and independent living skills.

Activities to be carried out in the enhanced REAP Program are part of a structured Career & Education institute offered to women in residential treatment at SBA beginning with GED preparation and testing at the treatment
site, as well as other vocational and general skills training, with the option to encourage post-secondary education, career and occupational certifications. The SBA program includes other computer-lab based technical certification classes and general life and employment skills on topics such as time management, problem solving, job search, data entry, basic computer applications, dress for success and many of the unwritten rules of employment. Grant funding will be used to implement a mentoring component and unpaid client OJT (On-The-Job-Training) in the expanded REAP program. The OJT component provided by mentors will support educational gains, teaching the skills, knowledge, and competencies that are needed to perform specific jobs within the various workplaces and work environments to SBA clients. OJT will use existing SBA workplace tools, machines, documents, equipment, knowledge and skills necessary for clients to learn to effectively perform on their future jobs and careers. Some of the skills that will be offered within this curriculum based course are computer skills, gardening, housekeeping, administrative duties, data entry, customer service, event planning, maintenance, childcare, telecommunication, inventory clerk (Merchandising) and stocking.

Project Plan and Description — The SBA REAP Program meets a pressing need in Broward County to expand and enhance residential treatment for substance addicted mothers with children to include Career & Education training as a component of successful re-entry into the community and long term recovery for those mothers, and to help end the cycle of addiction for the affected families. The purpose of the REAP Program is to empower women with children recovering in residential treatment to attain successful re-entry back into society by gaining self-sufficiency, wellness, and the realization of their ultimate potential by building skills through the effectiveness of current technologies, providing educational support and role modeling professional behaviors. REAP is grounded in best-practices for reducing recidivism through addressing cognitive-behavioral changes, enhancing motivation, using positive reinforcement, and encouraging ongoing support in natural communities.

SBA has entered into collaborative agreements with Career Source Broward, United Way, SAMSHA, Broward Homeless Initiative Program, Broward Behavioral Health Coalition, the Memorial Healthcare System, Women in Distress, Broward Healthy Start Coalition, Broward House, Mental Health Association of Broward County, ChildNet, Coalition to End Homelessness, Children’s Diagnostic and Treatment Center, Family Central, and PACE Center for Girls of Broward. In addition, SBA receives referrals from the court system, Department of Corrections, Broward Sheriff’s Office, Department of Children and Families, faith and community based organizations, hospitals, schools, homeless shelters, and other social service agencies. We refer to community partners for specialized services rather than attempt to develop parallel programs.

The REAP Program will provide Career & Education training for mothers in residential treatment for substance addiction and mental health issues at SBA on an ongoing basis, concurrent with the fiscal year beginning July 1st. Services include job skills such as computer literacy, interviewing techniques, resume preparation, GED classes— and job placement through referrals to community partners. Life skills groups and individualized case management are also included. These services are designed to give women the skills necessary to gain and maintain meaningful employment, as well as teach them how to be mindful about their money, live within a budget, and save for the future.

The SBA REAP program will improve vocational support and education through (1) addressing identified gaps; (2) linking clients to education or job training programs including extending aftercare and providing On-the-Job Training support (3), utilizing strategies based on strong theory that will (3.a) improve client outcomes on the established measures for the Strategic Employment Placement program; and (3.b) improve/increase the number of clients completing their individually developed educational programs. Upon entry to SBA, an intake protocol that includes comprehensive psychosocial and educational assessment is completed. All assessment, service/education planning, case notes and other material are recorded in a centralized electronic data system. SBA utilizes a comprehensive bio-psychosocial assessment to collect information on mental health, substance abuse, stages of change, trauma, vocational, educational, legal, familial, social, and other addictions. Additional objective measures include: the SCL-90-R that assesses nine symptom categories at baseline, 90-days, discharge, and 6-months post discharge (during aftercare); the TAA that measures trauma exposure at baseline; and the TSC that measures presence of six trauma symptom categories at baseline, 90-days, discharge and 6-months post discharge. The presence of psychiatric and trauma related symptoms can interfere with the ability to actively engage in educational and employment activities and are strongly targeted in the SBA/REAP treatment model. The education and vocational assessment includes the TABE (Test of Adult Basic Education), Holland Code.
Career Test, and Florida Choices evaluation. Throughout programming the client is assessed and measured for education, life skills, career readiness, personal budgeting and finance skills. Individual Education and Vocation Plans are completed for each client cooperatively. The primary REAP specialist assigned to the client actively engages the client in a planning dialogue, uses information from the assessment process to inform plan development, includes specialist and additional staff input, including family when available, and cooperatively forges the individualized plan for each client.

All SBA residents are required to participate in REAP. Upon admission, each mother is assessed by a Career Specialist (Job Coach) who develops an individual plan that is uniquely tailored to meet her needs. SBA staff will use the Career Assessment Inventory, the TABE (Test of Adult Basic Education), personal consultation, and other appropriate career assessments online to provide guidance. The plan establishes goals and benchmarks to track progress, allows for adjustments as necessary, and celebrates achievements at three distinct levels: GED/High School Diploma, Vocational/Skills Training & Job Coaching and Independent Living. The completion of each level improves the likelihood of gainful employment for women who graduate.

SBA is requesting to add a (1 FTE) Career Specialist, (0.5 FTE) Vocational Group Facilitator & (0.5 FTE) After Care Career Specialist to the REAP Program team. The Career Specialist will ensure that our persons served secure and maintain employment upon graduation from SBA. This person will also be responsible for identifying and engaging local employers and job placement offices that will work with graduates of the SBA program. The implementation of Vocational Aftercare services will offer the clients an After Care Career Specialist that will offer follow-up services extended to 12-months post-discharge from residential. Recidivism and loss of sobriety spike, as noted, shortly past 6-months when aftercare is just ending in the current model. Extended coordinated aftercare services provided by SBA for up to one year after leaving the residential treatment program with peer mentoring, recovery support groups, an Alumni Club, and community support linkage will compliment and ensure further success of the REAP project. From December 2014 to November 2015, the Career & Education department solidified twenty (20) corporate partnerships through community outreach for the purposes of offering employment and/or OJT training opportunities to SBA clients. As of this writing, seventy-three (73) women are employed with one of these partners. More women will be placed as more opportunities are discovered and nurtured by this additional Career Specialist. As more women graduate, greater resources must be dedicated to ensure that these women remain successful in their recovery for years to come.

Expected results for the REAP program include: (1) Improved Career & Education outcomes with increased options for education and employment beyond what is currently available; (2) additional education and employment support; and, (3) Reduced recidivism. Results from two multi-year federal grant evaluations funded by Children’s Bureau and Substance Abuse and Mental Health Services Administration (SAMHSA) found that recidivism to substance use began to accelerate slightly more than 6-months post-discharge. Employment loss due to education constraints and resumption of substance use leading to housing loss, escalating stress, and dysfunctional patterns of behavior were strongly noted. Further improving education training capacity at SBA as well as including a systematic mentoring process and aftercare beyond the initial 6-months post-residential is expected to help mothers maintain employability as well as stimulate further interest in continued education via college and vocational training centers.

The Career & Education team is led by a Director and 2 Managers that have Master’s level backgrounds in Education, Criminal Justice, Family Therapy and Business Administration. Department positions include; Adult Education Specialists, Career Specialists, Vocational Group Facilitators and Tutors. The Adult Education / Career Specialist provides basic academic, remedial, or literacy training, to help clients obtain their GED, High School Diploma or Higher Education Certifications. Clients meet with the Adult Education / Career Specialist to complete their Individual Educational & Vocational Plans. Clients will learn to conduct job search activities with the Career Specialist and will log job search activities. The Adult Education / Career Specialist will assist clients with enrollment in vocational/ educational training programs. Courses include: Job Readiness, Job and Career Exploration and Personal Finance and Budgeting. Monthly site visits are conducted with each placed client and their employer and assistance, resources, and additional training options are provided available post placement.

In addition to the collaborative corporate business partners who serve as potential employers, SBA works closely with CareerSource (formerly WorkForce One) in order to maximize the opportunities for our women to enter the workplace. CareerSource will provide job training for demand occupations, as well as other supportive
services, including financial assistance for expenses such as uniforms, books, training materials, transportation, and childcare. In addition, SBA also works with local vocational programs, such as Sheridan Technical Center. These partnerships allow us to provide education and training opportunities to eligible program participants; giving them the opportunity to obtain and sustain potential full time employment opportunities. Each of these relationships promotes training and supportive services in order to enhance the REAP Program at SBA.

**Organizational Assessment**—With the full support and the SBA Board of Directors; the Executive Management team brings a combination of effective and diverse skill sets accompanied with a clinical holistic approach to the delivery of quality addiction treatment. Most importantly, our CEO (Dean Dalbery) brought his unmatched vision and dedication to recovery. With Dean at the helm, supported by a skilled clinical and administrative team, his vision is taking form. Today, SBA is one of the leaders within the non-profit sector of substance abuse treatment and is nationally accredited by the CARF (Commission on Accreditation of Rehabilitation Facilities). The purpose of the SBA REAP Program is to empower women with children recovering in residential treatment to attain successful re-entry back into society by gaining self-sufficiency, wellness, and the realization of their ultimate potential by building skills through the effective use of current technologies, providing educational support and role modeling professional behavior. The REAP program is in alignment with Able Trust’s mission in providing Floridians with disabilities opportunities for successful employment.

**Expected Project Outcome**—The Career & Aftercare Career Specialists added with the requested funding will be responsible for tracking and follow up with the women once they complete treatment for up to 3 years post-graduation. The Career Specialist will serve as a coach to the women to assist them in job searching, finding and maintaining employment, and finding supportive services to assist with challenges that arise in securing employment. It is expected that a minimum of 70% of the women who finish the program will be hired/placed in jobs following graduation. It is estimated that they will maintain employment for an average of at least six months and receive an average hourly wage of $10.50 - $11.50. In order to track and measure this data, the Career Specialist will regularly contact the women and the employers in order to assure optimal outcomes. Regularly collected data will be benchmarked at 3 months post-graduation, 6 months post-graduation and one year following graduation. As data is obtained, it will be electronically entered into the Susan B. Anthony database, and a paper copy will be stored in the client’s hard file. In 2015-2016 SBA will be implementing an Electronic Health Record System that will house all records regarding persons served.

**Outputs:**

**Job Placement**

Activities: 100% of SBA clients over a 3 year period approx. 360 persons served—(120 clients per year) will receive Educational and/or Vocational Classes for job placement.

Outcomes: 70% SBA Clients will achieve stable employment with "living wage" jobs. Approx. 180 clients over 3 years (60 clients per year)

Indicators: Over a 3 year period Approx. 180 clients (60 clients per year) will be employed within 90 days of graduation, 30+ hours/week at $10.00/hr., and agree to future tracking for up to three years.

Measurement: Chart documentation and continuing follow up with graduates

**Certification Completion**

Activities: Over a 3 year period 105 clients will participate in an online certification program

Outcomes: Clients will obtain online certification.

Indicators: 75% of clients participating in online certification will obtain their certificate.

Measurement: Documentation in client’s chart

**Employer Collaborations**

Activities: 75 employer collaborations will be secured and maintained for 3 Years (25 employer collaborations per year.)

Outcomes: Employers will hire SBA clients.
Indicators: 75% of clients will be employed or enrolled in educational program within 90 days of graduation.

Measurement: Employer contact log; written agreements

Employment Follow-Up

Activities: Aftercare Career Specialist will follow up with all participating graduates and employers.

Outcomes: SBA graduates will maintain employment status.

Indicators: 50% of employed clients will maintain employment at 6-month follow-up or Aftercare Career Specialist will assist in securing new employment.

Measurement: Personal contact by Career Specialist with documentation in client's file.

The goal of the REAP Program is to improve employment outcomes by providing educational opportunities, skills training, vocational certification, and job coaching to mothers with drug dependency and mental health disabilities. Program evaluation measures used to track the success of the program include tracking the total number of participants who participate and are gainfully employed within 90 days of discharge. The Susan B. Anthony Recovery Center serves approximately 120 women annually. It is anticipated that the additional funding from the Able Trust will allow us to serve 100% of the women enrolled in the SBA residential program in the REAP Program and to continue tracking graduates for up to as many as three years post-graduation. The REAP Program is now an integral part of the successful re-entry of SBA graduates, and as such, outcomes will continue to be tracked into the foreseeable future.

Amount Requested/Total Project Cost – The entire program cost annually is $390,591.00. SBA's Educational & Vocational Program receives funding from the Broward Behavioral Health Coalition (BBHC), Nova Southeastern University, Private Insurance, Medicaid, United Way of Broward County and the Broward Sheriff's Office. The requested funding amount from the Able Trust for 3 years is $249,365.00 with an average annual usage of $83,255.00.

Describe the Future Funding situation – SBA has an experienced development team that will leverage current funding to derive additional revenues as well as actively seeking new corporate funding partners. SBA will use traditional and social media to create awareness of the benefits of The Able Trust's grant award. The improved outcomes that will be generated as a result of the grant will better position SBA to draw down dollars from alternate funding sources. The development team will also aggressively seek additional revenue through annual campaigns, major gifts, special events, and other funding streams to ensure the program's long-term sustainability.

Statement of Relationships – There are no known relationships between the Susan B. Anthony Recovery Center and any Directors, staff members, or immediate family members of The Able Trust.

The Able Trust and Susan B. Anthony Recovery Center- The requested funding from the Able Trust will continue to enable the Susan B. Anthony Recovery Center to improve employment opportunities and outcomes for mothers with drug dependency, mental health issues, and developmental and learning disabilities. As we continue to expand The REAP Program, and solidify it as a core treatment service at SBA, we are grateful to continue to make a difference for both our mothers seeking recovery from substance abuse, and our community, by providing job training and placement services. We thank you for your generous past support and appreciate your kind consideration of this request.
<table>
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<tr>
<th>ABLE TRUST Line Item Budget</th>
<th>Calculation</th>
<th>Total Budget Amount</th>
<th>Secured and Pending Funds: United Way, BBHC, Nova Southeastern University, Private Corp Partners, Private Insurance, Medicaid</th>
<th>In Kind/Match: Sheridan Tech, Career Source – Broward</th>
<th>ABLE TRUST Request</th>
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<tbody>
<tr>
<td>Program Expenses</td>
<td></td>
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<tr>
<td>1. Salaries</td>
<td>$267,100.00 (1 FTE Educational Specialist, 1 FTE Career Specialist, 2 FTE Vocational/Education Managers, 2 FTE Group Facilitator, 1 FTE Aftercare Specialist, .50 Tutor and .20 Supervision)</td>
<td>$267,100.00</td>
<td>$152,680.00</td>
<td>$49,920.00</td>
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<td>2. Payroll Taxes</td>
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<td>$21,368.00</td>
<td>$12,214.00</td>
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<td>3. Fringe Benefits</td>
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<td>$15,202.00</td>
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<td>$4,515.00</td>
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<td>4. Consultants and Professional Fees</td>
<td>250hrs @ $68.50 per hour to configure workstations, software and network in two classrooms</td>
<td>$17,125.00</td>
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<td>5. Insurance</td>
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<td></td>
<td>$250 x 7 new workstations.</td>
<td>$2,500.00</td>
<td>$4,500.00</td>
<td>$3,000.00</td>
<td>$3,000.00</td>
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<tr>
<td></td>
<td>$100 x 7 Microsoft Office 2010 (7 new),</td>
<td>$500 x 7 Adobe Creative Suite (7 new),</td>
<td>$200 x 7 QuickBooks Software (7 new)</td>
<td>$1,500 Office Supplies</td>
<td>$70 x 50 GED Workbooks</td>
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<tr>
<td></td>
<td>$7,350.00</td>
<td>$2,500.00</td>
<td>$2,500.00</td>
<td>$2,500.00</td>
<td>$2,500.00</td>
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<tr>
<td></td>
<td>$7,350.00</td>
<td>$5,000.00</td>
<td>$2,000.00</td>
<td>$1,200.00</td>
<td>$1,200.00</td>
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<tr>
<td></td>
<td>$50/month x 12 months</td>
<td>$50/month x 12 months</td>
<td>$50/month x 12 months</td>
<td>$50/month x 12 months</td>
<td>$50/month x 12 months</td>
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<tr>
<td></td>
<td>$39,940 x .23</td>
<td>$239,940 x .23</td>
<td>$239,940 x .23</td>
<td>$239,940 x .23</td>
<td>$239,940 x .23</td>
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<tr>
<td></td>
<td>$480.00</td>
<td>$400.00</td>
<td>$400.00</td>
<td>$400.00</td>
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<tr>
<td></td>
<td>$1,450.00</td>
<td>$400.00</td>
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<tr>
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<td>$11,900.00</td>
<td>$9,700.00</td>
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Licensure Fee: 101-500 participants: $1,000
Diploma Certification: $2,000
<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs - $200 x 2 programs offered</td>
<td></td>
</tr>
<tr>
<td>Trainings - Microsoft Office &amp; Adobe Certified Associate ($200 x 2 teachers)</td>
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</tr>
<tr>
<td>Office Furniture - $200 x 30 Desks</td>
<td></td>
</tr>
<tr>
<td>$ 70 x 30 chairs</td>
<td></td>
</tr>
<tr>
<td><strong>Total Program Expenses:</strong></td>
<td><strong>$ 390,591.00</strong></td>
</tr>
<tr>
<td><strong>Secured and Pending Funds:</strong></td>
<td><strong>$ 236,297.00</strong></td>
</tr>
<tr>
<td><strong>In Kind/ Match:</strong></td>
<td><strong>$71,039.00</strong></td>
</tr>
<tr>
<td><strong>ABLE TRUST Dollars:</strong></td>
<td><strong>$83,255.00</strong></td>
</tr>
<tr>
<td><strong>Total Funding</strong></td>
<td><strong>$390,591.00</strong></td>
</tr>
</tbody>
</table>
The Able Trust™ Name, Logos and Taglines Requirements

Name, Logo and Tagline Usage Guidelines
- The Able Trust name and logo is a registered trademark with the United States Patent and Trademark Office
- The name, logo and tagline may not be used without express written permission from The Able Trust
- The name, logo and tagline may not be used in a manner that would disparage The Able Trust
- The logo and tagline may not be distorted in perspective or appearance
- The logo and tagline must be used as provided by The Able Trust with no changes in color, design or removal or addition of any words or artwork
- To request an electronic version of The Able Trust logo or have draft materials approved by The Able Trust, contact Guenevere Crum, at 888.838.2253 or guenevere@abletrust.org

The Able Trust Written Words Specifications & Requirements
The Able Trust should always be written in the following format:
- "The Able Trust"
- Capitalize the "T" in The and the letters in lowercase following the A in Able.

The following is incorrect:
- the Able Trust
- the ABLE Trust

The Able Trust Logo Specifications & Requirements

<table>
<thead>
<tr>
<th>Pantone Color Specs</th>
<th>CMYK Color Specs</th>
<th>RGB Color Specs</th>
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</thead>
<tbody>
<tr>
<td>PMS 280 = Pantone 661</td>
<td>For Press Printing</td>
<td>For Desktop Printer or Digital Press</td>
</tr>
<tr>
<td></td>
<td>C = 100</td>
<td>R = 38</td>
</tr>
<tr>
<td></td>
<td>M = 100</td>
<td>G = 38</td>
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<tr>
<td></td>
<td>Y = 27</td>
<td>B = 113</td>
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<tr>
<td></td>
<td>K = 14</td>
<td>(hex #: 262671)</td>
</tr>
</tbody>
</table>

*Grayscale - The entire logo wording should be black with a white background, as shown below.
Grant Logo
The Grant Award logo is shown as follows. It may be increased or decreased in size. However, its proportions should never be altered.

This Project
Funded by

THE ABLE TRUST

This Project
Funded by

THE ABLE TRUST

###

Grant Award Contract Attachment 2
Choice of Receiving Method for Progress Reports

Please indicate your choice for receiving Progress reports. No matter which method selected reports must be returned to The Able Trust by their indicated due date via postal mail to accommodate the volume of receipts and invoices that are required to be attached to support Budget line item expenses.

☐ Organization would like to receive Progress reports by Postal Mail. Indicate any changes to the organization mailing address that are different than the proposal to route the envelope to the correct responsible person: ____________________________

☑ Organization would like to receive Progress Reports by Email. Indicate one or more addresses the report should be sent to:
   Print Name of Person: DEAN DALBERY
   Print carefully Email: DJALBERY@SBARECOVERY.ORG
   Print Name of Person: MICHAEL CALDERIN
   Print carefully Email: MCALDERI@SBARECOVERY.ORG

Phone Number & Address to contact if the email is returned undeliverable:
DEAN DALBERY 954-646-9624
1633 Poinciana Drive, Pembroke Pines, FL 33025
Choose ONE answer: Do you need a PLAIN TEXT FILE?  
YES _________ Not Necessary ________

By signing below, Recipient agrees to the choice made above. Changes can be made at any time during the grant year by requesting the change on Organizational letterhead the change(s) needed and why with the signature of the authorizing personnel.

Signature of Executive Director  
Date 6-28-16

Grant Award Contract Attachment 3