

General Information & Instructions

The City of Hollywood City Commission is now considering applications for General Fund Agency Grants to be awarded to social service agencies that provide services to Hollywood residents during the City's fiscal year 2024, October 1, 2023 through September 30, 2024 (FY 2024). The total estimated funding available for all agencies for the FY 2024 grant year is \$180,000.

Applications shall be submitted for a one-year grant cycle and are dependent on the following criteria:

- A) Availability of funds from the City's General Fund
- B) Applicant is a non-profit organization with tax-exempt status under section 501(C)(3), 501(C)(4), or 501(C) (6) of the Internal Revenue Code
- C) The City's receipt and approval of all insurance certificates required by the City's Risk Manager
- D) Applicant programs / projects **must align with at least one of the following eight (8) focus areas:**
 - 1. Early Childhood Education
 - 2. STEAM-focused education (Science, Technology, Engineering, Art, Mathematics)
 - 3. Health, wellness or nutrition
 - 4. Shelter and housing
 - 5. Respite care and elder services
 - 6. Diversity and cultural outreach
 - 7. Training and career planning and development
 - 8. Veteran services.

The City of Hollywood reserves the right to determine if submitted proposals are eligible, timely and complete; whether funding requests are appropriate, and all considerations relating to the funding application and requirements have been met. In addition to the information requested in this application, each applicant will be subject to a background inquiry that ensures compliance with the following criteria:

- The applicant's services provide a direct benefit to City of Hollywood residents
- The applicant is fully licensed and insured, if applicable
- The applicant does not have any outstanding liens or fines from the City
- The applicant is not involved in any active litigation against the City
- The applicant does not have any active City Municipal/Fire Code violations
- The applicant is not engaged in any type of adverse activity against the City
- The applicant is in compliance with all Florida, Broward County and City statutes, codes, ordinances and all other rules and regulations

Failure to meet the above criteria will result in the applicant's disqualification from consideration for a General Fund Agency Grant.

All agencies receiving funding will be required to enter into a contractual agreement with the City, which will specify performance, periodic financial and program reporting requirements.

City of Hollywood funds will be provided quarterly on a **reimbursement** basis to the agency, provided the agency complies with the requirements for documentation as stated in the agreement.

The grant application and any specific requests for follow-up information that may be required by the City of Hollywood (including CEO/Board President DOB) from the submitting agency is deemed necessary and in the City's best interest.

All decisions of the City Commission are final and binding.

APPLICATION SUBMISSIONS MUST INCLUDE:

★ **One PDF copy of application and all attachments (attached separately) and one WORD** copy of the completed application submitted by email to astanley@hollywoodfl.org.

ATTACHMENT A	The most recent letter from the Internal Revenue Service (or other evidence) determining the tax-exempt status under section 501(C)(3), 501(C)(4), or 501(C) (6) of the Internal Revenue Code.								
ATTACHMENT B	Letters of community support for the proposed program / project.								
ATTACHMENT C	<p>A current Certificate of Insurance for Commercial General Liability Insurance naming the City as an Additional Insured with not less than the following limits:</p> <table><tr><td>Products-Comp/Op Aggregate</td><td>\$1,000,000</td></tr><tr><td>Personal and Advertising Injury</td><td>\$1,000,000</td></tr><tr><td>Each Occurrence</td><td>\$1,000,000</td></tr><tr><td>General Aggregate</td><td>\$1,000,000</td></tr></table>	Products-Comp/Op Aggregate	\$1,000,000	Personal and Advertising Injury	\$1,000,000	Each Occurrence	\$1,000,000	General Aggregate	\$1,000,000
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General Aggregate	\$1,000,000								
ATTACHMENT D	All pages of the most recently completed and filed IRS Form 990.								
ATTACHMENT E	The most recent audited financial statement. If the agency does not have a certified audit, submit a compilation of financial statements, with income statement and balance sheet for the most recent year.								



FY 2024 GENERAL FUND SOCIAL SERVICE AGENCY GRANT APPLICATION

Submissions must be received via email to astanley@hollywoodfl.org by **Monday, February 6, 2023 at 3:00 p.m.**



COVER SHEET

Agency Legal Name: Learning for Success, Inc.

Address: 5532 SW 114th Ave

City: Cooper City

State: FL

Zip: 33330

Telephone: 786-877-0334

Fax No.: N/A

Federal Tax ID (EIN): 71-0891789

Program Title: Learning For Success

Primary Focus Area (select **one** category from approved list): Training and career planning/development

Name of CEO or Board President: John Casbarro

CEO or Board President Date of Birth: March 20, 1950

CEO or Board President Email: john.casbarro@gmail.com

Name & Title of Grant Contact: John Casbarro, President

Grant Contact Cell Phone: (786) 877-0334

Grant Contact Email: john.casbarro@gmail.com

Application must be signed (in blue ink) by the applicant's CEO, Board President or authorized representative. By signing this application, the authorized representative certifies that the organization for which funding is sought has full knowledge of the grant request and all City requirements, and will solely utilize the funds sought for their stated purpose.

Print Name: John Casbarro

Title: President

Signature of CEO or Board President:

A handwritten signature in blue ink that reads "John Casbarro".

Date: 2/3/23

I. STATEMENT OF THE AGENCY'S PURPOSE

The purpose of Learning for Success (LFS) is to help students develop their vision and plans for the future, by identifying, developing and maximizing their strengths, skills, talents and interests, providing college and career preparation, and job and life skills training.

Based on data from CareerSource Broward, our youth unemployment rate remains consistently higher than other age groups. Employers report that young people are deficient in: problem solving, critical thinking, dependability, oral and written communications and professionalism/work ethic. In a study conducted by the National Alliance of Business and Scholastic, Inc., 96% of the businesses surveyed believed that a greater effort needed to be placed on making students ready for the world of work.

RELATE:

LFS addresses this need for relevance through career awareness and workplace skills lessons for elementary-high school students taught by volunteers and teachers, field trips to work sites, college and career ready presentations, and curriculum-relevant activities for teachers to incorporate the real-life application of the skills they teach on a daily basis.

REINFORCE:

LFS volunteers reinforce and validate our teachers by emphasizing the importance of what they're teaching and its application to the workplace, and life:

"I know your teacher told you that reading, writing and math are important, but let me tell you, I couldn't do my job without it! Let me show you some work I'm doing. What do you think I had to learn in school to do that?"...An LFS volunteer during their lesson.

CONNECT:

LFS connects students, teachers and schools with volunteers, their organizations and the community, so that we can all take part and invest in our young people – our future!

II. STATEMENT OF THE AGENCY'S MISSION

The mission of Learning for Success, Inc. (LFS) is to prepare students for success in work and in life, through school and business partnerships that connect students, teachers, and schools with volunteers, their businesses, organizations and the community.

III. PROGRAM/PROJECT DESCRIPTION:

- a. Please provide a one paragraph description of your program that will be used as the summary description of your program for the review board.

Include specific program activities including timeline and program strategies. (250 word maximum).

Our Kids and the Power of Work (KAPOW) program and new collaborations provide career awareness and workplace skills lessons, field trips to work sites, college and career-ready presentations for Hollywood elementary-high school students. Up to 150 volunteers and 48 educators conduct the activities, serving an estimated 400 students at Apollo Middle, Hollywood Hills and MacArthur High, Boulevard Heights, West Hollywood, Orange Brook, Bethune, and Stirling Elementary schools. Participating partners have included: City of Hollywood, Bank of America, Publix Super Markets, The Miami Heat, Florida Blue, Broward College, and Royal Caribbean Cruises.

New programming includes [LearningFromSuccess](#) inspirational [in-school presentations](#) by Commissioner Kevin Biederman and the Miami Heat's Tony Fiorentino, Broward College's - "Career Pathways" - how students can connect their passions to future careers, and "Publix-Where Careers Are Made", exposing students to the myriad of jobs at Publix - in their stores, distribution manufacturing centers, and the business support services they utilize. See flyers attached.

Timeline/Strategies:

- ❑ August/September/October: Volunteer and teacher recruitment and training, initial planning meetings.
- ❑ October – May: Volunteers and teachers complete seven one-hour KAPOW lessons.
- ❑ Jan. – May: Arrange students' field trips to partners' work sites, and special presentations (see attachments).
- ❑ June – August: Recruit new schools, business partners, and volunteers.

Grant funds will be utilized to recruit and train volunteers and educators, schools orientation, materials and resources development, coordinate special presentations and field trips to businesses, on-going assessment and program evaluation, promotion and participant recognition.

- b. Beginning program date October 1, 2023
- c. Ending program date September 30, 2024
- d. Days and Hours of Operation Weekdays 8 AM – 6 PM
- e. If your service agency function is to provide financial subsidies enabling your clientele to enroll in other programs, please check this box. ☐

IV. PROGRAM/PROJECT NEEDS AND OBJECTIVES:

Include why the program / project is essential for the residents of the City of Hollywood. What needs will the program / project address? (250 word maximum)

Needs addressed, and essential services to Hollywood residents include:

- According to the Broward Workshop's Skills Gap Task Force, employers cite a lack of critical life and soft skills as a key barrier to employment. LFS lessons and presentation topics, including goal-setting, resilience, self-belief, positive work habits, decision-making, and communication target these essential skills.
- An infusion of relevance into children's education. Young people need to understand that there is a reason for studying beyond doing so for the sake of learning.
- Graduates who are more prepared to enter and succeed in the workforce.
- Reinforcement and validation for the teachers in Hollywood's schools.
- A way to connect students, teachers and schools with volunteers, their businesses and organizations, so that we can all contribute to the future of our community – its young people.

Objectives

- Expose **students** to a wide variety of jobs, learn employability skills, make connections between the world of school and the world of work, and be motivated through "hands-on" or experiential activities.
- Provide professional development opportunities for **teachers**, working side-by-side with professionals from the workplace; strengthen their lessons by providing real-life examples of relevance; and improve their capacity to bring workplace experiences to their lessons.
- **Volunteers** help children make connections between classroom work and adult work, develop a greater appreciation for the value of their own work and the work of teachers and schools, and have the opportunity to practice and model teamwork, presentation skills and positive work habits.

V. ANTICIPATED OUTCOMES:

- a. Describe the anticipated outcomes as the result of this program / project (150 word maximum).

Students will be able to:

- Identify and broaden their knowledge of various jobs in the community.
- Identify basic skills these jobs entail.
- Give specific examples of how work fills needs.
- Recognize the connections between what people learn in school and the work they do.
- Match their own talents and interests with their future education and possible careers.
- Recognize the importance of each individual's role within a team.
- Recognize specific skills, habits, and attitudes and their importance in real-life work situations.
- Recognize that job opportunities should exist for all people based on their abilities and skills, not their appearance, race, sex, religion or nationality.
- Describe situations in school and work in which good communication skills are needed.
- Identify steps in the decision-making process.
- Describe ways in which their decisions have consequences for themselves and others.

- b. Total **non-duplicated** number of **all** clients, recipients or participants expected to be directly served by the proposed program / project in FY 2024. 750 (includes students, teachers, administrators and volunteers)

- c. Number of **non-duplicated** number of **Hollywood** residents expected to be directly served by the proposed program / project in FY 2024. 250 **

Please Note:

- **Grant funding, if awarded, may be offered at a lesser amount than requested in this application; however, the number of Hollywood residents to be served that appears on the final agreement will remain the same number as entered above.**
- *For item V.c., please provide an estimate of the number of unique residents of Hollywood you expect to serve throughout FY 2024 (October 1, 2023, through September 30, 2024).*

VI. STAFF QUALIFICATIONS:

List the names and qualifications of staff involved in this program / project.

Name	Qualification(s)/Degree(s)	Year(s) of Experience
John Casbarro President Learning for Success, Inc.	<p>Built the programming from one school and business partner to serving more than 80 schools partnered with 115 business and community organizations each year.</p> <p>Brought the KAPOW program into 120 schools in South Florida since 1991, engaging more than 162,000 students since inception.</p> <p>Bachelor of Music Education, University of Miami, Master of Music Degree, Indiana University</p>	47 years developing partnerships between businesses, community organizations, and schools.
Terese Morgan Program Director	<p>Bachelor of Arts in Education: Music Education K-12 Florida Atlantic University (F.A.U.) – May 2013</p> <ul style="list-style-type: none"> • Developed and published KAPOW website (kapowlfs.com/) <p>Highly skilled in</p> <ul style="list-style-type: none"> • Communicating with a wide range of volunteers and professionals at work sites, in person, and over the phone • Collecting data and developing/maintaining a volunteer database 	9

	<ul style="list-style-type: none"> • Writing for public relations such as developing announcements and communicating volunteer opportunities • Managing social media, including Facebook, Twitter and Instagram • Highly proficient in Microsoft Office Suite, WordPress, and other internet platforms <p>Capable of using basic Spanish communication</p>	
Nicole Morgan, Marketing Coordinator	<p>Florida Atlantic University (FAU) Bachelor of Arts (B.A.) Political Science: International Relations Emphasis/Criminal Justice (double major)</p> <ul style="list-style-type: none"> • Cultivated volunteers participation to educate students in underserved communities about future career opportunities. • Assisted in event planning, execution, and follow-up for the Annual Awards Banquet and Volunteer-Teacher seminars. • Correspondence representative for over 400 volunteers and teachers. • Managed data and program volunteer participation lists. • Launched social media marketing campaigns on Facebook and Instagram to increase customer interaction by 40%. Utilize social media metrics to target audiences and collect data. • Utilized mobile marketing and word-of-mouth fundraising tactics to generate hundreds of customers for art sales events. <p>As an Investigative Specialist with the FBI:</p> <ul style="list-style-type: none"> • Served as an acting Team Lead, regularly overseeing a team of 6-8 	9

	<p>colleagues. Instrumental in motivating teams to resolve over 1,000 high-profile counterterrorism and counter-intelligence investigations.</p> <ul style="list-style-type: none">• Collected vital intelligence data to apprehend individuals targeting the United States government, dramatically reducing attempts to infiltrate government agencies, financial institutions, and technological corporations.	
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VII. PREVIOUS BENEFITS AND OUTCOMES:

If the program/project was operating in FY 2022 (October 1, 2021 through September 30, 2022), please provide a year-end statement of that year's accomplishments, the total number of participants directly served by the program/project in FY 2022 and the number of Hollywood residents directly served by the program/project in FY 2022. If the program/project is currently operating in FY 2023, please provide a year-to-date status update. (250 word maximum)

Year End Statement, FY 2021-22:

- **8,078 students from 88** Miami-Dade, Broward and Monroe County schools were exposed to a wide variety of jobs, learned employability skills, made connections between the world of school and the world of work, and were motivated through "hands-on" or experiential activities. **Number of students in Hollywood Schools: 405. Number of Hollywood residents: 260.**
- **459 educators** participated in the program. Teachers received professional development opportunities, working side-by-side with professionals from the workplace; strengthened their lessons by providing real-life examples of relevance; and improved their capacity to bring workplace experiences to their lessons. **Number of teachers and administrators in Hollywood schools: 45**
- **352 volunteers** helped children make connections between classroom work and adult work, developed a greater appreciation for the value of their own work and the work of teachers and schools, and had the opportunity to practice and model teamwork, presentation skills and positive work habits. **Number of volunteers participating with Hollywood schools: 18**

Year-to-date Status Update: FY 2022-2023 School Year: (See above FY 2022 Statement above for outcomes description): Statistics for the entire program: **8200 students, 460 educators are being served in 83 schools with 450 volunteers.**

VIII. COMMUNITY COLLABORATIONS AND PARTNERS:

Describe the roles of collaborating agencies, programs and individuals if applicable. Attach letters of support from collaborators. (150 word maximum)

The entire Learning For Success (LFS) program is based upon collaborations with school districts, area businesses, community organizations and individual schools (see support letters attached). The basic operating unit is a partnership between each school, its business/community partner(s) (companies, organizations, cities and/or individual volunteers) and LFS, which details their roles and responsibilities. These partnerships leverage the annual participation and in-kind services of **328 volunteers** and 115 business and community organizations (see partners list attached), valued at more than \$400,000 annually.

IX. BUDGET

Using the chart and categories provided, what is the annual program / project cost for FY 2024? Provide the amount of funds requested and secured from other sources or the Agency's budget for the program/project. This grant is designed to provide supplemental funding for program related activities, so please select the best suited categories for your program / project from among the categories below.

Budget Categories	\$ Amount Requested	\$ From Other Funding Sources	Total Cost of Program
Subsidies or Matching Funds	0	293,980	293,980
Salaries & Benefits or Volunteer Stipends	0	54,756	54,756
Consultants & Professional Fees	15,000	137,170	152,170
Program Supplies	0	60,100	60,100
Incentives & Consumables	0	5,000	5,000
Transportation, Travel & Admission Costs	0	49,500	49,500
Electricity, Water, Refuse (Feeding & Residential Facilities Only)	0	0	0
TOTAL =	15,000	600,506	615,506

What is the estimated cost per Hollywood participant? \$48

What is the **minimum** amount of award needed from the City of Hollywood to effectuate the proposed program/project? If less than the \$15,000 requested, we will seek funding from additional sources to effectuate the proposed program/project.

Estimate of total agency projected revenues and expenditures.

Fiscal Year	Revenue	Expenditures
FY 2024 7/1/23 – 6/30/24	\$615,506	\$615,506

X. OTHER FUNDING SOURCES DETAIL:

List grants received from ALL City of Hollywood sources including the General Fund Agency Grant during the preceding five (5) fiscal years 10/1 through 9/30. Examples of City funding sources would include the Agency Grant Program, the Community Redevelopment Agency, CDBG funding, Police Department grants, etc.

Funding Source	Amount Received FY 19	Amount Received FY 20	Amount Received FY 21	Amount Received FY 22	Amount Received FY 23
General Program Grants Agency Fund	10,331	7,000	6,833.33	5,456	10,000

XI. PROGRAM/PROJECT EVALUATION:

How will you measure the success of the proposed program/project? (250 words maximum)

Teacher, volunteer surveys (see example with attached support items); focus groups with educators and volunteers; interviews with teachers, volunteers, administrators and students; tests for students after each lesson; schools' demographic data; numbers of participating schools, teachers, volunteers and students

XII. ATTACHMENTS:

ATTACHMENT A	The most recent letter from the Internal Revenue Service (or other evidence) determining the tax-exempt status under section 501(C)(3), 501(C)(4), or 501(C) (6) of the Internal Revenue Code.								
ATTACHMENT B	Letters of community support for the proposed program / project.								
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If you have any questions, concerns,
or need additional information please contact:

Angela Stanley at (954) 921-3206
or by email astanley@hollywoodfl.org