

# A. Organization & Contact Information

Case Id: 10752  
Name: WE TEAM - 2020/21  
Address: \*No Address Assigned

Completed by nancygould.ws@gmail.com on 11/22/2019 2:05 PM

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## A. Organization & Contact Information

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The Request for Proposals and additional materials to assist with completing the application can be found on the City's webpage for [Community Agencies](#)

### A.1. Organization Name

WE TEAM Youth Services, Inc

### A.2. Project/Program

Rise Academy Student and Family Transportation

### A.3. FY 2020-21 Funding Request Amount

\$5,000.00

### A.4. Agency's Total Operating Budget

\$206,900.00

### A.5. Mailing Address

415 Clemmonsville Road Winston-Salem, NC 27127

### A.6. Project/Program Location Address

415 Clemmonsville Road Winston-Salem, NC 27127

### A.7. Organization Website

N/A

### A.8. Year 501(c)(3) status obtained

2019

### A.9. Organization Fiscal Year

July1 to June 30

### A.10. Federal Tax ID Number

### A.11. Federal DUNS Number

### EXECUTIVE DIRECTOR/MANAGER

#### A.12. Name, Title

David Morgan, Executive Director

#### A.13. Email

dmorgan@weteamyouth.org

#### A.14. Phone

(336) 391-5409

### CONTACT

#### A.15. Name, Title

David Morgan, Executive Director

#### A.16. Email

dmorgan@weschoolyouth.org

#### A.17. Phone

(336) 391-5409

### BOARD CHAIR

#### A.18. Name

Bobby Brown

#### A.19. Term Expiration

06/30/2021

#### A.20. Email

bobby.brown.brb1958@icloud.com

#### A.21. Phone

(336) 201-2009

## B. Project Overview

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### B. Project Overview

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Please provide the following information

#### APPROACH (7 POINTS)

**B.1. Provide a concise description of the proposed project/program, indicating specifically how City funds will be used. Briefly, what are the goals/objectives of the project/program?**

WE TEAM is requesting from the City a total of \$5,000 which will be used, along with contributions from other funding sources, to hire a new part-time bus driver (total \$15,000 salary) for Rise Academy Street School. Currently, WE TEAM's Executive Director donates his time as the acting bus driver. Having a paid, part time driver on staff will improve its current school transportation program of this new Street School, and will allow the Executive Director of WE TEAM to spend more time fulfilling his duties of guiding, overseeing, and fund raising for and development of WE TEAM and its partner organization, Rise Academy. However, most importantly, reliable transportation is one of the most cost effective ways of WE TEAM helping Rise Academy fulfill their mission and their goal of providing a quality education to at-risk children living predominantly minority, low-income neighborhood of Winston Salem.

The key objective of the transportation program, and both organizations, is to improve student learning by decreased absenteeism and increased parental involvement.

**B.2. How will a participant access the proposed project/program, use the services, and derive a beneficial outcome from participation?**

Parents and children primarily learn about Rise Academy Street School through word-of-mouth, primarily through friends and neighbors who have children enrolled. In addition WE TEAM actively recruits participants in major low-income housing complexes.

Although we target the highest at-risk neighborhoods, Rise Academy accepts children from all areas of Winston Salem and all backgrounds who are the appropriate ages for the class levels the school provides instruction, and does not discriminate on the basis of race, color, national or ethnic origins. Admission fees to Rise Academy are based on family income, with many students' fees being covered by private donations. Transportation to and from school is available at no additional cost to students.

Participant derive several beneficial outcomes, including improved academics, improved attitude towards learning, and achievement of benchmarks. Based on the statistics provided by other elementary street schools, we anticipate 80-90% of Rise students will pass their End of Grade tests (E.O.G.)

**B.3. How many participants on average will be served at any one time? What is the maximum number that can be served at any one time? What is the unduplicated total number of participants to be served during the program year?**

Average students served at one time: 19

Current student enrollment at RISE: 19

Total number duplicated participant to be served during program year: 19

Rise Academy is beginning its 2nd year. Its currently has 1 pre-K class and 1 Kindergarten class. Rise expects to add 8-12 more students next school year in a new kindergarten class, thereby having K-2. Its strategic plan is to add 1 grade level and, therefore, one teacher, each year for the next several years. The Academy's goal is to eventually serve at least 100 at-risk students in K - 8th grade classes.

#### **NEED (7 POINTS)**

##### **B.4. Describe the population(s) to be served. Describe the key demographic and economic characteristics of the clients to be served.**

Most of our students come from the deepest pockets of poverty in our city: the low-income government assisted housing complexes.

Currently of our 19 students, four different complexes are represented: Rolling Hills, Skyline Village, Green Oaks, and Salem Garden as well as from individual homes in the Waughtown neighborhood. We expect this pattern to continue as the school grows. WE TEAM serves youth from these areas who are most often from minority households and live in areas with high poverty and crime rates where high drug trafficking and use is occurring. Combined with the often absence of a male role model, these factors lead to an extremely high probability of youth from these areas continuing the cycle of poverty, being incarcerated, or even experiencing a violent death.

Government data for broad areas of Winston Salem we serve indicate poverty levels between 23%-54%. City wide, taking into account residents not living in families, 18.0% of high school graduates and 44.7% of non high school graduates live in poverty in Winston Salem, we expect that these percentages are higher in the neighborhoods that our students live in. These are the clients we seek out and serve.

##### **B.5. Describe the unmet need that the proposed project/program seeks to address. Why does the population described above need the proposed assistance? Include data supporting the need.**

Data from the 2017 Winston-Salem Urban League's State of Black Winston-Salem report indicate that only 27% of black 3rd graders read at grade level. There is no specific data for the target group we serve, but we would estimate it is significantly lower than 27%. Data from the Kate. B. Reynolds Charitable Trust (KBR) indicate that nearly half of rising kindergartners in our county start school behind their peers in reading proficiency, and a disproportionate number of these are from the minority population. Parallel studies have shown a direct correlation between these individuals and eventual drop-outs. Finally, KBR also reports only 21% of all black children under 5 in the county are in a formal pre-school program. From speaking with other non-profits and ministries who specifically serve in our target communities, the consensus is that only between 4-7 % are in such a program in these locations. Therefore, one can see it is essential that these populations need to be directly addressed.

High absentee rates are a problem many schools face, both private and public. The fact that of Rise Academy's currently enrolled 19 students, 17 rely upon the school-provided transportation to be able to attend the school is evidence of the need for reliable school transportation, especially for very young children. In addition, the data below explains why reducing absenteeism is so important for all children, but especially for students from disadvantaged neighborhoods.

The survey and report "Attendance Counts: What North Carolina School Districts are Doing to Reduce Chronic Absenteeism," chronic absence affects on academic performance of young children is it major focus. Attendance Counts reports that regular school attendance in the early years is important to put children on the pathway to becoming

proficient readers. Chronic absence in kindergarten is associated with lower levels of literacy in the 1st grade and lower likelihood of reading proficiency by the end of 3rd grade. In North Carolina, only 39% of fourth graders and 24% of students from economically disadvantaged families scored at or above reading proficiency on the National Assessment of Educational Progress (NAEP) in 2017.

"Attendance Counts also includes a survey completed by school districts throughout the state. Survey participants reported that they were " weakest in partnering with local community service providers to address chronic absence. This suggests that addressing chronic absence is an area of opportunity for community partners looking to engage with local schools". WE TEAM is one of very few local community partners beginning to help reduce chronic absence at an early age, and promote academic success in our lowest income neighborhoods.

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### **COLLABORATION (6 POINTS)**

**B.6. Describe any specific collaborative relationships with other organizations (public or private) and how they will impact the project/program. How will collaboration contribute to the planning, implementation, operation, oversight, and performance measurement of the proposed project/program?**

Of course, WE TEAM and Rise Academy work closely together, with WE TEAM providing guidance and financial support to Rise.

Collaborative relationships and impacts: For years, the Winston-Salem Street school has reported its graduation data to the WSFCS for entry into the or records for data computation. We plan top do the same with our 3rd Grade EOGs. (will help measure success and areas can improve in and also interest school system in using some of our techniques.)

Collaboration with Rise Academy (planning program together, expertise), (WSSS giving bus to Rise Academy, WT helping RA run smoothy - bus driver)

Collaboration with Winston Salem Street School Mr. Morgan utilized his experiences and resources while at WSSS to help establish Rise.

Rise utilized WS Parks and Recreation sites for playtime like Sims Rec Center, Parkland Park. They visit the Forsyth County Libraries. Rise plans to visit and utilize the YMCA in 2021.

Donations from local funders - BB&T, Designated gift from United Way, Strickland Family Foundation, Micah Foundation, William Reynolds III and Marie Reynolds Foundation, Woody Clinard of Clinard Insurance Group, Jay Helvey of Cassia Capital Group, Reynolda Church, Pinedale Church, Keating Christian Ministries, and Dr. Gary Chapman.

Funds collected above has helped with the bus driving this year.(2019-2020)

Collaboration's contributions: Increase in children reading at grade level and passing EOGs in distressed neighborhoods.

Planning: Increasing grades by 1 per year.

Implementation: Already in operation and seeking to grow.

Contribution: 19 being served

Oversight: the school has oversight from both WE TEAM's staff and Board of Directors, as well as Rise's Board of Directors.

Performance measures: Grading, student records, teacher reporting, and guardian reporting.



## C. Strategy and Performance

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### C. Strategy and Performance

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Please provide the following information

#### STRATEGY (5 POINTS)

**C.1. The City of Winston-Salem adopted the [2017-2021 Strategic Plan \(2019 Update\)](#) as a guiding document to establish community priorities based on the vision, mission, and values set forward by the Mayor and City Council. Indicate which of the City's strategic focus areas your program aligns with best (select one):**

Economic Vitality and Diversity

**C.2. Select the service area(s) that your project/program relates to:**

- Housing/Homelessness
- Economic Development
- Construction Rehabilitation
- Poverty Reduction
- Arts and Culture
- Youth
- Public Safety
- Transportation
- Other

#### PERFORMANCE (15 POINTS)

**C.3. Explain the plan for monitoring and evaluating the project/program. Also include the steps that will be taken if original goals provided in C.5. are not achieved.**

The plan for monitoring the success of the student and family transportation program is a simple one - tracking bus usage by students and family members and comparing those with Rise Academy absentee rate and student proficiency measurements.

With the ability for its at-risk students to take advantage of Rise Academy street school and similar future programs, the City of Winston Salem will be working toward its strategic plan objective to "Reduce Poverty and Barriers to Economic Mobility." In addition to contributing toward goals and objectives of Winston Salem's Strategic Plan, Rise Academy's success may very well qualify as one of the Forsyth Promise's Collaborative Action Network's "promising practices to ensure all youth in Forsyth County graduate from high school on time"

Also, WE TEAM's student and family free transportation program works fulfills the Poverty Thought Force's

recommendation to "improve transit for education by providing affordable (subsidized) and timely access to schools, YMCA's, community colleges, universities and other learning centers, which will enable greater parental involvement in schools, access to job training and gainful employment, and lifelong learning."

If Rise Academy's absence rate should increase, the academy and WE TEAM will discuss whether or not transportation is a contributing issue. If so, needed adjustments will be made to the program.

**C.4. Describe the system to be used to track participant and program data. List any key reports and their frequency that will be used to capture project/program performance.**

The school bus driver will keep daily written records of the type (student and/or family members) and number of passengers riding the bus on each trip. This record will be submitted monthly to the Rise Academy executive director and kept in his office. In addition, all accidents and/or major incidents that occur on the bus will be reported to the executive director, documented by the bus driver, and kept on-file in the school office. If the bus driver and/or teacher notices that a student who usually rides the bus is not doing so, extra steps will be taken to work with the student and their family to solve any problems they have that contribute to the child not getting on the bus and getting to school.

**C.5. Use the chart below to show how your agency measures program effectiveness. List goals, activities, and performance measures you will use to evaluate services, facilities, and programs that will be funded by the City. Performance measures can be quantitative and/or narrative.**

*- Include at least three goals and performance measures.*

*- One of the performance measures must include the unduplicated number of participants served.*

Stated Program Goals	Program Activities in Support of Goals	FY 18-19 Previous Year Results	FY 19-20 Current Year Projected Results	FY 20-21 Next Year Anticipated Results
FY 2020 - 2021, Providing transportation service to 100% of Rise Academy students that need transportation to from school (and their families needing transportation to and from Family Night, monthly school dinners and meetings with teachers and school administrators).	Hiring a part time driver to use the Rise Academy school bus to provide transportation for students and their families.	N/A	Currently 17 of the students utilize the bus. This is 100% of the students who need transportation assistance.	Providing 100% of students and families needing transportation services, with an estimate of serving 19-25 students
WE TEAM executive director increasing	Hiring a part time bus driver to take over	N/A	NA	100% of driving the Rise Academy School

the amount of time he has to spend on the duties of his position by at least 4 hours each day.	the duties of driving and maintaining the Rise Academy school bus, which the WE TEAM executive director is currently doing.			bus will be done by a qualified part time bus driver. We anticipate to serve 19-25 students.
Absences of each student will be within acceptable limits.	Hiring a part time driver to use the Rise Academy school bus to provide transportation for students and their families.	N/A	All students absences will be at acceptable levels	All students absences will be at acceptable limits. Anticipate to serve 19-25 students.

**C.6. FY 18-19 Program Accomplishments**

-June - August 2018: WE TEAM , through private donations (Joe and Duncan Maye) and partnerships with Rise Baptist Church and Rosemont Baptist Church, secured a class room facility in the Rosemont Baptist Church on Clemmonsville Road, now Rise Academy street school. WE TEAM secured all governmental permissions and registrations for the facility and school. Also during this time, WE TEAM secures office space through and at Rosemont Baptist Church and begins its quest for incorporation and 501(c) (3) status.

-September 2018: Rise Academy opens its doors and is up and running as an elementary school with Pre-K and K classes and teachers.

-February 2019: WE TEAM receives its 501(c)(3) status. This was finalized in February, 2019 and additional fundraising began. WE TEAM begins developing its strategic plan to support Rise Academy, and design and develop other programs to fulfill its mission.

**C.7. FY 20-21 Key Objectives**

Key objectives established by Rise Academy and WE TEAM for Rise Academy are:

1. To expand enrollment by adding 1 grade level per year, up to the 8th grade level.
2. To have 90% from the identified target neighborhoods.
3. To see the class average between a score of 2 to 3 points on the 4-point standards-based scale.
4. Attendance for each student will be within acceptable limits

## D. Organizational Capacity

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### D. Organizational Capacity

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Please provide the following information

#### MISSION (5 POINTS)

**D.1. Provide an overview of the organization. Include the organization's mission statement and the major services, programs, and activities provided. How does the proposed project/program help advance the mission of your organization?**

WE TEAM is a small, newly incorporated (February 2019), non-profit charitable organization who's goal is to improve the lives of children of all ages who live in two major low income areas of our city, so these children gain the necessary self confidence, education and skills to become contributing, successful adults and citizens. WE TEAM is the parent organization that has committed to support Rise Academy by providing them guidance, and financial support for new teacher positions (and therefore new grade levels) and a new bus driver position.

Our formal mission statement is as follows: WE TEAM Youth Services seeks to serve the children and youth of Waughtown and East Winston through Tutoring, Education, After-school projects, and Mentoring to develop their hearts, hands and heads for their good and for the good of their Winston Salem neighborhoods.

Having adequate funding for student and family transportation to and from Rise Academy will allow approximately 25 students to make it to and from the Academy each school-day, and allow their families to make school visits and attending monthly Family Night meetings. Rise Academy contributes directly to fulfilling the "E" in our name (The "E in" WE TEAM stands for Education) , and in our mission statement through it's direct education and mentoring of our youngest children and their parents who live in our target neighborhoods. The Academy's early intervention into these children's and families' lives immediately improves their ability to be successful, happy, and be better prepared for further learning.

Other planned WE TEAM programs being designed to fulfill the other letters in its name and mission statement, Tutoring, After-school projects, and Mentoring are briefly described below:

1. The Bridge Academy. WE TEAM is currently beginning the process of building a collaborative team of for-profit and non-profit organizations with the goal helping minority, at-risk high school students and young adults. The program's initial goal is to serve 50-70 students by its third year of operations which are not academically inclined, yet possess spatial, graphic, mechanical, design and service aptitudes.

2. Pre-K Education Program. WE TEAM is approaching and talking with leaders of churches that are located within walking distance of our most depressed housing developments to encourage and help them establish pre-k programs to serve the children of nearby residents. All with the specific goal of helping our most vulnerable children in becoming self sufficient, contributing adults and citizens.

#### FUNCTION (5 POINTS)

## D.2. How long has your organization been in operation?

WE TEAM began work in July 2018, and Rise Academy opened its doors in September 2018

## D.3. How does your organization benefit and serve the City of Winston-Salem and its citizens?

To have a strong future, our city must reach out and help our most vulnerable citizens, our children and youth growing up in our most impoverished neighborhoods. While there are many good and praiseworthy efforts and organizations to assist the disadvantaged, WE TEAM intentionally targets its services to those who, for what ever reasons, don't find the assistance they need. They are the ones who have "fallen through the cracks" of the traditional system. WE TEAM and it's affiliate organizations purposely seek out our most vulnerable children and youth who need extra help to grow and mature into strong, self-supporting individuals. Instead of being consumers of limited community resources, these individuals will become contributing tax payers and assets to our city. WE TEAM and Rise Academy are committed to taking the extra steps and personalized approach to help these children and families.

In addition to its children's program at Rise Academy, WE TEAM is in the early planning stages of adding an new hands-on job training and readiness program that would serve teenagers and high school graduates from low income neighborhoods throughout the city. This program will help those that are not inclined toward attending community college or a four-year college immediately after graduation. Rather, it will offer them an opportunity to train in an employable field and allow them time for further maturation. In the end, we will be helping the participants become contributing citizens to our community's health, welfare, and economic development, while learning the skills necessary to become self-sufficient.

Although WE TEAM's is initially focusing its work in Winston Salem's two most disadvantaged areas, our program is open to children and youth throughout the city. In addition, once our programs are fully established and tested in the East Winston and Waughtown areas, they will be able to be easily duplicated anywhere in the city or county where there are children and teenagers who need an alternative education choice and/or job training in order to succeed.

Although WE TEAM is a young organization, its executive director, David Morgan, has many years of experience in developing and running a successful alternative school program. Mr. Morgan founded the Winston Salem Street School (Alternative High School) located on 6th. Street. During his 15 years as director of the school, Mr. Morgan was not only involved the establishment of the alternative school and running its day-to-day, he also worked with many Winston Salem civic and business organizations which are very supportive of the Street School and WE TEAM. These include WSFCS, Forsyth Civitans, Rotary Clubs, William G. White YMCA, Habitat for Humanity, Second Harvest Food Bank, Providence Culinary Training, and Samaritan Ministries, to list a few.

(Please see photo, meeting agenda, and City of Winston Salem City Council 2018 resolution honoring David Morgan for his community work and his founding and work at the Winston Salem Street School. These have been submitted as "other documents."

## STRUCTURE (5 POINTS)

### D.4. In the chart below, list key personnel involved in the proposed project/program.

Position Title	Activities/Inputs	Total Work Hours Per Week	% of hours proposed to be funded
WE TEAM Executive Director	Quarterly meetings with BOD, weekly fundraising duties and program development, and daily transporting of students to and from school.	40	0.00 %
Bus Driver	-Daily transportation of students to and from Rise	20	33.00 %

	Academy  -As needed transportation of students to and from on field trips, and student and family members to and from monthly Family Nights at the Academy.  - School bus maintenance and repairs  - Record keeping of bus usage		
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**D.5. List all executive staff and their compensation (other than per diem).**

Executive Staff Name	Title/Role	Compensation	% of Hours Proposed to be Funded
David Morgan	Executive Director	\$50,000.00	0.00 %

**D.6. Attach an organizational chart**

**Organizational Chart \*Required**

Organizational Chart.docx

D.7. Please complete the Diversity of Employment and the Employment Profile below. See the [Request for Proposals \(RFP\)](#) for definitions of position types used in the Employment Profile.

**Describe the hiring process and how it is structured to provide the most diverse candidate pool.**

WE TEAM and Rise Academy are committed to diversity in all aspects of our work, including staff, volunteers and leadership. As a very new organization, the bus driver position will be the first paid position for which we will be recruiting candidates. We are committed to seeking out candidates from all backgrounds, and will advertise through our extensive network of church, service services, and job training contacts.

**Please enter the total number of Full-Time Positions and Employees you have in the table below**

	Male - White	Male - Black	Male - Other	Female - White	Female - Black	Female - Other
Executives/Managers	1	0	0	0	0	0
Professionals						
Technicians						
Office/Clerical						
Laborers/Service Workers						

**Please enter the total number of Temporary/Part-Time Positions (FTE) and Employees you have in the table below**

	Male - White	Male - Black	Male - Other	Female - White	Female - Black	Female - Other
Executives/Managers						
Professionals						

Technicians						
Office/Clerical						
Laborers/Service Workers						

**D.8.**

**Attach a list of all Board Members AND compensation (other than per diem) \*Required**

WE TEAM BOD.docx

**D.9. Number of full Board meetings held during the last twelve months**

3

**D.10. Number of Board's Executive Committee meetings held during the last twelve months**

0

**ABILITY (5 POINTS)**

**D.11. Describe the implementation or operational plan to get the proposed project/program up and running in a timely manner. Describe any key contingencies on which the startup depends. Please upload any maps, milestones, etc. to "F. Required Documents."**

Our proposal to hire a qualified bus driver should be easy to implement since we expect many diverse applicants. Since the WE TEAM executive director has run the transportation program for many months, he knows the job well. Therefore, training the new employee and teaching them proper procedures and record keeping should not be a lengthy process.

**D.12. How do your policies and procedures (including marketing, outreach, eligibility determination and appeals) ensure fair and equal access to the benefits of the program to all persons who seek to participate?**

Rise Academy street school welcomes children of all backgrounds and both Rise Academy and WE TEAM do not discriminate on the basis of race, color, national or ethnic origin. Both organizations actively recruit and reach-out to students and families from areas with high minority populations. Most of our students come from the deepest pockets of poverty in our city: the low-income government assisted housing complexes. Currently, of our 19 students, four different complexes are represented: Rolling Hills, Skyline Village, Green Oaks, and Salem Garden with 3 from homes in Waughtown.

In addition, Rise Academy attendance fees are low and based on each families income, and there are scholarships available.

WE TEAM chooses to work only with organizations that share its inclusive philosophy and will insure that diversity in shown and highlighted all its marketing and outreach materials.

## E. Cost Effectiveness

Case Id: 10752

Name: WE TEAM - 2020/21

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Address: \*No Address Assigned

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### E. Cost Effectiveness

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Please provide the following information

#### BUDGET AND FUNDING (10 POINTS)

E.1. Please complete the table to show the organization's operating budget.

Expenditures by Program	Budgeted FY 19-20	Projected Actuals FY 19-20	Proposed Budget FY 20-21
Program Services	\$77,600.00	\$44,600.00	\$80,300.00
Fundraising	\$25,000.00	\$25,000.00	\$30,000.00
Management and General	\$104,300.00	\$50,000.00	\$104,300.00
	<b>\$206,900.00</b>	<b>\$119,600.00</b>	<b>\$214,600.00</b>

Expenditures by Category	Budgeted FY 19-20	Projected Actuals FY 19-20	Proposed Budget FY 20-21
Employee Salaries and Wages	\$100,000.00	\$50,000.00	\$100,000.00
Employee Benefits	\$0.00	\$0.00	\$0.00
Facility Rent and Utilities	\$32,600.00	\$32,600.00	\$33,600.00
Training and Conference Registration	\$0.00	\$0.00	\$0.00
Membership and Dues	\$0.00	\$0.00	\$0.00
Travel and Transportation	\$0.00	\$0.00	\$1,000.00
Grants to Individuals and Organizations	\$45,000.00	\$12,000.00	\$45,000.00
Contracted Fundraising Services	\$25,000.00	\$25,000.00	\$30,000.00
Goods Purchased for Resale	\$0.00	\$0.00	\$0.00
Other Contracted Services	\$0.00	\$0.00	\$0.00
Other Operating Expenditures	\$3,300.00	\$0.00	\$5,000.00
Capital Outlay	\$94,600.00	\$0.00	\$0.00
	<b>\$300,500.00</b>	<b>\$119,600.00</b>	<b>\$214,600.00</b>

Revenues by Category	Budgeted FY 19-20	Projected Actuals FY 19-20	Proposed Budget FY 20-21
City of Winston-Salem	\$0.00	\$0.00	\$5,000.00
Forsyth County	\$0.00	\$0.00	\$0.00
State of North Carolina	\$0.00	\$0.00	\$0.00
Federal Government	\$0.00	\$0.00	\$0.00
Admissions/Program Revenues/Sales	\$6,840.00	\$6,840.00	\$9,000.00
Memberships	\$0.00	\$0.00	\$0.00

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Donations	\$71,000.00	\$71,000.00	\$80,000.00
Foundation Grants	\$128,060.00	\$25,000.00	\$120,600.00
Interest and Investment Income	\$0.00	\$0.00	\$0.00
Parent Organization	\$0.00	\$0.00	\$0.00
Other	\$0.00	\$0.00	\$0.00
	<b>\$205,900.00</b>	<b>\$102,840.00</b>	<b>\$214,600.00</b>

**Describe any amounts listed under "Other Operating Expenditures" or "Other Revenues." Provide details on any specific federal government revenue sources.**

Other operating expenses include typical office expenses, liability insurance and school bus maintenance.

IMPORTANT: WE TEAM's budgets reflect the ideal if all funding is raised and includes the future hiring of a Pre-K program and a Work Force Readiness program staff. The Board of Directors will only implement these 2 new programs when funding is either anticipated or secured.

**E.2. Has the City of Winston-Salem provided funding in the past? If so, provide a funding history of the most recent five years of City contributions in the table below.**

Year	Funding Source	Funding Amount
2019	City	\$0.00

**E.3. Please complete the table below to show specific details of proposed City funding and other leveraged funding for the proposed project/program.**

Activity	Funding Requested from City	Funds from Other Sources	Other Funds Source
PT Bus Driver Position	\$5,000.00	\$10,000.00	Donations and Foundation Grants
	<b>\$5,000.00</b>	<b>\$10,000.00</b>	

**E.4. If this year's request is different in any way (amount, activities, etc.) from a prior year's request, explain how and why. If you are a new applicant, please describe how you would adjust your project/program if your funding request is not funded at the full amount.**

WE TEAM has not submitted any previous funding requests to the City. If our current request of funding from the City is denied, WE TEAM's executive director will continue to be the acting school bus driver until other sources of funds are found.

**SUSTAINABILITY (7 POINTS)**

**E.5. Describe the plan to sustain the project/program funding in future years. Include information about other funding sources to leverage City funds requested.**

Once funding is found, allowing for the bus driver position to fill, the executive director will have more time to focus on fund raising from other organizations.

**BARRIERS (3 POINTS)**

**E.6. Describe any potential barriers to the project implementation and how you plan to overcome them.**

The only barrier to hiring a school bus driver is lack of funding.

**AVERAGE COST (5 POINTS)**

**E.7. Use the table below to show the average amount of City funds requested per beneficiary to be served during**

**the year and the average total cost of the service per beneficiary to be served during the year (including all funding sources)**

Proposed funds from the City for this project:	\$5,000
Number proposed to be served for the year:	20
Average City funds per beneficiary:	\$250
Proposed funds from all sources:	\$15,000
Number proposed to be served for the year:	20
Average total funds per beneficiary:	\$750

## F. Required Documents

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Case Id: 10752

Name: WE TEAM - 2020/21

Address: \*No Address Assigned

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### F. Required Documents

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Please provide the following information

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#### Documentation

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- Code of Conduct/Conflict of Interest Policy \*Required**  
WT Conflict of Interest Policy (Short).docx
  
- Submit a copy of the agency's latest 990 Form as submitted to the Internal Revenue Service. \*Required**  
WE TEAM IRS 990 Form.docx
  
- Organization By-Laws \*Required**  
WT Bylaws.pdf
  
- Articles of Incorporation \*Required**  
Scanned\_from\_a\_Lexmark\_Multifunction\_Product11-22-2019-122653.pdf
  
- Organization Policies (including personnel, formal non-discrimination, procurement, accounting, etc) \*Required**  
Polocies Doc for City Grant 2019.docx
  
- IRS 501(c)3 Designation Letter \*Required**  
WT 501(c)(3).pdf

**Audited financial statements or a third-party review** \*Required

WE TEAM Audit.docx

**North Carolina Secretary of State - Current and Active Status (<https://www.sosnc.gov/search/index/corp>)**

**\*Required**

WE TEAM CertExistance.jpg

**Other**

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City Council recognigion.pdf

## G. Community Development Only

Completed by nancygould.ws@gmail.com on 11/22/2019 2:09 PM

Case Id: 10752

Name: WE TEAM - 2020/21

Address: \*No Address Assigned

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### G. Community Development Only

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\*\* Complete this section only if you are requesting funds for a Community Development project (for CDBG, HOME and/or ESG funding).\*\*

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

**1. In the right-hand column below, indicate the number of participants to be served by the proposed project/program within each income category during the year. Click [here](#) to see Winston-Salem income limits by household size.**

Ranges of Income	# to be served
0 to 30% of median	0
31% to 50% of median	0
51% to 80% of median	0
Greater than 80% of median	0

**2. Describe policies, procedures, and criteria for determining who is eligible. Describe the procedures for screening, eligibility determination, intake, assessment and orientation of participants**

Standard enrollment application. Since 90+% come from government assisted housing and apartments, all of these are "eligible". We take an attitude at both schools to almost give anyone from the backgrounds we target, an opportunity.

**3. Explain how services will assist participants in reaching objectives of the proposed project/program. Describe the policies or procedures for follow-up after participants leave the proposed project/program.**

## H. Construction/Rehab Only

Completed by nancygould.ws@gmail.com on 11/22/2019 2:09 PM

Case Id: 10752

Name: WE TEAM - 2020/21

Address: \*No Address Assigned

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### H. Construction/Rehab Only

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\*\* Complete this section only if you are requesting funds for a Housing Construction or Rehabilitation project.\*\*  
If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

1. Describe the proposed project, including any plans. If the project is approved, we will need a detailed work write-up.

2. Provide a projected timeline for the proposed work.

3. Describe how the project will be managed, including the contractor procurement process.

4. Describe the target market, including any special populations to be served.

5. Describe the services or program you plan to provide.

6. Describe the property management plan.

7. List the development team members.

8. Describe the financial capability of the sponsor/owner organization, including submission of the organization's operating budgets, agency audits, and Form 990s for the prior three years, unless already submitted to the City.

9. Listing of projects undertaken by principals over the past ten years, identifying project name and address, type of project, and number of units; please note any projects for which local government funding was received.

Project Name	Address	Type of Project	No. Units	Govmt Funding
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### Documentation

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**Market study or other analysis to verify the need for the project.**

*\*\*No files uploaded*

**Development costs that include a detailed sources and uses statement of all funds, including the requested loan from the City, in electronic format, preferably a spreadsheet.**

*\*\*No files uploaded*

**Operating pro forma that includes rent and operating cost assumptions and all estimated loan payments, in electronic format.**

*\*\*No files uploaded*

**Operating Budget**

*\*\*No files uploaded*

**Form 990**

*\*\*No files uploaded*

# I. Emergency Shelter Only

Case Id: 10752

Name: WE TEAM - 2020/21

Address: \*No Address Assigned

Completed by nancygould.ws@gmail.com on 11/22/2019 2:09 PM

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## I. Emergency Shelter Only

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\*\* Complete this section only if you are requesting funds for an Emergency Shelter project.\*\*

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

Prior to the beginning of any funding year, any ESG-funded program must participate in the local Homeless Management Information System (HMIS) designated by the Winston-Salem/Forsyth County Continuum of Care, or for domestic violence programs, a comparable database in accordance with HUD's standards.

### Emergency Shelter: Essential Services

Activity	Total Budget (\$)
Case Management	\$0.00
Child Care	\$0.00
Education Services	\$0.00
Employment Assistance	\$0.00
Job Training	\$0.00
Outpatient Health Services	\$0.00
Transportation	\$0.00
Legal Services	\$0.00
Services to Special Population	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00
	<b>\$0.00</b>

### Emergency Shelter: Operating Costs

Activity	Total Budget (\$)
Rent	\$0.00
Shelter Security	\$0.00
Fuel	\$0.00
Equipment	\$0.00
Insurance	\$0.00
Utilities	\$0.00
Food	\$0.00
Furnishings (limited to less than \$500 per item)	\$0.00
Supplies	\$0.00
Maintenance or Minor Repairs	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00
	<b>\$0.00</b>

## J. Rapid Rehousing and HMIS Only

Completed by nancygould.ws@gmail.com on 11/22/2019 2:09 PM

Case Id: 10752

Name: WE TEAM - 2020/21

Address: \*No Address Assigned

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### J. Rapid Rehousing and HMIS Only

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\*\* Complete this section only if you are requesting funds for a Rapid Rehousing project.\*\*

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

Prior to the beginning of any funding year, any ESG-funded program must participate in the local Homeless Management Information System (HMIS) designated by the Winston-Salem/Forsyth County Continuum of Care, or for domestic violence programs, a comparable database in accordance with HUD's standards.

#### Rapid Rehousing Financial Assistance

Activity	Total Budget (\$)
Rent Assistance	\$0.00
Rental Application Fees	\$0.00
Security Deposits	\$0.00
Last Month's Rent	\$0.00
Utility Deposits	\$0.00
Utility Payments	\$0.00
Moving Cost Assistance	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00

#### Rapid Rehousing Services

Activity	Total Budget (\$)
Case Management	\$0.00
Housing Search and Placement	\$0.00
Mediation	\$0.00
Legal Services	\$0.00
Credit Repair	\$0.00
Counseling	\$0.00
Information and Referral	\$0.00
Monitoring/Evaluation of Progress	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00

#### HMIS/Data Collection Budget

HMIS Activity	City ESG Request	State ESG Request
Staff Costs	\$0.00	\$0.00
Equipment	\$0.00	\$0.00
User Fees	\$0.00	\$0.00
	<b>\$0.00</b>	<b>\$0.00</b>

## Submit

Completed by nancygould.ws@gmail.com on 11/22/2019 2:10 PM

**Case Id:** 10752

**Name:** WE TEAM - 2020/21

**Address:** \*No Address Assigned

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## Submit

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I certify that the applicant meets the conditions specified in the application instructions and will be able to carry out the proposed services in concert with these conditions. I also certify that the organization is a certified IRS 501(c)(3) non-profit organization.

David Morgan, Executive Director

Electronically signed by nancygould.ws@gmail.com on 11/22/2019 2:10 PM