Program Overview

Please provide the following information.

This application portal is to request funding from the City of Winston-Salem as part of the Transformational Non-Profits Application Process. Applications received through this portal will only be reviewed by the City of Winston-Salem. Other jurisdictions may have separate application processes. Please contact other jurisdictions (e.g., Forsyth County) for instructions regarding requests to those jurisdictions.

Submitting an application does not guarantee funding. Please see the section below regarding the scoring process. The Mayor and City Council will have final decision-making authority regarding program funding requests.

Non-profit organizations may submit funding requests for capital or operating costs.

Minimum Criteria

- Must be registered non-profit organization (includes faith-based organizations providing a public purpose)
- Must have been incorporated as a non-profit for at least one year

Scoring Process and Matrix

All completed applications will undergo a review to ensure required documents are attached. Fully completed applications will be reviewed by selected City staff members and scored based on the scoring matrix approved by the Mayor and City Council. Click here to view the scoring matrix. Scored applications will be reviewed by the City’s Management Team for potential recommendation to the Mayor and City Council who will have authority to appropriate funding for programs.

Staff reserves the right to contact any applicant to request clarification or additional details regarding application responses and materials.
Defining Performance Measures

Sections of the application will reference performance measures and outcomes as required by the U.S. Department of Treasury. Specifically, the application will request workload and effectiveness/outcome measures. Please see this video (https://www.cityofws.org/2809/Performance-Measures-Video) for general information on performance measures.

Upcoming Application Orientation Session

The City will host a virtual application orientation session on April 1, 2022 at 10:00 am. The meeting will take place virtually via the Zoom platform and will also have a live simulcast on the City’s YouTube page. The link for that meeting will be posted the morning of the meeting to the website: www.cityofws.org/clrf

Contact Information

For any questions or concerns, please email ARPA@cityofws.org or call City Link at 336-727-8000.
## A. Contact Information

**Case Id:** 15266  
**Name:** Mack, Sir Walter - 2022  
**Address:** *No Address Assigned*

### A. Contact Information

<table>
<thead>
<tr>
<th><strong>ORGANIZATION/AGENCY INFORMATION</strong></th>
<th><strong>ORGANIZATION/AGENCY CONTACT INFORMATION</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A.1. Organization/Agency Name</strong></td>
<td>EXECUTIVE DIRECTOR</td>
</tr>
<tr>
<td>Union Community Development Corporation an affiliate of Union Baptist Church</td>
<td><strong>A9. First Name</strong> Sir Walter</td>
</tr>
<tr>
<td><strong>A.2. Mailing Address</strong></td>
<td><strong>A10. Last Name</strong> Mack</td>
</tr>
<tr>
<td>1200 Trade Street Northwest, Winston-Salem, NC, 27101, United States Winston-Salem, NC 27101</td>
<td><strong>A11. Title</strong> Executive Director</td>
</tr>
<tr>
<td><strong>A.3. Organization Website</strong></td>
<td><strong>A12. E-mail</strong> <a href="mailto:sirwaltermack@yahoo.com">sirwaltermack@yahoo.com</a></td>
</tr>
<tr>
<td>UnionBaptistwsnc.org</td>
<td><strong>A13. Phone Number</strong> (336) 399-1355</td>
</tr>
<tr>
<td><strong>A.4. Year 501 (c)(3) Status Obtained</strong></td>
<td><strong>A14. First Name</strong> Michelle</td>
</tr>
<tr>
<td>1,998</td>
<td><strong>A15. Last Name</strong> Outlaw</td>
</tr>
<tr>
<td><strong>A.5. Organization/Agency Fiscal Year</strong></td>
<td><strong>A16. E-Mail</strong> <a href="mailto:michelleroutlaw@yahoo.com">michelleroutlaw@yahoo.com</a></td>
</tr>
<tr>
<td>2,022</td>
<td><strong>A17. Phone Number</strong> (252) 722-2496</td>
</tr>
<tr>
<td><strong>A.6. Federal Tax ID Number</strong></td>
<td><strong>A18. Term Expiration Date</strong> 04/03/2024</td>
</tr>
<tr>
<td><strong>A.7. Federal DUNS Number</strong></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td></td>
</tr>
<tr>
<td><strong>A.8. Federal SAM Registered?</strong></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>
B. General Project Information

Please provide the following information.

PROJECT INFORMATION
B.1. Project/Program Title
Community Dream Center and Life Enhancement Program

B.2. Project Location/Address
1200 N. Trade Street Winston-Salem, NC 27101

PROJECT CONTACT/MANAGER
B3. First Name
Sir Walter

B4. Last Name
Mack

B5. Title
Executive Director

B6. E-Mail
sirwaltermack@yahoo.com

B7. Phone Number
(336) 399-1355
Please provide the following information.

**C.1. Provide description of project and how funds will be used**

This program is to address the problem of crime, the challenges with early childhood education, and the need to develop jobs and economic means for the residents of the City of Winston-Salem. How relevant is this plan for such a time as this? It is our plan to build “The Community Dream Center,” not for the “members” of Union Baptist Church only, but for the “community and the residents of Winston-Salem/Forsyth County.” Hence, since we have a plan to address crime, gang initiatives, the educational gaps, workforce development, we believe these concerns are community matters, and if addressed properly by the church, this can make the community a much better place to live.

The fundamental purpose of the Dream Center is to enhance the quality of life for all citizens of the Winston-Salem/Forsyth County Community and Vicinity, while placing special emphasis on youth and young adults ages 0-30. Our objective is to serve the community through education, study, fellowship, recreation, and mentoring, while giving youth and young adults a place to feel safe, to learn, and to grow in this multi-purpose complex designed to meet the needs of the person and the community. Therefore, this center will provide non-profits, community organizations, churches, and leadership development forums a place to meet, train, and have programs that will enhance learning opportunities for not only youth and young adults, but the entire family unit.

1. To have an After-School Accelerated Learning Program- This program is designed to help the students to excel in the required areas of study, while accelerating their learning a grade level in advancement.

2. STEM will be our model of development. Science, Technology, Engineering, and Math will be our core teaching after-school learning models, and we will seek to partner with Winston-Salem State University, Wake Forest University, Salem College, and Forsyth Tech for tutorial support. While STEM will be our focus, there will be heavy emphasis on reading and comprehension.

3. After-School Life Skills and Family Development Classes
   - Financial Literacy- The "dfree" young money curriculum for inner-city youth.
   - Parenting Classes-Designed to inspire life skills like time management, conflict resolution, breaking cycles, developing communication skills, etc.
   - GED Programs for Parents and Students- Many parents desire to complete high school. This will be a start to obtaining a high school diploma.
   - The SAT Prep Classes- These classes will help students develop confidence with taking test and getting more familiar with the SAT and the ACT.
   - Technology to Connect with Parents Who May Be Incarcerated- Students may be able to connect with their parents who are incarcerated for pre-approved tele-visits. We believe that family relationships are important, and we want to serve as a conduit in this regard.
   - Sports and Arts Performance- While educational development will be the primary focus of the program, the grip of the program will be that every child will be encouraged to participate in a sporting activity or a performing arts component.
• Job Skills and Personal Development Program
It is important that the Dream Center has a Job Skills Program to it. We want to open our doors to those who are willing to be trained for the workforce. Training will include pre-job training (what to expect when working in a workplace,) and job-role training sessions. (For an example, have partnerships with Goodwill Industries, Urban League, Experiment in Self-Reliance. Invite other partners for workshop trainings like: Flow Motors, City of Winston-Salem, Hanesbrands, Novant Health, Atrium Wake Forest Baptist, Senior Services, Cooperative Extension, Forsyth Tech, Local Barbers, Brick Masons, Contractors, Electricians, etc.) Furthermore, training will include in-classroom life and real-world skills.
• Medical Facility and Dental Care
It is desirable that the Dream Center is a place where local community people can come throughout the day for non-emergency medical care. It is our desire to partner with Atrium Wake Forest Baptist and Novant Health to staff the medical facility to assist with regular checkups, which are necessary for life sustaining factors.
• Food and Clothing Bank
This operation is presently in effect. Every Thursday at Union Baptist Church old location, we served over 8,000 persons in 2020. We have partnered with the Second Harvest Food Bank. However, better facilities are in dire need. It is our desire that no child (k-12) ever leaves the Dream Center hungry. Food will always be available in an area of the Dream Center. This will be a great partnership with Second Harvest Food Bank and the Dream Center.
• Anti-Gang Event - Corner to Corner Prevention Program
(Reference https://www.great-online.org/Home/About/What-Is-GREAT) It is desirable that this center will have sessions primarily with elementary and middle school students to teach them before delinquent behavior and before prime ages of being introduced into gangs. Additional training will be done for high school teens.

C.2. How will a participant access the proposed project/program, use the services, and derive a beneficial outcome from participation?
We believe that the Dream Center will be centrally located in our city, and accessible to all zip codes. The existence of the building and the presence of its impact can make positive change and give youth and young adults a place to belong. Presently, there are only 4 juvenile delinquent programs in the 27101-zip code, and most do not work in preventing crime, but responding to the child once a crime is committed. The Dream Center is designed to be preventive in its approach and hopes to keep young people away from crime and community deterrents. Additionally, while the Innovative Quarters is also housed in this same proximity with the Dream Center this will provide for a good partnership for eradicating the science and technology gap with our youth. The Dream Center will serve the purpose of bridging that gap. The Dream Center will be centrally located to many schools which makes access to schools very achievable for the students and the mentors.
Involvement will require enrollment as mandated, i.e., Individuals requesting food complete an intake application in accordance with the guidelines of the Second Harvest Food Bank of Northwest North Carolina; youth involvement will require parental/guardian consent; anti-gang will meet court ordered guidelines.

C.3 Total estimated number of unique participants to be served annually
3,000

C.4. Will program beneficiaries be only residents of Winston-Salem?
Yes

TOTAL FUNDING REQUEST
C.5. Total Operating Funding Request
$0.00
C.6. Total Capital Funding Request
$3,000,000.00

SPENDING TIMEFRAME
C.7 Capital Spending Timeframe
1 - 2 years

C.8 Operating Spending Timeframe
N/A
D. Project Budget Categories

Please provide the following information.

Use templates below to input the total Project Budget (only requested expenses and estimated revenues related to the program or project for which you are requesting funding) by clicking Add Column. Please include all funding from the City and other sources.

<table>
<thead>
<tr>
<th>Operating Costs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing</td>
<td>$40,000.00</td>
</tr>
<tr>
<td>Programming</td>
<td>$85,000.00</td>
</tr>
<tr>
<td></td>
<td>$125,000.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Capital Costs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Construction</td>
<td>$3,000,000.00</td>
</tr>
<tr>
<td></td>
<td>$3,000,000.00</td>
</tr>
</tbody>
</table>

PROJECT/PROGRAM REVENUE CATEGORIES

Please fill out the revenue estimate table. Note: operating revenues and expenses must be balanced (be equal).

<table>
<thead>
<tr>
<th>Operating</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rentals</td>
<td>$50,000.00</td>
</tr>
<tr>
<td>Programming Fees</td>
<td>$25,000.00</td>
</tr>
<tr>
<td>Grants</td>
<td>$50,000.00</td>
</tr>
<tr>
<td></td>
<td>$0.00</td>
</tr>
<tr>
<td></td>
<td>$125,000.00</td>
</tr>
</tbody>
</table>

Please list below all known/expected individual grants and contributions totaling 10% or more of the project's budget. Note: capital revenues and expenditures must be balanced (be equal).

<table>
<thead>
<tr>
<th>Capital</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$3,000,000.00</td>
</tr>
<tr>
<td></td>
<td>$3,000,000.00</td>
</tr>
</tbody>
</table>
E. Demographic and Geographic Distribution

Please provide the following information.

Demographic distribution is an assessment of the level of the project funds spent on a program or service provided at a physical location in a Qualified Census Tract (QCT), OR where the primary intended beneficiaries live within a QCT, OR whether the program benefits residents that earn less than 60 percent of median income for the City, OR whether over 25 percent of program beneficiaries are below the federal poverty line.

E.1 Is this project/program located in a QCT or serve residents that live in a QCT?
Yes

If yes, what percentage of clients served are estimated to be residents of QCTs? Click here to view the QCT mapping tool
100.00 %

E.2 If the project or program is not a QCT or specifically serve residents in a QCT, will residents meet the follow criteria:

☐ 25% or more of participants below the federal poverty line or participants served make less than 60% of the Area Median Income
☐ The project/program does not operate in a QCT, and beneficiaries neither reside in a QCT nor meet the income thresholds mentioned above.
F. Alignment to Strategic Plan

Please provide the following information.

Strategic planning is a process in which organizational leaders determine their goals and objectives, and allocate needed/limited resources to successfully achieve those goals and objectives. Click here to view Winston Salem's Strategic Plan. The Strategic Plan includes three (3) tiers of priorities:

Tier 1:
- Focus on job creation/sustainability and workforce development
- Collaboration and funding for pre-K opportunities
- Funding for affordable housing
- Funding for economic development

Tier 2:
- Poverty reduction/cessation
- COVID reopening plan
- Community engagement (Power of connections)
- Funding for arts

Tier 3:
- Community Fundraising
- Environmental initiatives
- Address digital divide
- Address childcare needs
- Neighborhood maintenance
- Organization efficiency and public-private partnerships
- Law enforcement reform

F.1. Please select the primary priority from the list above addressed by your project/program.
Tier 2

F.2. Please select the secondary priority from the list above addressed by your project/program.
Tier 1

F.3. Please describe how the workload or outcomes from your project/program addresses the primary priority you
The jobs skills and personal development program will focus on workforce development, meeting individuals where they are are raising them up to job readiness level. Financial literacy is key to addressing poverty and plays an important pare in reducing poverty and improving financial well-being. Participants who participate will become financially well-informed, be less likely to make decisions that will harm their finances rather than improve them, encourages participants to pay bills on time, increases preparedness for economic difficulties to avert significant debt. Our goal is have individuals who are well-educated on financial concepts so that they can pass on financial knowledge to their children.
G. Collaboration

Please provide the following information.

Collaboration is when an organization is partnering or proactively working with one or more external stakeholders to achieve the same goal.

G.1. How many other external partners, organizations, stakeholders will you be collaborating with to provide the project/program?

3+

G.2. Please provide the names of the organizations and the roles they will serve in the project/program?

Partnerships and collaboration with the following agencies:
- Anti-Gang/Crime Prevention Program: ESR, Urban League, Project Re-Entry, Bethesda Center, NAACP, Winston-Salem Minister's Conference, Salvation Army, Forsyth County Sheriff Department, Winston-Salem Police Department, Goodwill Industries
- Food and Clothing Bank: Second Harvest Food Bank
- Medical Facility and Dental Care: Atrium Health Wake Forest Baptist and Novant Health
- Job Skills and Personal Development Program: Goodwill Industries, Urban League, Experiment in Self-Reliance
- GED Program - Forsyth Technical Community College
H. Administration/Reporting

Please provide the following information.

Per U.S. Treasury rules and associated guidance, the City's framework for using these funds aligns with specific administrative reporting requirements. The administration/reporting criterion has three core elements: 1) the organization’s/project’s development of clear performance indicators and measurable outcomes, 2) the use of evidence-based interventions, 3) and the City's evaluation of organization and project risk.

H.1. Please clearly define the workload and outcome measures that are associated with your project/program

<table>
<thead>
<tr>
<th>Workload</th>
</tr>
</thead>
<tbody>
<tr>
<td>The workload will consist of the number of meals and families served through the Food &amp; Clothing Bank through the after-school program, the number of training hours provided for job training, and the number of youth served throughout various programs.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effectiveness/Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Through the Food and Clothing Bank the outcome is 90% of the clients will experience less hunger</td>
</tr>
<tr>
<td>Through the job training program the outcome will be 75% of clients finding gainful employment.</td>
</tr>
<tr>
<td>Through the youth programs the outcomes will be 90% of participants will be able to create a budget and have change in their decision making and their choices over money.</td>
</tr>
</tbody>
</table>

H.2. Does the project/program use evidence-based interventions?

No

H.3. For transparency purposes, the risk matrix is attached. This is NOT required, however, you can self-assess if you wish. Please fill out and upload the Risk Matrix.

☑ Risk Matrix
Risk Assessment.xlsx
I. Capacity

Please provide the following information.

An organization's capacity can be defined as its ability to implement the proposed project, as characterized by the alignment of its mission and vision with the proposed project, existing internal infrastructure to support it, and its plan for implementation and assessment of project success.

I.1. Please provide your organization's vision and mission statements and explain the alignment between the proposed project/program and the organizational mission.

The mission of the Union CDC is to improve the quality of life through education, employment, social action, economic and financial development and holistic approaches to wellness for individuals and families. It is a goal of our mission to end the human-based crisis of poverty, hunger, abuses, homelessness, joblessness, and financial instability. The Dream Center will address crime, gang initiatives, the educational gaps, and workforce development. We believe these concerns are community matters, and if addressed properly by the church, this can make the community a much better place to live.

I.2. Describe the organization’s current infrastructure and capacity to deliver the program services or complete the project. Include any relevant current programming and experience providing similar services.

Union Baptist Church has a team of ten individuals who manage, implement and deliver major outreach programs. The team consists of programming, technology, finance, administration and facilities. For over the past 20+ years, Union Baptist has successfully implemented The Union Urban Ministries Food and Clothing Bank, The Corner 2 Corner Drug Dealers, Anti-Poverty, And Street Life Conference (C2C) and Youth Character Football League (YCFL).

The Union Urban Ministries which assist our community with food, clothing, and other essential resource needs for our population. The primary focus includes those who are in the homeless population, single parents and seniors. The impact of Covid-19 has increased many human-based crises, particularly with single mother households and one-income households as a result of layoffs. Due to the enormous request of those in need of assistance for mortgage, rent, utilities, childcare, and prescriptions, Union Urban Ministries has aided over 5,000 people and 155 families through the COVID-19 relief effort. Urban Ministries is open and available to the community.

The Youth Character League and Academic-Mentoring Program (YCFL) is for boys and girls ages 5 – 13 years old. The purpose of YCFL is to provide youth a positive educational, character and athletic experience, while addressing the issues of childhood obesity, gang violence prevention, conflict resolution, health and nutrition through an innovative football and academic program. This program will be virtual and in-person, and will focus on development in the following areas; Sports and Recreation, Academic Achievement, Huddle Communication and Relationship Building Classes, and Parent Support Coaching Classes.

The Corner 2 Corner (C2C) Drug Dealers, Anti-Poverty, and Street Life Conference was established in 2003, in the city of Winston-Salem, North Carolina at the Union Baptist Church. C2C was established to embrace social justice by addressing issues of such as; conflict resolution, anti-gang prevention, drug dealing, drug use, alcoholism, homelessness, and educational disparities. C2C seeks to enhance relationships between public safety, elected official, clergy, community leaders-preferably some who are active in the Black Lives Matter Movement, and those who are familiar with the street
life. Many of these participants come from impoverished communities for which this grant is established to address. C2C is a mentoring program for good people, who have made some bad choices.

www.journalonnow.com/news/local/i-shot-about-of-my...
To listen to “Vegas Don” speak about life on the streets, the cocaine he’s sold and the 17 people he says he’s shot, ...
(Walt Unks/Winston-Salem Journal) 20191108w_nws_gang.

YouTube: Judge Mathis Speaks at Drug Dealers Conference
https://youtu.be/sgHLmvBN6-E

I.3. Describe the program/project implementation plan. Include any known barriers to success and how those will be overcome
The full-time director will administrate and track the success and participant achievement for each component of the Dream Center.
Program Design for Anti-Poverty
• D-Free is the only African American Faith Based Financial Literacy program, designed with urban lifestyle and spending habits in mind. This program is built for people who come from impoverished conditions and speak language that is familiar to their setting. This program will address anti-poverty by providing a healthy framework of sustainability of knowledge about self and community for which you exist. Participants will complete a 6-week financial literacy development program.

I.3a. Describe the program assessment plan including how the data will be collected for selected performance metrics and any other evaluation tools that will be used to determine program/project success.
The Dream Center programs will be monitored through regularly scheduled assessment meetings with staff and volunteers. "Before and after" surveys will be conducted at the beginning to find out what the audience knew and after the experience to determine if they gained new information by attending. Rapid appraisal methods such as interviewing and observation of attendee interactions during programming.
J. Impact/Community Need

Please provide the following information.

Impact/Community needs concern whether or not the proposed project will address an identified need within the community and what the short term (One year) and long term (3 years) impact of this project will be.

J1. Describe the identified community need for this project/program. *Cite specific data or studies/reports that have identified this as a community need.*

Our Mission-Rise Up and To Reclaim Our Community through comprehensively addressing the educational gaps, health disparities, and exposing youth and young adults to economic opportunities, particularly for those.

Educational Gap In 2017-18:

- African American 62% can’t read on 3rd grade level
- Hispanic/Latino 66% can’t read on 3rd grade level
- White, Non-Hispanic 26% can’t read on 3rd grade level

Our Goal: 80% of WS/FCS students proficient in reading at the end of third grade, as measured by NC DPI state assessments

Additionally:
- 39% of Forsyth County households live in asset poverty; 22% residents live in extreme asset poverty; 56% of renters have subprime credit scores; 49% of low-income are cost-burdened; 35% of Forsyth County residents are uninsured single parents; 60% households live in asset poverty.
- 60 percent of our population has experienced some level of homelessness. This number continues to increase annually. We also have participants who live in group, shelters; namely Salvation Army, Assisted Living Facilities, and Re-Entry Population.

J2. Describe the short-term impacts of the project/program and how they align with the community need identified above.

Help intervene in current crime uprising and set-up a place where people can come and dialogue for solutions. Helping resolve the criminal activity and murders.

J3. Describe the long-term impacts of the project/program and how they align with the community need identified above.

More businesses will be attracted to the city which will affect the growth of the economy. will help with educational children feel safer and community will safer.

J4. Referencing previous section on outcomes, describe how the impacts noted above will be measured.

Impact will be derived from administering pre and post tests to determine what was gained by participants. A log will be kept to record the number of interventions that are made and contrasting the number of people that we have returning
for intervention.
K. Funding Stability

Please provide the following information.

Funding stability is an assessment of both the organization's annual funding and the planned funding mechanism for the project/program from grants, donations, sales, and other income generators. To the extent possible, the City wishes to ensure applying entities have sustainable funding sources outside the City's ARPA allocation. An entity will be deemed as having superior funding stability if it demonstrates at least three years of sustainable grant, contribution, and/or fee-based revenues to cover operating costs. The entity must also demonstrate commitments from other organizations to cover the full cost of project deficits or future-year operating costs (in combination with realistic fee-based revenue assumptions).

K.1. Have your organization’s operating revenues covered operating expenses the last three years?
Yes

K.2. Approximately what percentage of your organization’s total budget is covered by competitive grants that you must re-apply for?
15.00 %

K.3. What percentage of your project/program’s budget is covered by City ARPA funds as part of this request?
40.00 %

K.4. Please provide narrative on funding for this program after City ARPA funding has been exhausted.
The Union Baptist Church has secured the professional guidance and efforts of INJOY Stewardship to assist us in organizing a church campaign, to inspire general fund giving, salvation, baptisms, growth in ministry departments, weekly attendance, development of new leaders, prayer gatherings, feastings first fruit offerings, general church health, and social networking.
2. The Union Baptist Church adopted a theme: Rise Up
1. Church Giving Units were clearly Identified- 1, 534
2. Community Needs Assessment Evaluated- Multi-Purpose Learning and Activity Center
3. Financial Pledges Made:
   Amount Pledged In 2 Years- 875,000.00
   Amount Raised in 2 Years- $265,000.00 (During Pandemic)
Through facility rentals and programming, we anticipate revenues of $100,000 annually from the Dream Center.

K.5. Please attach commitment letters from other organizations showing financial support for the project/program.

☐ Commitment Letters

**No files uploaded**
**L. Representation**

Please provide the following information.

Representation deals with how diverse an organization's leadership is compared with community demographics, which includes Winston-Salem’s race/ethnic backgrounds as well as gender. Local non-profit organizations should reflect the communities they serve. Since organizations are requesting to receive ARPA funding through the City, we must ensure these entities hold themselves accountable to having diverse staff and leadership panels.

L.1. Provide a list of board members including the race, ethnicity, and gender identification for each member.

<table>
<thead>
<tr>
<th>Name</th>
<th>Race</th>
<th>Ethnicity</th>
<th>Gender Identification</th>
</tr>
</thead>
<tbody>
<tr>
<td>La Shanda Millner</td>
<td>Black</td>
<td>African American</td>
<td>Female</td>
</tr>
<tr>
<td>Michelle Outlaw</td>
<td>Black</td>
<td>African American</td>
<td>Female</td>
</tr>
<tr>
<td>Chris Pratt</td>
<td>Black</td>
<td>African American</td>
<td>Male</td>
</tr>
<tr>
<td>Tony McKinnon</td>
<td>Black</td>
<td>African American</td>
<td>Male</td>
</tr>
<tr>
<td>Vanessa Banner</td>
<td>Black</td>
<td>African American</td>
<td>Female</td>
</tr>
<tr>
<td>Annie Howard</td>
<td>Black</td>
<td>African American</td>
<td>Female</td>
</tr>
<tr>
<td>Bill Hubbard</td>
<td>Black</td>
<td>African American</td>
<td>Male</td>
</tr>
</tbody>
</table>
M. Required Documents

Please provide the following information.

For North Carolina Secretary of State - Current and Active Status, [Click Here]

Documentation

- Code of Conduct/Conflict of Interest Policy *Required
  UBC CDC Conflict of Interest.pdf

- Copy of the agency’s latest 990 Form as submitted to the Internal Revenue Service *Required
  UBC CDC 990.jpg

- Organization By-Laws *Required
  UBC - CDC Bylaws.pdf

- Articles of Incorporation *Required
  Union CDC - Articles of Incorporation.pdf

- Organization Policies (including personnel, formal non-discrimination, procurement, accounting, etc) *Required
  Organization Policies.pdf

- IRS 501(c)3 Designation Letter *Required
  IRS 501(c)3 Designation Letter.pdf
☑ Most recent audited financial statements or a third-party review *Required
Third Party Review.pdf

☑ North Carolina Secretary of State - Current and Active Status *Required
NC Secretary of State - Current and Active Status- UBC CDC.pdf
Please provide the following information.

✔️ I certify that all information entered into this application is true.

Sir Walter Mack

*Electronically signed by sirwaltermack@yahoo.com on 4/25/2022 3:28 PM*

04/25/2022