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Executive Summary

Since 2002, Service For Peace has focused on improving the economic opportunities & lives of low-income community members along with veterans and military families. For MLK 2016 we are going to continue to improve the economic prospects of low-income individuals and communities and veterans/military families by promoting awareness of the EITC and VITA programs to our volunteers and at all of our project sites. Service For Peace is requesting a total of \$200,000 for the year 2015-16.

Service For Peace will engage and support the needs of some of the most vulnerable members of American society, including veterans/military families by:

1. Implementing service projects in 10 or more different states;

2. Include projects that support and engage the economic wellbeing of veterans, military family members and other low income families.

3. We will require that all sub-grantees reach out to the disabled communities in their local areas and include them as part of their MLK planning committees and we will give priority to applications from sub-grantees that include a disability inclusion plan to engage volunteers to serve on MLK Day and during the 40 Days of Peace campaign.

4. Engage a total of 22-25,000+ volunteers throughout the country. The overall goal of the Service For Peace's Martin Luther King, Jr. Day of Service project is to foster a "community in service" with an increase in year-long civic engagement whereby corporations, public agencies, individuals, community foundations, and faith-based institutions bolster, reinforce, and sustain essential life-affirming charity endeavors.

Program Design

INTRODUCTION Service For Peace (SFP) began in 2002 with the mission of connecting people to peace through service. We bring together people and partners of diverse faiths, ethnicities, nationalities, generations, and cultures to address urgent social needs in selected communities. SFP's Martin Luther King, Jr. (MLK) Day of Service began in 2003 in Washington DC, and has become an annual SFP event that brings diverse groups of people together through service. As a lead agency with CNCS since 2006 we have recruited over 200,000 volunteers to serve on MLK Day of Service & our 40 Days of Peace campaign.

¿ We will require that all of our sub-grantees provide promotional information on the EITC and VITA

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programs at all project sites as a means to improve the economic prospects of low income individuals. We will recruit MLK Volunteers to become VITA program volunteers.

¿ We will also require that all sub-grantees reach out to the disabled communities in their local areas as part of their planning committees and we will give priority to applications that include a disability inclusion plan to engage volunteers.

PROGRAM DESIGN GOALS AND OBJECTIVES In 2015 SFP and our sub-grantees engaged more than 26,000 volunteers in 482 projects in 20 cities across the country during the MLK Day/Season of Service. Additionally, SFP collected 63,684 food items during our MLK Jr. National Food Drive; our Christmas Angel program was expanded from one state to four states (serving 1,000 children of military families). The key objectives of our 2016 MLK Day/Season of Service activities are the following: 1. Plan, implement, and oversee a minimum of 400 service projects in 10 different states. 2. Engage a total of 23-25,000 volunteers throughout the country, including a total of 1,500 veterans and military family members; 4. Collect 25,000+ food items during our MLK Jr. National Food Drive

OVERALL APPROACH Our RFP will be published on the SFP, CNCS, and partner websites and distributed through online newsletters that reach over 100 community organizations outside our current network. The sub-grant application process will be open to all organizations eligible to receive federal funding and that are competent to implement a service project that engages diverse populations in their community. SFP will select multiple sub-grantees throughout the nation by: 1. Drafting and distributing a fair, but competitive RFP for all potential sub-grantees, which will describe the grant sizes in relation to the number of organizational collaborations/unique volunteers. 2. Holding technical assistance calls to explain the RFP and its process to potential sub-grantees. 3. Utilizing three different grant reviewers to determine scores of each proposal and recommended amount of each award. 4. Selecting awardees through final approval from our CEO. SFP will support multiple sub-grantees throughout the nation by: 1. Granting them access to the National Program Manager, Peter Hayes, and our experienced Headquarters staff who have had over 12 years of direct hands on experience on planning and organizing MLK Service Projects. 2. Service for Peace will hold technical assistance calls for all sub-grantees and project leaders. We will encourage all sub-grantees to participate in the CNCS training calls. In previous years, SFP implemented successful MLK Day/Season of Service projects in the following states: Alabama, Arizona, California, Connecticut, Florida, Georgia, Indiana, Illinois, Kentucky, Mississippi, Montana, North Carolina, Ohio,

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Pennsylvania, Texas, Utah, Washington, Washington D.C. and Wisconsin. With previous years' successes in mind, SFP anticipates awarding sub-grants to organizations in at least 10 states in 2016. We are planning 2016 projects in the following states: CT, KY, WA, FL, GA, CA, NC, AL, MT, PA, OH, TX, UT, IL, DC, IN.

In the past, three of the largest SFP MLK Day/Season of Service projects served under-resourced areas within the following cities: 1. Miami, FL: Over 40% of residents 25 years or older have not completed high school; nearly 37% of children are below the poverty line; there are over 70,000 veterans in Miami-Dade County. 2. Louisville, KY: Over 18% of residents 25 years or older have not completed high school, nearly 40% of children are below the poverty line; there are nearly 58,000 veterans who live in Jefferson County. 3. Bridgeport, CT: Almost 30% of residents 25 years or older have not completed high school, 25% of children are below the poverty line; there are nearly 49,000 veterans who live in Fairfield County.

Miami-specific statistics on veterans: "Based on the Miami-Dade County Community Homeless plan, prepared by the Miami-Dade County Commission's task force on Homelessness...of homeless individuals...22% are Veterans." (<http://www.americanveterannewspaper.org/FAP/mission.html>) "...Miami's homeless military veteran population (is) believed to number more than 300..." (<http://www.miamiredcross.org/news/247-american-red-cross-director-tapped-to-lead-miami-homeless-veterans-task-force.html>) Louisville-specific statistics on veterans: In an August 2011 television news story, Louisville-Lt. Col. John Bates, Commander of 2/138th Field Artillery, is quoted as saying, "One out of four of my soldiers doesn't have a steady income." (<http://wuky.org/post/depth-national-guardsmen-face-higher-unemployment-rate>) Another news report from November 2011 stated that the jobless rate among Kentucky National Guard soldiers fluctuated between 14 percent and 20 percent in 2011, depending on deployments, according to National Guard statistics. This is compared to Kentucky's overall jobless rate of 9.7%. (<http://www.courier-journal.com/article/20111101/NEWS01/310310113/Kentucky-guard-members-face-unemployment-battle?odyssey=tab%7Ctopnews%7Ctext%7CHome>) Bridgeport-specific statistics on veterans: According to the US Department of Veterans Affairs in 2010, there were 15,200 female Veterans and 214,500 male Veterans in the state of Connecticut. Homes for the Brave, a Bridgeport-based veterans' organization, states on its Web site that an estimated 3,000 to 4,000 veterans in Connecticut do not have homes. The New Haven Register reported in February 2012 that "Homeless

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veterans have long been predominately single males, typically Vietnam War vets with mental health or substance abuse problems. Now, a growing number of veterans with spouses and young children, many returning from deployments in the Middle East, are changing the face of homeless veterans in Connecticut and across the country." 2014 SFP will add a focus of empowering lives of low-income community members and under-resourced students by promoting their involvement in the EITC program; this year, we will continue to engage these two populations, but will also seek to serve and engage another vulnerable population--veterans and military families. "Veterans...are eating less frequently and choosing to pay other living expenses--rent, utilities, medical care and transportation--over food...according to the poll by the Marist Institute for Public Opinion." ("Poll: Veterans Looking for Food Help," The Wall Street Journal, November 2011). In addition to hunger, a lot of veterans and military families also need employment. "Long-term unemployment is still plaguing millions. But there is one type of job that is usually easily available: volunteer positions...volunteering can help you gain valuable new skills." (Levin-Epstein, Amy. Volunteer Work: 5 Ways To Use It to Get a Paying Job. CBS News. September 2011). During SFP's MLK Day/Season of service, volunteers will meet new people, work on diverse project tasks, and utilize (and even strengthen) their current job skills. Therefore, SFP will proactively expand our efforts to support veterans and military families. For example, last year, SFP helped 700 children of military families from the Kentucky and Indiana National Guards during our MLK food drive and Christmas Angel program, which provided them food, clothes, and toys during the holiday season. In 2016, we anticipate expanding this endeavor to 1000 children of soldiers throughout the country.

OUTCOMES Our projects' planned outputs and outcomes for MLK Day/Season of Service include the following:

Output Grouping #1: Sub-grantees recruited. Sub-grantee project leaders selected. Project plans determined. Projects implemented. Evaluations collected.

Outcome Grouping #1: The development of a diverse group of 12-15 sub-grantees from 10 or more states that will implement the MLK Day/Season of Service (Jan-April), 40 Days of Peace (Jan-Feb), the Backpack Angel program (May-Aug), and the Christmas Angel program (Oct-Dec). At least 5,000 students, 1,500 veterans, and 16,500 community members will be engaged in service activities that benefit their local communities. Students, veterans, and community members will benefit from

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services that provide them better living conditions (at least 100 beautification projects conducted), prepare them for school (2,000 backpacks/school materials collected and distributed), and alleviate hunger during the holidays (ten food drives conducted and 25,000+ cans/non perishable foods collected and distributed to veterans & military families).

Output Grouping #2: Trainings for project leaders conducted via conference calls and technical support. Community partners recruited. Sub-grantee planning committees created. Project venues and timelines determined. Volunteers recruited.

Outcome #2: The engagement of a broad array of 100 diverse partners and 23-25,000 volunteers in projects.

Output Grouping #3: Student leaders and veterans selected. Projects planned. Volunteers recruited. Projects implemented.

Outcome #3: The engagement of at least 5,000 students and 1,500 veterans/military families that will participate in the MLK Day/Season of Service, 40 Days of Peace, the Backpack Angel program, and Christmas Angel program. Student leaders and veterans will work together to recruit, plan, complete, and lead service projects. Students and veterans will experience healthy relationships across ethnic, religious, racial, educational, and socioeconomic boundaries.

Output Grouping #4: Social media recruitment campaigns conducted. Site visits to local colleges/universities/offices/community centers conducted. Invitations to participate in projects sent out. Volunteers recruited.

Outcome #4: 10% annual increase of volunteers serving. Since 2004, SFP has continuously invested in the improvement of vulnerable communities throughout the nation through the implementation of MLK Day of Service projects. In 2009, we engaged 15,000 volunteers, in 2010, there were 18,000, in 2011, there were 21,000, in 2012 there were 25,000, in 2013 there were 32,000 volunteers and in 2014 we engaged 38,000 volunteers. In addition, and year after year, we expand the program reach of our projects to include service to and the engagement of additional populations; from 2009-2011, we successfully integrated "baby boomers" into our program model, and secured strong ties with AARP organizations across the country. From 2012 to 2015, we did the same with veterans and

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military families. In 2016 we plan to add a focus on promoting and recruiting volunteers for EITC & VITA programs.

MEASUREMENTS SFP will capture data from all project sites through online and on-site registration and using reports from all sub-grantees to assess whether our outcomes were accomplished.

This data will include:

1. Volunteer numbers
2. Volunteer hours
3. MLK projects completed
4. Veterans & military families served
5. Food items collected.
6. Participant and partner testimonials.
7. Amount of monetary and in-kind donations made by each sub-grantee--through our reporting system, all sub-grantees have to verify all cash/in-kind donations with receipts showing a 70 to 30 percent match.
8. Number of media reports: We will collect all TV, Radio and Print media links
9. Number of elected officials who attend and participate in our MLK service projects.

DESCRIPTION OF ACTIVITIES SUBGRANTEE SELECTION PROCESS In order to ensure a portfolio of high quality sub-grantees, SFP will identify and select all nonprofit community organization sub-grantees by ensuring that all selected organizations can receive federal funding, are capable of organizing and implementing service projects that engages a diverse and impressive amount of volunteers, and have the means of engaging and/or supporting veterans and military families. Organizations with a proven track record of successes in volunteer engagement and project implementation, ties to multiple organizations for potential partnering, and plan to engage the disabled community and veterans/military families will be preferred. The SFP sub-grant selection process will be free from conflicts of interest. SFP will utilize three unique and anonymous grant reviewers for each sub-grant application. The reviewers will not be directly related to any of the sub-grantee applicants. If a conflict is identified, the reviewer will abstain from reviewing the application and the score will be determined by the average of the two remaining reviewers' scores. The estimated number or range of sub-grant awards that will be made is 12 to 15 in 2016. The estimated range of sub-grant award amounts will be \$1,000-\$20,000 each. SFP will base the amount of each sub-grant

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award by using the following formula: 1. At least 100 volunteers engaged equals \$1,000 2. At least 250 volunteers engaged equals \$2,500 3. At least 500 volunteers engaged equals \$5,000 4. At least 1,000 volunteers engaged equals \$10,000 5. At least 2,000 volunteers engaged equals \$20,000 Sub-grant eligibility will formally be determined by reviewing the answers and required documentation of the submitted RFP. Once it is determined, the proposed review and selection process will be as follows:

1. Three reviewers independently review and score each application, and recommend a grant amount.
2. All scores are combined and reviewed by the three-member committee and ranked; an application must have at least a 70% average score to be recommended for funding.
3. Recommendations are given to CEO; he then approves selected applications and funding amounts.

TECHNICAL ASSISTANCE AND SUPPORT SFP will require each sub-grantee to submit three reports: Project Report 1: Due on January 19, 2016 (day after MLK Day of Service). Project Report 2: Due on January 22, 2016. Project Report 3: Due on March 4, 2016 (final report and financial report with release of remaining 50% of funds). The final and third report will include a financial section to be completed and submitted with receipts. Once the final report is submitted, the final 50% of the awarded funds will be released. All sub-grantees will have access to the National Program Director, Peter Hayes, and our experienced headquarters staff for individual program consulting. All registered team/project leaders will receive training from staff members and professional consultants. Sub-grants will be financially managed through the reporting process and SFP's annual CPA audit. SFP will also utilize onsite attendance records and online registrations (www.MLKChallenge.org) to collect essential data. Lastly, SFP will hold technical assistance calls leading up to MLK Day/Season of Service and will also require all sub-grantees to attend the CNCS technical assistance calls. SFP's proposed approach to accountability include: the collection and submission of detailed reports and receipts; the completion of a CPA audit of the MLK grant and all related funds; and the staff oversight from CEO and board of directors. Sub-grantee reports will be sent to our MLK leadership team. Then, the report contents that describe project accomplishments will be disseminated to CNCS and our local partners/sponsors through social media, e-mail blasts, and media contacts.

PROPOSED SUBGRANT PLAN AND TIMELINE The below timeline outlines principal tasks on a monthly basis for the first year of project execution:

July 2015 SFP receives CNCS grant award. SFP publishes and promotes grant opportunity.

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August 2015 SFP holds technical assistance calls for interested sub-grantees. SFP reviews sub-grantee applications. SFP announces awardees. SFP secures signed MOUs from sub-grantees. SFP distributes MLK Day planning resources.

September 2015 Sub-grantee planning committees meets. Sub-grantee initiates project recruitment and registration. SFP plans and designs MLK Day marketing materials. SFP updates project tool kits. SFP has conference call with all project coordinators to develop planning committees and impact plans.

October 2015 SFP conducts conference calls for MLK Coordinators & project leaders. SFP releases 50% of sub-grantee funds.

November & December 2015 Sub-grantees planning committee for MLK Day meet and posts projects online for volunteer registration. SFP/sub-grantees update MLK Day media lists and initiates media relations. SFP conducts conference calls for project coordinators. SFP conducts conference call for project leaders. SFP sends out additional resources and planning guides. Sub-grantee initiates MLK Day biweekly planning committee meeting. Sub-grantee prepares kick-off press release and begins MLK Day media relations. SFP distributes marketing materials. Sub-grantee orders t-shirts.

December 2015 Sub-grantee conducts site-based training and orientation for project coordinators. Sub-grantee distributes marketing materials. Sub-grantee conducts bi-weekly planning committee meeting. Sub-grantee confirms project sites. Sub-grantee distributes MLK training manuals. Sub-grantee links with media. SFP conducts technical assistance call.

January 2016 Sub-grantees conducts weekly planning committee conference call. Sub-grantees facilitates MLK Day projects and activities. Sub-grantees collect reports and evaluations from staff. SFP collects data for MLK Day report for CNCS. SFP/sub-grantee roll out 40 Days of Peace initiative with partners. SFP/sub-grantee saturate target markets with 40 Days of Peace communications.

February 2016 Sub-grantee continues 40 Days of Peace with partners. SFP/sub-grantees send thank-you notes to partners and participants.

March-May 2016 SFP releases final 50% of funds to sub-grantees upon final project and fiscal reports

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SFP conducts wrap-up conference call with project coordinators providing opportunities for ongoing SFP projects (Backpack/Christmas Angel programs).

COMMUNITY RESOURCES SFP will use the following community resources to implement the project: educational institutions, corporations, community foundations, agencies serving disadvantaged youth, and veteran/military family facilities (such as the National Guard, military bases, Veterans of Foreign Wars, American Legion, National Association of Black Veterans (NABV) and Veterans Affairs Hospitals). Educational institutions bring a participant recruitment engine, professional instructors, established curriculums, government mandate, and resources to provide comprehensive information about Dr. King. Corporations bring organizational know-how and resource building. Community foundations bring philanthropists and a wide array of support. Community and faith-based organizations bring years of successful charity work and sensitivity to under-served populations to the planning committee. Veterans/military families bring resources; know-how; and unique personal stories, capabilities, friendship, and mentorship. All in all, the local partners' role is to ensure that an ongoing culture of service is initiated beyond the single MLK Day of Service.

Organizational Capability

ORGANIZATIONAL CAPACITY ABILITY TO PROVIDE PROGRAM OVERSIGHT SFP has been a lead agency and has been awarded a MLK grant from CNCS from 2006 to 2015, and each year, we expand our services and partnerships immensely. SFP initiated the innovative MLK "Season of Service" that was later adopted as a national CNCS initiative in 2007, and SFP became an intermediary to 43 sub-grantees that year. SFP then adopted the 40 Days of Peace initiative that already went national through its social networking online strategy, and was cited as a best practice by CNCS. Since 2009, SFP has overseen projects in multiple sites & States for the 9/11 National Day of Service and Remembrance in September.

INFRASTRUCTURE The SFP national office administered the 2006-2008, 2009-2011, and 2012-2014 & 2015 MLK Day intermediary grant process, demonstrating organizational and programmatic capacity to successfully execute its objectives. During these years, SFP oversaw a multi-state, sub-granting process with technical assistance support, fiscal management leadership, program design success, capacity building, volunteer recruitment, and retention services. We have consistently exceeded our volunteer goals and federal match requirement of 70%/30% each year.

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STAFF

President & CEO-Charles T. Phillips, PhD, Moscow State University, is the CEO of SFP. He provides the programmatic and fiscal management of 15 SFP chapters throughout Europe, Asia, Africa, Latin America, and the United States. Under his leadership, SFP has developed chapter standards, chapter tool kits, and a marketing and branding manual to establish systems to align programs and activities.

Vice-President-Peter Hayes, MLK National Program Director & Grant Manager has 25 years experience in the nonprofit management sector and has worked for SFP for 11 years. Peter brings extensive experience/success with project design and implementation, volunteer recruitment, partnership building, and donation/sponsorship solicitation. Peter will oversee the development of toolkits, resources, technical assistance, and program evaluation for this grant.

Stacey Doherty, Bookkeeper is the lead financial administrator in charge of this grant and will oversee all reporting, expenditures, and sub-grantee monetary releases and financial reports through E-Grants and SAMS. Stacey has 11 years of expertise in corporate and non-profit accounting.

CFO-Tim Anglin, CPA, oversees fiscal oversight of grant and works with outside auditors to make sure SFP is in full compliance with grant guidelines.

Lili Kato, Administrative and Grant Manager Assistant, has worked for SFP for 11 years, has overseen 10 MLK Day of Services in Miami. Lili will send out all communications to sub-grantees, receive and verify reports, and facilitate communications amongst sub-grantees and SFP staff members.

ABILITY TO CONTROL FISCAL OVERSIGHT SFP chapters submit financial statements to the national office on a monthly basis, including bank statements, cancelled checks, and other documents. The system allows for the management of the hundreds of project-related financial interactions from 2004-2015. Out-of-network applicants will be screened by the reviewers and final advisement will sit with the MLK grant manager to ensure the sub-grantees have the capacity to administer a federal sub-grant. Final screenings take into consideration sub-grantee capability and program track record, proof of an adequate accounting system, and a signed agreement by the board or authorized individual on the use and application of funds. Financial statements, the 990 form, and independent audits are utilized when available. Half of the grant funds will be distributed within thirty days of approval of the award. The release of the balance of funds will be contingent upon satisfactory progress reports and submittal of the post-program report and program accounting documents. Our

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current organizational budget for 2015/2016 is \$951,000. Roughly 21% of our budget would be represented by this grant. SFP will ensure compliance with Federal requirements by having our national program director and other staff members monitor each grant. We also require a signed MOU from each sub-grantee that includes a non-discrimination pledge and criminal background check. By signing the MOU, all sub-grantee agree to being compliant with all Federal requirements.

Cost-Effectiveness and Budget Adequacy

COST EFFECTIVENESS AND BUDGET ADEQUACY BUDGET AND PROGRAM DESIGN SFP will obtain diverse non-Federal resources for program implementation and sustainability. The entire project budget is \$757,522. SFP is requesting a total of \$200,000 from CNCS. The grant will be matched with a total of \$557,522 (this amounts to a 74% to 26% match which exceeds the 70/30 match required) SFP has secured various levels of sponsorships/donations from the following entities: Sam's Club, Outback Steakhouse, the Louisville City Council, , Meijer, Genentech, the University of Bridgeport, Lowe's, Florida International University, Fazoli's, US Bank, Humana, Wal-Mart, Target, State Farm Insurance, Home Depot, Comcast, Pepsi, Coke, International Paper, Wachovia, Peoples United Bank, PNC, Subway, Wendy's. Yum Brands Foundation, McDonalds, Clear Channel, Office Depot, UAW/FORD, Hershey Foundation and Community Foundation of Bloomington, IN along with many local businesses. Corporate partnerships will offer in-kind skill based volunteers as consultants and advisors. For instance, a TV station will be asked to donate PSAs; a fast food chain will be asked to donate meals; Home Depot & Lowe's will be asked to donate paint and brushes. Costs are in line with what SFP has requested and accomplished over the last 10 years of receiving the CNCS grant for MLK Day of Service. We receive a significant amount of in-kind support through volunteer staff hour and project supply/refreshment/printing donations. SFP also has a very low overhead cost, which equates to roughly \$5 per volunteer recruited. We help train our sub-grantees on how to acquire in-kind and cash sponsorship for their local projects.

BUDGET NARRATIVE (Section I)

A. PERSONNEL EXPENSES: \$127,690 (\$30,750 CNCS share) For SFP staff that oversee the implementation of the grant and sub-grantee supports. For SFP staff that manage secretarial and accounting work of MLK projects.

¿ \$90,000 or more: in-kind staff hours (SFP and sub-grantees); 15 cities at \$6,000 each (20% of time)

B. PERSONNEL FRINGE BENEFITS: \$3,332 (\$2,757 CNCS share) For grant costs only of the SFP staff (not local project personnel) engaged in the project.

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C. TRAVEL: \$22,000 (\$1,993 CNCS share) For traveling to support/provide the technical assistance by MLK grant manager and senior project director.

¿ Two trips to DC for CNCS meetings-(\$2,000)

¿ Local mileage for MLK City Coordinators for local travel and meetings-\$20,000)

E. SUPPLIES: \$255,000 (\$0 CNCS share)

¿ Project supplies In-kind donations (paint, tools, gloves, dry wall, landscaping materials, building supplies, books, children's clothing, school supplies, backpacks, and other items) for MLK projects. (400 projects x \$200 = \$80,000)

¿ Refreshments & Food for volunteers (25,000 volunteers x \$3 = \$75,000)

¿ T-shirts for volunteers (25,000 x \$4 = \$100,000)

F. CONTRACTUAL AND CONSULTANT SERVICES: \$2,500 (\$2,500 CNCS share)

¿ To conduct analysis of gathered data, assess best practices, and make evaluations & recommendations for improvement.

I. OTHER SUPPORT COSTS: \$355,000 (\$150,000 CNCS share)

¿ (\$150,000 from CNCS will be given out as sub-grants.)

Technical Assistance Calls/Webinars & One on One Consultations with HQ Staff (\$6,000) (\$1,000 CNCS Share)

¿ Graphics design for T-Shirts, flyers & program books-(\$2,000)

¿ For core city staff who plan, coordinate, and execute the implementation of the MLK projects in each city. (\$95,000)

¿ Use of facilities for meetings, host project sites & volunteer celebrations-(\$25,000)

¿ PSA's from TV, Radio and Print (\$75 x 1,000 ads = \$75,000)

¿ Printing for flyers & educational materials-(\$8,000)

Criminal History Checks (\$1,000) - \$50 x 20 Staff

Volunteer Support (\$60,000) 3,000 hrs X \$20 donated before the day of service, not on the day itself by MLK Planning Committee members, MLK project coordinators and MLK volunteer team leaders.

Section II INDIRECT COSTS

ADMIN-: 10% -\$20,000 (\$10,000 CNCS share) Liability, Board, and Health Insurance, rent, utilities, telecom, audit by CPA, salary and fringe benefits of headquarter staff not related to program.

We don't have a cost rate agreement, so we used the recommended 10% percent rate. (10% of

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\$200,000 = \$20,000)

MATCH SOURCES SFP will gather a combination of cash and in-kind funds toward meeting 70% of our year matching funds. In 2015, we exceeded our goal by having a 74-26% match. Here is the estimated breakdown of matching funds for 2016:

¿ \$75,000 or more: Cash from corporations (to include, but not limited to: Wal-Mart, Target, Barry University, Fazoli's, UAW/FORD, McDonald's, Starbucks, University of South Florida, Meijer, Lowe's, Community Foundation of Bloomington Indiana, McDonald's, Yum Brands Foundation, University of Bridgeport etc.)

¿ \$150,000 or more: In-kind from Home Depot, Office Depot, Lowe's, Wendy's, Target, Wal-Mart, SAMS Club, US Bank, Humana, Strategic Communications, Pepsi, Papa Johns Pizza & Starbucks

¿ \$125,000 or more In-kind: Local universities, schools, government agencies

¿ \$60,000 or more: in-kind support raised as a result of 3,000 volunteer planning hours donated before the day of service, not on the day itself by project coordinators and volunteer team leaders.

Other

1. Which service activities will be held on Martin Luther King Jr. Day?

Ans. Approximately 250 out of our 400 total service projects will occur on MLK Day/Weekend. These projects include:

¿ Our MLK National Food Drive

¿ Service Projects at VA Hospitals, Military Bases, National Guard Armories and Veterans Organizations such as VFW, American Legion, Disabled American Vets (DAV), National Association of Black Veterans (NABV).

¿ Numerous Landscaping and Beautification Projects in City Parks and Neighborhoods across the Country.

¿ Completing Service learning Projects based on Dr. King's Teaching with Students and Youth at various Schools.