

Please provide the following information.

BASIC INFORMATION

1. Name of Organization/Legal Entity: **Community Revitalization Alliance, Inc.**
2. Mailing Address: **P.O. Box 1672. Melbourne, FL 32902**
3. Confirmation of 501(c)3 status – **See attached IRS Determination Letter**
4. Representative Name: **Alberta Clinkscales**
5. Representative Title: **Chief Executive Officer**
6. Representative Telephone: **321-431-1614 (cell) 321-473-9500 (office)**
7. Representative Email: **alberta@communityalliance321.org**

PROJECT OVERVIEW

1. Provide an overview of the youth programs proposed:

Community Revitalization Alliance is committed to representing and addressing the needs of our diverse community that is grappling with the aftermath of gun violence and the tragic loss of our youth. We recognize that our efforts to assist must include comprehensive mental health counseling, group therapy, and support for our returning citizens and their families. Our goal is to be a part of the solution, implementing a holistic approach to building a wholesome, healthy, and economically vibrant.

Our Developing Leaders community-based Teen STEAM (Science, Technology, Engineering, Arts, Math) Technical Education program is designed to provide program participants with hands-on, practical training in specific trades and professions, with the inclusion of essential general education courses to include life-management skills, and basic personal and business financial management skills to ensure they are well-rounded and capable of adapting to various career and life challenges.

The curriculum is divided into two broad areas of focus:

Skill Development Courses:

- **Culinary Arts:** Participants will gain hands-on experience in the culinary field, learning everything from basic kitchen essentials to advanced culinary techniques, including food safety, management skills, and the creative presentation of food. The course prepares students for careers in culinary and hospitality. **Course Instructor: Ms. Dana Biggs, Owner/CEO of Dana's Cupcakes & More,**

- **Media Arts:** This course covers various forms of media, including film, photography, audio, video, and a podcasting course. Program participants will learn how to express ideas and emotions through different media forms and gain hands-on experience in creating compelling visual and audio content and will create their own podcast. This course prepares students for careers in graphic design, video editor, basic web designer, digital content creator, photographer/videographer, sound designer/audio engineer. **Course Instructors: Mr. Lamark J Merritt, Owner/President of SOAP Studios, LLC., and Jamie Giguere, Instructor at Astro-Arts (mobile programs)**
- **Aviation/Aeronautics:** This course not only provides a comprehensive introduction to the fundamentals of aviation, including flight planning, navigation, and hands-on flying experience, but also bridges the gap of minorities in aviation here on Brevard's Space Coast. Participants will also receive specialized training in drone operations, including preparation to obtain the Recreational UAS Safety Test (TRUST) Certification. This combination of training ensures that students not only gain essential aviation knowledge but also acquire certifications and practical experience in both traditional flight and drone operation. **Course Instructor: Ramone Hemphill, Senior Instructor (Drone instruction provided in collaboration with the Central Florida Chapter Tuskegee Airmen, Inc.)**

General Education Courses:

- **Life-Management Skills:** Participation in the program naturally fosters the development of life management skills as individuals engage in activities that promote self-awareness, discipline, and personal growth. Through structured exercises and guided reflection, participants learn to set meaningful goals, manage their time effectively, and make informed decisions. As they confront challenges within the program, they enhance their problem-solving abilities and communication skills, while practicing conflict resolution in a supportive environment. Over time, these skills become second nature, empowering participants to navigate life with greater confidence and purpose. **Course Instructor: Mr. Marcus Smith, Owner of Impact Financial Group, LLC.**
- **Personal Financial Management:** This course teaches students the principles of managing personal finances, including budgeting, saving, credit management, and decision-making. The goal is to help students develop strong money management skills that will serve them throughout their lives. **Course Instructor: Dan Wright, Truist Bank**
- **Business Financial Management (QuickBooks):** Students will learn the fundamentals of business financial management, with a focus on using QuickBooks for business accounting, preparing financial statements, and analyzing business transactions. **Course Instructor: Marilyn Ross Smith, Owner of Miiyah Productions, LLC.**

The program emphasizes real-world application, hands-on learning, and the development of employability skills crucial for success in today's job market.

2. Summarize the scope of services proposed to be provided and expected outcomes.

The program offers a wide range of services, including:

- **Skill Development:** Specialized courses in Culinary Arts, Media Arts, and Aviation/Aeronautics.
- **Financial Literacy:** Courses in personal and business financial management, including proficiency in QuickBooks.
- **Certification Opportunities:**

Aviation/Aeronautics:

- Recreational UAS Safety Test (TRUST) Certification: Required by the FAA for recreational drone pilots, this certification is essential for those involved in drone operations.
- Private Pilot License (PPL): For older teens who meet the age requirement (17 years old), they can begin working toward their Private Pilot License, starting with a Student Pilot Certificate.

Culinary Arts:

- ServSafe Food Handler Certification: Recognized nationwide, this certification demonstrates knowledge of basic food safety practices for those in the foodservice industry.

Media Arts:

- Adobe Certified Professional (ACP): Adobe software applications: Photoshop, Premiere Pro or Illustrator., or equivalent.
- Certification in video editing using Final Cut Pro, a widely used tool in the industry or equivalent.
- Certified Podcaster: This Certification is essential for podcast production and distribution.

Business Financial Management (QuickBooks):

- QuickBooks Certified User: This certification demonstrates proficiency in using QuickBooks for accounting and business financial management, a valuable skill for teens interested in business careers.
- **Laboratory Activities:** Hands-on experience with tools, equipment, and technologies relevant to each field of study.
- **Career Ready Practices:** Development of essential employability skills such as leadership, teamwork, and communication.

The Developing Leaders program is designed to equip teens aged 14-24 with a diverse set of skills and certifications that prepare them for future careers and personal growth. Through specialized courses in Culinary Arts, Media Arts, and Aviation/Aeronautics, participants will gain hands-on experience and practical knowledge in their chosen fields. Financial literacy courses, including personal and business financial management with QuickBooks proficiency, ensure that students are well-prepared to manage finances effectively. Participants will have the opportunity to earn industry-recognized certifications, such as the ServSafe Food Handler Certification, Adobe Certified Professional, TRUST Certification for drone pilots, and QuickBooks Certified User, enhancing their employability and career prospects. Additionally, laboratory activities provide real-world experience with relevant tools and technologies, while career-ready practices focus on developing essential leadership, teamwork, and communication skills, preparing students to excel in both their professional and personal lives.

3. Briefly explain how the program will be managed, including how clients will be identified.

The Skill Development and General Education courses are managed by contracting experienced professionals who are leaders in their respective fields. Each course is led by a dedicated instructor who provides hands-on, practical training designed to prepare participants for careers in their chosen areas. For instance, the Culinary Arts course is led by Ms. Dana Biggs, an expert in the culinary and hospitality industry, while the Media Arts course is directed by Mr. Lamark J Merritt, a media professional with extensive experience in visual and audio content creation. The Aviation/Aeronautics course, under the guidance of Ramone Hemphill, combines traditional flight training with drone operations in collaboration with the Central Florida Chapter Tuskegee Airmen, Inc., ensuring comprehensive education. In addition to these specialized skill courses, general education is provided through courses such as Life-Management Skills, taught by Mr. Marcus Smith, and Personal Financial Management, led by Dan Wright, all aiming to equip participants with essential life and business skills. The organization's Program Administrator is responsible for the overall monitoring of these courses, ensuring program quality and effectiveness through quarterly reports and monthly meetings with service providers, thus maintaining alignment with the program's educational objectives and outcomes.

Clients will be identified through partnerships with local schools, community organizations, and social services agencies. Outreach efforts will focus on engaging at-risk youth and those interested in pursuing careers in the offered fields.

4. Explain how success will be measured.

Success will be measured through a combination of quantitative and qualitative metrics, including:

Culinary Arts:

- **Proficiency in Basic Culinary Techniques**
 - **Measurement:** Practical assessments, including cooking exams where students prepare specific dishes using learned techniques. Feedback from instructors on technique, presentation, and taste.
- **Understanding of Food Safety**
 - **Measurement:** Written tests on food safety standards and practices, and completion and passing rate of the ServSafe Food Handler Certification exam.

Media Arts:

- **Mastery of Visual and Audio Content Creation**
 - **Measurement:** Portfolio review by instructors and peers, focusing on the quality and creativity of photography, videography, and podcast projects. Final project grading based on established rubrics.
- **Technical Proficiency in Media Tools**
 - **Measurement:** Practical assessments where students demonstrate proficiency in using specific software. Completion and passing rate of at least one of the media arts certifications.
- **Creative Expression and Storytelling**
 - **Measurement:** Evaluation of student projects on storytelling, creativity, and emotional impact through rubrics that measure these elements.
- **Portfolio Development**
 - **Measurement:** Successful completion and presentation of a digital or physical portfolio, evaluated for comprehensiveness and quality of content.

Aviation/Aeronautics:

- **Fundamental Aviation Knowledge**

- **Measurement:** Written tests covering aviation principles, navigation, and safety protocols. Practical exams assessing understanding of flight planning.
- **Hands-On Flying Experience**
 - **Measurement:** Instructor evaluations during hands-on flight sessions, including performance in simulated or real flying tasks.
- **Drone Operation Skills**
 - **Measurement:** Completion and passing rate of the Recreational UAS Safety Test (TRUST) Certification. Practical assessments in drone flight skills and safety practices.

Life Skills Management:

- **Enhanced Self-Awareness and Discipline**
 - **Measurement:** Self-assessment surveys and reflection journals tracking personal growth. Instructor evaluations based on observed behavior and participation in activities.
- **Effective Time Management and Decision-Making**
 - **Measurement:** Assignments and projects that require time management and decision-making, assessed for timeliness and quality of decisions made. Tracking progress through student goal setting and achievement logs.
- **Improved Communication and Problem-Solving**
 - **Measurement:** Role-play exercises and group activities evaluated for communication effectiveness and problem-solving strategies. Peer and instructor feedback.

Personal Financial Management:

- **Financial Literacy:**
 - **Measurement:** Practical assignments – Create a personal spending plan which will be evaluated for accuracy and understanding.
- **Ability to Make Informed Financial Decisions**
 - **Measurement:** Case studies or simulations where students must make financial decisions, assessed for the reasoning behind choices and the outcomes. Scenario-based quizzes.

- **Preparation for Financial Independence**

- **Measurement:** Tracking of real-world financial decisions made by students during the course.

Business Financial Management (QuickBooks):

- **Proficiency in Business Accounting**

- **Measurement:** Practical exams involving the use of QuickBooks to manage business transactions, prepare financial statements, and complete accounting tasks. Graded assignments simulating real-world business accounting scenarios.

- **Ability to Analyze Business Finances**

- **Measurement:** Projects where students analyze financial statements and business transactions, graded for accuracy, insight, and application of financial analysis concepts.

5. Provide a summary of staffing for proposed programs and services.

The proposed programs and services are staffed by a team of contracted experienced professionals, each a leader in their respective fields, to deliver high-quality education and skill development to participants. The Skill Development courses are overseen by dedicated instructors who provide hands-on, practical training tailored to prepare students for careers in specific industries. For example, the Culinary Arts course is led by Ms. Dana Biggs, a seasoned expert in culinary and hospitality, while the Media Arts course is directed by Mr. Lamark J Merritt, a professional in visual and audio content creation. The Aviation/Aeronautics course, under the guidance of Ramone Hemphill, integrates traditional flight planning with drone operations, supported by a collaboration with the Central Florida Chapter Tuskegee Airmen, Inc.

General Education courses are similarly managed by experienced professionals. Mr. Marcus Smith, who leads the Life-Management Skills course, focuses on fostering self-awareness, discipline, and personal growth among participants. Dan Wright, from Truist Bank, heads the Personal Financial Management course, equipping students with essential financial literacy skills. Additionally, the Business Financial Management (QuickBooks) course is instructed by Marilyn Ross Smith, who teaches students an introduction course on how to manage business finances effectively using QuickBooks.

The organization's Program Administrator is responsible for the overall monitoring of these courses, ensuring that they meet educational objectives through regular quarterly reports and monthly meetings with service providers, thereby maintaining the program's quality and effectiveness.

6. Provide hours of operations, including days of the week.

Please note that these days and times are after school hours but can be changed to accommodate program participants who are currently disengaged from traditional educational pathways (dropouts). The summer schedule will also be adjusted to earlier daytime hours.

Program schedule:

Monday

Culinary Arts

- Instructor: Ms. Dana Biggs
- Time: 4:00 PM – 7:00 PM

Tuesday

Media Arts

- Instructor: Mr. Lamark J Merritt
- Time: 4:00 PM – 7:00 PM

Wednesday

Aviation/Aeronautics

- Instructor: Ramone Hemphill
- Time: 4:00 PM – 7:00 PM

Thursday

Life-Management Skills

- Instructor: Mr. Marcus Smith
- Time: 4:00 PM – 6:00 PM
- Location: General Education Classroom

Personal Financial Management

- Instructor: Dan Wright
- Time: 6:00 PM – 8:00 PM

Friday

Business Financial Management (QuickBooks)

- Instructor: Marilyn Ross Smith
- Time: 4:00 PM – 7:00 PM

Saturday

Aviation/Aeronautics (Additional Lab/Flight Time)

- Instructor: Ramone Hemphill
- Time: 9:00 AM – 12:00 PM

Media Arts (Additional Studio Time)

- Instructor: Mr. Lamark J Merritt
- Time: 1:00 PM – 4:00 PM

This schedule ensures that each course has a dedicated time slot with no overlap, providing students ample time for instruction and hands-on learning in their respective fields. Special workshops, certification tests, and events may also be scheduled on weekends as needed.

7. Provide the age range for which the NPO is defining 'youth' and reason for selecting this age range.

We define “youth” as individuals between the ages of 14 and 24. This age range was selected to encompass both high school-aged teens and young adults who are in transition phases, such as those entering the workforce, pursuing higher education, or seeking vocational training. This range allows the program to address the needs of students at different stages of development, ensuring that they receive relevant and appropriate support.

8. Provide the NPO's definition of 'at-risk youth'.

We define 'at-risk youth' as individuals who face significant barriers to academic success, personal development, and career opportunities. These barriers may include, socioeconomic disadvantages, exposure to violence, involvement with the juvenile justice system, or disengagement from traditional educational pathways. The program specifically targets these individuals to provide them with the tools and support they need to overcome these challenges and achieve their full potential.

9. Generally, explain the proposed use of the facilities at Evans Center, to include space needs.

To implement the proposed program at the Evans Center, minor modifications will be necessary to accommodate the various skill development and general education courses. Here's a basic list of modifications:

Culinary Arts Setup:

- Existing Commercial Kitchen: Utilize the existing commercial kitchen for culinary arts training.

- Workstations: 10 - 12 workstations to accommodate 3-4 program participants at a table.
- Additional Equipment: Add any missing essential kitchen equipment, such as food processors, mixers, and utensils.

Media Arts Setup:

- Designated Media Area: Partition a section of the room or set up modular furniture to create a media arts studio space.
- Computer Workstations: Install computers equipped with Adobe Creative Cloud software, video editing software (e.g., Final Cut Pro), and audio editing tools.
- Audio/Visual Equipment: Provide cameras, microphones, lighting, and green screen backgrounds for film and photography projects.
- Podcasting Equipment: Set up podcast recording equipment, including microphones, soundproofing materials, and audio editing software.

Aviation/Aeronautics and General Education Setup:

- All Aviation/Aeronautics equipment and resources for outdoor components of the program are already established at nearby open areas.
- Flexible Classroom Space: Multipurpose tables and chairs that can be reconfigured for different educational sessions.
- Projector and Whiteboard: Install a projector, screen, and whiteboard for presentations and instructional use.
- Computer Stations: Computer stations with QuickBooks installed

General Modifications:

- Soundproofing: Install soundproofing panels or curtains to minimize noise and allow for concurrent activities in different sections of the room.
- Wi-Fi and Connectivity: Ensure high-speed internet and sufficient power outlets are available throughout the room to support all technological needs.

10. Estimate how many participants would be served annually.

Approximately 100 - 150 in year one.

11. Explain what other funding would be utilized to provide proposed programs and services, include funding source and amount.

The Community Revitalization Alliance, Inc. (CReA) serves as the quarterback organization for the Historic South Melbourne RISE initiative, which is currently being vetted for membership in the Purpose Built Communities (PBC) network. As a Network Member, CReA would benefit from Purpose Built Communities' pro-bono strategic planning, coaching, and support, empowering local leaders to design, direct, and accelerate neighborhood transformation initiatives with a shared goal of promoting greater racial equity, improved health and wellness, and increased upward mobility for

all residents. Network Members receive comprehensive assistance throughout all stages of their neighborhood plans, with a focus on mixed-income housing, education, wellness, and economic vitality, and gain access to valuable resources. Additionally, Purpose Built Communities offers coaching to attract diverse investments and measure impact while enhancing organizational capacity through access to funding and training.

We have added a proposed **Daytime Program** Schedule for those residents that are returning citizens, high school dropouts, and other nonproductive residents.

Monday - Friday

9:00 AM - 10:30 AM: Personal Development & Life Skills Training

Focus on essential life skills such as financial literacy, communication, conflict resolution, and goal-setting to empower participants to make positive choices and prepare for future employment or education.

10:30 AM - 12:00 PM: Media Arts Program

A specialized program in digital media, photography, video production, graphic design, and social media management. Participants will learn to create compelling content and gain hands-on experience with industry-standard tools and software, encouraging creative expression and fostering digital literacy.

12:00 PM - 1:00 PM: Lunch & Networking

Provide a nutritious lunch while encouraging informal networking and relationship-building with mentors, peers, and local professionals.

1:00 PM - 2:30 PM: Job Readiness and Career Development

Workshops on resume writing, interview preparation, and professional etiquette. Sessions will also include guest speakers from local businesses and organizations to discuss career opportunities and offer guidance on entering the workforce.

2:30 PM - 4:00 PM: Educational Pathways & GED Preparation

Academic support and tutoring to help participants prepare for their GED exams. This includes math, reading, and writing courses tailored to individual learning needs, along with guidance on further educational opportunities.

Here's the list of potential revenue sources and estimated annual revenue for the program:

Individual Donations:

Estimated Annual Revenue: \$10,000 - \$15,000

Community Foundation of Brevard:

Estimated Annual Revenue: \$5,000 - \$10,000

Tuition Fees:

Estimated Annual Revenue: \$40,000 - \$60,000

Selling Goods or Services:

Estimated Annual Revenue: \$10,000 - \$20,000

Corporate Partners Sponsorships:

Estimated Annual Revenue: \$40,000 - \$75,000

Local Business Partnerships Sponsorships:

Estimated Annual Revenue: \$5,000 - \$10,000

Event Revenue:

Estimated Annual Revenue: \$5,000 - \$10,000

In-Kind Donations:

Estimated Annual Revenue: \$10,000 - \$25,000

Total Estimated Annual Revenue:

Low End: \$125,000

High End: \$225,000

Additional Revenue Sources to Support the Program:

CReA will draw upon multiple funding sources:

Purpose Built Communities (PBC) Support: Pro-bono strategic planning, coaching, and support to build organizational capacity and attract diverse investments.

Grants: Applications for local, state, and federal grants aimed at adult education, workforce development, and community engagement.

Partnerships with Local Businesses and Philanthropic Organizations: Collaboration with local businesses for sponsorships, in-kind donations, and financial support to provide necessary resources, equipment, and facilities for the media arts program.

Fundraising Events and Donations: Host community events and engage with donors to raise funds and awareness about the program's impact.

In-Kind Contributions: Utilize volunteer instructors, donated equipment, and shared spaces from community partners to minimize costs and maximize resources.

12. Provide a list of proposed partnerships with other organizations and their role in the programs and services.

Skill Development Courses:

Culinary Arts:

Instructor: Ms. Dana Biggs, Owner/CEO of Dana's Cupcakes & More

Media Arts:

Instructor: Mr. Lamark J Merritt, Owner/President of SOAP Studios, LLC

Aviation/Aeronautics:

Instructor: Ramone Hemphill, Senior Instructor (Drone instruction provided in collaboration with the Central Florida Chapter Tuskegee Airmen, Inc.)

General Education Courses:**Life-Management Skills:**

Instructor: Mr. Marcus Smith, Owner of Impact Financial Group, LLC

Personal Financial Management:

Instructor: Dan Wright, Truist Bank

Business Financial Management (QuickBooks):

Instructor: Marilyn Ross Smith, Owner of Miiyah Productions, LLC

Career Source Brevard (Palm Bay Location): To provide job readiness and job placement services, some free on-line technology training courses, and resume writing services, specifically targeting our daytime Program Participants.

Glover Oil: Our potential investment in Glover Oil's boxing facility to provide men's physical and mental health services, with a priority focus on returning citizens. The space would also complement our work at Evans and serve as a community gym, offering gym memberships for all residents.

Astro-Arts: Provides programs that inspire a love for science and space through art. They provide a wide range of hands-on, and collaborative space-themed art experiences that ignite curiosity and spark creativity in all ages and inspire a deeper understanding of the universe through engaging and interactive fun, blending scientific learning with artistic expression.



Department of the Treasury
Internal Revenue Service
Tax Exempt and Government Entities
PO Box 2508
Cincinnati, OH 45201

Date:
August 5, 2024
Employer ID number:
47-5030194
Form 990 required:
YES
Person to contact:
Name: Mrs Harbin
ID number: 0777240

COMMUNITY REVITALIZATION ALLIANCE INC
575 S WICKHAM RD STE F
W MELBOURNE, FL 32904

Dear Sir or Madam:

We're responding to your request dated August 05, 2024, about your tax-exempt status.

We issued you a determination letter in November 2015, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(3).

We also show you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax-deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading, we indicated whether you must file an annual information return. If you're required to file a return, you must file one of the following by the 15th day of the 5th month after the end of your annual accounting period.

- Form 990, Return of Organization Exempt From Income Tax
- Form 990-EZ, Short Form Return of Organization Exempt From Income Tax
- Form 990-N, Electronic Notice (e-Postcard) for Tax-Exempt Organizations Not Required to File Form 990 or Form 990EZ
- Form 990-PF, Return of Private Foundation or Section 4947(a)(1) Trust Treated as Private Foundation

According to IRC Section 6033(j), if you don't file a required annual information return or notice for 3 consecutive years, we'll revoke your tax-exempt status on the due date of the 3rd required return or notice.

You can get IRS forms or publications you need from our website at www.irs.gov/forms-pubs or by calling 800-TAX-FORM (800-829-3676).

If you have questions, call 877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific time).

Thank you for your cooperation.

Sincerely,

Stephen A. Martin
Director, Exempt Organizations
Rulings and Agreements