

**AGREEMENT BETWEEN THE COUNTY OF CHAMPAIGN AND VISION TO
SUCCEED LLC FOR COMMUNITY VIOLENCE INTERVENTION PROGRAM
ASSISTANCE**

This Agreement is entered as of October 7, 2022, by and between the County of Champaign, Illinois (“County”), with an address of 1776 E. Washington Street, Urbana, IL 61802 and Vision to Succeed LLC (“Vision to Succeed”), with an address of 4303 South High Cross Road, Urbana, IL 61802; collectively “the Parties.”

WHEREAS, The County is in receipt of funds pursuant to the American Rescue Plan Act of 2021, P.L. 117-2 (“ARPA Funds”); and

WHEREAS, The County is authorized by Section 603 of the Social Security Act and the United States Department of Treasury Interim and Final Rule 31 CFR Part 35 to transfer ARPA Funds to respond to the pandemic public health emergency or its negative economic impacts, including community violence interventions, and

WHEREAS, Vision to Succeed is a limited liability company whose mission is to decrease community violence by recruiting and training young males to be positive leaders that display honor, purpose, and an ethical code of conduct in their communities, and;

WHEREAS, the Parties desire to enter into this Agreement to recognize the roles and responsibilities for each Party in assisting with program costs of operating a community violence intervention program in Champaign County, hereby named “Program.”

NOW THEREFORE, the Parties agree as follows:

1. **Purpose and Scope.** The Parties intend for this Agreement to provide the foundation and structure for assisting Program costs through the following understanding:
 - a. **Program:** Vision to Succeed will conduct activities between July 21, 2022 and December 31, 2024 directly related to program costs of operating a Program in Champaign County to recruit and train young males ages 11-25 years old, that display issues with violence, aggression and emotional regulation; with proposed program details and budget included in Attachment 1.
 - b. **Funding:** The County will transfer ARPA funds to Vision to Succeed in an amount of up to \$15,000 in support of at least 24 young males to participate in the Program’s Training Camp, Group Sessions, and Support Services; beginning in County fiscal year 2022, according to the projected budget in Attachment 1. The transfer of funds shall be made in two installments of \$7,500. In order for funds to be released, Vision to Succeed must submit a Risk Assessment Form as provided by the County for the first installment; followed by documentation of funding and a Reporting Form as provided by the County for remaining installment(s) prior to

release of funds. The Risk Assessment Form and Reporting Form shall be made available by the County to Vision to Succeed in a fillable format.

2. Roles and Responsibilities of Vision to Succeed.

a. Oversight

- i. Vision to Succeed agrees to cooperate with meetings conducted by Champaign County Board Members and/or County staff, as requested, to review programs in progress.
- ii. Vision to Succeed will adhere to the ARPA Funds fiscal, accounting, and audit procedures that conform to Generally Accepted Accounting Principles (GAAP) and the requirements of federal Uniform Guidance (2 CFR Part 200).
- iii. Vision to Succeed will submit reporting information to the County as required by the Department of Treasury, upon request of the County. Information will include, but is not limited to: program details and purpose, program timeline and status, program impact, expenditure information and status, capital expenditure amounts and details, impacted populations, public health or economic impact experienced due to the pandemic, program response to public health or negative economic impact due to the pandemic, number of individuals served, Davis Bacon and Labor Reporting for capital expenditures over \$10 million. Reporting requirements will be specified by the County.
- iv. Vision to Succeed will provide to the County, upon reasonable notice, access to and the right to examine such books and records of Vision to Succeed and will make such reports to the County as the County may reasonably require so that the County may determine whether there has been compliance with this Agreement.
- v. No person shall be excluded from participation in programs the County is funding, be denied the benefits of such program, or be subjected to discrimination under any program or activity funded in whole or in part with the funds provided under this Agreement on the ground of race, ethnicity, color, national origin, sex, sexual orientation, gender identity or expression, religion, disability, or on any other ground upon which such discrimination is prohibited by law. Vision to Succeed understands that Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, applies to the use of ARPA Funds.
- vi. Vision to Succeed will comply with all applicable statutes, ordinances, and regulations. Vision to Succeed will not use any of these ARPA Funds for lobbying purposes. If it is determined by the County that any expenditure

made with the ARPA Funds provided under this Agreement is prohibited by law, Vision to Succeed will reimburse the County any amount that is determined to have been spent in violation of the law.

- vii. Vision to Succeed will enforce all applicable terms and requirements of this agreement with any subgrantees or partners of this program and is liable for all subgrantee and partner activity related to this specific program agreement.

b. Program

- i. Services: Vision to Succeed shall conduct activities toward operation of a Program under the following requirements:
 - 1. Vision to Succeed shall incur Program costs between July 21, 2022 and December 31, 2024 in the activities of operating a Program in Champaign County to recruit and train young males ages 11-25 years old, that display issues with violence, aggression and emotional regulation. County ARPA Funds will assist in the support of at least 24 young males to participate in the Program's Training Camp, Group Sessions, and Support Services.
 - 2. Vision to Succeed shall conduct Program costs in accordance with the proposed budget and details provided in Attachment 1.
- ii. Governance: The Program activities shall be overseen by the Program Planners with the following responsibilities:
 - 1. Review reports and program adherence.
 - 2. Approve significant changes in programs prior to implementation.

3. Roles and Responsibilities of the County.

- a. The County shall provide ARPA Funds to Vision to Succeed in the amount of up to \$15,000, in two installments of \$7,500 available beginning in 2022.
- b. The County shall provide oversight as described in this Agreement for the purpose of ensuring that ARPA Funds are spent in compliance with federal law, and in compliance with the intended purpose of the funds as set forth in this Agreement.
- c. The County is not responsible in any way for the operations of Vision to Succeed.

4. **Term.** This Agreement shall commence upon its execution between the Parties.

5. **Termination.** The Agreement may be terminated by either party upon a thirty-day notice in writing to the other party. Upon termination, Vision to Succeed shall provide to the County an accounting of the ARPA Funds and shall remit unspent ARPA Funds to the County. Additionally, if Vision to Succeed does not spend the ARPA Funds in accordance to the regulations and requirements specified in this Agreement, Vision to Succeed will be required to repay the County in the amount of ARPA funds that were utilized incorrectly.

6. **Amendments.** This Agreement may be amended only by an agreement of the parties executed in the same manner in which this Agreement is executed.
7. **Representations and Warranties.** Both Parties represent that they are fully authorized to enter into this Agreement. The performance and obligations of either Party will not violate or infringe upon the rights of any third-party or violate any other agreement between the Parties, individually, and any other person, organization, or business or any law or governmental regulation.
8. **Indemnity.** Vision to Succeed agrees to indemnify and hold harmless the County, its respective affiliates, officers, agents, employees, and permitted successors and assigns against any and all claims, losses, damages, liabilities, penalties, punitive damages, expenses, reasonable legal fees and costs of any kind or amount whatsoever, which result from the negligence of or breach of this Agreement by Vision to Succeed, its respective successors and assigns that occurs in connection with this Agreement. This section remains in full force and effect even after termination of the Agreement by its natural termination or the early termination by either party.
9. **Limitation of Liability.** UNDER NO CIRCUMSTANCES SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY OR ANY THIRD PARTY FOR ANY DAMAGES RESULTING FROM ANY PART OF THIS AGREEMENT SUCH AS, BUT NOT LIMITED TO, LOSS OF REVENUE OR ANTICIPATED PROFIT OR LOST BUSINESS, COSTS OF DELAY OR FAILURE OF DELIVERY, WHICH ARE NOT RELATED TO OR THE DIRECT RESULT OF A PARTY'S NEGLIGENCE OR BREACH.
10. **Severability.** In the event any provision of this Agreement is deemed invalid or unenforceable, in whole or in part, that part shall be severed from the remainder of the Agreement and all other provisions should continue in full force and effect as valid and enforceable.
11. **Waiver.** The failure by either party to exercise any right, power or privilege under the terms of this Agreement will not be construed as a waiver of any subsequent or further exercise of that right, power or privilege or the exercise of any other right, power or privilege.
12. **Conflicts.** In the event of an unresolvable dispute, both parties agree to participate in a mediation process and to split equally any costs associated with such. Any outcomes of mediation shall be in writing and binding on the parties.
13. **Legal and Binding Agreement.** This Agreement is legal and binding between the Parties as stated above. The Parties each represent that they have the authority to enter into this Agreement.
14. **Entire Agreement.** The Parties acknowledge and agree that this Agreement represents the entire agreement between the Parties. In the event that the Parties desire to change, add, or

otherwise modify any terms, they shall do so only by an agreement of the parties executed in the same manner in which this Agreement is executed.

The Parties agree to the terms and conditions set forth above as demonstrated by their signatures as follows:

THE COUNTY OF CHAMPAIGN



Darlene A. Kloepfel, County Executive

VISION TO SUCCEED LLC



Banio Koroma Jr., Founder & LLC
Manager

Proposal

Vision to Succeed Program Proposal

Program Summary

Vision to Succeed LLC, will recruit and train young males ages 11-25 years old, that display issues with violence, aggression and emotional regulation.

Institutional Background & Qualifications: *Vision to Succeed* is founded and managed by Banio “B.K.” Koroma Jr, a licensed conflict mediation specialist, youth advocate, and successful businessman. As a Black male, Banio was able to overcome struggles related to childhood trauma, ADD/ADHD, the destructive influences of violent culture, and the media's false definitions of masculinity.

Banio’s experience with youth spans over 15 years, displaying effective strategies to improve the lives of youth. Organizations Banio has worked with include: *Thompson's Alternative School, New B.O.Y. Mentoring Program, Lincoln’s Challenge Academy, Youth Assessment Center, YouthBuild, and CU Trauma Resiliency Initiative.*

Statement of the Problem: There is a growing issue of cyclical violence in Champaign county’s homes, schools, and neighborhoods. Parents and families in the affected areas are requesting affordable, accessible & intensive programs for their male sons. While there are existing programs, the problem of gun violence continues to grow, and necessitate more services to meet the need.

Program Objectives: This program will provide cognitive behavioral interventions, leadership development, entrepreneurial training, stress reducing activities, and brief strategic family therapy.

Program Sponsors: CU Trauma Resiliency Initiative and participating schools.

Program Description & Design:

- Participants. We will recruit at least 6 at-risk males per month, to complete a 4 day in person, weekend/evening Manhood Training Camp Curriculum, at 4 hours per session.
- Families. We will provide consent to services forms, authorization of release forms, permission forms, and ongoing support services to parents in the form of gift cards.
- Junior Leaders. We will provide a referral fee of \$20 to all youth who bring a natural support or peer to their class. Young men who complete the training to a high level, will become paid leaders of Vision to Succeed, at \$20/hour and will teach the curriculum to their peers on the weekends, and provide leadership to peers at school.
- Curriculum. *Week 1:* Self Discovery Stage. *Week 2:* Game Planning Stage. *Week 3:* Action Stage. *Week 4:* Fruition. *Level Up Opportunity:* Junior Mentor, Ongoing Support Services, Wraparound.

- Location. Ujima Retreat Center in Urbana, various businesses for trips.
- Evidence-Based Model: READI Chicago, with a 32% reduction in shootings & homicides.
- Evaluation. School grades, number of discipline referrals, attendance, and parent feedback.

Budget:

Funding Breakdown \$44,337

- Program Management \$19,000
- Trips \$10,877
- Support Services \$6,900
- Junior Leader Pay & Referral Fees \$5,240
- Summer Programming \$1,600
- Transportation \$720

Implementation, Linkages & Collaborations

Program Planners: Banio Koroma Jr., Shanelle Koroma, Karen Simms

Members of Target Population: Daniel Hoffman (youth), Teilian Jackson (youth), Tamika Davis (parent), Daniel Walker (parent)

Researchers: *Blueprint Plan, U of I Statewide Violence Prevention Funding Guide, Police Data*

Service Providers: Youth Assessment Center, Lincoln's Challenge, Youth Build, Community Coalition, Mental Health Professional, Angels Youth Center, Greater New Light Missionary Baptist Church, Self-Made Kings, DREAAM House

Program Planner, Financial Expert, Grant Writer: Shanelle Koroma

Volunteers: Daniel Walker, Todd Keto, Crushion Sibbs, Damen Rowell, Jeremy Smith, Chris Kinson and Loteh Okafor

Program Supervisor, Fundraising: Banio Koroma Jr

Staff: Banio Koroma Jr., Junior Leaders

Program Design

RECRUITMENT

School Personnel

- Recruitment efforts will be done in local area middle schools and high schools.
- We will request to speak with principals, assistant principals, social workers, and psychologists in the school setting to refer families to our program.
- We will provide the school with our program brochure, consent to services, to provide to parents and students displaying issues with violent behaviors.

Parents

- Recruitment efforts will be done on our Facebook page to engage parents directly.
- We will have a healthy social media presence to communicate and engage parents in our program.
- We will advertise events, curriculum training and schedule a phone call to youth of parents who have requested services.

Students

- We will request to attend the disciplinary rooms, lunch detention halls, and restorative circles to engage at-risk students at schools.

INTAKE

- We will recruit at least 6 at-risk males per month.
- We will schedule an initial intake meeting as a home visit or video conference call.
- We will provide consent to services forms, authorization of release forms, permission forms for parents and youth to sign.
- We will provide release/exchange of information with school personnel to track the youth's data/progress.
- We will provide gift cards that can be redeemed for gas, mental health therapy session, and youth intervention service.

PROGRAM INTERVENTION

- We will engage at least 4 at-risk males ages 11-25 years of age who are displaying issues of violence.
- The youth will receive \$20 for each person he invites and attends the training.
- Training is 3-4 hours long.
- Training is on the weekends.
- Youth with transportation issues will receive an Uber or Lyft ride to the business location.
- Gas cards & rides will be provided for business more than 20 miles away.

Session Outline

1. Brief Introductions
2. Give Assignment
3. Engage in Activity
4. Eat Meal
5. Group Discussion
6. Assign Homework

Weekly Curriculum & HW

1. Stage 1- Self Discovery Stage
Homework: Monitoring Moods and Triggers
2. Stage 2- Game Planning Stage
Homework: Write your vision, read it every morning
3. Stage 3- Action Stage
Homework: Work on your goals
4. Stage 4- Fruition
Evaluate Progress: School grades, number of discipline referrals, attendance, and parent feedback.
***Rites of Passage Ceremony**

FOLLOW UP

Wraparound Services

- Join a sport
- Club
- Get a job
- Start a business
- Become a Junior Leader
- Refer to Additional Support Services
- Family can utilize intervention, family therapy passes as needed

REPEAT

- Enroll/recruit new youth each month reaching 72 families in Year 1.
- Junior Mentors will be paid instructors for the Vision to Succeed program at \$20/hour.
- Junior Mentors will provide leadership to the brotherhood at school.
- Junior Mentors who are proficient and of age, can run their own chapter of Vision to Succeed, increasing income and future enrollees.

STAFFING PLAN

All positions are Part-Time

- 1 Program Manager
 - Will recruit youth
 - Lead programming
 - Build community connections
 - Supervise Adult Wise Men, Junior Mentors
- 2 Adult Wise Men
 - Will assist at Summer Intensive Manhood Training Camp at \$25/hour.
 - Will teach and engage youth at stations.
- 4 Junior Mentors
 - Junior Mentors will be paid instructors for the Vision to Succeed program at \$20/hour.
 - Junior Mentors will provide leadership to the brotherhood at school.
 - Junior Mentors who are proficient and of age, can run their own chapter of Vision to Succeed, increasing their income and future enrollees.
- 1 Mental Health Therapist
 - Will provide consultation to program manager
 - Will coordinate care, referrals, and wraparound process
 - Will collect and evaluate data
 - Will complete brief strategic family therapy

Funding Sources

Current Funding Sources: Volunteerism, Individual donations, Church donations, Organizational donations, Family contribution

Proposed Funding Sources: Champaign County Regional Planning Commission, City of Champaign, City of Urbana, City of Rantoul, Contracts, Fundraising

Conduct Evaluation

Process Objective: Is there decreased violent behavior (less fighting, impulsivity, bullying, acts of aggression) amongst participants?

Data: School Grades, Discipline referrals, attendance.

Source: School data/metrics. Data collected a program enrollment, end of class, and 6 months post participation.

Collection Method: School data and parent observation.

Baseline: Enrolle's data compared to referred students who did not enroll in the program.

Success: 30% or more improvement in either grades, attendance, or decrease of referrals.

Evaluator: Shanelle Koroma LPHA, LCSW

Use: To show the effectiveness of the program's ability to decrease violence in the community.

Audience: Vision 2 Succeed website will have percentages and a report to show program effectiveness to the public and funders of the program.

Other Evaluation Questions

- What activities were included in the program?
- How many activities were carried out, and with which target audiences?
- Who was missing?
- What topics were presented?

- What activities or topics were not carried out?
- What did the participants think of the program and its activities?
- Was it interesting, useful or a waste of time?
- How many sessions did the program offer participants last year?
- How many Junior Mentors did you train to implement the program?
- With how many other groups are we collaborating on our program?
- How effective is the program in keeping participants from engaging in violent behaviors?
- Which strategy is most cost-efficient?
- Which program — peer-to-peer or adult-taught refusal-skills training — results in the greatest reduction in violent behaviors?
- Does participation in our intervention or family therapy programs reduce the reported violent behaviors?
- Which recruitment approach yields at the least cost and retains the most youth throughout the program?
- Did social media advertising and community flyers do the best job of advertising our community events?
- Overall, how valuable was the Manhood Training Camp experience to you?

Program Revision

TBD

Existing Programs:

Parents and families in the affected areas are requesting affordable, accessible & intensive programs for their male sons. While there are existing programs, the problem of gun violence continues to grow, and necessitate more services to meet the need.

DREAAM: Activities Prevention

Courage Connections: Intervention Support Group

RACES: Intervention Education Counseling

CU Fresh Start: Legislative Action

Youth Assessment Center: Referral Intervention

Lincoln's Challenge Academy: Treatment Counseling Skill Building

CU Trauma & Resilience: Intervention Training

Community Coalition: Alternative Funding

Police: Intervention Programs for Related Problems

Walk As One: Networking

YouthBuild: Education Intervention

Youth & Family Peer Support Alliance: Support Group Prevention

Self Made Kings: Activities Prevention

Comprehensive Community-Based Services (CCBYS): Intervention Programs for Related Problems

Vision to Succeed LLC:

- Networking (Recruiting/Outreach)
- Programs for Related Problem
- Activities
- Skill Building
- Counseling (Brief Strategic Interventions)
- Prevention
- Intervention
- Referral

Program Goals

Purpose: To interrupt the growing instances of gun and domestic violence.

Business: To train local young males to become recruits and positively influence their peers.

Values: We are committed to improving self-perception, life satisfaction, and decreasing trauma symptoms for communities impacted by violence.

Beneficiaries: Among high-risk populations.

Mission Statement

MISSION STATEMENT

Vision to Succeed LLC, is committed to decreasing community violence by recruiting and training young males to be positive leaders that display honor, purpose, and an ethical code of conduct in their communities.

GOAL STATEMENT

Our goal is to enroll **25%** of males, that are 11 years and older, from communities most impacted by gun and domestic violence.

GOALS

1. Our Goal is to impact 960 families in the Champaign County area by countering all of the risk factors that perpetuate Gun & Domestic Violence.
2. Our goal is to recruit, train, and develop young male leaders from the community and to help them earn an income doing it.
3. Our goal is to instill values of respect, honor, and an ethical code of conduct.
4. Our goal is to teach effective business strategies & entrepreneurial skills related to their life goals.
5. Our goal is to be an ongoing support to young males and their families by providing brief strategic family therapy and mediation services as requested.

*"A new study from the University of Pennsylvania puts a number to a theory: If you want to begin changing the culture, you want to get at least **25 percent** of the people in your community on your side."*

- I. We will provide group sessions on Friday, Saturday or Sunday evenings for 4 hours for:
 - A. The identified young male
 - B. and their peer group or natural support person
- II. We expect to reach:
 - A. 6 young males and natural support person per month
 - B. 72+ families a year
 - C. 144+ families in 2 years
 - D. 288+ families in 3 years

E. 576+ families in 4 years

Objectives

Problem 1: Decrease instances of violence in the community				
Goals:	Intervention	Objective: 6 month	Objective: 12 months	Outcome
Decrease violent behaviors	Risky Play Experiences for youth & families Compensation for Junior leader & referral fee and entrepreneurial ventures	Decreased 36 youth maladaptive behaviors	Decrease 72 youth & family maladaptive behaviors	Less violence in the neighborhood
Decrease stress	Mental Health Support & Mediation for youth and families	Decreased 36 youth stress symptoms	Decrease 72 youth & family stress symptoms	Less violence in the neighborhood
Improve mood	Build positive peer relationships New Experiences/ Field Trips & Goal-Setting	Decreased 36 youth depression	Decrease 72 youth & family depressed mood	Less violence in the neighborhood
Decrease anxiety	Advanced Life Skills training & Co-regulation Cognitive-Based Interventions	Improved 36 youth emotional functioning	Decrease 72 youth & family emotional functioning	Less violence in the neighborhood
Decrease instances of violence in the summer months	Group sessions (manhood training) Youth business plans and paid opportunities	36 youth not participating in violence in the community	72 youth not participating in violence in the community	Fewer gun fatalities in the neighborhood

Estimated Goal Completion: 4 years or less

Pre & Post-Evaluation Instruments: school grades, discipline referrals, attendance

Resources

YEAR 1		
<u>Program Management</u>	Program Manager Office/Facility Fees	\$40 x 250hrs=\$10,000 \$125 x 72hrs=\$9,000 ----- \$19,000
<u>Summer Intensive Manhood Training Camp</u> <i>3 hours each</i>	2 Adult Mentors 2 Junior Mentors Equipment Materials Meals	\$25 x 15hrs= \$375 \$25 x 15hrs= \$375 \$400 \$300 \$150 ----- \$1,600
<u>Young Male Hirees</u>	Junior Leaders Recruitment Referral Fee	\$20 x 48 (4)=\$3,840 \$20 x 72=\$1,400 ----- \$5,240
<u>Group Sessions</u> <i>24 males/month</i>	Salt Fork Paintball- Paintball Hunter's Haven-Archery Class Urbana Boulders-Rock Climbing Centennial Park-Sledding & Snow Tubing Hardy's Reindeer Ranch-Pedal Race Carts & Corn Maze Song's Kung Fu Academy-Martial Arts Ujima Retreat Center- Kayaking Rage Room Ujima Retreat Center-Camping Elevate Trampoline Park Ujima Retreat Center-Model Crafting Ujima Retreat Center-Metal Working Meals- Jimmy John's Lunch Boxes & Water Mileage Reimbursement	\$30 x 24= \$720 \$10 x 24= \$240 \$20 x 24= \$480 \$24 x 24= \$576 \$15 x 24= \$360 \$40 x 24= \$960 \$30 x 24= \$720 \$25 x 24= \$600 \$35 x 24= \$840 \$20 x 24= \$480 \$40 x 24= \$960 \$20 x 24=\$480 \$11 x 288=\$3,168 .585 x 500=\$293 ----- 10,877
<u>Support Services</u> <u>Gift Cards</u>	Mental Health Therapy Session Brief Strategic Family Intervention	\$75 x 60=\$4,500 \$80 x 30=\$2,400 ----- \$6,900
<u>Gas Cards/ Transportation</u>	Family Hardship	\$15 x 48= \$720 ----- \$720
		TOTAL: \$44,337