November Board Meeting Agenda
November 19, 2026, 9:30 a.m. – 11:00 a.m.

1. **Introductions and Instructions -** Cynthia Nixon, Board Chair

2. **Public Comments** - Public comments will be taken now for all items that will be voted on at the meeting. These comments should only be in reference to those action items below. A separate public comment time will be open at the end of the meeting for any general comments to be made by the public.

3. **Staff Spotlight -** Employee of the Month & Work Anniversaries

4. **Mission in Action –** Carrie Davis, President - Wealth Watchers

5. **Approval of October Minutes -** Cynthia Nixon, Board Chair

6. **New Business**
   a. Action Item: OJJDP Grant – Kenneth Darity, Chief Administrative Officer
   b. Action Item: YTTF Applications - Douglas Anderson & Jax. Children's Chorus
   Kenneth Darity, Chief Administrative Officer

7. **Discussion Items**
   a. YES RFP – Penny Zuber, Chief Executive Officer
   b. SIPPRA Update - Penny Zuber, Chief Executive Officer
   c. Center for Effective Philanthropy Grant Survey - Penny Zuber, Chief Executive Officer
   d. Proposed Minimum 10% Administration Fee KHA Sponsored Grants – Dr. Jessica Pitts
   Finance Director

8. **KHA Board Committee Updates**
   a. Finance Committee – Carson Tranquille

9. **Administrative and Strategic Updates -** Kenneth Darity, CAO, Rodger Belcher, CSO

10. **Board Discussion –** Cynthia Nixon, Board Chair

11. **General Public Comments**

12. **Adjourn**

Next Meeting – December 16, 2026, 9:30 a.m.

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

C.O.F.F.E.E. PROJECT

CREATING OPPORTUNITIES FOR FUTURE ENTREPRENUERS

From Opportunity to Achievement

Building Futures, One Young Adult at a Time

KHA Board of Directors | Mission in action

11/17/2026





• Reaching Youth. Removing Barriers. Creating Pathways.

The C.O.F.F.E.E. Project serves young people ages 16–24 across Jacksonville, particularly those facing barriers to education, employment, and economic independence.

Our participants include:

- Out-of-school youth and high school students.
- Young people experiencing economic hardship and limited employment opportunities.
- Youth facing educational, transportation, housing, or other barriers.
- Young adults seeking a second chance and a pathway to a sustainable career.
- **Our Commitment:** Meet young people where they are and help them move toward where they want to be.

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

More Than Job Training— Preparing Youth for Life and Careers

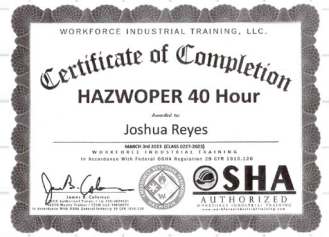


Career Readiness

Bring Your A-Game, workplace expectations, communication and job preparation.

Industry Training

- NCCER Core, OSHA 30,
- HAZWOPER 40, and Forklift operator



Financial Education

- Financial literacy, entrepreneurship and money-management skills.

Work-Based Learning

- Paid work experience, employer connections, apprenticeships and placement support.









Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

SERVICES PROVIDED

The C.O.F.F.E.E. Project, Creating Opportunities for Future Entrepreneurs & Employees, is a comprehensive youth workforce development initiative operated by Wealth Watchers Inc.
The program combines career readiness, industry-recognized training, financial education, entrepreneurship, case management, and paid work-based learning through stipends and incentives.

- **Our services include:**
- Workplace readiness through the Bring Your "A" Game curriculum.
- Financial literacy and entrepreneurship education.
- Occupational training and certifications, including HBI PACT Core, OSHA 30, HAZWOPER 40, and Forklift operator.
- Hands-on construction training and employer-supervised work experiences.
- GED and educational pathway referrals.
- Job placement assistance, apprenticeship connections, and follow-up support.





OUR IMPACT: Results That Matter

94% Measurable Skill Gains

91% Industry Credentials Achieved
(i.e., HBI PACT, HAZWOPER 40, OSHA30, FORKLIFT OPERATOR)

85% Entered Employment After Exit

184 Total Program Enrollment
(65 KHA Participants)

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

Highlights: Youth in Action













Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT







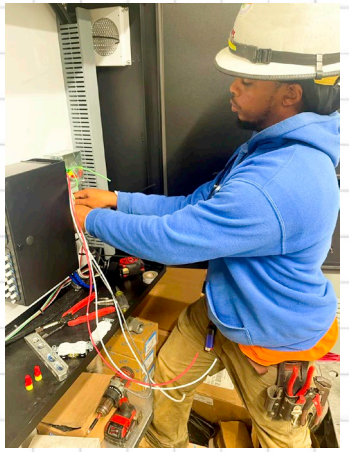





Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

A Pathway That Continues Beyond the Program



C.O.F.F.E.E. Project Success Story: Tracy Davis
When Tracy Davis enrolled in the C.O.F.F.E.E. Project, he was seeking a pathway to a stable, rewarding career. Through the support of Wealth Watchers, Inc. and funding from CareerSource Northeast Florida, he gained the training, industry credentials, and confidence needed to pursue a career in the skilled trades.

Tracy quickly distinguished himself through his perfect attendance, strong work ethic, and commitment to helping his fellow participants. After completing the program and earning multiple construction industry certifications, he entered a union apprenticeship. He initially joined the Sheet Metal Workers Union before transitioning to the Electrical Workers Union, where he found the career path best suited to his goals. Today, Tracy is in the final year of his electrical apprenticeship and is less than one year away from becoming a Union Certified Journeyman Electrician. His journey reflects years of dedication, technical training, and hands-on experience in a high-demand industry.

Beyond his own success, Tracy continues to give back by volunteering with Wealth Watchers, Inc. and encouraging current C.O.F.F.E.E. participants to pursue their own career goals. His continued commitment to the program demonstrates the lasting impact of CareerSource Northeast Florida's investment in workforce development.

Tracy's story is a powerful example of how workforce development programs can create lasting career opportunities, strengthen communities, and prepare the skilled workforce needed for Northeast Florida's future.





ROI and the Future: Investing in What's Possible

The Value of Today's Investment

- Increased access to occupational training and credentials.
- Workplace readiness and hands-on employment experience.
- Connections to employers, apprenticeships, and educational opportunities.
- Stronger pathways toward individual and family economic stability.

Our Vision for the Future

- Expand youth access to career pathways in emerging and high-demand industries.
- Strengthen local employer and apprenticeship partnerships.
- Increase hands-on training opportunities and community-based experiences.
- Build a scalable model that creates additional opportunities for Jacksonville youth.

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

C.O.F.F.E.E. PROJECT | MISSION IN ACTION

Their Potential Is Unlimited.
Opportunity Makes the Difference.

Together, Wealth Watchers and Kids Hope Alliance are helping create pathways to skills, employment, and brighter futures for Jacksonville's youth.

Thank You for Investing in Our Youth.

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

Questions & Discussion



Contact Us

Christian M. Reis | Director of Workforce Development

(904) 265-4736, Ext. 4070

christianreis@wealthwatchersfl.com

Jean Reddick | Case Manager

(904) 265-4736, Ext. 4057

jeanreddick@wealthwatchersfl.com

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

Wealth Watchers
BUILDING WEALTH FOR FUTURE GENERATIONS

C.O.F.F.E.E. PROJECT

C.O.F.F.E.E. PROJECT

CREATING OPPORTUNITIES FOR FUTURE ENTREPRENUERS

From Opportunity to Achievement

Building Futures, One Young Adult at a Time

KHA Board of Directors | Mission in action

11/17/2026



October Board Meeting Minutes
October 28, 2026, 9:30 a.m. – 11:00 a.m.

1. **Introductions and Instructions**
Cynthia Nixon, Board Chair

Mrs. Nixon greeted everyone warmly indicating that she did not take the moment lightly and was grateful for the opportunity to serve the children at the heart of our work. The participants then proceeded to introduce themselves to the audience.

Board Members Present – Cynthia Nixon, Josh Martino, Marsha Oliver, Carson Tranquille, Lawrence Dennis, Kevin Gay

Board Members Absent – Meredith Chartrand-Frisch

Board Liaisons Present – Moné Holder, City Council, Anna DeWese – DCPS, Dr. Christopher Bernier – DCPS, Commander Charles Ford – JSO, Mary Hickson – Public Defender's Office, Regina Ross – OGC

Board Liaisons Absent – Kristen Liesch, State's Attorney Office

KHA Staff Present – Penny Zuber, Chief Executive Officer, Kenneth Darity – Chief Administrative Officer, Rodger Belcher – Chief Strategy Officer, Dr. Jessica Pitts – Director of Finance

2. **Public Comments**
Board Chair Nixon indicated that since there were no actionable items, public comments would not be taken during this portion of the meeting; however, a separate public comment time would be open at the end of the meeting for general comments to be made by the public.

3. **Staff Spotlight**

Board Chair Nixon recognized Ruth Waters, Contract Manager, for her 35th Service Anniversary. Mrs. Waters was awarded with a letter from the Mayor as well as a service pin to celebrate this momentous occasion.

Katoia Wilkins, Director of Contract Management, was recognized as Employee of the Month for her bold leadership and collaborative work across departments to develop effective solutions.

Moné Holder, City Council Liaison, introduced herself and expressed her pleasure at serving KHA and her willingness to provide support.

4. **Mission in Action**
Elexia Moss, Empowerment Resources, Inc.

Ms. Moss shared an overview of the Empowerment Resources organization which serves at-risk youth and families by providing programs and services that positively impact the whole family. Their programs include Journey into Womanhood, Parenting Education and Life Skills Workshops.

5. **Approval of September Minutes**
Cynthia Nixon, Board Chair

Mrs. Nixon asked if there were any revisions to the minutes, there were none, so she asked for a motion to approve the minutes.

Motion: Kevin Gay
Second: Carson Tranquille
Approval: 6-0

6. **DEI Legislation Update**
Regina Ross, Office of General Counsel

Mrs. Ross provided an extensive training session on the DEI Statute which goes into effect on January 1, 2027 and is defined as:

Any effort to do one of three things – as to race, color, sex, ethnicity, gender identity, or sexual orientation:

Prong 1 - Influence the composition of employees — except hiring to comply with antidiscrimination laws
Prong 2 - Promote preferential treatment or special benefits based on those characteristics
Prong 3 - Promote preferential treatment or special benefits based on those characteristics

This new Statute also prohibits the following:

- Funding any DEI program, policy, or activity
- Promoting DEI in any official capacity
- Adopting or enforcing DEI ordinances, resolutions, rules, or regulations
- Operating a DEI office or employing a DEI officer
- All existing DEI instruments — void by operation of law

KHA employees have completed DEI training, and an additional session is being planned for providers.

7. **SIPPRA Grant Update**
Eric McClure, Grants Director
Penny Zuber, CEO

Eric McClure recapped the SIPPRA Awardee Meeting held in Washington, D.C., in September, sharing its key takeaways and an update on the project. The reduction needed to demonstrate a statistically significant impact and qualify for reimbursement has increased substantially, from approximately 20% to 32%. Mr. McClure also outlined three options KHA is considering for the grant moving forward.

Ms. Oliver expressed concern about KHA's continued pursuit of the grant in light of changes to the metrics and reimbursement threshold, as well as budget constraints. Mr. Gay asked whether internal funds could support the work, given its potential to reduce emergency room visits.

Mrs. Zuber reported that KHA has decided to suspend all spending, and partners have been informed that the suspension begins November 15th. If Treasury approves the funding before then, we will need to determine whether to proceed, given the low likelihood of success. Meanwhile, we will explore whether the service or program can be integrated into one of our essential services.

8. **KHA Board Committee Updates**

a. Governance/Strategic Services Committees – Lawrence Dennis
Mr. Dennis summarized the Governance Committee meeting held on October 21st, covering the budget, Annual Report, Work-Study process, upcoming Rules Committee presentation, and monthly Board task deliverables.

b. G.U.I.D.E. (Gaining Understanding to Improve Decisions & Effectiveness) –
Lawrence Dennis provided a brief update on the GUIDE Committee which stands for Gaining Understanding to Improve Decisions and Effectiveness. The committee has prepared a draft annual board assessment, which it will review at its November 5th meeting to ensure alignment with related documents and sufficient board input. The committee expects to present the finalized assessment to the full board at its November meeting.

9. **Administrative and Strategic Updates -** Kenneth Darity, CAO, Rodger Belcher, CSO

Mr. Darity outlined KHA's upcoming presentation to the Rules Committee, reviewed the October Non-Compliance List, and updated the committee on the RFP's development, including input, research, and timelines.

Mr. Belcher reviewed the Standard Results-Based Accountability (RBA) metrics for the Out of School Time portfolio, which examine three areas: how much service is delivered, how well it is delivered, and whether participants experience improved outcomes.

10. **CEO Report -** Penny Zuber, Chief Executive Officer

Mrs. Zuber's CEO report covered several key updates, including KHA's 2026 Highlights and Metrics, DCSI's Work Study Project, the Community Needs Assessment and Gap Analysis, Amendment 3's impact on KHA, and progress on Phase 1 of the CEO's First-Year Action Plan.

11. **Board Discussion –** Cynthia Nixon, Board Chair

a. Committee Appointments
Board Chair Nixon confirmed that Ms. Chartrand-Frisch and Mr. Tranquille will remain on the Strategic Services Committee. Mr. Dennis will continue serving on the Governance and GUIDE Committees, and Mr. Martino will remain on the Governance Committee. Mr. Tranquille and Mr. Gay will continue on the Finance Committee. Ms. Oliver will replace Ms. Nixon on the Finance and GUIDE Committees.

b. JSO Annual Strategic Policing Report – Commander Charles Ford
Commander Ford provided an overview of the 2025 JSO Annual Policing Report which covers juvenile crime trends, community engagement, child victim protection initiatives, strategic enforcement efforts focused on youth safety, and a conclusion. Next year's report should be published in early Spring 2026.

c. November 25th Board Meeting Date
After some discussion, the Board determined that their next meeting initially scheduled for November 25th will take place on Thursday, November 19th due to the Thanksgiving holiday.

12. **General Public Comments**
Mr. John Nooney, remarked that KHA would be an excellent destination for field trips. He also summarized his visits to other city meetings including the Board of Commissions, Tree Commission and the upcoming JTA meeting. Last, Mr. Nooney expressed his support of opportunities to connect citrus, 4-H, and other programs to create a revenue stream as well as a St. Johns County's boat ramp.

13. **Adjourn**

Board Chair Nixon adjourned the meeting at 11:36 a.m.

Next Meeting – November 19, 2026, 9:30 a.m.

BOARD ACTION ITEM:	**OJJDP FY 2026 STRATEGIES TO SUPPORT CHILDREN EXPOSED TO VIOLENCE GRANT APPLICATION**
BOARD ACTION NUMBER:	**26-036**
CATEGORY:	**GRANTS MANAGEMENT**
□ FINANCE MEETING:	**NOVEMBER 16, 2026**
□ BOARD MEETING:	**NOVEMBER 19, 2026**

TO: **KIDS HOPE ALLIANCE BOARD OF DIRECTORS**

FROM: **PENNY ZUBER, CHIEF EXECUTIVE OFFICER**

REQUESTED ACTION:

The Board is asked to:

1) Approve the submission of an application for the OJJDP FY 2026 Strategies to Support Children Exposed to Violence grant, funded by the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention.

2) Authorize the CEO to execute a grant contract and any other documents necessary to fulfill grant requirements including any sub-contracts identified in the grant proposal.

NARRATIVE:

The U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention (OJJDP), is accepting applications for its FY 2026 Strategies to Support Children Exposed to Violence funding opportunity. The program supports coordinated strategies to reduce juvenile violent crime, strengthen accountability for juvenile offenders, and respond to children exposed to violence in homes, schools, and communities.

Kids Hope Alliance (KHA) proposes Project INSPIRE (Identifying Needs and Supports to Partner, Intervene, Reengage and Educate youth), be used to expand upon two previously OJJDP funded Jacksonville initiatives: the INSPIRE Gang Intervention Program and the RISE Children Exposed to Violence Project. The proposed project will serve youth ages 10–18 who are gang-involved, have committed violent offenses, or have a documented gang-involved family member, along with

their families in Duval County. Referrals will be identified through the Jacksonville Sheriff's Office (JSO) Operation Safe Passage initiative.

Partnership for Child Health, a previous KHA subcontractor with experience implementing the proposed program framework, will serve as the primary subrecipient and lead implementation with JSO and community partners. KHA will provide grant oversight and compliance.

Project Activities & Objectives:

- Reduce violent offenses, reoffending, and gang involvement through prevention, intervention, individualized accountability plans, and coordinated justice system partnerships.
- Provide assessments, case management, crisis intervention, safety planning, trauma and mental health services, and family support for youth exposed to violence.
- Use evidence-based PLAAY services, restorative connection circles, and caregiver/community training to strengthen protective factors and community capacity.
- Convene a multidisciplinary planning team, including youth and families, to identify service gaps and develop a sustainable blueprint for a comprehensive service network.

STRATEGIC GOAL & ELEMENT:

- Strategic Goal: Duval youth successfully transition to adulthood
- Strategic Elements: "Youth avoid the criminal justice system through prevention programs" and "Youth involved with the justice system successfully reintegrate into society through intervention program." Project INSPIRE advances these elements through coordinated gang and juvenile violence prevention, individualized intervention and accountability plans, trauma-informed support, and efforts to reduce reoffending and improve youth reintegration.

FISCAL IMPACT:

The anticipated federal award is up to $815,000 for a 36-month period. This funding opportunity does not require a local cash or in-kind match. However, KHA proposes to provide a voluntary contribution of $64,800, resulting in a total proposed project budget of $879,800.

OPTIONS:

- ☐ Vote to approve action item.
- ☐ Decline to approve action item.
- ☐ Vote to approve action item with amendments. If checked, the following amendment to the item is approved.

_____

Board Secretary's Signature: _____

(In the event the Board Secretary is not present, the Board Chair may sign, and authority shall pass down accordingly.)

Print Name and Title: _____

Date: _____

Attachment A

Funding Opportunity Name: OJJDP 2026 Strategies to Support Children Exposed to Violence **Date:** Nov. 2nd, 2026

Deadline(s): 11/23/2026 **Size of Award:** Up to $815,000.00 **Required Match Needed?** No

If yes, amount and funding: N/A **In-kind or cash match is required:** Not required, if awarded, KHA has agreed to give a $21,600 in cash match, each year, for the three years of the grant which would be a total of $64,800.

Enhancement Funding Needed? No **If yes, amount and funding Index Code:**

Prioritized Checklist for Reviewing a Grant Application					
Category	**Assessment Question**	**Yes**	**No**	**Unsure**	**Notes**
Purpose	Is there a close match between KHA's mission and experience and the funding agency's purpose for providing this grant?	X			Strong programmatic alignment: juvenile violent-crime prevention/intervention and support for children exposed to violence.
	Is the grant consistent with KHA's Essential Services Plan?	X			This grant would directly support the Juvenile Justice Prevention and Intervention Programming Essential Service category.
Eligibility	Is KHA (a government entity) eligible to apply for this opportunity? Is applying for this grant within the authority given to KHA in Chapter 77 of the City of Jacksonville's Ordinance Code?	X			
		X			
Competing Community Partners	Is there a community organization that is applying for this grant or eligible for this opportunity that would be a better fit than KHA?		X		No other COJ departments have planned to apply. This is an expansion and continuation of a prior award.
Deadline	Is the time between now and the deadline sufficient for KHA to prepare the grant proposal?	X			While the timeline is very short, we should be able to have enough time to apply by the deadline.
Funding Amount/ ROI	Can KHA fit the budget for the proposed program between the funding floor (minimum grant allowed) and the funding ceiling (maximum award)?	X			
	Is the grant award adequate for the investment?	X			Yes, because of the provided cash match, this would allow adequate programmatic funding.
Matching Requirements	Can KHA meet any matching funds requirement?	X			
	May in-kind contributions count toward the match?	X			
Number of Awards	Is the number of anticipated awards high enough that KHA is likely to be competitive?	X			This initiative was funded prior when only 8 grants were awarded. While only nine awards will be granted because we are using the framework from a previously awarded grant we believe we have a high chance of being one of the awardees.

Partnering Requirements	Does KHA have time to establish relationships, or do we have existing relationships with required partners or are we members of an eligible coalition?	X			KHA has the existing relationships with the required partners for immediate implementation.
Level of Staffing Available	Does KHA have the resources and expertise (and are there sufficient funds allowed in the grant budget) to manage the grant program expected by the funding agency?	X			If awarded, this grant would be managed by the same grant manager who managed the previously awarded grant with the same framework.
	If not, does the grant provide funding for additional resources?				N/A
Prioritized Checklist for Reviewing a Grant Application					
Category	**Assessment Question**	**Yes**	**No**	**Unsure**	**Notes**
Regularity of Competition	Will KHA have another opportunity to apply for this program in the future if we decide not to pursue it now?		X		No commitment to future funding rounds has been stated.
Technical Assistance	Will there be a workshop or webinar offered by the funding agency to help applicants know how to apply?		X		A specific workshop/webinar has not been confirmed in the announcement, but the NOFO references DOJ application guidance and help desks support.
Prior Experience	Will a new applicant receive as many points as applicants with previous grants or prior experience?			X	Not stated in the NOFO. This is a continuation and expansion of a recently expired grant and historically, prior experience and expansions are looked upon favorably.
Priority/Bonus Points	Can we meet any required or optional competitive preference priorities or otherwise earn bonus points?	X			OJP may give priority consideration to proposals that directly support law enforcement operations, violent-crime reduction, protection of children and related priorities.
Agencies/Providers	Are there any other agencies/ providers currently offering these services?	X			There are no other partners who provide the lead coordination and gang intervention with the JSO Custom Notification, other than the implementing partner. This is a continuation and expansion of the recently expired program. Community partners are integrated into the gang intervention system of care.
Youth Served	How many children and/or youth will be served?				Due to the high acuity of the population of focus, no more than 50 youth and their families are anticipated.

Decision to Write This Proposal: ____ Yes, pursue _____ No, do not Pursue

Approved by: _____ Date: _____

BOARD ACTION ITEM:	**YOUTH TRAVEL TRUST FUND (YTTF) STAFF RECOMMENDATIONS**
BOARD ACTION NUMBER:	**26-037**
CATEGORY:	**GRANTS MANAGEMENT**
FINANCE MEETING:	**NOVEMBER 16, 2026**
BOARD MEETING:	**NOVEMBER 19, 2026**

TO: **KIDS HOPE ALLIANCE BOARD OF DIRECTORS**

FROM: **PENNY ZUBER, CHIEF EXECUTIVE OFFICER**

REQUESTED ACTION:

The Board is asked to:

1. Approve funding recommendations for Youth Travel Trust Fund applications which have been scored by Kids Hope Alliance.

NARRATIVE:
It is the intent that the Youth Travel Grant Program is established to allow students and youth groups in Duval County to travel to competitions and events around the country. This opportunity gives our youth a perspective and experiences they may not otherwise have without these funds. Below are the staff recommendations from YTTF applications received thus far. See Attachment #1 for YTTF applicant score breakdowns.

Staff Recommendations:

- Applicant #1
  - **Agency:** Douglas Anderson School of the Arts
  - **Requested Activity:** Douglas Anderson Symphony at the Midwest Clinic
  - **Activity Summary:** The DA Symphony will travel to Chicago for the 80th annual Midwest Band and Orchestra Clinic as the only high school symphony orchestra selected to perform. The students from DA's Orchestra, Band, and Piano departments will learn from leading musicians and educators.
  - **Requested Funding Amount:** $10,000.00
  - **Recommended Funding Amount:** $7,500.00
  - **Staff Recommendation:** Fund

- Applicant #2
    - **Agency:** Jacksonville Children's Chorus
    - **Requested Activity:** 2027 Summer Tour to UK/Canterbury
    - **Activity Summary:** The Jacksonville Children's Chorus is invited to the 2027 International Children's Choir Festival. Through historic cathedral performances, workshops, and collaboration with international choirs, singers will strengthen musical skills and broaden cultural perspectives.
    - **Requested Funding Amount:** $10,000.00
    - **Recommend Funding Amount:** $0
    - **Staff Recommendation:** Not to Fund

STRATEGIC GOAL & ELEMENT:
Chapter 111.850(B) of the City of Jacksonville Ordinance Code grants the Board of Kids Hope Alliance authority for determining and authorizing funds from the Youth Travel Trust Fund for certain types of youth travel that may be deemed a valid public purpose.

FISCAL IMPACT:
If the KHA Board of Directors agrees and approves staff recommendations for the above applicants, the remaining balance would be $82,173.33 for the 2026-2027 City Fiscal Funding Year.

OPTIONS:

- ☐ Vote to approve action item.
- ☐ Decline to approve action item.
- ☐ Vote to approve action item with amendments. If checked, the following amendment to the item is approved.

_____

Board Secretary's Signature: _____
(In the event the Board Secretary is not present, the Board Chair may sign, and authority shall pass down accordingly.)

Print Name and Title: _____

Date: _____

Attachment #1

Youth Travel Trust Fund Matrix Scores

Applicant	Scorer #1	Scorer #2	Scorer #3	Average Score	Staff Recommendation
Douglas Anderson School of the Arts	430	460	455	448	Fund
Jacksonville Children's Chorus	245	310	315	290	Not to fund

cep.org/services/assessments/grantee-perception-repo

The Funder

2027 Grantee Survey

CEP Confidentiality Policy:

*The Center for Effective Philanthropy has surveyed more than 100,000 grantees of over 400 funders and always treats responses as **completely confidential:***

- *We will report **only** averages to funders. Your response will be combined with other responses to protect your identity, so please be candid.*
- *We will **not** share whether you do or do not respond to the survey.*
- *We will **not** attach your name or organization name to your response.*
- *We will share your written comments **exactly** as you write them.*

If you'd like to learn more about how CEP shares results with funders and how funders use it to improve their work, watch this short video about CEP's Grantee Perception Report: www.cep.org/gprvideo.

Please respond to as many questions as possible. Previous respondents have found that this survey takes approximately 30 minutes to complete.

Your response is very important and will help the Funder improve its ability to work with grantees.

Thank you for your participation in this study.

www.cep.org

CEP

The Funder – Survey Introduction

Please respond to the survey with the following grant from the Funder ["this funder" or "the funder"] in mind: [grant name/description here].[1] If your organization received other grants from this funder, other members of your organization may have been asked to fill out separate surveys. If you would like to collaborate with a colleague on your responses, you are welcome to share your survey link with them.

This survey includes several open-ended questions in which you can provide written input on the funder's processes, interactions, impact, and opportunities for improvement. Because CEP shares written responses exactly as submitted, please do not include identifying information about yourself or your organization in your responses.

Not all questions may apply to you. Throughout the survey, you will have the option to select "Don't know" or "Not applicable," or skip questions that may not apply.

1. **What is the approximate annual operating budget of your organization (in U.S. dollars)?**

   $☐☐☐,☐☐☐,☐☐☐.00

2. **Are you currently receiving funding from this funder?** (e.g., answer "No" if your grant(s) from this funder has ended and you are no longer receiving funding from this funder.)

   ☐ Yes ☐ No ☐ Don't know

General Impressions of this funder

3. **How clearly has this funder communicated its goals and strategy to you?**



4. **Overall, how would you rate this funder's impact on your organization?**



[1] Here, CEP will insert the specific name or description of the grant that respondents should keep in mind when completing the survey.

5. Overall, how would you rate this funder's impact on your field?



6. Overall, how would you rate this funder's impact on your local community?



About Your Funding

7. Describe the recent grant from this funder about which you are responding.

   a. Was the funding you received restricted to a specific use?

   ☐ Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)
   ☐ No, this funding was not restricted to a specific use (e.g., general operating, core support)

   b. Total number of years of approved funding for this grant:

   ☐ _____ years + _____ months

   ☐ Not applicable (i.e., unlimited/no grant term)

   c. In what month and year did your grant begin?

   ☐ Month: _____ Year: _____

   ☐ Don't know/not applicable

   d. Total funding committed in U.S. dollars for this grant:
   (Please include the full multi-year value committed for this grant)

   $☐☐☐,☐☐☐,☐☐☐.00

8. **Which of the following best describes the pattern of your organization's funding relationship with this funder?** (Please check only one)

- ☐ This is the first grant my organization has received from the funder
- ☐ My organization has received consistent funding from the funder in the past
- ☐ My organization has received inconsistent funding from the funder in the past
- ☐ Don't know

Grant Selection

9. **Did you submit a [proposal][2] to this funder for this grant?**

- ☐ Yes
- ☐ No (skip to question 11)
- ☐ Don't know (skip to question 11)

10. **As you developed your grant [proposal], how much pressure did you feel to modify your organization's priorities in order to create a grant [proposal] that was likely to receive funding?**



11. **To what extent was this funder's [selection process][3]:**

	Not at all						To a great extent	Don't know/N/A
A helpful opportunity to strengthen the efforts funded by the grant	1	2	3	4	5	6	7	☐
An appropriate level of effort given the amount of funding received	1	2	3	4	5	6	7	☐

12. **To what extent was this funder clear and transparent about:**

	Not at all						To a great extent	Don't know/N/A
The [selection process] requirements and timelines	1	2	3	4	5	6	7	☐
The criteria this funder uses to decide whether a [proposal] would be funded or declined	1	2	3	4	5	6	7	☐

[2] In questions 9, 10, 12, 15, and 30, the term "proposal" can be replaced with a similar term to better reflect your context or preferred language. The most common replacement is "application."
[3] In questions 11, 12, 15, and 18, the term "selection processes" can also be replaced. The most common changes including replacing "selection process" with "application process," "proposal process," or "approval process."

Grant Reporting

13. Have you participated in a reporting process related to your grant from this funder?
    - ❑ Yes
    - ❑ No (skip to question 15)
    - ❑ Don't know (skip to question 15)

14. To what extent was this funder's reporting process:

	Not at all						To a great extent	Don't know/N/A
Straightforward	1	2	3	4	5	6	7	☐
Adaptable, if necessary, to fit your circumstances	1	2	3	4	5	6	7	☐
A helpful opportunity for you to reflect and learn	1	2	3	4	5	6	7	☐

15. Please estimate the total number of hours you and your staff spent on each of the following activities related to this grant from this funder.

    a. Grant [proposal] creation and [selection process]:

    ❑ _____ hours OR ❑ Did not occur

    b. Funder-required grant monitoring, reporting, and evaluation:

    ❑ _____ hours OR ❑ Did not occur

Interactions with this funder

16. How comfortable do you feel approaching this funder if a problem arises?

1	2	3	4	5	6	7
Not at all comfortable						Extremely comfortable

17. How often do/did you have contact with your [program officer][4] during this grant?
    - ❑ Monthly or more often
    - ❑ Once every few months
    - ❑ Yearly or less often

[4] In questions 17 and 20, "program officer" can be adjusted, if needed, to better reflect an individual funder's context or preferred language – for instance, to "primary contact".

18. **At any point during this grant, including the [selection process], did Funder staff conduct a site visit?** (Please check all that apply)

- ❑ Yes, in person
- ❑ Yes, virtually
- ❑ No
- ❑ Don't know

19. **Please comment on the quality of this funder's processes, interactions, and communications.** (Your response will be provided to this funder exactly as written.)

_____

_____

_____

20. **Has your [program officer] changed in the past six months?**

❑ Yes ❑ No ❑ Not applicable

The Funder's Impact on Your Organization and Your Field

21. **Please indicate any types of assistance beyond the grant that were a component of what you received from this funder (from staff or a third party paid for by this funder). Please note this funder may or may not provide any of the following types of assistance.** (Please check all that apply)

- ❑ **Did not receive any assistance beyond the grant** (skip to question 23)
- ❑ **Field-Building Assistance** ***(e.g., insight or advice about your field, introductions to field leaders)***
- ❑ **Program-Related Assistance** ***(e.g., advice on your program approach or efforts, program assessment or evaluation assistance)***
- ❑ **Organizational Capacity Building Assistance** ***(e.g., advice on your organizational capacity, board development)***
- ❑ **Fundraising and Development Assistance** ***(e.g., development consulting, fundraising review)***
- ❑ **Communications Assistance** ***(e.g., promoting your organization's work on this funder's social media, website, or other communication channels, drafting press releases, support for your organization's communications strategy)***
- ❑ **Connections/Convening Support** ***(e.g., grantee convenings, learning networks, events, or facilitation of collaboration opportunities)***
- ❑ **Connections to Other Funding Sources** ***(e.g., direct connections or introductions to other potential funders or donors)***

- ❑ [Custom option - here, you can add other forms of assistance that you offer, like "support for staff well-being", "assistance for diversity, equity, and/or inclusion initiatives", or "support for use of piloting AI in their work "]
- ❑ **Other assistance not listed above**

Only for respondents that indicate receiving at least one form of assistance beyond the grant.

22. To what extent did this assistance beyond the grant meet an important need for your organization and/or program?



23. How well does this funder understand your organization's strategy and goals?



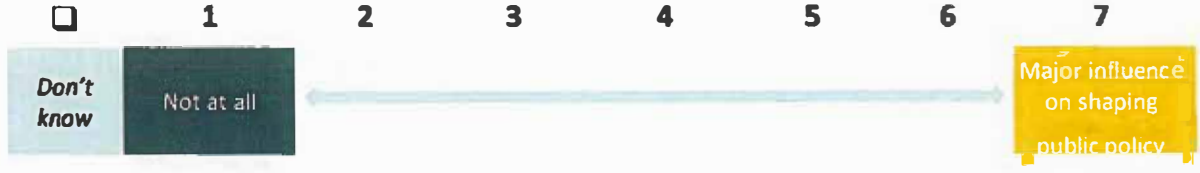
24. How well does this funder understand the field in which you work?



25. To what extent has this funder advanced the state of knowledge in your field?

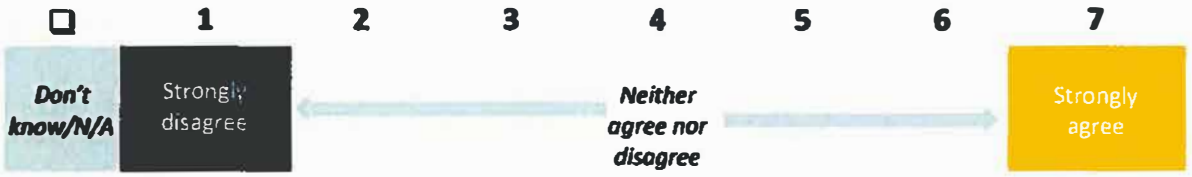


26. To what extent has this funder affected public policy in your field?[5]



[5] Funders who do not engage in policy work have the option to remove question 26 from their surveys.

27. **To what extent do you agree or disagree that this funder demonstrates an explicit commitment to [diversity, equity, and inclusion][6] in its work?**



28. **Thinking beyond the grant you received, please comment on how this funder influences your field, community, or organization.** (Your response will be provided to this funder exactly as written.)

Other Impressions

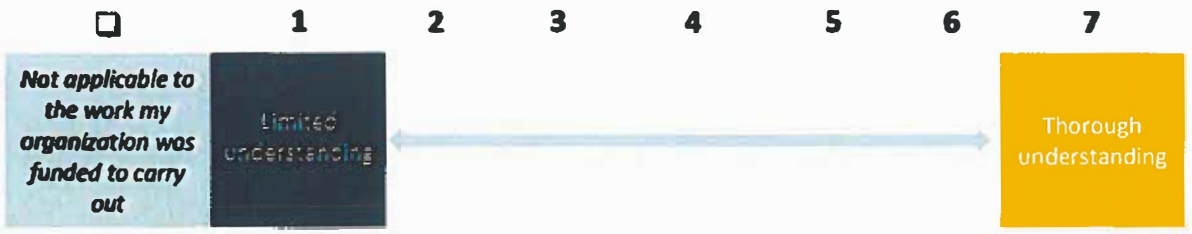
29. **Overall, how responsive was Funder staff?**



30. **At any point during the [proposal] or the grant period, did this funder and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?**

❑ Yes ❑ No ❑ Don't know

31. **How well does this funder understand the social, cultural, or socioeconomic factors that affect your work?**



[6] In question 27, the term "diversity, equity, and inclusion" can be adjusted, if needed, to better reflect an individual funder's context or preferred language – for instance, to include "justice" or "accessibility" in the question text.

32. How aware is this funder of the challenges that your organization is facing?



33. Overall, how transparent is this funder with your organization?



34. To what extent is this funder open to ideas from grantees about its strategy?



35. How well does this funder understand the needs of the people and communities that you serve?



36. To what extent did this funder exhibit each of the following during this grant:

	Not at all			Somewhat			To a great extent
Trust in your organization's staff	1	2	3	4	5	6	7
Candor about its perspectives on your work	1	2	3	4	5	6	7

37. How well do you understand the way in which the work funded by this grant fits into this funder's broader efforts?



In the following question we refer to "changing external conditions," which can include unexpected or unpredictable events, crises or emergencies, changes in the funding landscape, political shifts, or other developments that affect an organization and its work.

38. a. In response to changing external conditions, to what extent do you feel that this funder demonstrates appropriate:

	Not at all			Somewhat			To a great extent	Don't know/N/A
Support for your organization: financial or non-financial	1	2	3	4	5	6	7	☐
Flexibility in its requirements of your organization	1	2	3	4	5	6	7	☐
Adaptability in its strategy and grantmaking	1	2	3	4	5	6	7	☐
Clarity about its planning and decisions	1	2	3	4	5	6	7	☐

b. Please describe your response to the previous question. (Your response will be provided to this funder exactly as written.)

39. What specific improvements would you suggest that would make this funder a better funder? (Your response will be provided to this funder exactly as written.)

The Funder – Additional Questions

Here, the Center for Effective Philanthropy can add additional custom questions designed in consultation with the Foundation.

Demographics

40. What is your position? (Please check only one)

- ❑ Executive Director/CEO
- ❑ Other Senior Team (i.e., reporting to Executive Director/CEO)
- ❑ Project Director
- ❑ Development Staff
- ❑ Volunteer
- ❑ Other

The following questions will ask about your demographic characteristics. You have the option of completing all, some, or none of the questions. Each question has a "Prefer not to say" option.

CEP uses the demographic information in this section to analyze responses to other questions in this survey and to report on trends in ways that help funders understand how different groups of grantees experience their work together. As with other questions in this survey, only CEP will have access to your individual responses.

You will be asked to provide information on your demographic characteristics. The Funder will not receive the survey responses or demographic information of any individual. You can choose whether or not to provide this information to CEP by selecting the box below. If you choose not to provide this information, you will be brought to the end of the survey.

- ❑ I agree to provide this information in accordance with CEP's privacy policy.[7]

41. Please select the option that represents how you describe yourself: (Please check all that apply)

- ❑ Man
- ❑ Non-binary or gender non-conforming
- ❑ Woman
- ❑ Prefer to self-identify
  (optional, please describe): _____
- ❑ Prefer not to say

[7] This section is shown only to survey respondents based outside of the United States.

42. **Are you transgender?** (Please check **only one**)

- ❑ **Yes**
- ❑ **No**
- ❑ **Prefer not to say**

43. (Asked only of respondents in U.S.) **How would you describe your race and/or ethnicity?** (Please check **all** that apply)

- ❑ **African American or Black**
- ❑ **American Indian, Alaska Native, or Indigenous**
- ❑ **Asian or Asian American**
- ❑ **Latina, Latino, Latinx or Hispanic**
- ❑ **Middle Eastern or North African**
- ❑ **Multiracial and/or Multi-ethnic**
- ❑ **Pacific Islander or Native Hawaiian**
- ❑ **White**
- ❑ **Race and/or ethnicity not included above** (optional, please describe)**:**

  _____
- ❑ **Prefer not to say**

44. (Note: If you have survey respondents outside of the U.S., you have the option to include a customized question here related to the survey respondents' race and/or ethnicity, appropriate to their contexts.)

45. (Asked only of respondents in U.S.) **Do you identify as a person of color?**

- ❑ **Yes**
- ❑ **No**
- ❑ **Prefer not to say**

46. **Do you have a disability?**

- ❑ **Yes**
- ❑ **No**
- ❑ **Prefer not to say**

47. **Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?**

- ❑ **Yes**
- ❑ **No**
- ❑ **Prefer not to say**

Thank you for participating in this important survey.
Your time and candid feedback are appreciated.