

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

THIS AGREEMENT AMENDMENT is made and entered by and among the County of Champaign (“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 (herein after collectively referred to as “the Parties”), effective as of September 5, 2023.

WHEREAS, the Parties entered into an Agreement as of October 7, 2022, which is attached to this Agreement Amendment as Appendix A;

WHEREAS, the Parties’ Agreement included an Attachment (“Attachment 1”) which outlined a proposed program budget for community violence intervention program assistance in Champaign County;

WHEREAS, the County has approved additional funding of \$15,000 to assist the program, and Vision to Succeed has provided additional program documentation.

NOW, THEREFORE, the Parties further agree as follows:

The Agreement between the Parties is hereby amended with the following:

1. The County agrees to provide ARPA Funds in the amount of up to an additional \$15,000, for a sum total of up to \$30,000 funding to assist Vision to Succeed with costs of providing a community violence intervention program in Champaign County.
2. An additional Attachment is included (“Attachment 2” in Appendix A) that outlines the proposal for use of the additional \$15,000 funding.

The Agreement with Attachments 1 and 2 are attached to this Amendment Agreement as Appendix A, and are fully incorporated into this Amendment Agreement as if fully stated herein.

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

THE COUNTY OF CHAMPAIGN



Steve Summers, County Executive

VISION TO SUCCEED LLC



Banio Koroma, Jr., Founder & LLC
Manager

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. Kloeppel, 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



ATTACHMENT 2

VISION TO SUCCEED

2022-2023 Proposal

Attn: Champaign County
POSITIVE YOUTH DEVELOPMENT PROGRAMMING

Banio Koroma Jr.
907 W Marketview Dr., Champaign, IL 61821
PHONE: 217.565.9200
EMAIL: visiontosucceedllc@gmail.com
WEBSITE: visiontosucceedllc.com

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Section 1.

Provider Profiles

(A) **Name:** Banio Koroma Jr.

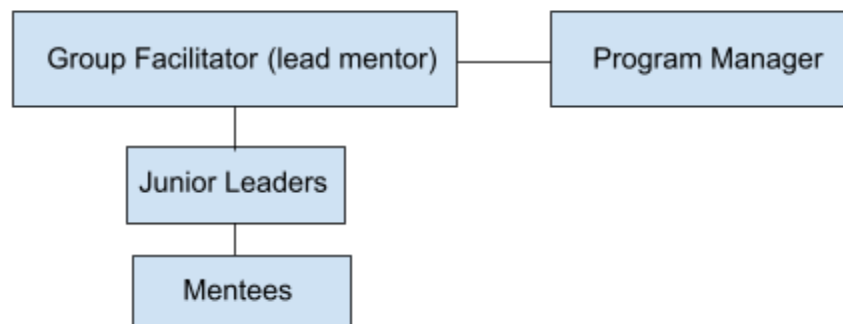
Address: 4303 S High Cross Rd, Urbana, IL 61802

Phone number: (217) 565-9200

Email: visiontosucceedllc@gmail.com

Website: visiontosucceedllc.com

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.



Providers	Availability	Resources/Duties
<i>Group Facilitator</i> Banio Koroma Jr.	all year round 40 hours/month	fosters discussion, lead activities and supports youth development
<i>Program Manager</i> Shanelle Koroma LPHA, LCSW	all year round 10 hours/month	manages the main program, giving detailed attention to program strategy, project delegation, and program implementation
Junior Leaders Caiyere Reid (Joshua Crespo)	all year round 40 hours/month	serve as a social role model, educate mentees on program expectations, and complete administrative tasks as assigned

Group Facilitator



Banio Koroma Jr.
Licensed Conflict Mediator, Life Coach, and Mentor

"I am a Youth Advocate and Peace Activist, passionately working on stopping Gun & Domestic Violence in our community, starting with the youth. As a former "At-Risk Youth", I feel a strong connection and obligation to help guide today's youth navigate these troubling times and inspire them to find self value and a "Life Vision" for themselves and their future.

My experience, in the human services field, spans over 15 years. Some of my background includes: advanced life skills training, violence de-escalation, delivering youth programming, conflict mediation, social skills, anger management, performance monitoring, professional reports, and program management. I've worked with organizations in Champaign County for 7 years to instill positive change in our community. Despite my efforts, affected mothers, uncles, grandparents, and community members continued to ask me to help them by mentoring the young males in their lives.

I started *Vision to Succeed* in 2020, to replace the negative & toxic images forced upon our youth, with positive and uplifting imagery & mindsets via "Reprogramming". My initial work first emerged in 2020 with a YouTube channel, where I uploaded teachings and motivations for at-risk youth. In 2021, I created and hosted a youth violence de-escalation radio show on WRFU 104.5, called the Mandela Effect. In 2022, I purchased a 7 acre nature retreat center in Urbana, where we currently host at-risk youth from the community in "Manhood Training Camp", by offering an alternative lifestyle from Gang & Street culture (criminality & violence).

By being a positive role model & providing a "Positive image" of a Black male in America, my goal is to combat the negative and destructive elements of "Toxic Masculinity" taught to our youth by American society, media and the entertainment industry.

Program Manager



***Shanelle Koroma LPHA, LCSW
Licensed Clinical Social Worker, Wellness Coach, and Consultant***

I am a trained Social Worker, passionately working on helping the most vulnerable. I received a BA from Bradley University in 2011 and MSW from University of Illinois Urbana-Champaign in 2012. I received my clinical license in 2017 and have provided individual mental health treatment since. My experience with violence prevention in Champaign County extends over 11 years and include: The Mobile Crisis Team, Urbana School District, CU Trauma Resilience Initiative, and most recently Vision to Succeed LLC.

My experience is unique, due to my extensive work in macro practice which include: leadership development, quality improvement, program planning, grant writing, advocacy, policy & program development, professional evaluation, community development & planning, and social change.

I started working with *Vision to Succeed* in 2019 by conducting a needs assessment, creating program goals, grant proposals, budget, and evaluation tools. As the program grew, my role shifted into Program Manager. I currently assist with the day-to-day operations, including: communication with funders, youth/family interventions, program planning/revision, evaluations, and budgeting.

Junior Leader

Caiyere Reid

Freshman, Centennial HS

I have experience in bookkeeping which requires good attention to detail, computer and math skills, and organization. For the Vision to Succeed organization, I have been responsible for the bookkeeping for the past few months. I have experience with collecting receipts, putting them all in a spreadsheet, and making sure they are all documented correctly and emailed. I also prepare mileage sheets, and document any updated expenses.

A notable accomplishment was being one of the first peer mentors to become eligible to apply for a paid position. I have been in the leadership role since last summer, and have even volunteered my time outside of regularly scheduled events. As one of the peer mentors, I receive monetary rewards at every graduation ceremony. The monetary rewards come from upholding the expectations and principles of the Manhood Training Camp.

As a peer mentor of the Manhood Training Camp, it would be a privilege to continue my leadership path in the organization by serving as the Bookkeeper for Vision to Succeed LLC.

Section 2.

Proposal Information

I. An overview of the proposal

GOAL: PREVENT AND REDUCE GUN VIOLENCE AND PROMOTE PUBLIC SAFETY

PROGRAM SUMMARY:

Vision to Succeed LLC, will focus on group mentoring, cognitive behavioral interventions, and violence education by serving males ages 10-17 years old that are:

- A. Youth living in areas impacted by gun violence in Champaign County
- B. Youth who display issues with violence, truancy, and emotional regulation

PROGRAM OBJECTIVES:

Vision to Succeed LLC, exists to address the problem of gun violence by:

- A. Mitigating the impairing symptoms youth are experiencing related to (gun) violence exposure.
- B. Providing youth with positive male role models & social belongingness and
- C. Poverty risk reduction by use of youth stipends.

II. Detailed technical response

A symptom of violence is *more violence*.

Violence will only grow in our community, if we do not address the trauma of (gun) violence exposure, especially amongst youth whose brains are rapidly developing. Males are particularly more at risk due to slower brain maturation and social norms that equate masculinity with abuse/violence. (<https://www.urmc.rochester.edu> › *Encyclopedia*)

When one's exposure to violence is left untreated, it impacts one's brain chemistry, causing lasting negative impacts on one's functioning.

Symptoms include:

- Post-traumatic stress disorder,
- Antisocial behaviors,
- Depression,
- Stunted cognitive and emotional development,
- Risky activities such as alcohol use, substance use, and other addictions,
- and increased likelihood in engaging in violence.

(referenced from <https://efsgv.org/learn/type-of-gun-violence/community-gun-violence/>) .

Vision to Succeed LLC was created for one purpose, which is to solve the problem of gun violence in our community. There are programs in Champaign County that impact youth for positive change, but there continues to be a need for strategic youth programming directed at gun violence prevention, youth violence intervention, and public safety.

We are confident our program model will result in decreased gun violence in our communities due to our extensive research, lived experiences and backgrounds. With behavioral data (tracked by schools), we can actually predict a youth's likelihood of becoming more violent and/or participating in gangs. Programs we have studied cite that their program interventions have decreased gun violence offenses anywhere from 30-55% in their respective neighborhoods. Our plan is to do the same. (references: *Operation CeaseFire*, *READI Chicago*, *Operation Peace Fellowship*).

INTERVENTIONS

- I. We expect to provide at least 200 hours of **Group Mentoring** which include:
 - A. **Youth Recreation**
 - B. **Youth Leadership & Career Development**
 - C. **Non-Violence Education**
 - D. **Life Skills Training**
- II. We expect to provide at least 100 hours of **Violence Prevention** services.
- III. We expect to provide at least 20 hours of **Cognitive Behavioral Intervention** services (home, community, school).
- IV. We expect to provide at least 10 hours of **Conflict Mediation (restorative)** services.
- V. We expect to provide at least 5 hours of **Referral Services**.
- VI. We expect to provide at least \$10,000 worth of **Financial Incentives** (junior leadership position, non-violence challenge, referral, leadership awards).

YEAR 2

Intervention Model & Expected Outcomes

PROBLEM: Decrease instances of gun violence in Champaign County.				
GOALS	Intervention	Objective: 18 mos	Objective: 24 mos	Outcome
<i>Decrease violent behaviors</i>	-Violence Prevention services -Life Skills Training -Conflict Mediation	Decreased 36 high risk youth maladaptive behaviors	Decreased 60 high risk youth & family maladaptive behaviors	Improved coping skills and behavior management
<i>Decrease stress</i>	-Youth Recreation -Conflict Mediation	Decreased 36 high risk youth stress symptoms	Decreased 60 high risk youth & family stress symptoms	Improved self-regulation and insight
<i>Decrease antisocial behaviors</i>	-Group Mentoring -Cognitive Behavioral Intervention	Decreased 36 high risk youth antisocial behaviors	Decreased 60 high risk antisocial behaviors	Improved empathy for others and regard for rules
<i>Improve mood</i>	-Youth Recreation -Group Mentoring	Decreased 36 high risk youth depression	Decreased 60 high risk youth & family depressed mood	Improved feelings of hope for the future
<i>Decrease anxiety</i>	-Cognitive Behavioral Intervention -Life Skills Training	Improved 36 high risk youth emotional functioning	Decreased 60 high risk youth & family emotional functioning	Improved insight and thoughtful responses
<i>Decrease exposure to violence in the summer months</i>	-Youth Leadership & Career Development -Referral Services -Financial Incentives	Decreased 36 high risk youth from participating in violence in the community	Decreased 60 high risk youth from participating in violence in the community	Fewer gun victims/fatalities

Program Design

YOUTH RECRUITMENT

Peer to Peer

- Recruitment efforts will be done by youth engaged in the program by inviting their peer group. This effort is incentivized by a \$25 gift card.

Parent to Parent

- Recruitment efforts will be done by parents engaged in the program by inviting their friend's children. This effort is incentivized by a \$25 gift card given to their child and a gas card if they provide transportation.

Digital Marketing to Community

- Recruitment efforts will be enhanced by our increasing media presence. Youth will create media content to target young males & parents of males.

INTAKE

- We will provide consent to services forms, authorization of release forms, permission forms for parents, youth, and organizations to sign. Transportation needs, scheduling barriers, and complex needs will be assessed and planned for.
- We will provide informational brochures to communicate youth intervention support to families in the home, school and community.
- We will provide release/exchange of information with community stakeholders to communicate and track the youth's data/progress.

PROGRAM INTERVENTIONS

PROGRAM 1

Youth Violence Prevention

We provide violence prevention training within agencies and institutions who serve youth to assist with their safety needs.

Violence Prevention Service

Indicators: Youth have witnessed a violent incident, youth in disciplinary settings

Response: Restorative circles, life skills training, and emotional regulation skills

Violence Mediation Service

Indicators: Youth involved in a violent incident, parents aware of behavioral issues

Response: Conflict mediation, restorative plan

Violence Intervention Service

Indicators: Male youth involved with violent incidents with his peer group, a male victim or a male witness of violent incidents with high risk factors

Response: Manhood Training Camp

PROGRAM 2

Manhood Training Camp

We engage at-risk males ages 10-17 years of age, who are displaying issues of violence in the Manhood Training Curriculum.

Non-Violence Training

Group facilitation: 4 weekend classes aimed to prevent gun, domestic, and community violence.

Topics: Self-Discovery, Game Planning, Action Steps, Fruition

Rites of Passage Ceremony

Ceremony: Family/peer event to welcome and signify positive changes in embracing manhood.

Topics: VISION acronym (vision, integrity, self-respect, intelligence, optimism, non-violence)

Mentoring Support

Follow Up Services: monthly check-ins, referrals, parent support.

Incentives: recreation groups and monetary rewards for meeting goals.

Scheduled Programming

Week 1: YOUTH RECREATION- fun activities to improve mood

Week 2: LIFE SKILLS TRAINING-class to increase life proficiency

Week 3: MEDIA PRODUCTION- youth-led violence prevention
Week 4: CAREER DISCOVERY- learning from men in careers
Summers- includes weekly Money Making Sessions (*MM)

<p>June Week 1: Fishing, *MM Week 2: Paying Bills, *MM Week 3: Media Production, *MM Week 4: Career Discovery, *MM</p>	<p>October Week 1: Football Game Week 2: How to Buy A Car Week 3: Media Production Week 4: Career Discovery</p>	<p>February Week 1: Rock Climbing Week 2: Self-care Week 3: Media Production Week 4: Career Discovery</p>
<p>July Week 1: Paintball, *MM Week 2: Etiquette Training, *MM Week 3: Media Production, *MM Week 4: Career Discovery</p>	<p>November Week 1: Basketball Game Week 2: Personal Finance Week 3: Media Production Week 4: Career Discovery</p>	<p>March Week 1: Trampoline Park Week 2: Health & Fitness at the YMCA Week 3: Media Production Week 4: Career Discovery</p>
<p>August Week 1: Kayaking & Tubing, *MM Week 2: Health & Fitness at the YMCA, *MM Week 3: Media Production, Week 4: Career Discovery</p>	<p>December Week 1: Archery Week 2: Resume Building Week 3: Media Production Week 4: Career Discovery</p>	<p>April Week 1: Ziplining Week 2: Cooking Class Week 3: Media Production Week 4: Career Discovery</p>
<p>September Week 1: Go Kart Racing Week 2: Cooking Class Week 3: Media Production Week 4: Career Discovery</p>	<p>January Week 1: Mystery Room Week 2: Dating & Relationships Week 3: Media Production Week 4: Career Discovery</p>	<p>May Week 1: Golf Drive Week 2: How to Build/Install Items Week 3: Media Production Week 4: Career Discovery</p>

PROGRAM 3

Junior Leadership

Participants who actively display Manhood Training core components, meet their behavioral, academic, and social goals, have 6 months of active engagement, are hired on as Junior Leaders.

Leadership Development

Peer Mentor: the young male provides positive peer influence and teach new recruits Manhood Training.

Professional Training: the young male serves as a working committee member for Vision to Succeed.

III. Detailed costs

YEAR 2

BUDGET ALLOCATION

Services	Resources	Costs
Group Facilitation <i>Banio Koroma Jr</i>	Manhood Training Camp Junior Leadership Training Violence Prevention Non-Violence Challenge	\$20,000
Programming	Referral Incentives Youth Recreation Life Skills Training Career Development Money Making Sessions	\$12,000
Junior Leadership (Youth Stipends) <i>Caiyere Reid</i> <i>Joshua Crespo</i>	Group facilitation Peer mentoring Bookkeeping Digital Content Creation	\$10,000
Program Management <i>Shanelle Koroma</i>	Program Development/Strategy Project Delegation Program Implementation Program Evaluation	\$10,000
Meals	meals for youth programming meals for rites of passage ceremony with family	\$10,000
Materials/Supplies	office supplies, outdoor equipment/recreation, gas cards	\$3,000
Transportation	Gas Mileage Reimbursement 12 passenger van rental	\$2,000
		TOTAL \$67,000

Section 3.

Annual Report for 2022-2023



Organization Name	Vision to Succeed LLC	Reporting Period
Program Founder & CEO	Banio Koroma Jr.	05/01/2022 - 04/30/2023

HIGHLIGHTS

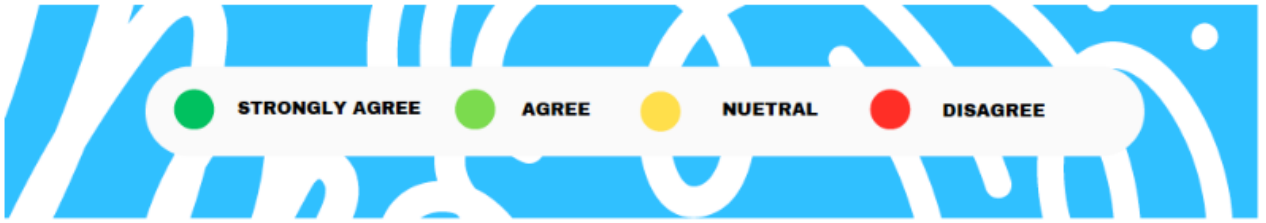
- In Year 1, we reached over 137 young males ages 10-17 years old.
- 47 young males completed our 12 hour non-violence prevention training.
- 82% of youth engaged in our weekly programming, have eliminated significant impairments such as: truancy, behavioral, and/or attendance issues.
- We provided over 238 hours of youth programming, family support, school intervention, conflict mediation, restorative activities, retaliation prevention, youth leadership development, care coordination, and prevention services.
- We collaborated with local churches, schools, youth programs, and organizations in our community, to provide violence prevention services.

CHALLENGES

- Services can be sporadic and unpredictable in frequency for youth who have parents with impairments such as SUD, DD, and MHI.
- We have been creating relationships with others in the youth's support network to provide consistent programming. Future action steps will need to address how to better support the family unit.

SURVEY DATA

Population	Items	Results
<p>Youth Feedback</p> <p>"I think this program is amazing and feel this program would benefit people and help keep there life on track. Also the activities are amazing and we get exposed to new things in life."</p> <p>"I think this program is very good for violence prevention and the development of the male youth in the community."</p> <p>"..this program exceeds my expectations and feel as if it serves everything I need in life."</p>	<p>I feel as a result of this program, I can manage my emotions better</p> <p>I feel as a result of this program, I find that I look forward more to things</p> <p>I feel as a result of this program, I can manage my emotions better</p> <p>I feel as a result of this program, I have more empathy for others</p> <p>I feel as a result of this program, I understand and respect rules more</p> <p>I feel as a result of this program, I have more hope for my future</p> <p>I feel as a result of this program, I am more sociable or confident</p> <p>I feel as a result of this program, I choose my friends better</p> <p>Overall, how valuable was the Manhood Training Camp experience to you?</p>	<p>60%</p> <p>40%</p>
<p>Parent Feedback</p> <p>"I believe it has helped me to gain some insight on my sons. I have also found out some of their skills and interests I wasn't aware."</p> <p>"It's very beneficial to young men in our community and I see the positive impacts on my son. The activities are also fun and informational."</p>	<p>Since my child has been in this program, I feel less stressed</p> <p>Since my child has been in this program, I find that I have more time for things</p> <p>Since my child has been in this program, I practice more self-care</p> <p>Since my child has been in this program, I have more patience</p> <p>Since my child has been in this program, I have more hope for the future</p> <p>Since my child has been in this program, I feel more supported</p> <p>Since my child has been in this program, I am more aware of my child's friends and influences</p> <p>Overall, how valuable do you think Manhood Training Camp is to your child?</p>	<p>50%</p> <p>50%</p>
<p>Community Partner Feedback</p> <p>BK was a very consistent presence in our building. He is willing to help in any way possible with students.</p>	<p>How would you rate BK's mentoring ability on a scale of 0-5?</p> <p>I would rate BK's conflict mediation skills on a scale 0-5.</p> <p>How effective was BK's Nonviolence Challenge?</p>	<p>50%</p> <p>32</p> <p>50%</p>



2022-2023 Programs

PROGRAMS	Entities Served:
Junior Leadership Program	<i>Community</i>
Manhood Training Camp	<i>Churches, Community, Organizations, Youth Programs</i>
Non-Violence Challenge	<i>Schools</i>
Youth Violence Prevention	<i>Churches, Organizations, Schools, Youth Programs</i>

Evaluation for 2022-2023

1. Is there decreased violence (less fighting, acts of aggression) in the school environment?

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

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

2. What activities were included in the program?

- Cooking, Archery, Golfing, Derby, Movies, Skating, Laser Tag, Bowling, Basketball, Billiards & Games, Planetarium, Kayaking, Bonfire, Mystery Room, Basketball Game, Hockey, Trampoline Park, Fishing, Board Games, Business & Finances, Painting

3. Who was missing?

- Youth interested in making money instead.

4. What topics were presented?

- Community Violence, Domestic Violence, Anger Management, Ethics & Behavior, Sexual Harassment, Bullying, School Violence, Peer Pressure, Dating, Self-Discovery, Goal-Setting, Self-Accountability.

5. What activities or topics were not carried out?

- How to Buy a Car, Real Estate Investing, Money Making Sessions were not done each quarter

6. What did the participants think of the program and its activities?

- "Very Satisfied" from survey data

7. How many Junior Leaders did you train to co-teach and implement the program?

- 1 Junior leader is fully trained. 2 others are in training.

8. With how many other groups are we collaborating on our program?

- Ongoing violence prevention services are administered to DREAAM. Other collaborative groups are LIFT Program, 4H extension, and YAC.

9. How effective is the program in keeping participants from engaging in violent behaviors?

- 82% of engaged participants are compliant with non violence criteria as set by the program.

10. Which strategy is most cost-efficient?

- Non-violence challenge is most cost efficient, trackable, but does not address broader community violence, rather school violence. Money Making sessions are most expensive but have a higher likelihood to decrease gun and community violence.

11. Which program — peer-to-peer or adult-taught refusal-skills training — results in the greatest reduction in violent behaviors?

- Peer-to-peer appears to result in the greatest reduction in violent behaviors. The core group of mentees provide positive peer pressure and establish healthy group norms.

12. Does participation in our violence intervention programming reduce the reported violent behaviors?

- Violence intervention services work for first offenders but do not appear to be effective with youth who are chronically truant.

13. Which recruitment approach yields at the least cost and retains the most youth throughout the program?

- Involved parents with transportation **retains** the most youth in community-based programming.
- Youth service organizations and schools engage youth **at the least cost**.
- For youth who have difficulty with program compliance, access to transportation, peer-pressure, and money are most impactful.

14. Did social media advertising and school engagement do the best job of advertising our program?

- Social media, parent referral, and news coverage did the best of advertising the program [in that order].

Section 4.
LLC Document

Form LLC-5.5 Secretary of State Jesse White Department of Business Services Limited Liability Division www.ilsos.gov	Illinois Limited Liability Company Act Articles of Organization	FILE # 11891314 FILED JUN 03 2022 Jesse White Secretary of State
	Filing Fee: \$150 Approved By: MAG	

1. Limited Liability Company Name: VISION TO SUCCEED LLC

2. Address of Principal Place of Business where records of the company will be kept:
4303 SOUTH HIGH CROSS ROAD
URBANA, IL 61802

3. The Limited Liability Company has one or more members on the filing date.

4. Registered Agent's Name and Registered Office Address:
 BANIO KOROMA JR
 4303 S HIGH CROSS RD
 URBANA, IL 61802-7070

5. Purpose for which the Limited Liability Company is organized:
 "The transaction of any or all lawful business for which Limited Liability Companies may be organized under this Act."

6. The LLC is to have perpetual existence.

7. Name and business addresses of all the managers and any member having the authority of manager:
 KOROMA JR, BANIO
 4303 SOUTH HIGH CROSS ROAD
 URBANA, IL 61802

8. **Name and Address of Organizer**
 I affirm, under penalties of perjury, having authority to sign hereto, that these Articles of Organization are to the best of my knowledge and belief, true, correct and complete.

Dated: JUNE 03, 2022 BANIO KOROMA JR
 4303 SOUTH HIGH CROSS ROAD
 URBANA, IL 61802