

RICHMOND SUMMIT

RIA FAITH BASED INITIATIVES

PREPARED BY

**Richmond Improvement Association
October 26, 2005**

RIA FAITH BASED INITIATIVES

The following document contains eight Faith Based initiatives RIA plans to launch in Richmond California. These eight initiatives represent grassroots work that will come out of our churches and community centers.

Initiative #1

African American Men against Crime, Violence and Injustice

At the June 4, 2005, Black on Black Crime Summit, the keynote speaker Dr. Jawanza Kunjufu spoke on the need for African American men to stand together and go out and build relationships with those young men on the street corners. The building of those relationships will translate into trust, empowerment and hope.

To that end, the Richmond Improvement Association (RIA), in partnership with the Richmond Branch of the NAACP, is proud to announce the formation of 100 African American Men against Crime, Violence and Injustice.

MISSION STATEMENT

The mission of 100 African American men against crime, violence, and injustice, is to assist in the human struggle against conditions, that foster a climate of self-destruction by providing a climate that instills a consciousness, which promotes an attitude that calls to the preservation of life, and zero homicides in the city of Richmond. We accept the responsibility of assisting and promoting positive changes that place us on the path to reclaiming our human dignity by initiating

A 10 - point program out lined below:

1. **Spirituality/God/Ethics**

- ✍ Explores the connection between SELF and CREATOR. Reveals how efforts for positive and productive lives are God-prescribed and God supported.
- ✍ Youth will learn about spiritual principals such as; hard work, courage, love, patience, kindness, humility, friendship, etc.

- ✍ Develop workshops teaching the above principles utilizing churches, masjieds, and other available facilities. (Professionals will teach the workshops)
- ✍ Provide opportunities for our youth to meet and connect with other adults who can serve as role models and resources in good and in stressful times.

2. **Sports**

- ✍ Assist youth in developing moral character, and self-esteem.
- ✍ Major goal is to attract our troubled youth into positive programs.
- ✍ Support youth sports teams with the inclusion of soccer and golf.
- ✍ Assist youth in developing moral character, and self-esteem.
- ✍ Promote home town champs (Richmond Steelers) with team or teams on bill boards around the city.
- ✍ Develop year-round sports center.
- ✍ Create positive competition between different communities.
- ✍ Recruit local sports professionals to come to workshops and banquet to inspire our youth.
- ✍ Youth will receive awards for fair play and character development.

3. **Academics**

- ✍ Establish off-season sessions for continued education enrichment.
- ✍ Achievement awards. (To inspire youth to greater excellence)
- ✍ Assist in developing healthy study habits.
- ✍ Enhance test taking skills.
- ✍ Assist in developing personal education plan.
- ✍ Assist in increasing reading and math skills.
- ✍ Assist with applications to college/junior college and vocational schools.
- ✍ Assist in acquiring scholarships through partnerships with schools and community organizations.

4. **Mentoring;**

- ✍ Immediate goal: (match all 100 A.A. men with mentees)
- ✍ Establish one on one relationships.
- ✍ Assist families in developing support systems in community.
- ✍ Provide technical skills training.
- ✍ Provide professional counseling referrals when necessary.

5. **Economic Development;**

- ✍ Assist youth in developing economic programs. (self-sufficiency)
- ✍ Establish an entrepreneur training program.
- ✍ Financial Literacy workshops.
- ✍ Budgeting workshops.
- ✍ Computer Skills training.
- ✍ Job base referrals.

6. **Job Training and Placement;**

- ✍ Orientation for job search/ Presentation.
- ✍ Match with professional volunteers.
- ✍ Recruit senior and retired journeymen to work with youth to assist in carpentry, plumbing, electronics, auto repair and other skills.
- ✍ Assist youth in gaining entry to pre-apprenticeship/apprenticeship programs.

7. **Self-Awareness;**

- ✍ Self-knowledge is the foundation of self-identity and self-respect.
- ✍ Establish human capacity, potentials and possibilities.
- ✍ Self esteem workshops.
- ✍ Develop communication skills.
- ✍ Increase knowledge of African American history.
- ✍ Cultural (our culture is the framework for our values, perceptions, and interactions in our world)

8. **Physical and Mental Health;**

- ✍ Distribution of health information via workshops around the city.
- ✍ Health fairs and seminars.
- ✍ HIV-Aids education workshops.
- ✍ Proper diet awareness workshops.
- ✍ Drug and alcohol abuse workshops.
- ✍ Personal hygiene workshops.

9. **Father-Hood/Man-Hood**

- ✍ Man-Hood training. (workshops)
- ✍ Link fathers in prison to outside individuals and organizations to assist in their release. (stable housing and employment)
- ✍ Father and Son activities.
 - ✍ Celebrating fatherhood. (workshops)
 - ✍ Organize annual father and son dinner awards night.

10. **Re-entry Program**

- ✍ Assistance with housing.
- ✍ Exit plan for release.
- ✍ Develop safe houses. (program for men released back into the community)
- ✍ Job assistance and training.

The 100 African American men will partner with other organizations and individuals in the development and implementation of above programs.

Initiative #2

Athletes United for Peace Community Center Service Proposal

I EXECUTIVE SUMMARY

Athletes United for Peace (AUP) in partnership with the Richmond Improvement Association (RIA), is seeking to develop a community-based partnership with the City of Richmond in conjunction with the City Manager's Office and the Parks & Recreation Department to revitalize program services at the following community centers: Nevin Community Center, Booker T. Anderson Community Center, Martin Luther King, Jr. Community Center, Sheilds/Reid Community Center and Parchester Village Community Center, for the youths and young adults that have recently been deprived of recreational activities.

Upon working out a partnership agreement (memorandum of understanding) with the City of Richmond, AUP and RIA is prepared to develop a

comprehensive proposal for solicitation of outside funding to implement the pilot project. In no way does AUP and RIA feel this project should be construed as an attempt to privatize the city's park & recreation department by the contracting of an outside agency/organization to perform the staffing duties at the facility. Instead this project was conceptualized and developed to assist the city during this economic hardship.

II ATHLETES UNITED FOR PEACE

Athletes United for Peace (AUP) is a nonprofit organization committed to promoting peace, education and friendship through programs and events for young people. Throughout the organization's twenty-year history, the staff and volunteers have worked in partnership with numerous local government agencies, educational institutions, religious groups, and other community organizations to increase program service delivery goals, thereby helping to "improve the quality of life" and build stronger communities.

AUP Executive Director Doug Harris, a NAIA college basketball All American (1983), is a former NBA draftee of the Golden State Warriors who has played overseas professionally in the Philippines, Argentina, Spain,

Greece and Italy. He worked for the City of Richmond's Parks & Recreation Department as a recreation program coordinator from 1991 to 1998 at Parchester, Shields-Reid and Booker T. Anderson Community Centers. Doug earned his masters degree in Interdisciplinary Studies (Wellness, Recreation & Sport/Digital Technology) from California State University, Monterey Bay (1998). Since joining Athletes United for Peace in 1990, Doug has served with AUP as a volunteer, sports coordinator, head basketball coach, executive director and board member.

Since 1993, Harris has administered the organization's annual program services contracts with the City of Berkeley's Health & Human Services for the Berkeley Latenight Basketball prevention program for young adults (18-27). In 1998, he became an NGO representative to the United Nations, and helped to organized the youth program at the World Peace Conference (Hague Appeal for Peace) in the Netherlands.

Harris is also an award winning documentary film producer, who also heads *AUP Media*, the nonprofit organization's film and digital video division.

The following are profiles of programs AUP has offered and propose to offer in partnership with RIA at the Community Centers:

Academics & Sports Project

The project was developed by Athletes United for Peace in 1990 by the organization's staff and a group of ex-collegiate student-athletes from universities around the Greater Bay Area. The objective was to provide mentorship and guidance to aspiring young athletes, while simultaneously teaching them the importance of balancing their academics while participating in extracurricular sports activities in their respective elementary and middle schools.

The project consists of mandatory academic sessions with the youth participants prior to youth sports and fitness activities, with a curriculum that includes regular reading and writing assignments designed to facilitate topic discussions in the areas of: avoiding negative peer pressure, long and short term goal setting, high school core requirements, educational guidance, teamwork and sportsmanship, nutrition and wellness. Over the years, the project has been conducted in partnership with the Berkeley Unified School District (Berkeley High School), City of Berkeley Parks & Recreation

Department (James Kenny Recreation Center) Downtown Berkeley YMCA, and the Booker T. Anderson Community Center.

Digital Technology Academy

In 1997, AUP formed the Digital Technology Academy to address the myriad of issues surrounding the “digital divide” and the limited access to information technology for economically disadvantaged young people in the Bay Area. Structured as a combination media arts/job training program, the academy introduces participants to the ever-growing fields of multimedia and digital video production. Areas of instruction include: digital camera operation, screen composition lighting & audio, project research, script writing, graphic design, special effects, desktop editing and web design.

Upon completion of the training phase of the academy, participants are assembled into a production crew and receive hands-on work experience on specified outcome projects produced for cable access television broadcast.

Since 1999, the Digital Technology Academy, in conjunction with the Contra Costa County Service Integration Program has produced a six-part documentary film series titled “An Exploration of Our History.” The community history project examined two of the county’s geographic areas

from social, political and economic perspectives. In addition to winning numerous film and video festival awards, the project received recognition in the U.S. House of Representatives Congressional Record. Four Bay Area community colleges are currently using the six (6) community history documentaries for educational curriculum.

AUP has also partnered with the California State University, Monterey Bay, Alameda County Juvenile Probation Department, City of Berkeley Public Library System and Berkley High School to conduct the innovative media arts training program for economically disadvantaged high-risk youth.

Latenight Basketball Program

The Latenight Basketball Program was established in 1993 by AUP and the City of Berkeley to provide young adults (18-28) with an alternative social/recreation activity during the peak time when crime amongst their age group has traditionally been high on Friday evenings (7:00-11:00 p.m.). The year-round prevention program offers participants an opportunity to actively engage in workshops and rap sessions that cover issues which include: employment preparation & vocational training, conflict resolution, domestic

violence, substance abuse, career exploration, information technology (Internet), and community service. The program is funded annually by the City of Berkeley Health & Human Services Department and is conducted in close coordination with the Berkeley Police Department's community policing program.

Throughout the long history of the Latenight Basketball program, AUP has successfully worked with a high number of targeted hard-to-reach high-risk young adults participants from the surrounding cities of Oakland and Richmond.

Schedule of AUP Programs

Latenight Basketball

Friday evenings 7:00 p.m. to 11 p.m.

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Digital Technology Academy

Tuesdays & Thursdays 4:00 p.m. to 9:00 p.m.

Academics & Sports Project

Monday thru Friday 3:30 p.m. to 6:00 p.m.

Initiative #3

Center for Youth Leadership & Community Development

The Center for Youth Leadership and Community Development (CYLCD) is the 501 (c) (3) non-profit affiliate to Muhammad's Mosque in Richmond, CA. CYLCD specializes in working with highly at-risk youth and operating an after school program with its computer lab.

In 2000, CYLCD donated a computer lab to the Nevin Community Center. That computer center had to be shut down when the Nevin center closed in 2004. CYLCD, in partnership with the Richmond Improvement Association (RIA), proposes to re-open the computer lab at the Nevin Community Center and the following centers that are in high crime areas, Booker T. Anderson Community Center, (Upper Southside) Martin Luther King, Jr. Center, (Lower Southside) Shields/Reid Community Center (North Richmond) and the Parchester Community Center (Parchester Village).

CYLCD and RIA propose to deliver the following three services at each center:

Computer Lab & After School Program

CYLCD and RIA will establish a fully functional computer lab at each Community Center to be utilized by the community and all of the partnering

agencies serving the centers. CYLCD and RIA proposes to staff the centers Mon.–Fri. from 3pm – 6pm for an after school program, providing tutoring, computer training, and a safe learning environment for youth, many of whom go without proper supervision in the hours after school. Many national studies have shown that the rate of violence skyrockets in the 3-4 hours after school. This program will work to reduce violence, improve academic achievement, and increase the capacity of the community.

Violence Prevention Workshops

CYLCD and RIA will provide violence prevention/cognitive behavior change workshops for highly at-risk youth age 13-21. The workshops will be coordinated by CYLCD Executive Director David Muhammad, who has worked in the field of juvenile justice for the past ten years. He teaches courses for juvenile offenders in California Youth Authority (CYA), Alameda County Juvenile Hall, and has trained hundreds of organizations working with this population. Mr. Muhammad has received two prestigious leadership awards and fellowships from the California Wellness Foundation and the Rockefeller Foundation.

CYLCD and RIA intends to partner with the school district, the county's probation office, and the CYA's parole department to identify, refer and mandate youth to participate in the workshops. CYLCD and RIA propose to conduct these workshops on Tuesday and Thursday evenings from 6 – 8pm.

CYLCD and RIA intends for these workshops to be the start of an evolving menu of services provided to highly at-risk youth. Other services would

include pre-release workshops in the county's juvenile detention centers, case management, re-entry services, and more.

Employment Readiness Workshops

With the City of Richmond mandating companies to hire a certain percentage of Richmond residents, there is a growing need for qualified workers. While programs exist to train employees on the hard skills necessary to perform the duties of a job, vitally necessary soft skills often go overlooked and become the reason for high employee turnover rates.

CYLCD and RIA propose having workshops for the potential labor pool that stresses the soft skills/like skills needed to maintain employment. Employee attitude, worker morale, promptness, and proper protocol, are some of the many subjects that will be taught in the workshops.

CYLCD and RIA intend to partner with RichmondWorks and the City of Richmond to conduct these workshops for prospective employees of companies required to hire Richmond residents. The workshops will also be provided free to the community.

Initiative #4

Richmond Steelers Preparation for Life Program

The Richmond Improvement Association hosted a community summit to diagnose the current state of the City of Richmond and to identify best practices as it relates to addressing the city's high unemployment rates, low performing schools, high crime/murder rates among young black men, and scarce economic opportunities. Following is a summary of one best practice resulting from the summit.

The philosophy behind RSPFL, a proposed partnership between The Richmond Steelers Youth Football Organization, Street Soldiers, The Richmond Improvement Association (RIA) and Richmond Labor and Love Community Development Corporation (RLLCDC) is explicitly about equitable access to high quality education experiences and opportunities; violence prevention and safe communities; parental involvement and support services; job training and employment opportunities. The project design will engage team members, coaches, parents, Community and Faith Based Organizations (CBO & FBO) in supporting the academic success, safety, support and employment training and placement of the Richmond Steelers team members and parents.

The youth participating in the Richmond Steelers Football Program consist of about 200 to 300 underserved young men per year. About 98% of the participants in the program are Afro American. Most of them attend schools in Richmond where there is a high concentration of low income students (70% for middle schools). Richmond is also home of several of the worst schools in the State of California. These young men are also growing up in a city that was labeled the 12th most dangerous city in America and the most dangerous city in the State of California in 2004. Over the past 3 years 103 people have been murdered in the City of Richmond 87 have been young men of color many who once played in the Richmond Steelers Youth Football Program. In addressing this need we propose the following as a best practice:

- ✍ The Richmond Steelers Program is very popular and it currently works with its participants 3 months out of a year: **GOAL;** make the program year round by requiring team members to attend weekly academic preparation, violence prevention, soft skills training session, and community involvement events.
- ✍ The organization usually loses contact with the participants and their families after middle school: **GOAL;** Ongoing advocacy, mentoring,

tutoring, shadowing, and tracking participants through the second year of college, business school, or apprentice program.

- ✍ The organization serves 200 to 300 young men from elementary to middle school age: **GOAL;** Open a Richmond Steelers all male Preparation for Life Charter School District serving grades kindergarten to the 12th grade.
- ✍ Most of the parents of the participants are in need of some type of social service benefit. **GOAL;** Create a resource and referral network for the parents. Train and hire parents to assist within the organization.

Initiative #5

T.K. YOUTH FOUNDATION

(This is an excellent existing program that in partnership with Mr. Landrin Kelly,

RIA will seek to provide technical and financial assistance)

T.K. YOUTH FOUNDATION

PERSONAL CIRCUMSTANCES

Throughout my life I have been faced with several challenges, which could have potentially disrupted my education, luckily I have developed the necessary skills to confront and overcome these circumstances. One of the circumstances that I have had to overcome was to stay focused in an environment, which has not always been conducive in obtaining a solid education. Many people imagine the life of a teenager as being carefree and simple, but that is not the case in the city I live in. While growing up in Richmond, California there has been a lot of distractions. For example, the murder rate of young African Americans in the city is very high, drugs are rampant in the community, not very many of the youth in the community understand the importance of an education, much less if they live or die. Many youth place more importance on being in a gang than an education. A large number of the youth don't even graduate from high school. They either dropout, go to jail, or unfortunately get murdered. Something so simple as sitting down doing your homework can be a challenge. While trying to study I have often had to contend with hearing gunshots and ambulance or police

cars racing up and down the streets. The library is just a shelter for the homeless and a baby-sitter for young children waiting until their parents get off work. Through all of this I have established high expectations and standards for myself. I am determined not to end up like so many of my peers. I have a strong sense of purpose and direction for my life. I am motivated to strive to be the best person I can be, with the understanding that a solid education can lead to self-improvement as well as, social and economic empowerment.

Written by Terrance Kelly

Part of his Application for University of Oregon, submitted as his personal statement, fall of 2004.

About The Foundation Inspired by the memory of his son Terrance, Landrin Kelly formed the Terrance “T. K.” Kelly Youth Foundation (TKYF) with one goal in mind: To continue the legacy of his son’s achievements and accomplishments. The Terrance “T. K.” Kelly Youth Foundation seeks to provide community outreach for children and youth ages 10-17 through a variety of cultural, educational and community outreach activities and

programs. The Foundation's goal is to assist youth in developing their self-esteem and purpose while striving to create an environment that inspires the youth to stay off the streets, complete a high school education, pursue continuing education and become contributing members of society and the community.

Purpose: TKYF seeks to positively affect the quality of life of urban youth in Richmond and the East Bay Area by ensuring that there are education, recreation and career programs and services available that provide the necessary tools and resources to become successful, productive community leaders and citizens.

Mission: Our Mission is to impact the lives of children and youth in Richmond and other urban communities throughout the Bay Area. Through partnership with like organizations, TKYF seeks to inspire and empower youth in urban communities, who face challenging circumstances. TKYF's goal is to guide children and youth realize their individual potential while learning responsible citizenship.

Why: With school districts and local government continued budget cuts in the areas of education, many services and programs are being cut and or eliminated. Unfortunately, there are not enough educational and recreational programs in the Richmond and many other urban communities in the Bay Area which leads to the demise of many youth. Without the proper guidance and positive alternatives for youth, they will not be empowered with the necessary skills to make wise life decisions. TKYF's goal is to provide a safe haven for children and youth by providing effective programs, services and recreational activities including sports, mentoring, tutoring, academic enrichment arts & crafts and cultural arts programs.

Where: TKYF programs and services are offered to the community at Martin Luther King Center at 360 South Harbor Way, Richmond CA, 94801.

When: Monday - Thursday from 3:00-7:00 pm

Community Partnerships: The TKYF is a non-profit 501 (c) (3) organization. TKYF program and services are made possible by the generous donations and support of our community partners, corporate

foundations and individual donors including: Police Activities League, Richmond, CA, Willie McGee Foundation, Richmond, CA, The Children's Foundation, Richmond, CA, City of Richmond-Recreation Division, Richmond, CA, Healthy Communities, Inc., Richmond, CA, Contra County-Probation Department, San Pablo, CA, Richmond Police Department-Chaplin's' Police Program, Richmond, CA (partial listing)

Initiative #6

THE RETURN OF THE BULLS

The participants at the June 4, 2005, Richmond Black on Black Crime Summit, agreed that one of the problems facing the African American family is the absence of the men/fathers (The Bulls). The men who are supposed to guide the young men in the community are absent (incarcerated), consequently the young men are out of control.

The Richmond Improvement Association, in partnership with The National Trust for the Development of African-American Men, will launch a reentry program at San Quentin prison for those incarcerated men from the City of Richmond. The following is an outline of the program:

“The Return of the Bulls”: Violence Control in Richmond, California

The National Trust for the Development of African-American Men operates an Asset-Based Leadership and Community Development Program for men incarcerated in state prisons. The primary goal of the program is to teach inmates that: (1) they alone are responsible for their behavior and, hence, their current condition; and (2) they have assets – both as individuals and as a “community of inmates” – that they can marshal for the benefit of themselves, their families, and their communities, both inside and outside of prison.

Like traditional reentry programs, the Trust prepares incarcerated men to return home. However, rather than promising jobs, counseling, or other services, the Trust equips men with positive self-esteem and a value system that encourages engagement in family and community life. The Trust accomplishes this by focusing on individual and collective transformation of its participants -- from “Liability to Asset.”

The Trust program combines peer counseling and support, instruction in personal, leadership and community development, and project-based learning experiences for the project-based learning component, Trust Fellows conduct in-prison projects to provide a service within the institution or to a community on the outside. These projects provide opportunities for the men to apply their newly acquired positive values and knowledge, and exercise their new sense of civic and community engagement. Through projects and assignments, Trust Fellows are encouraged to: (1) strengthen their connection to and support of their children and families; (2) make a positive contribution to their current environment—the prison; (3) increase their awareness of the challenges their home communities face; and (4) take responsibility for addressing those challenges.

For the past two years the Trust has been working in San Quentin prison on a grant from the California Endowment on a prison/community health care initiative. This work has allowed us to create a group of Trust Fellows in San Quentin. The Trust recognizes, as does the Center for Diseases Control, that violence is a health issue as opposed to a crime issue and should be addressed as such.

Given this perspective the violence in Richmond has come to the attention of the Trust Fellows and they have decided that they can play a key role in reducing the violence and making Richmond a safe viable community.

Much of the violence in Richmond is related to individuals who are, or have been currently incarcerated in San Quentin prison; therefore, it is mandatory that these men take primary responsibility for bringing the problem under control. As the Trust Fellows say, “the bulls must come back to the community”. In other words the men who are supposed to guide the young men in the community are absent (incarcerated), consequently the young men are out of control.

To address this problem RIA and The National Trust for the Development of African American Men propose the following scope of work:

1. RIA, The Trust and Trust Fellows will convene a town meeting of men in San Quentin who are from Richmond. This will be a peer-to-peer, man-to-man meeting to engage the men in a discussion around stopping the violence and building the community.

2. RIA, The Trust and Trust Fellows will convene a meeting in San Quentin with community people and the men from Richmond to discuss the problem and discuss a plan of action.
3. RIA, The Trust and Trust Fellows will conduct a video/conference with formerly incarcerated men who are currently in Richmond to discuss the role that they might assume in violence reduction and public safety in Richmond.
4. RIA, The Trust and Trust Fellows will develop a plan of action based upon the above-mentioned community meetings that will address the issue of violence and public safety.

The goals of the project are:

1. Mobilize incarcerated men in San Quentin to address the community violence and safety issue in Richmond.
2. Initiate positive interaction between the greater Richmond community and the incarcerated men from that community.
3. Mobilize formerly incarcerated men to work toward becoming assets for that community.

4. Help the community realize that incarcerated and formerly incarcerated men can be a valuable resource to be utilized by the community in many roles.

Initiative #7

PROPOSAL TO INITIATE AND ENACT A YOUTH COMMUNITY REVITALIZATION PROJECT IN THE CITY OF RICHMOND

In order to contribute to the goal established by the Richmond Improvement Association and its colleagues of zero homicides in the city of Richmond by 2008, we propose a broad-based internship and tutoring program targeting young men (and women?) living in Richmond. This program means to involve these youth in the process of community revitalization so necessary towards the accomplishment of this goal by opening up and making available to them long-established resources in the city of Richmond. In doing so, such a project aims to cultivate a diverse array of interests and skills among these young men and women and firmly establish their role as the future leaders of their own community. As such, they will be uniquely positioned to serve as realistic role models to younger adolescents in

Richmond who can in turn be encouraged and involved further in this process.

This project consists of two components: the first shall target young men, ages 18-29. The second will focus primarily on adolescent males in high school.

Component 1: Entrepreneurial and Project Design Internship for men and women ages 18-29

This component seeks to align local entrepreneurs and other current leaders of business, politics, and human resources in Richmond with the interests of approximately 30 young interns ages 18-29. These interns will ultimately be responsible for the design and implementation of a community revitalization project that involves the participation of at risk high school freshmen.

After a preliminary competency evaluation and a paid week-long intensive training period focused on developing professional conduct, approximately 90 intern candidates will meet individually or in small groups with entrepreneurs and other community leaders working in the field of their interest to discuss community needs and innovative business ideas. Such

discourse will be used as the basis for the development of a proposal to address these needs and ideas which will be submitted to us as a broader internship packet for review. Applicants will be selected on the basis of their leadership *potential*, their commitment and enthusiasm in contributing to the overall goal of non-violence in their community, and the creativity and feasibility of their proposal. No previous experience will be required and applicants will not be discriminated against especially on the basis of a criminal record. Interns will be paid \$2,000 for two months while they research and design their project, establish the time frame by which it will be carried out (no less than one year, though cases will be open to reconsideration), and the method by which it will be funded. Substantial guidance and support will be offered during this initial time period by means of informational workshops aimed at introducing potential funding sources and teaching effective grant writing skills. In addition, interns will be assigned an advisor (Derrick or Hanna) to be available as needed by appointment throughout the course of their work. As their advisors, we will offer guidance and support as needed and serve as a liaison to community members and resources able to further advance this role.

After two months, interns will be responsible for implementing their program and carrying it out to completion. At this point, interns will have a

relatively large amount of freedom in the way of they chose to do enact their project, except for the following stipulations:

1. Interns attend mandatory monthly meetings to discuss the progress of their projects
2. Interns include the participation of at least five high school students to assist them in their projects. In this capacity, they will function as mentors and supervisors in that they will be responsible for assigning small projects that support their program to be completed by their mentees as a group. These small tasks will be assigned on a bimonthly basis at two hour long meetings with the mentees. Mentees will be responsible for completing these tasks before the next meeting with their mentor.
3. Interns participate in project-wide events involving their high school mentees (about one every two months).

Component 2: Academic and Career-based High School Program

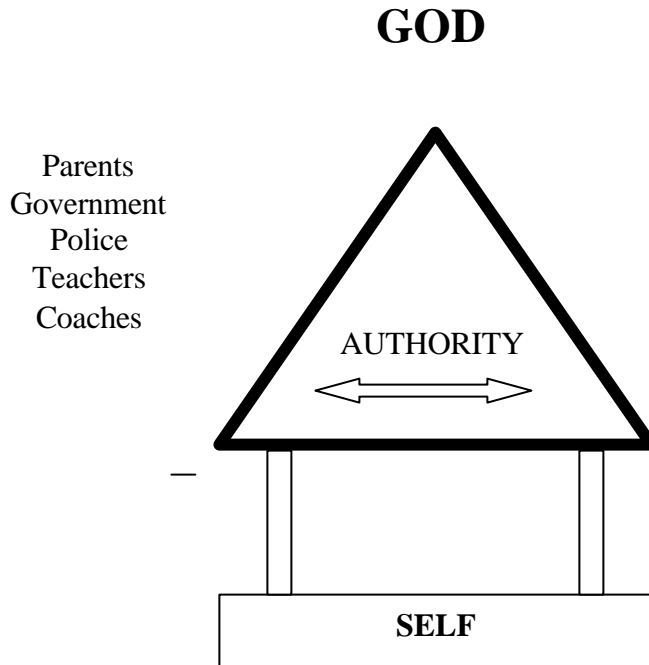
This component seeks to target high risk first year high school students in an effort to develop successful study habits and valuable leadership qualities by including them in the process of community revitalization. Students will meet after school for three hours three days a week. The first two hours of

this time will be devoted strictly to study hours and homework help. The last hour of this time will be dedicated to the development and completion of the tasks assigned to them by their mentors.

Initiative #8

SPIRITUAL RESPONSIBILITY DISCUSSION GROUP

This discussion group focused on the spiritual responsibility of the church to the community and offered a variety of strategies to use the local church as an instrument to bring wholeness to our community. The graphic shown below was used as a point of discussion that shows God as the covering of the community, those in authority positions as the walls, and the individuals of the community as the foundation.



Strategies

1. Prayer = Key
2. Professional Resources – Mental Health
3. Church Lease/Sponsor recreation for youth
4. Support group in churches to address moral issues
5. Pastor’s monthly 11:00 a.m. - 1:00 p.m. to the Streets
6. Six-week trainings/orientation on moral values (i.e., 101, 201, 301 Moral Ethics)

The following synopses pinpoint the key strategies that evolved from the discussion group.

1. Prayer was defined as a key component of spiritual responsibility and it was suggested that we continue to conduct citywide prayer every

Wednesday from 12:00 PM through 1:00 PM. This conversation was based on expanding a process that is already established within the community.

2. One of the community members stated he has many mental health professionals available to volunteer their time in helping Richmond residents manage some of their mental health issues--especially helping those who have experienced the loss of loved ones through violence. His desire is to interface with local churches that are willing to open their doors and develop a long-term process of providing free mental health care.
3. Several members of the discussion group expressed their desire to persuade more local churches to get involved in providing recreation for the youth and elders of the community by opening their doors to recreational activities and by sponsoring outings, such as camping and fishing trips. By doing so, local churches could give children and elders the opportunity to experience life apart from the inner city and commune with nature. Another suggestion was that local churches provide some of the services and programs once provided by the Parks and Recreation Department.
4. Community residents expressed a need to have a support group to discuss moral issues. The thought was that the local churches could open their doors to residents to discuss moral issues as they deal family issues. This was described basically as a support process for those who are working to keep their family together and who are facing moral and ethical challenges that are unique to Richmond.

5. Senior Pastors suggested that local Pastors assemble monthly on a specific Sunday between the hours of 11:00 AM and 1:00 PM and walk together about their community of service. This was suggested as a tool for building trust with the residents and as a means of demonstrating that the churches are not limited to the four walls of their sanctuaries. These walks would also demonstrate that the leadership of the local churches care enough about their community of service to get out of their comfort zones for the purpose of building community wholeness.

6. Lastly, another strategy advocated conducting six-week classes at local churches on basic ethics and morals for young people who are raising themselves and who lack the basic moral instruction that generally comes from an intact family. The idea was for local churches to provide a series of classes covering a variety of topics, ranging from Morals and Values 101 to Morals and Values 301, thereby reinforcing the moral and ethical strength of the community.

Reverend Andre L. Shumake, Sr., President

Richmond Improvement Association

(A Faith Based Organization)

400 Harbour Way

Richmond, California 94801

(510) 237-6264 Phone (510) 860-3681 Cell

(510) 237-1959 Fax

riafaithbasedorg@aol.com