Application Section I: Community Connectors Program Description

1. Vanguards of Cleveland [VOC] is a nonprofit entity consisting of Black firefighters who hosts the Martin Luther King [MLK] Public Safety Academy which focuses on the 9-12th grades of the target population. The MLK Public Safety Academy provides high school students with workforce readiness skills for employment within the public safety field.

2. Since the program's inception approximately 70 students have been engaged; as acceptance ranges between 6-10 participants per the academic year. However, moving forward VOC looks to increase the number of participants to 20 students with ideally (5) from each grade.

3. Expansion of an existing program within the applicant organization.

4. MLK Public Safety Academy is a program hosted in partnership with the Cleveland Metropolitan School District at the district's Martin Luther King campus via the Law and Municipal Careers Academy [which] "will train [students] as a private security office, a 911 dispatcher or firefighter" (CMSD, para. 1, 2015). In addition to providing students with the opportunity for workforce development and readiness; through the firefighter profession MLK Public Safety Academy teaches fire safety skills, provides positive role model images especially for the African American community and helps to develop a path of leadership and achievement for its participants.

   Through its services and in-class teachings the academy matches career training and social support for its participants attending MLK High School (campus), an inner-city high school that has struggled with academic achievement. Each student will be matched with an advisor (current or retired firefighter) who will provide mentorship ad support throughout the duration of the program. Furthermore, students will receive professional development training and tutoring through the partnership with Power Network and Hayes Temple COGIC.

5. The activities will range from: weekly in-class instruction, which will aid the students in earning a firefighter certification which is one of the basic requirements to enter the field (Bureau of Labor Statistics, 2015). In addition to field experience; such as wearing gear, smoke houses etc. as well as monthly mentoring activities, academic tutoring and professional etiquette trainings such as resume creation, interview preparedness.

6. Vanguards of Cleveland will expand its current program to intentional and structural mentoring of MLK Public Safety Academy students. To accomplish this objective VOC will model this program component after the 100 Black Men and Cincinnati Youth Collaborative as each of the entities have been long standing mentoring programs and offer career/work readiness guidance to their participants. In order to ensure the program's overall success from the academics, workforce readiness, mentorship and student's development VOC will utilize Community Connectors' best practices through the implementation of the program aspects by supporting the students from start to finish of the program.

7. The program was implemented through the partnership and support of the Cleveland Metropolitan School District at the MLK campus, which fostered the relationship of academia, workforce readiness and success for students following their high school career. While formal mentorship will now become an official program component;

Vanguards of Cleveland have been involved with mentoring via relationships with various local organizations (as demonstrated in the letters of support). Whether it was through providing professional development guidance with the Boy Scouts of America Greater Cleveland Council or leadership with the Cuyahoga Community College Campus Police Youth Safety & Leadership Camp we have been intentional in ensuring students in the Cleveland Municipal School District have access to positive role models and are armed with the skills and knowledge necessary to become contributing members of society.

Throughout VOC's decades of service the members have contributed to the advancement and improvement of thousands of youth. Vanguards of Cleveland membership, consisting of African American men and women professional firefighters - many of whom are Cleveland natives provides the participants from one of Ohio's poorest and low performing school district examples of and access to successful individuals. Ohio's state 2013-2014 report card ranked Cleveland Metropolitan School District 607 of the 610 school districts with a 76.12 performance index (OH Dept. of Edu, 2014). However, schools with programs such as the MLK Public Safety Academy helps students improve both at the performance and mastery level.

8. Vanguards of Cleveland have been in existence since 1977 and have since demonstrated commitment to service in and outside the fire fighter profession, which is why there are long standing partnerships with various groups (religious, communal, academic etc.). The MLK Public Safety Academy will reconvene its success through the new, current and renewed partnerships with our partners, but also by setting in place a structure for excellence and intentional engagement going beyond workforce readiness and academics, but to focus on the whole student. As demonstrated in models to be utilized VOC will include a wrap-around component which will assess the whole student and pair the appropriate resource (partner) to the situation.

   The indicators for success will include the participant growth, program longevity and retention rates of mentors and participants, along with the students' completion of the program. Furthermore, partnership success will measured in comparison to students' improvement, their ability to follow through on their commitment (i.e. availability of space, resource provision) and support of the program's mission and purpose. These parameters will be set and agreed upon during the planning session scheduled for June 2015, which VOC and partners will utilize the CIPP Research Group (2006) evaluation curriculum to ensure these partnerships are fitting and serving the purpose of the MLK Public Safety Academy program.

Application Section II: Program Management

9. The leadership team will consist of the following persons:
   a. **Rudolph Buffington, President - Vanguards of Cleveland** is the point of contact for the lead organization and ensures firefighters are properly assigned and completing the duties associated with the program. Additionally, Mr. Buffington is the manager of the overall program and ensures with the other leadership that the various components are operating regularly and as scheduled. He is a 17 year firefighter, serving a second term as VOC's president and has a commitment to seeing the success of the programs.
   b. **Latonia Davis, Current Principal - MLK, Jr Campus' Law and Municipal Careers Academy** is the principal at the Martin Luther King Jr campus presiding over the Law

and Municipal Careers Academy; Ms. Davis is responsible for ensuring students have access to the program and are aware of the requirements. Additionally, she ensures the appropriate space for classroom instruction and storage of materials (when necessary) is available at the school. Furthermore, acts as the liaison for the students and Vanguards of Cleveland which communicates the students' success and any other areas necessary and pertinent to their success.

c. **Rev. Marshall Short, Pastor - Hayes Temple COGIC** provides venue space for weekend and workshop space as well as serves as an alternative venue for mentor-mentee one-on-one meetings. Rev. Marshall Short is a 25 year firefighter and serves as VOC's chaplain, which he has held for 10 years.
d. **Gigi Traore, Executive Director - Power Network** is the lead for the business partner entity which will provide tutors and additional mentors for the MLK Public Safety Academy program. Tutors will be from the local colleges, which have completed Power Network's leadership development training and or serve in some leadership capacity on or off campus, but also have an interest to tutoring high school students. Ms. Traore, who holds a MS in Leadership - General Management is the founding director of Power Network and has mentored and trained college students for over a decade in the whelm of leadership and has professionally served in various leadership roles.

10.

MAJOR ACTIVITY TIMELINE	
Activity	**Dates**
Leadership Planning Meeting	June 2015
Initial Training	August 10-14, 2015
Start of School Year	August (?) 2015
Program Begins	September 7, 2015
Student Assessment	May 16, 2016
End of School Year	May (?) 2016
Leadership Assessment Meeting	June 2016

11. Mentors, tutors and any adult person having an ongoing interaction with the MLK Public Safety Academy program students will submit to a Bureau of Criminal Investigation [BCI] check as well as complete the Boy Scouts of America Greater Cleveland Council's 30 minute online course. Additionally, the programs' leadership team will host an orientation to introduce parents and students to the program as well as outline the expectations and activities for the academic year.

    Currently, students attending the Law & Municipal Careers Academy at the MLK Campus are allowed to opt in or out of the program. However, discussions are being had about automatic enrollment for those students. So in addition to the school's enrollment students will complete a mentee interest sheet, which will assess likes, dislikes, family structure (i.e. if they are parents), goals and ideal mentor. This will allow the leadership team adequately (as best as possible) conduct a mentor-mentee match. Finally, an outgoing assessment created by Mass Mentoring Partnership will be completed by students, mentors and parents to track program impact, areas of strengths and weaknesses and students' overall performance and growth – personal and academically.

As it relates to accountability VOC will conduct an internal audit during year one and two and an external audit during the three year of receiving the grant to ensure fiscal accountability for not only the Community Connectors funding, but the overall monetary status of the organization. Furthermore, program participants will be required to complete log sheets and the organization's treasurer will maintain financial records which is the customary practice for the 38-year old nonprofit.

12. VOC's Roles and Responsibility worksheet is completed and included in the application package.

Application Section III: Evaluation Plan

13. MLK Public Safety Academy is initially a vocational training program for Cleveland Metropolitan School District's students, yet what has been founded is that students were having a difficult time due to external impact (i.e. home/communal influences, lack of basic necessities and or support), this is the prime reason for the expansion of the program by adding a mentor component. As stated in the grant description "students need to believe that there is a positive future awaiting them...feel valued and that they have something of importance to offer" (Community Connectors Grant, 2015, p. 4) which will aid the students in becoming successful during and after their high school matriculation. During the initial years of the program organic advisor/mentor relationships developed between the students and firefighters, however VOC seeks to become intentional about engaging our students and how crucial intentional and focused instruction and mentorship is to our targeted population. ***See attachment for the detailed evaluation plan.**

14. Program model is included in the application attachment.

Application Section IV: Sustainability

15. Vanguards of Cleveland will develop and implement an annual recognition event (i.e. banquet), which will double as an annual fundraiser to raise money to support the ongoing work and display the successes of the program. Additionally, funding partnerships are being explored from sources such as the Cleveland Department of Fire and City of Cleveland, which will be strengthened by adding the mentoring component given the current climate and community input. Furthermore, VOC is looking at various means to further engage partners and expand upon their support. Lastly, VOC is considering organizational avenues to allocate a portion of the income to support communal programming as part of the mission is to have a long lasting impact on the community and provide pathways of academic and personal success as well as workforce readiness for CMSD students, who normally have a graduation rate of 50% or lower and Vanguards of Cleveland's MLK Public Safety Academy students graduate at 90%.

Application Section V: Program Budget

16. See Vanguards of Cleveland budget form included in the application package.

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U.S. Fire Administration. (2013). U.S. fire statistics. Retrieved from www.usfa.fema.gov/data/statistics.

Application Section V: Program Budget

16. Complete the budget form attachment and justify each of the budget items by creating a budget justification.

By clicking this box, ☒ *I (Insert Name)* Rudolph Buffington *agree, on behalf of this applicant, and any or all identified partners, that this application and all supporting documents contain information approved by a relevant executive board or its equivalent.*

Lead organization Bio

Rudolph Buffington, Sr.

PROFESSIONAL & COMMUNITY

VANGUARDS OF CLEVELAND PRESIDENT	2011-PRESENT
JOHN HAY ALUMNI ASSOCIATION VICE PRESIDENT	2011-PRESENT
CITY OF CLEVELAND (OHIO) FIREFIGHTER	1998-PRESENT
VANGUARDS OF CLEVELAND VICE-PRESIDENT OF THE	2008-2011
JOHN HAY ALUMNI ASSOCIATION SARGEANT AT ARMS	2008-2011
VANGUARDS OF CLEVELAND CORRESPONDING SECRETARY	2004-2008
MCBUFF'S CARPET AND FLOOR CLEANING CO-OWNER	1997-2009

EDUCATION

EXECUTIVE DEVELOPMENT INSTITUTE - NEW ORLEANS, LOUISIANA
GRADUATE 2005

A.L.B.A.T. ELECTRIC LINE APPRENTICE PROGRAM; WILMINGTON, OHIO
GRADUATE 1992

JOHN HAY HIGH SCHOOL - CLEVELAND, OHIO
GRADUATE 1984

PERSONAL

HUSBAND OF GROVINE BUFFINGTON, PRESIDENT OF THE NATIONAL COUNCIL OF NEGRO WOMEN, CUYAHOGA SECTION, MARRIED FOR 22 YEARS.

FATHER OF RANDOLPH BUFFINGTON, JR FOOTBALL PLAYER AT HEIDELBERG UNIVERSITY, GRADUATE OF ST.IGNATIUS HIGH SCHOOL.

FATHER OF LAVENA BUFFINGTON STUDENT AT MAGNIFICAT HIGH SCHOOL, YOUTH CHAIR OF THE NATIONAL COUNCIL OF NEGRO WOMEN, CLEVELAND CHAPTER.

School District Bio

CLEVELAND METROPOLITAN SCHOOL DISTRICT

Issue 107

Martin Luther King Jr. Campus

Health Careers Center / Law and Municipal Careers Academy

School Stats

Address: 1651 East 71st Street
Cleveland, OH 44103
216.431.6858
8:00 a.m. -2:30 p.m.

Health Careers Center
Principal: Valerie Flowers(AP)

Law and Municipal Careers
Principal: Latonia Davis

Enrollment: 531-campus

Ward: 7

Breakfast and Lunch Menu

About Our School

Martin Luther King Jr. Campus – Imagine yourself as a firefighter. Picture yourself as a dental or medical assistant. Envision your career in criminal justice, nursing or private security. Those diverse options are all presented at MLK Jr., a school that houses both a Health Careers Center and Municipal Careers Academy.
Health Careers is focused on giving you the opportunity to prepare for college and a career in health sciences.
The Law and Municipal Careers Academy will train you as a private security office, a 911 dispatcher or firefighter.

Details at a glance

COURSE OFFERINGS
Spanish
High Tech Academy
Post-Secondary Enrollment Options Program (PSEOP)
Tech Prep
Career-technical Education (CTE) programs in:
Criminal justice
Dental assistant
Firefighter training
Nursing assistant
Private security
911 dispatch
Patient-centered care
– Nursing assistant
– Phlebotomy

SUPPORT SERVICES
Tutoring
3Rs (Rights, Responsibilities, Realities)
College Now Greater Cleveland

EXTRACURRICULAR ACTIVITIES
Basketball
Cross-country
Soccer
Track and field
Volleyball
Cheerleading
Hi-Steppers
Student Council
Yearbook
Link Crew

COMMUNITY PARTNERS
American Red Cross
Cleveland Police and Fire
CVS
Highland Dental Center
Judson Manor Nursing Home
MetroHealth System
St. Vincent Charity Hospital
VA Medical Center
Vanguards of Cleveland
Adult Parole Authority
Cleveland Municipal Court Probation

Faith based organization Bio

PASTOR ELDER MARSHALL SHORTS
Hayes Temple C.O.G.I.C
BIO

Elder/Evangelist Marshall Shorts, a native of Chicago, Illinois, is husband of 32 years to Evangelist Brenda Shorts. They have 3 Adult sons, Marshall Jr., Phillip (Ilva) and Michael Shorts and one adult daughter, Moriah Shorts. They are the proud grandparents to one grandson, Marshall LeeAmari Shorts.

Elder Shorts served 4yrs in R.O.T.C where he graduated as a Lieutenant. He went on to serve in the United States Armed forces. He relocated to Cleveland, Ohio after being honorably discharged serving 4 years active duty. He subsequently completed 14 years as a Sgt. in the United States Armed Forces Army Reserve. Elder Shorts has been with the City of Cleveland Fire Department 25 years where he is currently employed as a firefighter. He has been with the with the City of North Randall 15 years, where he serves as Chief for Division of Fire. He is a licensed EMT and Hazmat Unit Specialist.

Elder/Evangelist Marshall Shorts gave his life to the Lord in 1980 while serving in the armed forces and became an aggressive and effective ambassador for Christ until his honorable discharge in 1982. He has since served in the ministry as an associate Elder of Jonas Temple Church of God in Christ for 32 years, Sunday school teacher, the President of the local Young Peoples Willing Workers Ministry for 6 years and District YPWW President for 3 years. He currently serves his local assembly as Director of Outreach Ministries, teacher of the New Members class and as the Chairman of the Ministers Council for Jonas Temple church. He is also the Vice Chairman of the Ohio Northwest Pastors and Elders Council. He conducts numerous seminars and classes for the Ohio northwest Evangelist Dept. and others. He serves as the president of the Cleveland District Evangelistic Department and Vice President of the Ohio Northwest Jurisdictional Evangelistic Department.

Eld/Evangelist Marshall Shorts has completed the Chaplaincy Program through One Accord Ministries and has served as Associate Chaplain of the Cuyahoga Hills Boys School. He became one of the instructors for the chaplaincy program at the Cuyahoga Hills Boys juvenile facility. He attended Logos Theological Seminary for four years.

Evangelist Marshall Shorts has a passion for winning souls for Christ and is an avid teacher of the gospel. He believes every believer must be equipped with effective knowledge of the gospel thru progressive systematic study of the word of God to adequately represent the kingdom of God by "rightly dividing the word of truth"!

Business organization Bio

Gigi Traore

Consultant | Advocate | Public Speaker | Philanthropist

"Leadership Begins with Service"

A political and nonprofit consultant by profession and public servant by passion, Gigi Traore has fifteen plus years of political experience with a focus on young adult, collegiate and urban engagement. Traore's activism began during her undergraduate tenure where she used hip-hop culture as a tool to engage the student body and administration on various issues as well as held a city-wide conference on the No Child Left Behind Act.

Traore's political advocacy led to her public service at the national, state and local arenas where she's participated in legislative activism, voter engagement and educational issues ranging from green jobs, student debt, immigration, education, environmental and women and voter rights. As the founder of Power Network, a collegiate service-learning nonprofit specializing in leadership development, civic engagement, and policy study; she's organized and managed 15 campuses, engaged over 18,000 college students through recruitment, voter registration, service projects and civic activities.

Gigi has appeared on national and local television and web syndicates such as TV One, MSNBC, Essence.com, Headline News and BET.com as well as locally in the Call & Post, WTAM 1490AM, The Bottom Line with Andre Bryan and The Carl Stokes Brigade Television Forum as a voice of leadership and political equity advocate.

Traore was inducted into the 9th edition and featured in the subsequent edition of *Who's Who of Black Cleveland*, she's the recipient of NEO's Top 25 Under 35 "Movers & Shakers" Award, the National Council of Negro Women Trailblazer Award, Girl On Fire Humanitarian Award, Sole of A Woman Honoree Award, New Leaders Council "40 Under 40" Leadership Award, National Council Negro Women Outstanding Service & Commitment to Voter Registration, City Year Cleveland Community Champion, Wanda M. Coleman Community Service Awards as well as recognition from Cleveland State University and the Children's Defense Fund.

She's the founder and chair of the Pinkston-Traore Leadership & Civic Service Scholarship, a member of the Cuyahoga County Democratic Women Caucus, Cuyahoga County Democratic Party's Executive Committee, 11th Congressional District Community Caucus, Summit County Juvenile Court Women's Board and a graduate of Cleveland State and Walden Universities [BS in Social Work and MS in Leadership - General Management], Green For All Academy, Young People For Leadership Academy and Front Line Leaders Academy fellowship programs.

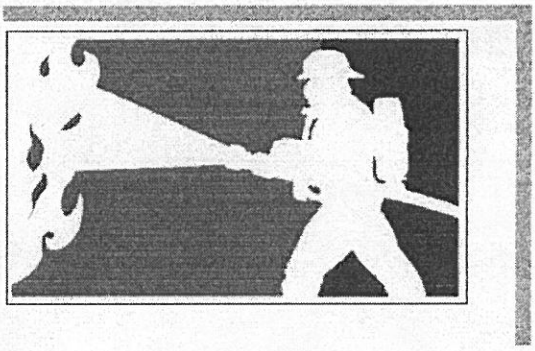
Gigi is a mother of two, a servant leader, philanthropist and advocate for those traditionally excluded from social and politically participation. Gigi Traore, a leader for this and future generations!

Vanguards of Cleveland – MLK Public Safety Academy

Public Safety Academy Implementation Evaluation				
Key Questions	**Outputs of Interest**	**Indicators of Success**	**Data Collection Methods/Timeframe**	**Person(s) Responsible**
Have the best and qualified persons been recruited?	Complete mentor profiles & tutor application, student assignments and workshop presenters	Recruit (10) mentors and (8) tutors Complete BCI/FBI checks and applicant form (Mentors & Tutors) Identify students & workshop presenters	Complete administrative processes prior to program start date (7 Sept 2015)	Lead Organization - VOC Mentors Tutors MLK Campus-CMSD personnel
Are expectations clearly stated and is VOC prepared to implement program?	Program preparation and introduction; clearly stated expectations	Complete training for adult participants (in-person and online) Orientate parents & students to the program along with mentors, lead organization and partners	Sign-in sheets track attendance; login review for online training, student/parent release agreement, participation forms	Lead Organization – VOC Power Network MLK Campus-CMSD personnel
Program Involvement Evaluation				
Key Questions	**Outputs of Interest**	**Indicators of Success**	**Data Collection Methods/Timeframe**	**Person(s) Responsible**
Are students and adults (mentors, tutors) properly engaged?	Program intensity, content, location, recipient (student), and deliverer (mentor/tutor) issues	90% student and adult participation (ie. orientation, trainings, workshops, exposure trips, tutoring, mentor-mentee meetings) Double number of student participants from previous years	Sign-in sheets, Mentor-Mentee Meeting log-sheet, Permission slips, school attendance records	VOC Tutors Mentors MLK Campus- CMSD personnel
Are the program components accessible for the target population (students)?	Student participation (in/out school activities) Cultural appropriateness, duration and setting	70-80% Program retention after 1 academic quarter (4-6 months); Overall school attendance is 65% ≥	Sign-in sheets, school attendance records, digit records (photos) permission slips	VOC MLK Campus- CMSD personnel
Program Outcome Evaluation				
Key Questions	**Outcomes of Interest**	**Indicators of Success**	**Data Collection Methods/Timeframe**	**Person(s) Responsible**
How did the program influence students' attitudes?	Career/work, post-graduation and self-development outlook	25% increase in average outlook post high school tenure; Identify (2) career and or educational paths; demonstrate self-love	Intake Survey/ pre-post (comparison); mentor log-sheets, career/work assessment	Lead Organization- VOC Students Parents/Guardians
Did mentors, tutors, presenters positively impact students?	Academic performance, parent/guardian-student relationship, workforce readiness	10% increase in school attendance, start to define potential career path, improve academics by (1) letter grade, strengthen / improve home relationship	Progress report & Report card review, student parent/guardian assessment	Lead Organization- VOC MLK Campus – CMSD personnel Mentors, Parents/Guardians

Supporting documentation #1

Leveraging Our Future



VANGUARDS OF CLEVELAND

June 2010

Leveraging Our Future

The City of Cleveland's MLK Firefighter Academy Career Path

Proposal

The Vanguards of Cleveland, in conjunction with the Cleveland Metropolitan School District and Cuyahoga Community College, would like to propose a City of Cleveland charter amendment that creates a defined school-to-career pathway for students successfully graduating from the Cleveland Metropolitan School District's (CMSD) MLK Firefighter Academy that leads to direct employment by the City of Cleveland as a FireMedic within the Division of Fire.

Background

The CMSD's MLK Firefighter Academy began operation during the 2003-2004 school year. With the assistance of the Vanguards of Cleveland and Cuyahoga Community College the CMSD was able to develop and implement a vocational training program that has since been adopted by the Ohio Department of Education as the model for any future high school firefighter vocational programs within the state and was selected as an industry "Best Practice" by the National Conference on Accreditation of Public Postsecondary Occupational Education in 2005. The program is based on a four-year model during grades 9-12. Students are immersed in classroom and field instruction on life and career skills such as resume writing, interview techniques, diversity, and management principles. In their final year students receive core skills training in their chosen career path within the public safety academy: Fire Technology, Emergency Medical Technology or Peace Officer/Private Security. This training is identical to the training required of professionals currently working in each career field. For Fire Technology this is the State of Ohio's 256-hour Firefighter II Certification Course after which students must successfully pass a written test proctored by the State of Ohio's Department of Public Safety to receive their professional

credentials. Firefighter students must also successfully pass the Physical Agility Test proctored by Cuyahoga Community College at the start of their senior year to be admitted into the core professional training portion of the program.

Current Success & Challenges

Students in the MLK Firefighter Academy have a high school graduation rate of over 90% compared to a roughly 50% graduation rate for the school district overall. The academy itself has a success rate of approximately 60% which represents the students who successfully complete the entire curriculum and obtain a professional certification from the state of Ohio. In June of 2008 we graduated our fifth academy class with 100% of our students successfully passing the state's certification examination. Of our past students several have gained part-time employment in suburban departments (Warrensville Heights, Woodmere Village, North Randall, East Cleveland), one was accepted into the United States Air Force as a military firefighter, and another obtained full-time employment with the City of East Cleveland. Several of our students have been recruited by out of town fire departments such as from the cities of Dayton/Ohio, Atlanta/Georgia and Toledo/Ohio. One "problem" that we did not foresee during program development is that over 90% of our graduates choose to enroll in college to continue their education. This is a "problem" that we love to have. The instruction and mentoring that we are providing them is building highly successful citizens of society that have a drive to succeed. We are discovering though, as our first students complete their four year college education cycle that the seed that was planted during their secondary education took deep roots in that many still desire to articulate into the fire service. The challenge is continually enticing highly motivated and capable students into the program by creating a direct pathway to high paying and rewarding jobs in the fire service career field.

Quality Candidates

Whenever the subject of how individuals were chosen by the city, to be employed by the division of fire is mentioned, the question of qualifications is the first to arise. As professional firefighters ourselves currently employed with the city we want qualified individuals that can perform the job functions required without modification because our lives and the lives of countless citizens will depend on their actions. In this area the firefighters that are products of the MLK Firefighter Academy equal and/or exceeds any entry-level firefighter candidate trained anywhere in the State of Ohio. All of the testing and certification of our students is done by the same state and/or national accrediting agencies that all firefighters for the City of Cleveland have to be tested by. The Firefighter 256-hour state certification course is administered by Cuyahoga Community College's Fire Training Academy (CCC). CCC trains and certifies more firefighters than any other educational institution in the area. CCC firefighter graduates are utilized by all area suburban municipalities and many larger municipalities outside of the Northeast Ohio area. CCC is recognized as the premiere firefighter training facility in the area and all of CCC's rigorous training curriculum and standards are implemented fully within the MLK Firefighter Academy. CCC's reputation depends on producing highly qualified firefighters and that is exactly what we have produced in our students up to this point and plan on continuing to do so. Below is a chart comparing the qualifications of students graduating from the MLK Firefighter Academy with cadets graduating from the Cleveland Fire Training Academy.

Certification	MLK Firefighter Academy	Cleveland Fire Training Academy
Firefighter II 256-hour (ODPS)	YES	YES
Emergency Medical Technician – Basic (NREMT)	YES	YES
Hazardous Materials Technician (HazMat)	YES	YES
Emergency Radio Dispatcher (NAED)	YES	NO

The Cleveland Fire Training Academy (CFTA) turns out some of the best firefighters in the country without a doubt. The advantage that we have over the CFTA is that we have our students for a period of 4 years, while the CFTA has its students for only sixteen weeks. We have the advantage of intimately knowing our student's character, strengths and weaknesses, motivation, and ability and then being able to shape these characteristics to give them the best chance for success in life in whatever they choose to do.

Implementation

A direct career pathway would be created by City Charter to allow MLK Firefighter Academy graduates direct entry into the Cleveland Fire Training Academy. The current practice within the city is that even in cases where an individual has already obtained his or her Firefighter and EMS certification prior to hire by the city they must go through the full fire training academy curriculum. Even in cases where firefighters from other municipalities are hired they must complete this training program and we see no reason to change that. Our students would enter the CFTA to undergo the identical State of Ohio training curriculum that they already successfully completed and could easily display that they have the required knowledge, skills and abilities needed to function as a firefighter within the City of Cleveland. In light of the fact that the citizens of the city invests four years of their tax dollars into training these students, we believe that this would be a way to leverage those tax dollars by allowing the citizens to benefit directly from our students service to the city as they enter the workforce as Cleveland firefighters. Providing a career pathway for City of Cleveland high school graduates to obtain entry level jobs paying approximately $50,000.00 annually would go a long way towards validating our school system and participating in its rejuvenation. The city gains by obtaining quality employees that have already shown strong ties to the city and the community while the students and their families gain by obtaining potentially lifelong well paying employment that will improve their lives and those of their immediate families. This is too important of an opportunity to pass up. Our future depends on it.

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: MAR 1 1 2013

VANGUARDS OF CLEVELAND
17703 GROVEWOOD AVE
CLEVELAND, OH 44119

Employer Identification Number:
65-1305443
DLN:
302072035
Contact Person:
MELISSA D TRUSTY ID# 31657
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
509(a)(2)
Form 990 Required:
Yes
Effective Date of Exemption:
February 17, 2012
Contribution Deductibility:
Yes
Addendum Applies:
Yes

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

COMMUNITY CONNECTORS
CommunityConnectors.Ohio.gov

Description of Nature of Partnership

In order to ensure the effective implementation of the Community Connectors program throughout the state, applicants are required to partner with education stakeholders from the faith, business, and nonprofit communities. Each applicant must identify its partners and include description of each respective partner's roles and responsibilities in question 12 of the grant application.

A partner agrees to provide human and material assets or access to academic and administrative resources to the grant applicant to develop or execute a Community Connectors grant application. However, in partnership, only the grant applicant is responsible for ensuring the grant is developed and executed according to the terms of the grant agreement.

Each member of the partnership is responsible for the following assurances:

1) Be knowledgeable about the applicant's Community Connectors grant proposal and application, including advocacy of the Community Connectors program.
2) Maintain a familiarity with the partner's services to enhance the proposal, including specific goals and practices.
3) Demonstrate a commitment to clear roles and responsibilities of each partner as it relates to the grant proposal and application.
4) Sustain consistent communication among partners and stakeholders with a shared vision of the goals of the grant proposal. This includes participating in regularly scheduled meetings for project management and identifying areas for improvement.
5) Ensure partners have appropriate access to data for purposes of grant program improvement and evaluation in accordance with state and federal law.

Lead Applicant
Name: Rudolph Buffington
Title: President
Organization: Vanguards of Cleveland
Sign:

Partner
Name: Greater Cleveland Council Boy Scouts of America
Title: Director
Organization: James L. Dillon
Sign:

Partner
Name: MiKhaela LaShawn
Title: Exec. Director
Organization: Martha Vance Arts Foun.
Sign:

Partner
Name: CAMPUS POLICE YOUTH SAFETY & LEADERSHIP CAMP
Title: COORDINATOR
Organization: MELVA HENDERSON
Sign: Melva Henderson

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Additional Partner (Optional)
Name: CAROL MAINS

Title: EXECUTIVE DIRECTOR

Organization: SAFETY TO GO

Sign: Carol J. Mains

Business Partner
Greg Traore
Executive Director
Power Network
Greg Traore

Additional Partner (Optional)
Name: Marshall Starks

Title: Pastor

Organization: Hayes Temple COGIC

Sign: Pastor Marshall Starks

Hayes Temple COGIC

Roles and Responsibilities Worksheet (Required)

Describe how each applicant partner plans to contribute to the overall program plan including, but not limited to, time contribution, personnel contribution, monetary contribution, shared responsibilities, use of facilities, etc.

1. Faith-based organization:

- Time contribution

Hayes Temple COGIC will support the Vanguards of Cleveland's MLK Public Safety Academy program by making weekend venue space available for tutoring, workshops and mentor-mentee meetings. The venue space usage will contribute to 15% of the total program time.

- Personnel contribution

Church staff will be available to respond to venue questions and concerns as well as provide church maintenance. Additionally, the grief recovery workshop presenter will be a member of Hayes Temple.

- Monetary contribution

As described under the time contribution section; Hayes Temple COGIC will provide an in-kind contribution of venue space inclusive of equipment and furniture usage which is valued at $5,700

- Shared responsibilities

The responsibility of providing venue space is shared with the Cleveland Metropolitan School District in addition to the church providing a workshop presenter.

- Additional roles and responsibilities

n/a

2. School district partner:

- Time contribution

  Cleveland Metropolitan School District [CMSD] is the host district for the Vanguards of Cleveland's MLK Public Safety Academy program and the majority of the activity will take place on the MLK High School campus; thus the time contribution will be 50% which also includes student recruitment and other administrative requirements.

- Personnel contribution

The school district will serve as the administrator for the program; therefore the district's appointed person will identify student participants as well as provide follow-up services in the event of program absence and or disciplinary action. The district will also supply a teacher for the classroom instruction component and a paraprofessional when necessary.

- Monetary contribution

CMSD will provide the salary of the both the teacher and paraprofessional as well as the in-kind contribution of the venue space.

- Shared responsibilities

Assist lead organization (Vanguards of Cleveland) in student follow up in the case of extended program absence. In addition to the faith-based partner the school district will provide venue space to be used for class instruction and storage of program materials, equipment necessary for the vocational training.

- Additional roles and responsibilities

n/a

3. Business partner:

- Time contribution

  The business partner Power Network will contribute to 20-25% of the program time through weekend tutoring, which will occur in 3-hr study blocks twice per month - which will increase to weekly during testing season [OGT, SAT/ACT.

- Personnel contribution

Power Network will provide (5-8) currently enrolled college students to serve as tutors and the executive director will participate as a workshop presenter.

- Monetary contribution

None at this time.

- Shared responsibilities

The executive director will serve as a workshop presenter (Topic: Youth Leadership) and tutors will be responsible for tracking students' participation/attendance and performance during tutoring sessions and report data to the lead organization (Vanguards of Cleveland) via sign in sheets and performance reports.

- Additional roles and responsibilities

  n/a

4. Community nonprofit (if applicable):

n/a

- Time contribution
- Personnel contribution
- Monetary contribution
- Shared responsibilities
- Additional roles and responsibilities

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Program Name: Vanguards of Cleveland - MLK Public Safety Academy

Resources

What resources will be needed to conduct this program?

- Vocational training materials, books, office / school supplies (i.e. Ipads, smart boards) and equipment: (i.e. breathing apparatus [SCBA], helmets, protective gear)
- Program uniforms and patches (vouchers for students)
- (2) 15-passenger van or an annual supply of public transportation passes
- Snacks and refreshments (tutoring sessions and recognition banquet)

Program Activities

What will we do with the resources?

- Provide classroom vocational instruction for fire fighter certification, tutoring and workshops
- Expose students to cultural experiences: designated mentor-mentee outings
- Provide stipends to mentors and tutors
- Cover the mentors and tutors' cost for BCI/FBI
- Transport students to various locations for field experience, tutoring and designated mentor-mentee outings
- Host orientation & awards banquet

Outputs

Briefly describe the number of students engaged and the number of adults involved.

- Engage (20) students annually spanned out through 9-12 grades.
- Match 1:2 mentor-mentee for a total of 10 mentors [fire fighters]
- Match 1:5 tutor-student team; for a total of 4 mentors with a 50% increase during high testing time for (8) college tutors total
- Host (4) workshops with 1-2 presenters for each; for a total of
- Maintain 3, but no less than 2 vocational instructors
- Total adults 15-20.

Outcomes

What are the short or intermediate term results that will be achieved?

1. Setting goals to be prepared for 21st century careers
2. Building character
3. Developing pathways to achievement
4. Building resiliency
5. Believing in a positive future

Goal

What are the long term results that will be achieved?

Strengthen communities, encourage mentoring opportunities, and create new pathways for civic engagement that will result in higher educational achievement, higher levels of well-being, and health and workforce readiness for our state.

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Community Connectors GRANT ASSURANCES

The parties referred to in this document are the Ohio Department of Education, herein referred to as "THE DEPARTMENT," and the applicant, herein referred to as the "GRANTEE," and any partnering entity who is not the lead applicant, herein referred to as the "CO-APPLICANT." THE DEPARTMENT may make funds available to the GRANTEE for programs operated by the GRANTEE in accordance with requirements and regulations applicable to such programs. Consistent with state laws and regulations, the GRANTEE assures, if awarded a grant:

1. That the GRANTEE will accept funds in accordance with applicable state and federal statutes, regulations, program plans, and applications, and administer the programs in compliance with the United States and Ohio Constitutions, all provisions of such statutes, regulations, applications, policies and amendments thereto.
2. That the control of funds provided to the GRANTEE under the Community Connectors and title to property acquired with those funds will be in a designated eligible recipient and that a designated eligible recipient will administer those funds and property.
3. That the GRANTEE has the necessary legal authority to apply for and receive the proposed grant and enter into the contract.
4. That the GRANTEE will keep and maintain the required financial and compliance records in accordance with the Ohio Revised Code Section 117.11, utilizing generally accepted accounting principles (GAAP) unless the GRANTEE has requested and received a waiver from the DEPARTMENT as to the method of accounting practices.
5. That the GRANTEE will make reports to THE DEPARTMENT as required or requested, and that may reasonably be necessary to enable THE DEPARTMENT to perform its duties. The reports shall be completed and submitted in accordance with the standards and procedures designated by THE DEPARTMENT and shall be supported by appropriate documentation.
6. That the GRANTEE will maintain records, and provide access to those records as THE DEPARTMENT and authorized representatives in the conduct of audits authorized by state statute. This cooperation includes access without unreasonable restrictions to its records and personnel for the purpose of obtaining relevant information.
7. That the GRANTEE will provide reasonable opportunities for participation by teachers, parents, and other interested agencies, organizations and individuals in the planning for and operation of the program, as may be necessary according to state law.
8. That any application, evaluation, periodic program plan or report relating to the Community Connectors will be made readily available to parents and to other members of the general public.

9. That no person shall, on the ground of race, color, religious affiliation, national origin, handicap or sex be excluded from participation, be denied the benefits or be otherwise subjected to discrimination under any program or activity for which the GRANTEE receives state financial assistance.
10. That the GRANTEE may not use its state funding to pay for any of the following:
    A. Religious worship, instruction or proselytization.
    B. The salary or compensation of any employee of the GRANTEE or any CO-APPLICANT, whose duties or responsibilities include the activities specified in paragraph 10A, herein. Salary or compensation of an employee paid directly by a faith-based entity or house of worship is permitted to be utilized as an applicant's in-kind contribution to draw down state matching funds, and is not otherwise prohibited by this section.

    B. Equipment or supplies to be used for any of the activities specified in paragraph 10A, herein.

    C. Construction, remodeling, repair, operation or maintenance of any facility or part of a facility to be used for any of the activities specified in paragraph 10A, herein.
11. That the GRANTEE shall continue its coordination with THE DEPARTMENT during the length of the grant period.
12. The GRANTEE shall cooperate in any evaluation by THE DEPARTMENT.
13. That the GRANTEE will comply with all relevant laws relating to privacy and protection of individual rights including 34 C.F.R. Part 99 (Family Educational Rights and Privacy Act of 1974).
14. That the GRANTEE will comply with any applicable federal, state and local health or safety requirements that apply to the facilities used for a project.
15. That it shall maintain records for five years following completion of the activities for which the GRANTEE uses the state funding and which show:
    A. The amount of funds under the grant.
    B. How the GRANTEE uses the funds.
    C. The total cost of the project.
    D. The share of that total cost provided from other sources.
16. That in the event of a sustained audit exception, and upon demand of THE DEPARTMENT, the GRANTEE shall immediately reimburse THE DEPARTMENT for that portion of the audit exception attributable under the audit to the GRANTEE. The GRANTEE agrees to hold THE DEPARTMENT harmless for any audit exception arising from the GRANTEE's failure to comply with applicable regulations.
17. That the GRANTEE is aware all state funds granted to it are conditioned upon the availability and appropriation of such funds by the Ohio General Assembly. These funds are subject to reduction or elimination by the Ohio General Assembly at any time, even following award and disbursement of funds. Except as otherwise provided by law, the GRANTEE shall hold THE DEPARTMENT harmless for any reduction or elimination of state funds granted to it. In the event of non-appropriation or reduction of appropriation and notice, the GRANTEE shall immediately cease further expenditures under the Community Connectors.
18. The GRANTEE will adopt and use the proper methods of administering the grant and any sub grants, including, but not limited to:

A. The enforcement of any obligations imposed by law.
B. The correction of deficiencies in program operations that are identified through program audits, monitoring or evaluation.
C. The adoption of written procedures for the receipt and resolution of complaints alleging violations of law in the administration of such programs.

19. The GRANTEE, by submission of a grant proposal, agrees that THE DEPARTMENT has the authority to take administrative sanctions, including, but not limited to, suspension of cash payments for the project, suspension of program operations and/or, termination of project operations, as necessary to ensure compliance with applicable laws, regulations and assurances for any project. The GRANTEE acknowledges this authority under Ohio Revised Code Section 3301.07 (C), as applicable.
20. . In the purchase of equipment and supplies, the GRANTEE will comply with state ethics laws and Ohio Revised Code Section 2921.42.
21. That the GRANTEE will have effective financial management systems, which includes, but is not limited to, the ability to report financial data verifying compliance with program regulations and maintaining effective internal control over the operations of the approved grant.
22. That the GRANTEE will obligate funds within the approved project period as set forth in the approved application and will liquidate said obligations not later than 90 days after the end of the project period for the grant.

This assurance is given in consideration of and for the purpose of obtaining any and all grants, loans, contracts, property, discounts or other financial assistance extended after the date hereof to the GRANTEE by THE DEPARTMENT, including installment payments, after such date on account of applications for financial assistance which were approved before such date. The GRANTEE recognizes and agrees that such financial assistance will be extended in reliance on the representations and agreements made in this assurance, and that the State of Ohio shall have the right to seek judicial enforcement of this assurance. This assurance is binding on the GRANTEE, its successors, transferees and assigns. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the GRANTEE.

GRANTEE

[signature] 3/4/15		[signature] 3/4/15	
Authorized Representative	Date	Fiscal Representative	Date
Rudolph Buffington		Brian Arnold	
Printed		Printed	

Letters of Support 1077

BOY SCOUTS OF AMERICA®
GREATER CLEVELAND COUNCIL

February 27, 2015

Dear Sir or Ma'am,

The Greater Cleveland Council, BSA has collaborated with the Cleveland Division of Fire for over 50 years. Currently, the Cleveland Division of Fire is running a career program for area students (ages 14 – 20) that are interested in Fire and Emergency operations. The division has always strived for diversity and actively seeks out city residence to go to their academy. The Cleveland Division of Fire is a first rate organization and our city is very proud of the men and women firefighter's service.

Sincerely,

James L. Dillon

2241 Woodland Avenue
Cleveland, Ohio 44115-3295
216-861-6060
Fax 216-861-3431
www.gccbsa.org

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Letters of Support 2017

Cuyahoga Community College

March 4, 2015

Lieutenant Victor Gill
Department of Public Safety
1645 Superior Ave. E
Cleveland, OH 44114

This letter is to acknowledge the partnership that the Vanguards of Cleveland have established with Cuyahoga Community College Campus Police Youth Safety and Leadership Camp.

In 2012, we expanded on the safety portion of our camp program, we decided to incorporate the Teen Community Emergency Response Team training to our session. The Cleveland Vanguard has been very instrumental in providing our campers with fire safety, search and rescue procedures, first aid, safety games, etc. They also provide the smokehouse which is a major hit with our campers.

Without their assistance we would be unable to provide our youth with this portion of the program. We are very grateful for what they do for us and hope that we can continue the partnership we have established. If you need any further information please feel free to contact me by phone 216-987-3541 or email melva.henderson@tri-c.edu.

Respectfully,

Melva G. Henderson

Melva G. Henderson, YSLC Advisor
Campus Police and Security Services
Clery Compliance Officer

Letters of Support 3077

CLEVELAND PUBLIC LIBRARY

325 Superior Avenue • Cleveland, Ohio 44114 • 216.623.2800 • www.cpl.org

March 3, 2015

Victor M. Gill, AS, BS, MSCJ
Lieutenant/Unit Commander
Public Education/Recruitment Unit
Department of Public Safety – Division of Fire
1645 Superior Avenue E.
Cleveland, OH 44114

Dear Lieutenant Gill:

On behalf of the Cleveland Public Library (CPL), I am pleased to offer this letter of support to the Vanguards of Cleveland for your application for a Community Connectors grant.

CPL had the privilege of working with the Cleveland Division of Fire last year when they served as an official partner of our 2014 Summer Reading Club. CDF brought their fire safety trailers to our branches so participants could experience what it would be like to safely exist at smoke field structure and the science related to house fires.

The Library is proud to offer our support of this fine organization. We have seen firsthand their ability to connect with audiences through their outreach initiatives. They are a worthy candidate for the Community Connectors program.

Sincerely,

Felton Thomas, Jr.
Executive Director/CEO

Board of Library Trustees
Maritza Rodriguez, President • Thomas D. Corrigan, Vice President • Rick Werner, Secretary
Alice G. Butts • John M. Hairston, Jr. • Anthony T. Parker • Alan Seifullah
Felton Thomas, Jr., Executive Director, CEO

Letters of Support 4077

To Whom It May Concern

I am writing on behalf of the Vangaurds of Cleveland. I am the Program Manager of University Circle Inc's Future Connections Program, a summer internship program for rising seniors in high school from 9 school districts in Cleveland and the surrounding suburbs. We have worked directly with Vanguard members at the City of Cleveland; Division of Fire to provide internship opportunities for our students for over 8 years.

I have worked directly with the Division of Fire since I began managing Future Connections four years ago. They are one of our most dedicated partners. For years, they would mentor over 20 students for four weeks. While we have grown the program we have been able to scale back the total number of students placed with them, but they provide the same, in depth internship opportunity for any number of students assigned with them. The mentors go out of their way to ensure that every student gets a well rounded internship experience. They are not just teaching our students how to act in the workplace, but how to succeed in life. Students who work with the Division of Fire have expanded their view of future careers and many of them state that they are considering becoming a firefighter.

The City of Cleveland; Division of Fire truly cares for the well-being of our students. While the interns earn a $1,000 stipend for their participation in the program, the mentors understand that their stipend check is often already spoken for before they have even earned it. The mentors go out of their way to provide support to our students by feeding them lunch or giving them a ride to their connecting bus stop so they don't have to take two buses home.

I can confidently state that Future Connections would not run without the support of the mentors at the Division of Fire. I whole heartedly recommend them for any and all support. If you have further questions, please contact me at (216)707-5027 or by e-mail at egill@universitycircle.org

Sincerely,

Erin Gill

Future Connections Program Manager

University Circle Inc.

Letters of Support 5077

Cleveland Job Corps

SERRATO CORPORATION | Job Corps | Horizons Youth Services

March 3, 2015

Victor M. Gill, AS, BS, MSCJ
Lieutenant/Unit Commander
Public Education/Recruitment Unit
Department of Public Safety-Division of Fire
1645 Superior Avenue, E.
Cleveland, OH 44114

Dear Mr. Gill,

I am writing on behalf of the Cleveland Job Corps Center in support of the Vanguards of Cleveland grant you are applying for. As Center Director of the Cleveland Job Corps I am aware of this organization (Vanguards of Cleveland) as a local branch of the International Association of Black Professional Firefighters. Your contribution towards' recruitment, oversight of equitable hiring practices, mentoring, retention, and advancement of minorities including women in a career as a Cleveland Firefighter is notable.

I would like to reiterate my support for the Vanguards of Cleveland's request is considered for the grant that you seek for this most important organization.

Warmest regards,

William Houston
Center Director

13421 Coit Road
Cleveland, OH 44110
Phone: 216.541.2500 / Fax: 216.541.7791

Letters of Support 6 of 7

SAFETY TO GO

A Portable Safety Program
for Young Children

March 3, 2015

I am writing this letter of support for the Vanguards of Cleveland as they submit their application for a Community Connectors Grant. It has been my pleasure to get to know several members of the Vanguard through my interaction with the Cleveland Fire Department/Education Outreach Program. I found them to be very knowledgeable, personable and sincerely interested in serving the community to educate, mentor and to serve as liaisons between community organizations.

The need to mentor young adults and youth has never been greater in our society and I commend and support the Vanguards of Cleveland in their quest to expand their outreach efforts. I am hopeful that you will give them great consideration in their funding request. Please contact me if further information is required.

Sincerely,
Carol J. Mains
Carol Mains
Executive Director
Safety to Go
440-864-9880
safetytogocarolmains@gmail.com

Letters of Support 2017

Dear Vanguard President & Members

I, Myran Jackson boy's basketball coach at St Martin De Porres high school would like to thank you for your sponsorship and support for the ACT Prep classes. The classes were to assist high school juniors and seniors increase their ACT scores. Low ACT and SAT scores will not allow students to enter the colleges of their choice and lower the amount of financial aid that the students could potentially receive. The six classes were to provide assistance with improving the ACT and SAT scores.

Once again thank you for the purchase of needed supplies and providing nutrition to our students. Your years of dedication to our youth and your community have been greatly appreciated.

Sincerely,

Myran Jackson
Share One ☺