

***A Mother's Love Initiative***  
**2021 Community Support & Outreach Initiative Budget**  
**(Chauvin & Officers Trials)**

<b>ADMINISTRATIVE PERSONNEL</b>			
<b>Position</b>	<b>Salary Wages</b>	<b>Time or % of Time</b>	<b>Total Category Expenses</b>
Exe. Director	\$35.00 pr hr	10 hrs pr wk X 24 wks	\$ 8,400.00
Accounting		\$350 pr wk X.5 fte X 24 wks	\$ 3,000.00
<b>PROGRAM PERSONNEL</b>			
Program Director	\$25.00 pr hr	10 hrs pr wk X 24 wks	\$ 6,000.00
Support Staff (1)	\$20.00 pr hr	10 hrs pr wk X 24 wks	\$ 4,800.00
Boots on the Ground (2 teams of 6-8 staff) Outreach Workers	\$25.00 pr hr	4 hrs pr day X 5 shifts pr wk X 12 staff X 24 weeks	\$144,000.00
<b>TOTAL PERSONNEL EXPENSES</b>			<b>\$166,200.00</b>
<b>PROGRAM EXPENSES:</b>			
Evaluation (estimated expense (\$3,500/.25 cost)			\$ 840.00
Insurance (\$1,740 x .5 of cost			\$ 870.00
Program Supplies and Materials			\$ 1,500.00
Printing			\$ 750.00
Food			\$ 750.00
<b>TOTAL PROGRAM COSTS</b>			<b>\$ 4,710.00</b>
<b>ADMINISTRATIVE COSTS</b>			
Rent (\$125 pr wk X 24 wks)			\$ 3,000.00
Phone/Internet (\$136.25 X 8 months)			\$ 1,090.00
<b>TOTAL ADMINISTRATIVE EXPENSES</b>			<b>\$4,090.00</b>
<b>TOTAL PROJECT COSTS</b>			
Total Personnel Expenses			\$ 166,200.00
Total Program Expenses			\$ 4,710.00
Total admin Expenses			\$ 4,090.00
<b>TOTAL PROJECT COSTS</b>			<b>\$175,000.00</b>

2021

# A Mother's Love Initiative



Community Support  
Outreach Initiative  
(Chauvin & Officer Trials)

Prepared By:  
Alisa Clemons, Executive Director

March 15, 2021

A Mother's Love Initiative  
3451 Cedar Avenue  
Minneapolis, MN 55408

Agency and Project Information	
<b>Name of Project:</b>	<b>Community Support &amp; Outreach Initiative (Chauvin &amp; Officers Trials)</b>
<b>Name of Organization:</b>	<i>A Mother's Love Initiative</i>
<b>Agency Address:</b>	3451 Cedar Avenue S., Mpls, MN 55408
<b>Agency Phone:</b>	612-207-2531
<b>Agency Website:</b>	<a href="http://www.amothersloveinitiative.org">www.amothersloveinitiative.org</a>
<b>Agency Email:</b>	<a href="mailto:amotherslovemn@gmail.com">amotherslovemn@gmail.com</a>
<b>Agency EIN/Tax ID Number</b>	85-1658606
<b>Agency Dun &amp; Bradstreet Number</b>	116905146
<b>Executive Director:</b>	Alisa Clemons
<b>Executive Director Phone</b>	612-207-2531
<b>Executive Director Email Address:</b>	<a href="mailto:amotherslovemn@gmail.com">amotherslovemn@gmail.com</a> <a href="mailto:ACLEMO2@aol.com">ACLEMO2@aol.com</a>
<b>Project Contact:</b>	DonEsther Anderson
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<b>Project Contact Email</b>	<a href="mailto:donestherm@gmail.com">donestherm@gmail.com</a>
<b>Neighborhoods and/or communities of focus:</b>	<b>Primary Focus: Near North Minneapolis and Downtown Minneapolis</b>
<b>Grant Time Period</b>	April 1, 2021 – December 31, 2021
<b>Total Community Support &amp; Outreach Initiative Budget</b>	<b>\$175,000.00</b>

## **AGENCY AND COMMUNITY OVERVIEW**

**Describe your experience serving the Minneapolis the Minneapolis Community, including your mission, vision, impact and number of years of service.**

A Mothers Love Initiative “*Bringing Back the Village*” (AML) was established in 2014 as a call to action bringing together Black mothers to address the issues of violence, poverty, gun and gang violence throughout their communities. As women and mothers, in the village, we have experienced the issues and the traumatic results that violence, poverty, lack of education, unemployment and other social ills currently plaguing our families.

A Mother’s Love Initiative (to be referred as AML from this point forward) is a grassroots organization galvanized towards uplifting the entire family unit starting with the African-American woman. We believe that the answer to addressing the needs of our families is through **the education, support and empowerment of families throughout our community.**

**Our mission** is to help families with a focus on women, to develop and create a “new reflection” of themselves through workshops, hands-on training and ongoing mentoring. It is our strong belief that “*Saving the mothers saves the child, Saving the father saves the family and Saving the family saves the community.*” A healthy family leads to a healthy community, which is why A Mother’s Love works with all members of the community, in our quest to unify the family and community.

**Brief history of Provided Services:** For the past seven years, the AML Outreach team has performed over 6000 hours of boots on the ground/outreach services on the streets on Minneapolis. In performing outreach services throughout the community, AML Team members have intervened on potential violent situations; provided safety services for families experiencing domestic violence; intervened and mediated neighbor-to-neighbor conflicts and provided traumatic crisis services to over 200 families grieving the loss of a family member due to gun violence.

One of the primary lessons we have learned in conducting the AML outreach services, was that in order to prevent violence we had to expand our reach to address the human conditions of poverty, lack education/educational tools, hunger, drug addiction and homelessness.

**2020 Accomplishments:** In 2020 AML saw a 60% increase in the request for services throughout the City of Minneapolis, with 82% of those requests coming from the North Minneapolis community. The following represents some of the accomplishments the organization saw in spite of the COVID 19 Pandemic:

- **Over 172,000 individuals** received **food security relief** through our partnerships with New Salem Baptist Church, Gesthemane Lutheran Church, and AmeriCorps. Families received food, personal items, household items, baby items, fresh meat and produce.
- **Over 2700 Seniors** received door-to-door hot meal and **food security relief** assistance to keep them safe during the COVID 19 pandemic.
- **Hired 10 youth.** Youth learned leadership skills, customer service skills and other soft employment skills. Participated in a Youth Focus group. In addition to their weekly

salary, youth received new school clothes, back packs w/school supplies, new bicycles, and a bonus \$1,000.00 for their educational and other needs.

- **Over 300 families** received housing, food, clothing and other essential living resources.
- **67 families** received crime victim/trauma related services. These families have suffered injury or loss of family members due to an act of violence at the request of the Minneapolis Police Department and/or other public/private entities.
- **170 families** received holiday assistance that included Thanksgiving meals, Adopt-A-Family and Secret Santa gifts.
- **130 families/children** received new computers to assist them in distance learning activities.
- **Over 4000 COVID Masks and Safety Kits** have been distributed throughout the communities of North Minneapolis

### **ORGANIZATIONAL CAPACITY: What makes your agency able to do this work?**

**Grant Management:** Over the past five years AML has received grants from the City of Minneapolis, Office of Violence Prevention, Minneapolis Foundation, and has participated within a collaborative grant with Community Action Program of Hennepin County, and managed numerous other funding sources:

#### **The AML Financial Process:**

- The ***AML operations and fiscal management team*** consists of the Executive Director, Program Director, and Bookkeeper. Each position provides a level of security to ensure that budget management financial reports, expense reports, check requests and fund disbursement are held to all GAAP (Generally Accepted Accounting Practices) policies and procedures.
- Each funding source, with the appropriate contract, budget, invoices, employee timecards, and other relevant data, are kept in its own manual, with digital records kept of each transaction.
- **Program Director** ensures that timecards, check requests, program/admin expenses and invoices match allowable expenses related to that particular program; program budget, and funding source. Once verified, the appropriate forms are submitted to the AML Bookkeeper.
- The **AML Bookkeeper** re-examines, approves, and prepares and matches the appropriate check request forms to the prepared checks. They are also responsible for the preparation of monthly and yearly financial reports.
- The **Executive Director** performs the final review of the submitted documents and signs all appropriate checks/documents. Upon completion all documentation is returned to the Program Director for check disbursement, and filing.

**Our Team:** AML primary staff are divided into three (e) categories, the management/program the outreach teams, and our volunteers.

- The ***management team*** consists of the Executive Director, Program Director and support staff. They are responsible for the organizational and program operations of the organization.

- The **outreach team** consists of the remaining (17) team members are responsible for the outreach duties of the organization. This can include providing door-to-door delivery of information to Minneapolis residents, safety patrols on the streets of Minneapolis, passing out COVID 19 safety kits and/or homeless kits to individuals in need, and other duties as assigned.
- **Volunteers:** AML manages a database of individuals interested in serving as volunteers. All volunteers are recruited on an individual program basis through our website and social media pages. They support the organization through donations, clerical support, or event volunteers. At no time are volunteers allowed to engage in safety/street patrol duties

***PLEASE NOTE All AML staff will operate as Outreach staff when full deployment is required due to emergency situations, or as called upon by City staff.***

Over the past seven years the AML team has grown from 6 members (2014) to 21 men and women (2021), all from diverse backgrounds and ranging in age from 20 to 59. Each team member was personally selected by Alisa Clemons the Founder/Executive Director of AML based on their skills, background and potential to reach the diverse residents of Minneapolis.

Over 95% of the team either lives or was raised in the North Minneapolis community. Each team member brings with them a lifetime of experiences that makes our team unique. Those life experiences whether it be drug addiction, a victim of gun violence, homelessness, un/underemployed, have been involved in the criminal justice system, with education levels ranging from high school dropout/GED to college graduates. This range of life experience allows us to relate to anyone we have the honor to serve.

**RFP Administrative Expectations:** As stated above, the Executive Director managed the growth of the team to match the organization's fiscal resources. This allowed for the careful management of all program and administrative duties. Many of the RFP's administrative expectations are already part of the organization's management operations. They include:

- Safety Issue Documentation
- Management of staff employment/contract documentation
- Regular and timely payments to outreach staff for disputed and undisputed hours
- Process for Rapid deployment of the AML Outreach and other Boots on the Ground partners.
- Proper documentation of all outreach activities, including scheduling, special assignments and other duties as assigned.

The administrative expectations that will be **new (and welcomed)** to AML include:

- Participating in qualitative interviews with the City
- Participation in planning, development and progress meetings with City staff and/or partners.
- Shadowing of AML by City staff

**Insurance Information:** The A Mothers Love Initiative, carries the necessary and appropriate insurance coverage as required by the City of Minneapolis.



**RELEVANT ORGANIZATIONAL EXPERIENCE: What would it look like for your agency to do this work and how will you ensure project success?**

**Our Philosophy, Approach and Services:** The May 25<sup>th</sup>, 2020 death of Mr. George Floyd and the resulting civil unrest ultimately changed our City and State forever. Over 1500 businesses were lost/burned down; 2 lives were lost during the riots, an affordable housing project was destroyed, and 66 of the City's 83 homicides in 2020 occurred after George Floyd's death. We lost pharmacies, grocery and other retail stores creating a food desert that stretched across the City of Minneapolis to the City of Brooklyn Center.

Given the lingering health impacts of the Covid 19 pandemic, the traumatic death of George Floyd and resulting civil unrest, the rise in violence and resulting gun violence, and the psychological impact that this has had on the at large community it is our philosophy to continue to address these issues on a multifaceted approach that includes all aspects of the community.

**Current AML Programs and Services:** The current services of the AML organization were designed to provide:

- Positive, proactive and responsive outreach to the community.
- Community engagement through positive messaging
- Supportive communication between the community and the City of Minneapolis
- Informal de-escalation, mediation, and conflict resolution
- Information and referral services of AML, the City of Minneapolis and other community-based organizations.

**AML Programs and Services:**

**Boots on the Ground Outreach Patrols:** A Mother's Love deploys two (2) teams of six - eight members on the streets of Minneapolis. Specific communities depend upon the contracting organization or the events affecting the community. It is our responsibility to reach out to people in need and provide them with guidance, prayer, referral services, trauma related crime prevention and intervention services, COVID safety kits, information regarding important citywide announcements, and basic living kits as needed.

**Listening Circles:** AML will host Male and Female Safe Listening Circles. The Listening Circles will give those who have been traumatized by violence an opportunity to gain support from their community; learn from others that have navigated through the community and criminal justice systems; and gain the necessary life tools to process their trauma.

**Women Living and Learning for Success Program:**

The Women Living and Learning for Success Program" is an 8 - week Training Program that provides educational workshops on a variety of life skills topics. It is our goal to break down the barriers attached to single mothers, and to assist them in becoming self-sufficient and even stronger parents for 'our' children.

**Referral Services:** This will include referrals for basic living services to include but not limited to housing, education/GED education services, food shelf/clothing closet services, basic survival kits (soap, toothbrush/toothpaste, deodorant) and other family support services.

**Domestic Violence Intervention & Prevention Services:** A Mother's Love will be partnering with the Minneapolis Police Department's Domestic Violence Navigator, to provide victims of domestic violence specific services related to their particular situation. This includes but is not limited to safety plan development, shelter placement and other court attendance services as requested.

**Victim Prevention & Intervention Services:** Domestic/Intimate Partner Violence: A Mother's Love will be partnering with the Minneapolis Police Department Family Violence Unit and the OVP Domestic/Intimate Violence Navigator and other Boots on the Ground partners to provide those in need with intervention services related to but not limited to de-escalation of community, resident, and/or domestic situations, fights among young people, and other referrals. AML also provides emotional and information support services at crime scenes to families that have lost a beloved to an act of violence.

**FUTURE SERVICES:** These services will be implemented during the Summer and Fall of 2021

**(NEW) AML TUTOR HOUSE:** The primary goal of the AML Tutor House is to address the growing Achievement/Opportunity Gap of African-American students of color across North Minneapolis. The AML Tutor House will be a primary location for all of the AML family education services. Students will start meeting this Summer, 4 days a week for a minimum of 4 hours a day, (dependent upon the child's needs). Adult classes and workshops are held on the weekends to maximize potential participation.

**(NEW) NEXT LEVEL LIFE SKILLS PROGRAM:** The Father's of AML created the "The Next Level Life Skills Program". It is a pre-employment program that prepares women and men for successful completion of the necessary pre-entry skills training. This program will prepare participants for employment in the trades industry. Participants meet 3 days per week, four hours a day to receive instruction in a variety of pre-employment activities for CDL licensing preparation, construction trades, resume writing, dress for success, interview skills and other educational opportunities.

**AML Training:** All members of the AML staff have received training in the following areas:

- Trauma and the Community Training
- De-escalation Training
- Domestic Violence Training
- Narcan Training

**Specialized Training includes:**

- Critical Incident Response Training (3 Members)
- Procedural Justice Training (4 Members)
- BCA Citizens Academy (2 members)

**Current Strengths:** What makes the AML Initiative unique:

- We are easily identified by our logo and pink and black uniforms.
- A majority of the AML staff live within the communities that we have the honor to serve.



- Our staff are well known throughout the communities of Minneapolis and know of many of the individuals that socialize or patronize the community businesses.
- Our staff has a reputation for being fair, going above and beyond to help people, and are therefore seen as being people who can be trusted.
- Through our daily analysis of the community outreach calls for service, individual service request forms, incident reports, staff reports, participant registrations, and social media reports, which allows the organization to shift services when and where necessary.

### **ACTIVITIES OF THE PROJECT:**

**Project Focus areas:** Our general focus service area is the City of Minneapolis. For the purposes of this project the focus areas will be the North and Downtown communities of Minneapolis.

**Potential Service Zones:** The primary and secondary service zones that AML intends to serve through this project are the North and Downtown District of Minneapolis.

**SERVICES TO BE PROVIDED FOR THIS PROJECT:** Listed below are the specific services identified for this project. They were selected because of the ability to provide these services in a swift, courteous, respectful manner while ensuring the safety of our residents, businesses, and visiting guests.

**Boots on the Ground Outreach Patrols:** AML Outreach staff will be in the Northside communities and the downtown district walking the streets/patrolling to keep the residents, businesses and visiting guests of Minneapolis safe. It is our responsibility reach out to people in need and provide them with situational guidance, prayer, referral services, trauma related crime prevention and intervention services, COVID safety kits and other services as needed.

**Listening Circles:** AML will host Male and Female Safe Listening Circles. The Listening Circles will give those who have been traumatized by violence an opportunity to gain support from their community (the Village); learn from others that have navigated through the community and criminal justice systems; and gain the necessary life tools to process their trauma.

**Community Information Meetings:** AML will sponsor a minimum of two (2) community meetings. This will give residents an opportunity to voice their concerns, provide solutions and gain knowledge on how to keep families, neighbors, and businesses safe.

**Referral Services:** This will include referrals for basic living services to include but not limited to housing, education/GED education services, food shelf/clothing closet services, basic survival kits (soap, toothbrush/toothpaste, deodorant) and other family support services.

**Victim Prevention & Intervention Services:** Domestic/Intimate Partner Violence: A Mother's Love will be partnering with the Minneapolis Police Department Family Violence Unit and the OVP Domestic/Intimate Violence Navigator and other Boots on the Ground partners to provide those in need with intervention services related to but not limited to de-escalation of community, resident, and/or domestic situations, fights among young people, and other referrals. AML also provides emotional and information support services at crime scenes to families that have lost a beloved to an act of violence.

**AML Staff Roles and Responsibilities:** *Staffing hours will be defined by a percentage of hours as a full time employee (fte)*

**AML Executive Director:** The AML Executive Director (.25 fte) will provide overall leadership for the entire project. All additional management staff will report to her on a weekly basis, or as otherwise needed. In the case of emergency deployment, the Executive Director will receive the call from MPD or the OVP and the resulting dispatch call for outreach to respond to the scene.

**AML Program Director:** The AML Program Director (.75fte) will be responsible for the management of all outreach staff and support staff. They will be responsible for weekly schedules, designation of service areas, community program and service referral partners and all relevant outreach service, program and financial reports.

**Outreach Team Leads:** Outreach team leads report to the Program Director. They are responsible for the daily street management of their team. They will compile daily supervision of outreach staff, service reports, and special service requests as assigned. They will also be responsible for client follow-up.

**Outreach Staff:** The *Outreach staff are the face of this project* and will serve as the first point of contact with the community. They will be the “Boots on the Ground” Street Patrols, they will greet and listen to residents of the community, first contact for clients interested in registering for services, mediating low level altercations, respond for call for assistance, and respond to homicide scenes.

**Outreach Recorder:** Each team will have a recorder. It is their responsibility to record all incidents that happen while on patrol. They will be responsible for the completion of client request, incident reports and service call reports. The recorder will also ensure that all clients requesting services complete the preliminary intake forms.

**Support Staff:** It is the responsibility of the support staff to record in the service data base all preliminary intake forms. Support staff will assist in the scheduling of intake interviews, assist outreach staff with intake interviews and will ensure that each client is referred to the appropriate service partner for ongoing services and support.

**Collaborative Partners:** AML would not be successful without the participation of its collaborative partners. Our collaborative partners assist us with Boots on the ground outreach, recruitment and retention of participants, participant referrals, and other duties as requested or agreed upon. Our partners include but are not limited to OVP, Salem Inc, We Push for Peace, MN Safe Streets, YMCA Northside location, Northside Achievement Zone, Community Action Programs of Hennepin County, Northpoint, Turning Point, Emerge, Minneapolis Police Department, Minneapolis Public Schools, Hennepin County Housing services, and other community-based organizations.

**Challenges:** The greatest challenges the AML staff anticipates in executing the activities of this project are as follows are:

**Client Trust:** The general population of clients the AML staff serves in and throughout the Minneapolis area can be fluid. These individuals can be homeless, moving from place to place, hanging out or simply looking for a little trouble to get into and they do not always trust people that don't look like them, that they don't belong or may be asking too much of what they consider to be their “private” information.

**Crowd Fluidity:** Due to the nature of the trial, Minneapolis will have an abundance of visitors from other states and countries here to protest and cover the trial. These individuals primary concern is the trial and may or may not have taken the time to research the community they imbed themselves within. Our guests, are our guests and must be treated with the same dignity and respect that we treat our neighbors, while keeping them safe from harm.

**Staff Safety:** Safety is a primary concern for the AML staff. We take several steps to ensure their safety while out-performing outreach activities. They include:

- Staff are divided into 2 teams of 6-8 members
- Our teams are made up of both Mothers and Fathers
- Each team is equipped with a radio with direct connection to the Minneapolis Police Department.
- All staff are trained in communication and de-escalate tactics. With certain members trained in Critical Incident response. When it is apparent that a situation cannot be mediated or de-escalated, staff can immediately contact (by radios) the AML Program Director or in incidents involving weapons the Minneapolis Police Department. Our goal is to diffuse a situation before police intervention
- All staff are required to perform, temperatures checks, masks, gloves and hand sanitizer.
- Each team is equipped with a backpack with a basic first aid kit and Narcan overdose kits

### **Evaluation:**

The AML staff will be using a variety of tools to track the progress of our efforts. It is our hope that though this grant, that a professional evaluation firm will be hired to assist us in our evaluation efforts, utilizing the following.

- Our internal 2019 – 2020 Downtown Violence Prevention Services evaluation and progress reports.
- The number Client requesting services.
- Client Surveys, with a focus on the following:
  1. The number of participants in our services and workshops
  2. The number of people referred for additional services.
- Daily Outreach reports
- Incident reports
- Monthly Progress Reports

### **Conclusion:**

As A Mother's Love embarks upon its 7<sup>th</sup> year of service, your confidence in the work we do allows us to continue administering our programs and services to the community. We acknowledge that it could not have been done without the continued support of our business and foundational partners. AS we look to the future, it is our hope that you look successfully upon our request and continue to support us as we strive to be that driving force that our community looks to for love, guidance and support.