



2006 AUG 14 AM 11:55

CDEGA

YEAR 2007

**REQUEST FOR PROPOSALS FOR
COMMUNITY DEVELOPMENT FUNDING**

Lincoln Park Community Center, Inc.
Job Find / Job Placement

City of Milwaukee
Community Development Grants Administration

Steven L. Mahan, Director
City Hall – 200 East Wells Street; Room 606
Milwaukee, Wisconsin

Funds Provided by the U.S. Dept. of Housing & Urban Development

COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION

COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION
APPLICATION EXECUTIVE SUMMARY – FUNDING YEAR 2007

REQUIRED: Check the type of funding for which you are applying.

NOTE: Separate applications are required for each type of funding and activity for which you are applying. Combined applications and budgets will not be accepted and will be returned.

Total Amount Requested (CDBG FUNDS) \$ 55,000 (HOME FUNDS) \$ _____
(HOPWA FUNDS) \$ _____

RFP Activity/Category for which you are applying: Job Placement/Job Find

RFP Page # 24

Applicant Organization Name: <u>Lincoln Park Community Center, Inc.</u>	
Organization Address: <u>1301 W Hampton</u> City <u>Milwaukee</u> Zip <u>53209</u>	
Contact Person: <u>Ruth Varnado</u>	Title: <u>Executive Director</u>
Contact Person's Telephone Number: <u>414-963-6400</u> Fax Number: <u>414-963-6407</u>	
E-Mail Address: <u>xxxxxx</u>	
Is applicant a 501 (C)(3) organization? Yes <input checked="" type="checkbox"/> No _____	
Is applicant a faith-based organization? Yes _____ No <input checked="" type="checkbox"/>	
Federal Employer Identification Number <u>39-1672681</u>	
Executive Director: <u>Ruth Varnado</u>	Phone Number <u>414-963-6400</u>
Board President: <u>David Moore</u>	Phone Number <u>414-963-6400</u>

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CDGA

Check one: Organization received funds from CDGA in 2006

Organization did not receive funds from CDGA in 2006 _____

Proposal submission(s) must be authorized and signed by an official of the Board of Directors.

Name and title of Board Official: RESIDENT – BOARD MEMBER Joseph C Henderson

Signature of Board Official: Joseph C Henderson

NOTICE:

A false statement or misrepresentation in the proposal to obtain grant funds and if funds are awarded, the funds and contract will be in default and the City may declare all of any part of the funds paid out immediately due and repayable to the City and the contract voided.

**PART 1: PROGRAM DESIGN & SPECIFICATIONS
60 POINTS TOTAL**

1. (A). Households/Clients Served: Describe the specific population to be served, including target income level and special needs populations, as applicable. Indicate the number of units/households to receive direct services by your program.	(5 pts maximum)
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Size: Area 3 is 1.46 square miles located between I-43 and Teutonia (East/West) and Cornell/Ruby to Silver Spring (South/North). **Population:** The population from the 1990 U.S. Census is 8,797, which includes 3,396 households. This includes 28.5% youth (ages 0-17), 71.2% high school graduates (of adults 25 and over). **Diversity:** 70.4% Black, 26.0% White, 2.5% Hispanic, 0.5% Asian, 0.3% American Indian, 0.3% Other. **Median Household Income:** The Median Household income from the 1990 census is \$27, 853. At this time the median income nears only \$22,000. **Total Neighborhood Income:** The total neighborhood income of \$90,386,980. **Special Needs Population:** The special needs population in the area includes adults – pre employment individuals – ex offenders, Senior Citizens, youth, adults and disabled. Major Employers are St. Mary’s/Columbia, Jewel Osco, FJA Christiansen Roofing, Inc. and Bayshore Mall. The neighborhood is in transition, with new youth, adults and Seniors. Residents are in Census tracts 21-22-23-24 and the tip of 43. **The target serving area includes Area 3 and the City of Milwaukee, ages 16 years -82 years of age. 3,396 households will receive direct services via possible employment opportunities and door to door information regarding community meetings and employment opportunities.**

DO NOT WRITE BELOW
(For CDGA Use Only)

<i>Comments:</i>	<i>Score:</i>
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2. (B). Outreach: Describe in a narrative, your agency’s outreach and all of the methods that will be used to inform eligible persons about your program.	(5 pts maximum)
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Job Find is an employment assistance program targeting low income/at-risk adults. Job Find staff coordinate with participating area corporations as well as constantly recruiting new businesses. Corporations make information available regarding positions and training provided. Staff evaluate applicants, identifying skill level, academic level and their needs and interests. Staff then match the applicant with a participating corporation and/or assist the applicant with referrals for basic/remedial skills if needed. Lincoln Park Community Center, Inc. will outreach through the effective development of three job fairs. **Outreach to potential employees in Area 3 and City Wide will be completed** via door-to-door flyers, US Postal Service, city wide conferences, and various media (telephone prompts, newspaper, television, radio, new techs, emails and internet). Employment/Job Placement/Job Find will include resumes, Wisconsin drivers license, birth records, IDs, and pre screening of applicants when suggested by potential employers. In addition, post employment sessions will be held with served employees to assist them in continuance of employment. The activity is designed to create or retain permanent jobs. 51% available to Extremely Low Income (ELI), 30% available to Low Moderate Income (LMI), 19% available to low income (LI). Outreach will be conducted in Area 3 and City Wide and will develop a bank of unemployed youth and adults in Area 3 and City wide with various abilities to select candidates.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

3 (C). Activity, Goals, and Timeline: Describe the specific activity to be performed, the goals of the program, and the timetable for implementation.

(15 points maximum)

The objective is to place 36 clients in gainful employment

Activity: Thirty-six individuals will be employed

Goal: 45% of the Area 3 residents needing jobs registered with LPCC, Inc. with positive job referral to business, industry or manufacturing or organizations; City wide 55%

Timeline: 12 individuals employed by April, 12 additional individuals employed by August, and 12 additional individuals employed by December 2007

Data Source: Documentation of employed individuals

Data Collection Method: Application and placement of businesses that employ individuals.

Activity: Effective development of three Job Fairs

Goal: A minimum of 55 area residents who are LMI income or unemployed will attend the career-job fair sponsored by local businesses, others and Lincoln Park Community Center, Inc.

Timeline: One Job Fair will be held in March, July, and November 2007

Data Source: Job Fair attendance

Data Collection Method: Attendance forms will be used for identifying constituents.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

4 (E). Program Outcomes: The expected long term outcomes from CDGA's funded programs are: 1) Reduce Crime; 2) Increase Property Values; 3) Increase Economic Vitality; and, Improve Quality of Life. Towards this end, describe the outcomes, (results, impact or change) expected to come about as a result of your program and which contribute to one or more of CDGA's long term outcomes. (15 points maximum)

Activity: Thirty-six individuals will be employed

Goal: 45% of the Area 3 residents needing jobs registered with LPCC, Inc. with positive job referral to business, industry or manufacturing or organizations; City wide 55%

Mid Term/Long Term Outcomes: 12 individuals employed by April, 12 additional individuals employed by August, and 12 additional individuals employed by December 2007

Long Term Outcomes: Long Term Outcomes: 1) Reduce Crime; 2) Increase Property Values; 3) Increase Economic Vitality; and 4) Improve Neighborhood Quality of Life

Activity: Effective development of three Job Fairs

Goal: A minimum of 55 area residents who are LMI income or unemployed will attend the career-job fair sponsored by local businesses, others and Lincoln Park Community Center, Inc.

Mid Term/Long Term Outcome: One Job Fair will be held in March, July, and November 2007

Long Term Outcomes: 1) Reduce Crime; 2) Increase Property Values; 3) Increase Economic Vitality; and 4) Improve Neighborhood Quality of Life

Expected long term outcomes: Without employment, crime is inevitable. With employment, residents become home owners. Home owners care about their homes and take care of the neighborhood, thus increasing property values. With employment, residents have income to spend, which increases economic vitality and thus improves the quality of life for themselves, but also for those around them.

Without employment, crime is inevitable. The cost to house an offender for one year in a penal facility is \$35,000, plus amenities such as health care. The requested \$27,500 for Job Placement reduces the possibility of incarceration costs for 36 individuals, reducing crime, improving property values, increases economic vitality, and improved neighborhood quality of life.

LPCC, Inc. will help reduce the addiction to violence in Area 3

LPCC, Inc. will help reduce the growing edge of fear in the neighborhood in Area 3

LPCC, Inc. will help reduce youth fetish for firearms in Area 3

LPCC, Inc. will help increase education through training which will increase gainful employment and reduce low wage job havens.

The actual achievements occur when the residents, clients, and unemployed individuals obtain what LPCC, Inc. programming does what it is designed to do. LPCC, Inc. fulfills its purpose by providing effective services which unleash the wheels of productivity. It fails when staff and the Executive Director allow circumstances and responsibilities to crowd and choke the imaginations and possibilities that lie hidden within the organization.

PART I – METHOD

(15 points maximum)

1 (D). Method: Describe the method that will be used to meet the goals and Objectives as stated in your application. **YOU MUST ALSO REFER TO THE REQUIREMENTS STATED UNDER THE SECTION “METHOD” IN THE RFP WHEN COMPLETING THIS SECTION**

Activity: Thirty-six individuals will be employed

Goal: 45% of the Area 3 residents needing jobs registered with LPCC, Inc. with positive job referral to business, industry or manufacturing or organizations; City wide 55% / city wide a minimum of 150.

Method: Obtain agreement or verification with potential employees, develop flyers for distribution to households

Activity: Effective development of three Job Fairs

Goal: A minimum of 55 area residents who are LMI income or unemployed will attend the career-job fair sponsored by local businesses, others and Lincoln Park Community Center, Inc.

Method: Obtain agreements with potential employers, develop flyers for distribution via media and other communication methods

Lincoln Park Community Center, Inc.’s Job Placement program has the ability and expertise to implement a successful job placement program. Three Job Fairs will take place during the year. Notification of the Job Fairs will be completed by way of but not inclusive of door-to-door flyers, networking with various organizations and businesses, radio, and community meetings. The purpose is to provide area residents with an increase in the number of jobs and/or “living wage” jobs. This results in an increased annual income as a result of job training and/or employment. LPCC, Inc. will provide training in Customer Service, Custodial/Janitorial and Employment seeking skills, Interacting skills, Decision making/goal setting skills, employment maintenance, budgeting, community resources available, personal hygiene and positive relationships. Employment skills includes resume writing, completing the application, interviewing, and interview follow up. Along with the effective development of job fairs, LPCC with conduct pre screening of applicants when suggested by potential employers. Post employment sessions will be held to ensure that employees are retained for at least 45 days. LPCC has collaborations with area businesses such as Jewel Osco, FJA Christiansen Roofing, Inc., Lena’s, Manpower, Purpose Cleaning, Bayshore Mall and others.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

PART I – BUDGET

1 (F). Budget and Resources Leveraged: Include a proposed budget for your program utilizing the appropriate budget forms which are enclosed. The HOPWA budget is incorporated within the HOPWA RFP.

(5 points maximum)

See Attached Agency Budget for Program

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

TOTAL POINTS PART 1
(60 maximum)

**PART 2: EXPERIENCE
40 POINTS TOTAL**

1. (A). Agency Experience with Activity: Describe the specific experience that your agency has in providing the service for which funding is requested.	(15 pts maximum)
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Agency Experience with Activity:

An Agency is not an entity without its staff whose experience is crucial.

LPCC, Inc.'s agency experience with activities is a vital component of the community in which they serve. LPCC, Inc. understands what is being done and why. The organization understands its crucial role in managing risk to themselves, to the residents, and to the community. They also have a working acquaintance with situations, concerns and issues. The agency has effective skills and techniques which are called upon in a variety of outreach, including pre and post employment screening and out of pocket funds needed for basic human needs. Their skills also include follow ups and on site evaluations.

During the last two years, LPCC, Inc. has obtained agreements with various area employers to train and employ applicants from Job Find. Advertising programs were initiated to make residents aware of employment opportunities. Motivational speakers were sponsored for youth. Strategies which promote neighborhood businesses were developed.

Example:

2005 - LPCC surpassed the goal of obtaining gainful employment of 24 residents and more than 230 attending the Job Fairs.

2004 - LPCC surpassed the goal of obtaining gainful employment of 36 residents and more than 300 attending the Job Fairs.

By providing assistance in acquiring employment, LPCC is acting on the CBGA outcomes of 1) reducing crime (research shows that those employed and self sufficient are less likely to become involved in crime); 2) increasing property values (when employed, one has a better opportunity to keep one's home in good condition); 3) increasing economic vitality (employed and self-sufficient residents add strength and energy to the neighborhood); and 4) improve neighborhood quality of life (when one is employed, self-sufficient, and content with oneself, the neighborhood's quality of life improves).

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

2. (B). Staff Expertise: Describe your agency's specific staff experience in providing the service for which funding is requested.

(5 pts maximum)

Staff Expertise: Ruth Varnado – Twenty two years of Community Service, Public Relations and Marketing. Communication Skills, 101, 102, MATC, Conferences, College Courses, on hand community visits for twenty years. Four years of training at Conferences which include Washington, DC – “Customer Centered Growth”, “Neighborhood Economics”, “How to Deal with Clients in Need”, anti crime, crime prevention and many others. – Sixteen years of conferences, outreach, employment, youth and senior citizen services, certificate in Crime Prevention, Gangs, Employment Services, Member of Intervention & Prevention Council, certificate in Community Emergency Response Team (CERT)

Roxanne Ward – Job Find Specialist Fifteen yrs experience – BA Sociology, UWM, Masters Degree, UW Platteville. Fifteen years of experience of Job Placement, job creation, job readiness, job preparation, interviews, post employment and pre employment skills, - communication and network with businesses.

Ann Marie Manthey – Masters Degree Business Admin, UWM Milwaukee.

Myles Marshall – Sixteen years community outreach, sanitation, property checks and community organizing experience – Community Liaison of Area 3 for ten years. How to evaluate needs/priorities of community, Brownfields, City Codes, structures and other real properties, Community issues, concerns, problems and neighborhood economics.

Dawn Brooks - Two years community services in Project Recovery, employment services, med tech – health care tech, certificate in Community Emergency Response Team (CERT)

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

3. (C). Financial/Organizational/Administration: Describe your agency's financial, organizational and administrative structure.

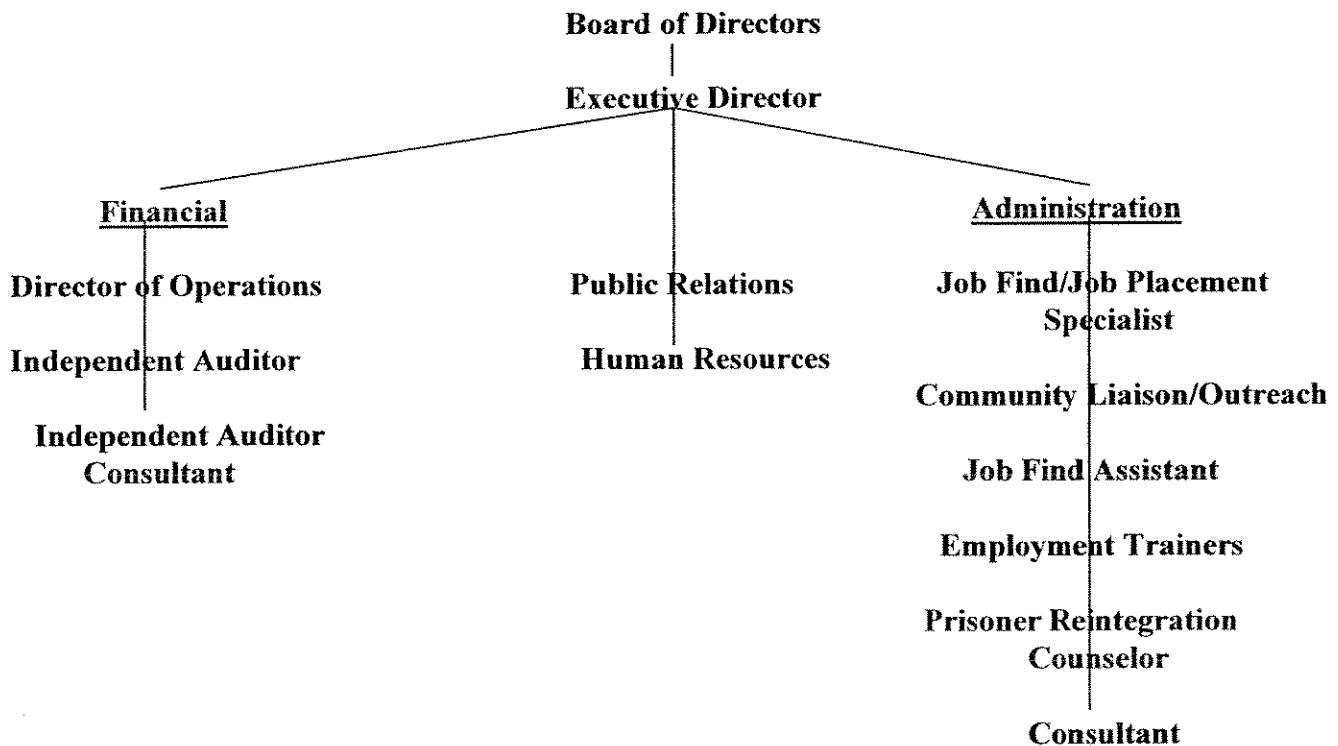
(5 pts maximum)

LPCC, Inc.'s financial, organizational and administrative activities are governed by its Board of Directors. The agency's total paid staff consist of five (5) full-time employees and one (1) half-time employee. The Executive Director of the organization reports directly to the Board of Directors and oversees all the daily operations of the corporation. All staff members report directly to the Executive Director.

The agency has one person who maintains its financial records including payroll. The agency has an outside CPA firm which conducts annual audits of the financial records and an independent consultant to review the financial records quarterly and assist the administrative/financial director as needed. LPCC, Inc. operates based on generally accepted accounting principles. The Director of Operations performs the financial functions of LPCC using the accounting software of Quick Books. The Director of Operations is monitored by an independent accounting person quarterly.

LPCC, Inc.'s operational programs are headed by two program managers who work directly with the agency's clients to provide neighborhood strategic planning community organizing/crime prevention and employment services, job find/job placement.

The remaining staff member provides the administrative and support to the operational functions of the agency.



DO NOT WRITE BELOW
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Comments:

Score:

4. (E). Accomplishments:

(15 pts maximum)

Existing Agencies (Currently Funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. Accomplishment numbers are subject to verification by CDGA.

Failure to provide the required documentation will result in a score of zero for this section.

2005 - LPCC surpassed the goal of obtaining gainful employment of 24 residents. 29 were hired, 58% of those registering were placed. Two Job Fairs were held. More than 150 participated.

2004 - LPCC surpassed the goal of obtaining gainful employment of 36 residents. 39 were hired, 78% of those registering were placed. Two Job Fairs were held. More than 150 participated.

In addition, LPCC, Inc. was instrumental in employment training and gainful employment community residents providing employment opportunities in the City, assisting in the Wisconsin Drivers License program and ID's for city residents, assisting in obtaining birth records in State of Wisconsin and other States for city residents and Area 3 residents, a Court advocate to help residents to keep employment, collaborated with Lad Lake (Employment - Job Fair and Employment Training), conducted community Job Fairs with 50 plus employees hired in 2 years, supplied shoes, coats, and attire to obtain gainful employment, provide Area 3 and city wide computer training and resume construction for possible placements, provide an Employment Training Program (How to get a Job) and Employment Training customer service program for possible placements. LPCC Inc. also provided Janitorial, Maintenance/Custodial Training Program in 2005. LPCC collaborates with FJA Christiansen Roofing Inc. on employment and training (Mr. Ted McNamara).

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**TOTAL POINTS
PART 2
(40 maximum)**

4 (E). Additional Accomplishments:

Existing Agencies (Currently Funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. Accomplishment numbers are subject to verification by CDGA.

Failure to provide the required documentation will result in a score of zero for this section.

- Work with Alderman Ashanti Hamilton on community concerns, problems, situations, and issues. (on going)
 - Monthly community meetings, community residents and invited guests (on going)
 - Removal of drugs, drug dealers - gangs and gambling - Milwaukee Police - Sheriff Department and FBI - (City wide). (on going)
 - Mapped and tracked drugs, drug houses, and robberies Area 3 - Milwaukee Police Department.
 - Employment training and gainful employment community residents providing employment opportunities City wide
 - Clean alleys, streets, and vacant lots - community clean - up Northside Church of God and Area 3 residents (on going)
 - Removal of 89 abandoned autos 2006 - removal of 69 abandoned autos 2005 stakeholders
 - Gang Intervention Program Wisconsin Law Enforcement, Probation & Parole, teachers, and residents. Gangs, Guns and Crime Conference (Milwaukee Police Academy) 9 years
 - Anti - crime prevention presentation and gang programs Milwaukee Public Schools, Mayor Barrett, Judge Hill, County Executive Scott Walker, Sheriff David Clarke, Police Chief Nanette Hegerty. 2005
 - Senior Wellness Program senior residents. 17 years
 - Youth program (Reclaim The Streets) City of Milwaukee Youth (14 years)
 - Wisconsin Drivers License program and ID's State of Wisconsin, Probation & Parole and city residents Milwaukee Municipal Judges 10 years
 - Birth records State of Wisconsin, and other States (city residents and Area 3)
 - Helped to locate missing children Milwaukee WI - 2004 - 05 - 06
 - Court advocate to help residents to keep employment - Milw Cty Courts
 - AODA Budgets - Anger Management group and one-on-one's sessions - 15 years and on going
 - How to communicate to law enforcement, city residents 2006 (media and report criminal elements sessions)
 - Collaborated with Ark of Praise, Jordan Praise Temple, NAACP, Career Youth Development, and Northside Church of God - (on going)
 - Successful outreach with potential job companies (Area 3 residents & city of Milwaukee Business)
 - Employment and employers (post sessions) city of Milwaukee residents (on going)
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- Collaborated with Lad Lake (Employment - Job Fair and Employment Training) - Youth Independent Living Program 4 years and on going
 - Assisted 12th, 13th 30th 31 St and many others Streets in removing criminal activity (Sergeant Harold Hampton)
 - AB 821/822 (Peggy Krusick)
 - Assisted residents in removal of gambling 19th & Hampton Avenue (Sergeant Harold Hampton)
 - Assisted in differential pay Police and Fire Department (before Common Council) Mayor Barrett
 - Collaborated with Faith Based, Law Enforcement, city of Milwaukee, Sanitation Department and Milwaukee County Sheriff (on going)
 - Collaborated with Milwaukee County Transit (Brandon Jenson) on going
 - Community Job Fairs 50 plus employees hired in 2 years
 - Project Recovery Flooding Manual (FEMA) Federal Government, City of Milwaukee Leaders Trained - 250 plus (Area 3) (on going)
 - Property Checks - 1400 plus (Area 3) (on going)
 - Door - to - Door Contact - 2000 (Area 3) and continuing Drug Paraphernalia Bill- passed
 - Assisted small businesses and conducted Small Business Fair (City of Milwaukee Small Business) 2005
 - Assisted individuals to gain Governor pardons
 - Supplied shoes, coats, and attire to obtain gainful employment - on going
 - Intervention & prevention Council (State of Wisconsin) - on going
 - Researched State Statute 6250/6251 - Milwaukee Fire & Police Commission for (Area 3 stakeholders)
 - Supplied Milwaukee Police Chief and Dist. Atty. with 197 possible gangs name and location
 - Area 3 and city wide computer training and resume construction for possible placements
 - Employment Training Program (How to get a Job)
 - Employment Training customer service program for possible placements
 - LPCC Inc. Janitorial, Maintenance/Custodial Training Program 2005
 - FJA Christiansen Roofing Inc. collaboration on employment and training (Mr. Ted McNamara)
 - Project Clean and Green

REVIEWER'S SUMMARY

SCORE SECTION I	(60 Points Max) _____
SCORE SECTION II	(40 Points Max) _____
SUBTOTAL	(100 Points Max) _____
DEDUCT FOR WRONG FORMAT Yes _____ No _____	(25 Points) _____
	TOTAL SCORE: _____

MAXIMUM POINTS: 100

ADDITIONAL NOTES:

TOTAL AGENCY BUDGET: REVENUE
(inclusive of all programs operated by your agency)

Organization Lincoln Park Community Center, Inc.

Show a three year history of **actual revenue** received by your agency for the three year period shown. If more space is needed continue with another page.

CATEGORY	2004	2005	2006
Government Grants (list sources)			
A. Dept of Health & Family Services (State)	\$375,000	\$375,000	\$375,000
B.FEMA	\$142,762	\$41,572	
C. Community Development Block Grant	\$90,025	\$70,000	\$75,000
D.			
Subtotal	\$607,787	\$486,572	\$450,000
Foundation Grants (list sources)			
A.			
B.			
C.			
D.			
Subtotal	0	0	0
Other Revenue (list sources)			
A.			
B. Donations	\$9,987	\$4,266	
C. Interest	\$123	\$4	\$127
D. Agency Bank Loan		\$3,501	\$15,000
Subtotal	\$10,110	\$7,771	\$15,127
TOTAL REVENUE	\$617,897	\$49,4343	\$465,127

AGENCY BUDGET: EXPENSES

CDBG FUNDS ONLY

(A Separate Budget is required for each RFP for which you are applying)

Organization: Lincoln Park Community Center, Inc.

Program Name: Job Find/Job Placement

Show a proposed budget for the program for which you are applying. Include all committed and pending funds for your program.

CATEGORY	Requested Funds	Committed Funds (list source)	Pending Funds (list source)
Personnel	\$27,500		
Fringe Benefits	\$6,500		
Occupancy/Utilities	-----		
General Services (training, travel, printing, advertising, memberships)	\$450		
Supplies (office products, postage, computer and cleaning supplies, etc.)	\$1,000		
Contractual Services (accounting, legal, consulting, insurance)	\$450		
Equipment(Purchase/Rental)	-----		
Other Costs(Describe)	\$19,100		
Pay for Performance	\$27,500		
TOTAL COSTS	\$55,000		

AGENCY BUDGET: EXPENSES

HOME – HOUSING FUNDS ONLY

(A Separate Budget is required for each RFP for which you are applying)

Organization: _____

Program Name: _____

Show a proposed budget for the program for which you are applying. Include all committed and pending funds for your program.

CATEGORY	Requested Funds	Committed Funds (list source)	Pending Funds (list source)
Acquisition			
Rehab Hard Costs(Electrical, plumbing, carpentry, masonry etc.)			
Physical Inspections			
Soft Costs (legal, appraisals, permits, fees, insurance etc.)			
Other Costs(describe)			
TOTAL COSTS			

(NOTE: Salaries, fringes, rent, utilities, insurance, supplies etc. are to be budgeted utilizing the CDBG Budget form.)

**Board of Directors Roster for Agencies with Grants Administered
by Community Development Grants Administration**

Organization Name: Lincoln Park Community Center, Inc.

Date Completed: AUGUST 11, 2006

Program Year: 2007

NAME & TITLE	RACE	ADDRESS-INCLUDE CITY, STATE & ZIP	TERM EXPIRATION
NAME: David Moore	B	827 E. Wright St. Milwaukee, WI 53212	2008
TITLE: Board President			
NAME: Earl Hall	B	3820 W. Cheyenne Milwaukee, WI 53009	2008
TITLE: Vice President			
NAME: Juliette Calhoun	B	4863 N 19 th Pl Milwaukee, WI 53209	2008
TITLE:			
NAME: Rev. W. L. Smith	B	4196 N 16 th St. Milwaukee, WI 53209	2008
TITLE:			
NAME: Willie Perkins – RESERVED	B	2000 W. Atkinson Milwaukee, WI 53209	2008
TITLE:			
NAME: Nathan Conyers – RESERVED	B	2183 N Sherman Blvd Milwaukee, WI 53209	2008
TITLE:			
NAME: Joe Henderson	B	1631 W. Custer Milwaukee, WI 53209	2008
TITLE:			
NAME: Shirley Odems (at large)	B	4803 N Green Bay Ave Milwaukee, WI 53209	2008
TITLE:			
NAME:			
TITLE:			

The Slate of Officers of the Board Shall Commence on _____ and End on _____.

NOTE: THIS FORM MUST BE SUBMITTED WHENEVER THERE ARE BOARD CHANGES.