

RAKAD DANCE CAMP INC. – Leadership Empowered Arts Program (“L.E.A.P.”)

FY 2025-2026 City Grant Proposal Term Sheet

Grant Recipient: Rakad Dance Camp Inc. (“Rakad Dance Camp” or the “Recipient”)

Program Name: Leadership Empowered Arts Program (“L.E.A.P.” or the “Program”)

City Funding Request: \$5,000

Contract/Grant Term: January 1, 2025 – December 31, 2025

Any substantial change to this FY 2024-2025 City Grant Proposal Term Sheet (the “Term Sheet”) or a budget change not within 10% of the attached Program budget line-items will require City Council approval.

PROGRAM OVERVIEW:

Rakad Dance Camp Inc., a 501 (c)3 nonprofit located on the Westside of Jacksonville, FL in Duval County, has been empowering girls and young women through the art of joyful movement since 2009. We currently offer several types of camps in Duval County, with more than 80% of our campers taking advantage of partial or full scholarship. We believe that leadership skills, self-confidence, and empowerment that come from learning to move with joy should be available to all girls.

The Leadership Empowered Arts Program (L.E.A.P.) aims to enhance the leadership training of young women between the ages of 12 and 22 particularly those from under-resourced communities in Jacksonville. L.E.A.P. will implement peer-reviewed leadership development methods, provide essential first aid training, and empower participants with confidence.

Rakad Dance Camp and L.E.A.P. employ transformative initiatives aimed at enriching the cultural and educational framework of Duval County by utilizing the arts, particularly dance, as a means to foster community involvement, personal development, and cultural appreciation.

Funding from the City of Jacksonville would be a transformative opportunity for our organization, providing the essential funding needed to compensate our L.E.A.P. Director. The availability of City funds would free up limited agency funds, allowing L.E.A.P. to be a more inclusive and impactful Program.

PROGRAM COSTS/PAYMENT TERMS:

City funds shall be expended in accordance with the approved budget for the sole benefit of Duval County residents. City funds will be disbursed on a reimbursement basis upon the City’s receipt and approval of required documentation including but not limited to paid invoices, cleared checks and bank statements.

The City funds (\$5,000) will subsidize 25% of the L.E.A.P. Director’s salary. Funding from the City of Jacksonville is a crucial component of our funding strategy. The L.E.A.P. Program is anticipated to cost approximately \$32,500 for the grant period. To further assist in funding the Program, Rakad Dance Camp will be holding fundraising events, seeking donors/sponsors and contributing agency funding.

PROGRAM IMPACT & REPORTING:

Rakad Dance Camp serves a diverse population, emphasizing accessibility and inclusion as core values. A significant portion of our campers, 82%, attend on scholarships, with 70% coming from families with limited income. This commitment ensures that our programs are accessible to those who might otherwise be unable to

participate. Additionally, we accommodate 25% of our participants who have special needs, working closely with all families to meet their specific requirements.

In terms of racial demographics, Rakad Dance Camp reflects a diverse community compared to the greater Jacksonville area. In 2023-2024, our camper demographics were as follows: 41% White, 34% Black, 14% Hispanic, and 12% Asian.

Outreach efforts are integral to our Program. We actively engage with local communities, schools, and organizations to identify potential participants, particularly those from underrepresented backgrounds. We share our camp program's information with community partners such as: Timucuan Elementary, Community Health Outreach, Seeds of Love Outreach, Free Flow Jacksonville, the Diaper Bank of Northeast Florida, and the Nonprofit Center for Northeast Jacksonville.

PROGRAM GOALS & OBJECTIVES:

1. **Clear Vision and Objectives:** Establishing a well-defined vision and clear objectives is crucial. Knowing exactly what L.E.A.P. aims to achieve will guide all subsequent actions and decisions. This clarity helps in aligning team efforts and communicating the project's purpose to stakeholders.
2. **Comprehensive Planning:** A detailed project plan is essential, outlining timelines, milestones, and resources required. This plan should be both flexible and realistic, allowing for adjustments as necessary while keeping the project on track.
3. **Strong Leadership and Team Dynamics:** Having a capable leader who can inspire and guide the team is vital. Additionally, fostering a collaborative and supportive team environment encourages creativity and innovation, which are often key drivers of success.
4. **Effective Communication:** Maintaining open lines of communication with all stakeholders, including team members, partners, and investors, ensures everyone is informed and engaged. Regular updates and feedback loops can help prevent misunderstandings and keep the project moving forward efficiently.
5. **Resource Management:** Ensuring that the project has access to the necessary resources, whether financial, technological, or human, is critical. Efficient management of these resources can help in overcoming potential obstacles and maintaining momentum.
6. **Risk Management:** Identifying potential risks early and developing strategies to mitigate them can prevent setbacks. Being proactive in addressing challenges ensures that the project remains resilient and adaptable.
7. **Evaluation and Adaptation:** Regularly assessing the project's progress against its goals allows for timely adjustments. This iterative process of evaluation and adaptation helps in refining strategies and improving outcomes.

We'll know we've been successful when we see tangible outcomes such as increased collaboration, enhanced productivity, and a strong sense of belonging among all stakeholders. Positive feedback, both formal and informal, will also be a key indicator that our efforts are making a meaningful difference.

To effectively measure and track the success of the L.E.A.P. at Rakad Dance Camp, establishing clear benchmarks will be crucial. Here are several key performance indicators (KPIs) that can be used to evaluate the project's impact on both the leaders' professional and personal developments:

1. **Skill Assessment Metrics:**
 - **Technical Skill Progression:** Implement a standardized skill assessment at the beginning and end of each camp session. This could involve evaluating dancers on various technical components, such as strength, flexibility, choreography execution, and style proficiency. A benchmark could be set for expected improvement, such as a 20% increase in skill scores over the duration of the Program.

- **Performance Opportunities:** Track the number of performances or showcases each dancer participates in throughout the Program. A benchmark could be to increase participation by 30% each year.
- 2. **Personal Development Indicators:**
 - **Self-Confidence Surveys:** Conduct pre- and post-camp surveys that measure participants' self-confidence levels. A target could be to achieve an average increase of 25% in self-reported confidence scores.
 - **Teamwork and Collaboration Activities:** Implement group projects or collaborative choreography tasks, measuring success through participant feedback on teamwork experiences. A benchmark could be that 90% of participants report positive experiences in collaboration.
- 3. **Community Engagement and Inclusivity:**
 - **Diversity in Participation:** Track the demographic diversity of participants to ensure inclusivity. A benchmark could be to increase representation from underrepresented groups by 15% each year.
 - **Community Feedback:** Collect feedback from families and community members through surveys or focus groups. Aim for at least 80% of respondents to express satisfaction with the Program and its inclusivity efforts.
- 4. **Alumni Tracking:**
 - **Long-term Impact:** Create an alumni network to track participants' ongoing engagement with dance and their personal development post-camp. A benchmark could be to have at least 75% of alumni report continued involvement in dance or related activities within three years of completing the Program.
- 5. **Retention and Growth Rates:**
 - **Participant Retention:** Monitor the percentage of returning participants each year. A benchmark could be to achieve a retention rate of at least 60%.
 - **Program Expansion:** Measure the growth in the number of class offerings or sessions each year. A target could be to add at least two new class types or levels annually.
- 6. **Participant Satisfaction:**
 - **End-of-Program Evaluations:** Conduct evaluations at the end of each camp session to assess overall participant satisfaction, including aspects like instruction quality, community feeling, and personal growth. A benchmark could be to achieve at least 85% positive feedback.

By regularly tracking these benchmarks, Rakad Dance Camp can ensure that L.E.A.P. remains focused on its goals of empowering young leaders and fostering a supportive community. This structured approach will not only highlight areas of success but also identify opportunities for growth and improvement.

We aim to create a positive and lasting impact by fostering an environment where everyone feels valued and inspired. Our goal is to cultivate a community that thrives on mutual respect and open communication, encouraging innovation and growth.

ADDITIONAL GRANT REQUIREMENTS AND CONDITIONS:

Recipient's expenditure of City funds for the Program and the provision of services shall be subject to Chapter 118, Parts 1 – 5 of the Jacksonville Ordinance Code, and the terms and conditions of any contract entered into between the City and Recipient. Recipient shall use the City funds for the Program in accordance with the City Council approved Term Sheet and Program budget. The City's Grant Administrator may amend this Term Sheet or the approved Program budget consistent with the Program's needs, provided that any substantial change to this Term Sheet or a budget change not within 10% of the attached Program budget line-items will require City Council approval.

FY 2025 City Grant - Complete Program Budget Detail

Lead Agency: Rakad Dance Camp

Program Name: Leadership Empowered Arts Program (L.E.A.P.)

Agency Fiscal Year: September 1, 2024- August 31, 2025

Categories and Line Items	BUDGET					Funding Partners		
	Prior Year Prg Funding FY 2022-2023	Current Year Prg Budget FY 2023-2024	Total Est. Cost of Program FY 2024-2025	Agency Provided Funding	All Other Program Revenues	City of Jacksonville (City Grant)	Federal/ State & Other Funding	Private Foundation Funding
I. Employee Compensation								
Personnel - 01201 (list Job Title or Positions no names)								
1 L.E.A.P. Director	\$0.00	\$0.00	\$20,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00
2	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
8	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
27	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal Employee Compensation	\$0.00	\$0.00	\$20,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00
Fringe Benefits								
Payroll Taxes - FICA & Med Tax - 02101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Health Insurance - 02304	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Retirement - 02201	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dental - 02301	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Life Insurance - 02303	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Workers Compensation - 02401	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Unemployment Taxes - 02501	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other Benefits - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal Taxes and Benefits	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Employee Compensation	\$0.00	\$0.00	\$20,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00	\$5,000.00
II. Operating Expenses								
Occupancy Expenses								
Rent - Occupancy -04408	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Telephone - 04181	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Utilities - 04301	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance and Repairs - 04603	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Insurance Property & General Liability - 04502	\$0.00	\$100.00	\$100.00	\$0.00	\$100.00	\$0.00	\$0.00	\$0.00
Other	\$0.00	\$200.00	\$200.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00
Office Expenses								
Office and Other Supplies - 05101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Postage - 04101	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Printing and Advertising - 04801	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Publications - 05216	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Staff Training - 05401	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00
Directors & Officers - Insurance - 04501	\$1,500.00	\$1,500.00	\$1,500.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00
Professional Fees & Services (not audit) - 03410	\$200.00	\$500.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00
Background Screening - 04938	\$200.00	\$200.00	\$200.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00
Other - Equipment under \$1,000 - 06403	\$200.00	\$500.00	\$500.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel Expenses								
Local Mileage - 04021	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Parking & Tools - 04028	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Equipment Expenses								
Rental & Leases - Equipment - 04402	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicle Fuel and Maintenance - 04216	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vehicle Insurance -04502	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Direct Client Expenses - 08301								
Client Rent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Utilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Food	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Medical	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Educational	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Personal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Other: Leadership Empowered Arts Program	\$0.00	\$0.00	\$7,500.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$2,500.00
Total Operating Expenses	\$2,100.00	\$3,000.00	\$12,000.00	\$0.00	\$9,500.00	\$0.00	\$0.00	\$2,500.00
III. Operating Capital Outlay (OVER \$1,000)								
Machinery & Equipment - 06402	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Computers & Software - 06427	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00
Other - (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Capital Outlay	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00
Direct Expenses Total	\$2,100.00	\$3,000.00	\$32,500.00	\$5,000.00	\$15,000.00	\$5,000.00	\$0.00	\$7,500.00
Percent of Budget	-	-	100.0%	15.4%	46.2%	15.4%	0.0%	23.1%

Last Modified: 03/16/2023

All City Grant items listed must be included in the narrative section of the budget.

**Budget Narrative for Selected Items of Cost
FY 2024 City Grant Application
Program Budget Narrative (Max. 2 Pages)
Proposed Funding Period: FY 2025-2026
COJ Funding Only**

Agency: Rakad Dance Camp Inc.

Program Name: Leadership Empowered Arts Program (L.E.A.P.)

EXPENSES: Please provide narrative description for all categories listed below for which you are seeking City Funding Only.

We have included those required elements in the spaces below. See instructions when listing personnel expenses.

Please feel free to add additional lines as necessary to provide explanations using the line insert feature.

I. Employee Compensation - (not related to costs of the office of the governor of a state or the chief executive of a political subdivision)

Salary & Wages

This is 25% of the salary for the Director of Rakad Dance Camp's Leadership Empowered Arts Program.

Payroll Taxes & Benefits

II. Operating Expenses

Occupancy Expenses

Office Expenses

Travel Expenses - not related to entertainment expenses

Equipment Expenses

Direct Client Expenses

III. Operating Capital Outlay: