

Happy Brew, Inc. – Art Force Vocational Training Program

FY 2025-2026 City Grant Proposal Term Sheet

Grant Recipient: Happy Brew, Inc. (“Happy Brew” or “Recipient”)

Program Name: Art Force Vocational Training Program (the “Program”)

City Funding Request: \$25,000

Contract/Grant Term: June 1, 2026 – May 31, 2027

Any substantial change to this FY 2025-2026 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:

Art Force Vocational Training at Happy Brew is an inclusive workforce development program serving Duval County residents with intellectual and developmental disabilities (IDD). Operated through a community café model, the Program provides structured, hands-on job training in our new outdoor performance venue while integrating occupational therapy. **This funding request is intended to cover programmatic expenses for FY 2025–2026, specifically the cost of the art force vocational assistant manager.**

Happy Brew is a visionary nonprofit coffee shop in Jacksonville, Florida, providing employment, job training, and community engagement opportunities for young adults with intellectual and developmental disabilities. The café was intentionally designed using universal design principles to ensure accessibility for individuals of all abilities, including automatic doors, adult changing table, and a sensory area. Happy Brew has become a destination for individuals and families with special needs while promoting social interaction, independence, and community belonging.

Happy Brew was created to address the significant employment gap faced by adults with IDD in Duval County. After aging out of school-based services, many individuals experience limited access to meaningful employment, resulting in high rates of unemployment, underemployment, and social isolation. Nationally, individuals with IDD face unemployment rates approaching 80%, and this disparity is reflected locally. Without continued vocational training and supported employment pathways, many adults lose critical opportunities for skill development and community connection.

In just two years of operation, Happy Brew has onboarded 27 baristas, 80% of whom have a disability. Thirteen students have graduated from the ASSET Internship Program, and one employee has successfully launched their own business. Each employee receives individualized support from a licensed occupational therapist on staff, providing workplace accommodations, skill development, and guidance toward greater independence and confidence.

The **Art Force Vocational Training Program** expands this impact by combining workforce training with inclusive art and music programming. Participants gain hands-on experience in areas such as stage and event support, café operations, hospitality, customer service, and creative programming within the outdoor performance venue. The program creates opportunities for participants to develop transferable job skills while building confidence, communication, teamwork, and leadership abilities.

Program Goals and Objectives include:

- Expanding vocational training opportunities for Duval County residents with IDD.
- Providing structured job skill development through café operations and event programming.
- Increasing community engagement and social inclusion through music, art, and performance events.
- Supporting participants in developing independence, workplace readiness, and confidence.
- Creating pathways to long-term employment and leadership roles within the Happy Brew model and beyond.

Through the Art Force Vocational Training Program, Happy Brew will continue to meet a critical need in Duval County by providing meaningful workforce development opportunities for individuals with disabilities while creating a vibrant, inclusive community space where people of all abilities can thrive.

PROGRAM SCOPE OF WORK AND DELIVERABLES:

Art Force Vocational Training at Happy Brew provides inclusive workforce development services for Duval County residents with intellectual and developmental disabilities (IDD) through the (3) three core activities. We are asking for funding for the Art Force Vocational Training Program. All Program activities funded by the City funds will be offered at the Happy Brew location at 3200 Hendricks Avenue, Jacksonville, FL 32207 in Council District 5.

Art Force Vocational Training Program: Participants engage in structured arts programming including visual arts, music, theater, and performance designed to build transferable workforce skills such as collaboration, public speaking, responsibility, and creative problem-solving. Training also includes hands-on instruction in sound production, audio board operation, stage lighting, music performance skills, and technical stage management. Funding will cover salary costs of an assistant manager position to oversee the training and scheduling.

Deliverable: Monthly arts programming, technical production training, workforce skill development workshops, and community showcase opportunities.

PROGRAM COSTS/PAYMENT TERMS:

The City funds will be expensed in accordance with the approved budget and will be paid on a reimbursement basis upon the City's receipt and approval of required documentation including but not limited to paid invoices, payroll reports, cleared checks and bank statements.

Art Force Program Manager - \$25,000

Other Program funding includes revenue derived from sales in the coffee shop, private donations from individuals and grants.

PROGRAM IMPACT & REPORTING:

The goal of the Happy Brew Art Force Vocational Training Program is to create more jobs and job training for young adults with IDD. To meet this goal, we will hire an assistant manager to create this Program and continue to collaborate with community partners who come into Happy Brew

Program goals will be achieved through structured, hands-on workforce training delivered through our arts-based workforce development. Participants receive paid job training, individualized development plans, and one-on-one occupational therapy to strengthen workplace readiness, executive functioning, communication, and independence. Arts programming includes training in music performance, sound and audio board operation, stage lighting, and event coordination.

Progress will be measured through documented skill benchmarks, individualized goal tracking, internship completion rates, employment retention, and pre- and post-assessments of job readiness and independence. Our goal by 2027 is to onboard 5 employees to help with the Art-Force Program.

In the preceding year, Happy Brew:

- Onboarded 27 baristas, 80% of whom have a disability.
- Graduated 13 interns from the ASSET Program.
- Supported one employee in launching their own business.
- Provided individualized occupational therapy to all employees.
- Completed a universally designed outdoor performance venue to expand workforce pathways.

In FY 2025–2026, the Program anticipates hiring approximately 35–45 Duval County residents with IDD. In addition, we anticipate thousands will come to Happy Brew to see these amazing employees, be a part of the community, and impress upon employers the need to hire someone with a disability in their own business.

Projected impact includes increased access to paid employment, measurable improvement in job readiness and independence, expanded creative and technical workforce skills, reduced isolation, and stronger long-term employment for individuals with disabilities in Duval County. Most of all we desire to see a stronger, more inclusive community where all abilities are celebrated.

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 2026 City Grant Application
Proposed Funding Period: FY 2025-2026

FY 2026 City Grant - Complete Program Budget Detail

Lead Agency: Happy Brew, Inc.

Program Name: Art Force Vocational Training Program

Agency Fiscal Year:

BUDGET

Categories and Line Items	Prior Year Prg Funding FY 2023-2024	Current Year Prg Budget FY 2024-2025	Total Est. Cost of Program FY 2025-2026	Agency Provided Funding	All Other Program Revenues	Funding Partners		
						City of Jacksonville (City Grant)	Federal/ State & Other Funding	Private Foundation Funding
I. Employee Compensation								
Personnel - 01201 (list Job Title or Positions no names)								
Happy Brew Manager	\$40,000.00	\$40,000.00	\$22,000.00	\$22,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Occupational Therapist	\$0.00	\$20,000.00	\$16,000.00	\$16,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Art Force Manager	\$0.00	\$0.00	\$25,000.00	\$0.00	\$0.00	\$25,000.00	\$0.00	\$0.00
Assistant Managers	\$29,000.00	\$29,000.00	\$30,450.00	\$30,450.00	\$0.00	\$0.00	\$0.00	\$0.00
27 Part Time Baristas	\$123,102.00	\$138,189.61	\$145,099.09	\$145,099.09	\$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	\$192,102.00	\$227,189.61	\$238,549.09	\$213,549.09	\$0.00	\$25,000.00	\$0.00	\$0.00
Fringe Benefits								
Payroll Taxes - FICA & Med Tax - 02101	\$50,581.83	\$57,257.56	\$60,120.44	\$60,120.44	\$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	\$50,581.83	\$57,257.56	\$60,120.44	\$60,120.44	\$0.00	\$0.00	\$0.00	\$0.00
Total Employee Compensation	\$242,683.83	\$284,447.17	\$298,669.53	\$273,669.53	\$0.00	\$25,000.00	\$0.00	\$0.00
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	\$5,632.00	\$4,722.00	\$4,958.10	\$4,958.10	\$0.00	\$0.00	\$0.00	\$0.00
Utilities - 04301	\$0.00	\$1,260.00	\$1,323.00	\$1,323.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance and Repairs - 04603	\$7,046.00	\$10,259.00	\$10,771.95	\$10,771.95	\$0.00	\$0.00	\$0.00	\$0.00
Insurance Property & General Liability - 04502	\$12,340.00	\$13,194.00	\$13,853.70	\$13,853.70	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Coffee Shop Cost of Goods Sold)	\$108,651.00	\$159,964.00	\$167,962.20	\$167,962.20	\$0.00	\$0.00	\$0.00	\$0.00
Office Expenses								
Office and Other Supplies - 05101	\$7,275.00	\$2,671.00	\$2,804.55	\$2,804.55	\$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	\$2,131.00	\$993.00	\$1,042.65	\$1,042.65	\$0.00	\$0.00	\$0.00	\$0.00
Directors & Officers - Insurance - 04501	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Professional Fees & Services (not audit) - 03410	\$6,780.00	\$15,646.58	\$16,428.91	\$16,428.91	\$0.00	\$0.00	\$0.00	\$0.00
Background Screening - 04938	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - Equipment under \$1,000 - 06403	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other - (Please describe) Uniforms	\$0.00	\$2,738.00	\$2,874.90	\$2,874.90	\$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 (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Client Other (Please describe)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Operating Expenses	\$149,855.00	\$211,447.58	\$222,019.96	\$222,019.96	\$0.00	\$0.00	\$0.00	\$0.00
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	\$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
Total Capital Outlay	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Direct Expenses Total	\$392,538.83	\$495,894.75	\$520,689.49	\$495,689.49	\$0.00	\$25,000.00	\$0.00	\$0.00
Percent of Budget	-	-	100.0%	95.2%	0.0%	4.8%	0.0%	0.0%

Last Modified: 06/16/2025

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