

CITY OF OCEANSIDE

PROFESSIONAL SERVICES AGREEMENT

**PROJECT: MEASURE X OCEANSIDE ECOCULTURAL PATHWAYS
REACHING ROOTS FY2025-26**

THIS AGREEMENT, dated July 1, 2025 for identification purposes, is made and entered into by and between the CITY OF OCEANSIDE, a municipal corporation, hereinafter designated as "CITY", and OCEANSIDE ECOCULTURAL PATHWAYS, hereinafter designated as "CONSULTANT."

NOW THEREFORE, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

1. SCOPE OF WORK. The project is more particularly described as follows:

CONSULTANT will directly engage a minimum of thirty (30) middle- and high-school youth living in target neighborhoods through the Reaching Roots program from July 1, 2025 through June 30, 2026;

CONSULTANT will host bilingual afterschool sessions, monthly weekend gatherings, family-inclusive cultural events, and community-based workshops using a field-based model, providing education in planting, harvesting, ecological restoration, environmental stewardship, and conservation;

CONSULTANT will connect youth with adult mentors who model pathways in education, conservation, agriculture, and environmental justice;

CONSULTANT will provide evidence of comprehensive background checks for all employees and volunteers if directed by the CITY;

CONSULTANT will submit monthly invoices for authorized grant expenses to the Grant Coordinator with supporting documentation for any expenses claimed by the 15th of the following month;

CONSULTANT will submit a quarterly report to the Grant Coordinator with information about the participants including: number of youth attending; demographics (age, race/ethnicity, income levels, etc.); projects/activities/field trips; surveys/testimonials; partner referrals, and any successes or barriers to program implementation, due no later than the 15th of following month;

CONSULTANT and its participants agree to participate in all Youth Services evaluation requirements and activities;

CONSULTANT will attend monthly OCSP meetings;

CONSULTANT is required to carry a Sexual Misconduct policy under their general liability insurance.

2. INDEPENDENT CONTRACTOR. CONSULTANT'S relationship to the CITY shall be that of an independent contractor. CONSULTANT shall have no authority,

MEASURE X OCEANSIDE ECOCULTURAL PATHWAYS REACHING ROOTS
FY2025-26

suspension or termination of work under the Agreement.

- 4.9 Maintenance of insurance by the CONSULTANT as specified in this Agreement shall in no way be interpreted as relieving the CONSULTANT of any responsibility whatsoever and the CONSULTANT may carry, at its own expense, such additional insurance as it deems necessary.

CONSULTANT shall provide evidence of compliance with these insurance requirements by providing a Certificate of Insurance.

5. **CONSULTANT'S INDEMNIFICATION OF CITY.** To the greatest extent allowed by law, CONSULTANT shall indemnify and hold harmless the CITY and its officers, agents and employees against all claims for damages to persons or property arising out of CONSULTANT's work, including the negligent acts, errors or omissions or wrongful acts or conduct of the CONSULTANT, or its employees, agents, subcontractors, or others in connection with the execution of the work covered by this Agreement, except for those claims arising from the willful misconduct, sole negligence or active negligence of the CITY, its officers, agents, or employees. CONSULTANT'S indemnification shall include any and all costs, expenses, attorneys' fees, expert fees and liability assessed against or incurred by the CITY, its officers, agents, or employees in defending against such claims or lawsuits, whether the same proceed to judgment or not. Further, CONSULTANT at its own expense shall, upon written request by the CITY, defend any such suit or action brought against the CITY, its officers, agents, or employees resulting or arising from the conduct, tortious acts or omissions of the CONSULTANT.

CONSULTANT'S indemnification of CITY shall not be limited by any prior or subsequent declaration by the CONSULTANT.

6. **COMPENSATION.** CONSULTANT'S compensation for all work performed in accordance with this Agreement, shall not exceed the total contract price of Forty-nine-thousand-nine-hundred-ninety-five Dollars (\$49,995). CONSULTANT agrees to submit all invoices for payment no later than the fifteenth (15th) of the following month.

No work shall be performed by CONSULTANT in excess of the total contract price without prior written approval of the CITY. CONSULTANT shall obtain approval by the CITY prior to performing any work that results in incidental expenses to CITY.

7. **TIMING REQUIREMENTS.** Time is of the essence in the performance of work under this Agreement and the timing requirements shall be strictly adhered to unless

MEASURE X OCEANSIDE ECOCULTURAL PATHWAYS REACHING ROOTS
FY2025-26

otherwise modified in writing. All work shall be completed in every detail to the satisfaction of the CITY by June 30, 2026. All final reports shall be submitted no later than thirty (30) days after end of term or July 30, 2026.

8. **ENTIRE AGREEMENT.** This Agreement comprises the entire integrated understanding between CITY and CONSULTANT concerning the work to be performed for this project and supersedes all prior negotiations, representations, or agreements.
9. **INTERPRETATION OF THE AGREEMENT.** The interpretation, validity and enforcement of the Agreement shall be governed by and construed under the laws of the State of California. The Agreement does not limit any other rights or remedies available to CITY.

The CONSULTANT shall be responsible for complying with all local, state, and federal laws whether or not said laws are expressly stated or referred to herein.

Should any provision herein be found or deemed to be invalid, the Agreement shall be construed as not containing such provision, and all other provisions, which are otherwise lawful, shall remain in full force and effect, and to this end the provisions of this Agreement are severable.

10. **AGREEMENT MODIFICATION.** This Agreement may not be modified orally or in any manner other than by an agreement in writing signed by the parties hereto.

MEASURE X OCEANSIDE ECOCULTURAL PATHWAYS REACHING ROOTS
FY2025-26

11. **TERMINATION OF AGREEMENT.** Either party may terminate this Agreement by providing thirty (30) days' written notice to the other party. If any portion of the work is terminated or abandoned by the CITY, then the CITY shall pay CONSULTANT for any work completed up to and including the date of termination or abandonment of this Agreement. The CITY shall be required to compensate CONSULTANT only for work performed in accordance with the Agreement up to and including the date of termination.
12. **SIGNATURES.** The individuals executing this Agreement represent and warrant that they have the right, power, legal capacity and authority to enter into and to execute this Agreement on behalf of the respective legal entities of the CONSULTANT and the CITY.

IN WITNESS WHEREOF, the parties hereto for themselves, their heirs, executors, administrators, successors, and assigns do hereby agree to the full performance of the covenants herein contained and have caused this Professional Services Agreement to be executed by setting hereunto their signatures on the dates set forth below.

OCEANSIDE ECOCULTURAL PATHWAYS

CITY OF OCEANSIDE

By: Bianca Bonina
Bianca Bonina, Executive Director

By: _____
Jonathan Borrego/City Manager

By: Executive Director
Name/Title

APPROVED AS TO FORM:

N/A
Employer ID No.

City Attorney

NOTARY ACKNOWLEDGMENTS OF CONSULTANT MUST BE ATTACHED.

PLEASE SEE ATTACHED
CALIFORNIA

☐ JURAT

☒ ACKNOWLEDGEMENT

CALIFORNIA ALL-PURPOSE ACKNOWLEDGMENT

CIVIL CODE § 1189

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of San Diego

On July 24, 2025 before me, Jorick Jay Soriano, Notary Public
Date Here Insert Name and Title of the Officer

personally appeared Bianca Bonilla
Name(s) of Signer(s)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature

Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

Completing this information can deter alteration of the document or fraudulent reattachment of this form to an unintended document.

Description of Attached Document

Title or Type of Document: Professional Services Agreement

Document Date: July 1, 2025 Number of Pages: 6

Signer(s) Other Than Named Above: _____

Capacity(ies) Claimed by Signer(s)

Signer's Name: Bianca Bonilla

☒ Corporate Officer – Title(s): Executive Director

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian of Conservator

☐ Other: _____

Signer is Representing: Self

Signer's Name: _____

☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian of Conservator

☐ Other: _____

Signer is Representing: _____

DETAILED BUDGET NARRATIVE EXPLANATIONS

Example:

F/T Grant Manager=\$75,000 + \$18,750(25% Benefits) =\$93,750 Annually

Program Incentives = \$20 x 120 Students = \$2,400 Monthly

Maintenance for Van = \$2000 Annually (Gas=\$100/mo x 12 mos; oil change=\$200 x 4 (quarterly))

A-B. Personnel & Fringe

Program Manager – \$25,000 (\$20,000 Measure X / \$5,000 Match)

Oversees program implementation, coordination with partners, supervision of staff and mentors, and overall program outcomes. The Program Manager ensures alignment with City goals and compliance with grant requirements.

Program Support Staff and Mentors – \$12,500 (\$10,000 Measure X / \$2,500 Match)

Supports on-site logistics, materials prep, setup and breakdown, transportation coordination, and communication with youth and families. Includes stipends for student mentors from MiraCosta and CSUSM as well as community mentors. Mentors support youth during sessions, model future pathways, co-development of programming, and provide guidance rooted in shared lived experience.

C. Materials and Supplies

Program Materials and Supplies \$19,3123 (\$15,450 Measure X / \$3862.50 Match)

Includes curriculum supplies, arts and cultural materials, gardening and restoration tools, outdoor gear, safety supplies, printed handouts, signage, seed-saving tools, and items needed for hands-on learning.

D. Transportation

E. Mileage

F. Insurance

G. Indirect

Covers indirect costs including fiscal management, accounting, communications, and other administrative support. Calculated at the maximum allowable 10% of direct costs.

Explanation of Match

The required 25% match (\$25,000) is provided through secured funding from the Prebys Foundation for the Reaching



City of Oceanside-Youth Services
RFP 25-07. CITY OF OCEANSIDE YOUTH SERVICES
PROPOSAL BUDGET TEMPLATE

Name of Individual or Organization

Grant Period

Botanical Community Development Initiatives

From: Jul-25

Name of Program

Funding Source (Measure X or Opioi

Reaching Roots: Oceanside Eco-Cultural Pathways

Measure X

Expense Categories	City of Oceanside	25% Match (if applicable)	Total \$
Example: Program Manager	\$ 50,000.00	\$ 12,500.00	\$ 62,500.00

A. Personnel

Program Manager	\$ 20,000.00	\$ 5,000.00	\$ 25,000.00
Mentors	\$ 10,000.00	\$ 2,500.00	\$ 12,500.00
	\$ -	\$ -	\$ -

B. Fringe Benefits

	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -

C. Materials and Supplies

Program Materials and Suppl	\$ 15,450.00	\$ 3,862.50	\$ 19,312.50
	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -

D. Transportation

	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -

E. Mileage

	\$ -	\$ -	\$ -
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A. Insurance

General Liability and Program Ins		\$ -	\$ -
<i>Subtotal</i>	<i>\$ 45,450.00</i>	<i>\$ 11,362.50</i>	<i>\$ 56,812.50</i>

G. Indirect

Administrative Overhead	\$ 4,545.00	\$ 1,136.25	\$ 5,681.25
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H. Totals	\$ 49,995.00	\$ 23,861.25	\$ 119,306.25
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To: Jun-26
d Settlement Funding)

Reaching Roots: Oceanside EcoCultural Pathways

Culturally Relevant Environmental and Food System Community Youth Mentorship program in
Collaboration with Higher Ed

Organization Name: Botanical Community Development Initiatives (BCDI)

Mailing Address: 3239 Roymar Rd., Ste. A, Oceanside, CA 92058

Contact Person: Bianca Bonilla, Executive Director

Phone: 760-421-8389

Email: bianca@plantspeoplecommunity.org

Website: www.plantspeoplecommunity.org

Organization Type: Nonprofit 501(c)3

Tax ID: 82-5297261

Program Information

Program Name: Reaching Roots: Oceanside EcoCultural Pathways

Strategies:

- Goal 1, Strategy 1: Social and Emotional Skills Programming for Youth and Their Parents
- Goal 2, Strategy 3: Middle School-Age Youth Engagement, Wellness, and Transition
- Goal 2, Strategy 4: High School and Post-Secondary Workforce Development and Student Success
- Goal 2, Strategy 5: Cultural Enrichment Programs for Youth
- Goal 3, Strategy 7: Violence/Gang Prevention

Program Information

Reaching Roots: Oceanside EcoCultural Pathways is a culturally relevant environmental and food systems mentorship program designed for middle and high school youth in Oceanside's Opportunity Neighborhoods. Led by Botanical Community Development Initiatives (BCDI) in collaboration with MiraCosta College and California State University San Marcos (CSUSM), the program integrates trauma-informed mentorship, environmental stewardship, and cultural vitality to support social-emotional development, violence prevention, and workforce exploration in green and land-based careers.

The program connects youth with student mentors from higher education institutions and trusted adults from their own communities. Through bi-weekly sessions at Surfside Educational

Academy, monthly weekend gatherings in local green spaces, and additional cultural events and workshops, youth build emotional resilience, explore future pathways, and cultivate a deeper connection to their environment and cultural identity. Activities include hands-on workshops, career exploration, community events, and wellness-based outdoor programming.

*Reaching Roots creates space for healing, purpose, and leadership. The initiative fosters belonging, academic engagement, and hope among youth who have historically been excluded from green space access and career-linked mentorship. Research consistently shows that nature engagement improves youth mental health. A review in the *Journal of Environmental Psychology* found that natural environments reduce stress and enhance mood (Kaplan, S. & Kaplan, R. 1989). These benefits underscore the program's foundation: promoting well-being, connection, and leadership in a community-rooted and culturally relevant way.*

Now in its second year, the program has demonstrated strong impact. In the first quarter of 2025 alone, over 50 youth participated in biweekly sessions, weekend gatherings, and seasonal cultural events. Youth reported increased confidence, connection to nature, and interest in green careers. BCDI's trusted relationships with youth-serving partners and the authenticity of its mentors—many of whom are from the very communities served—continue to drive deep engagement, trust, and transformation.

Estimated Number of Individuals Served:

The *Reaching Roots: Oceanside EcoCultural Pathways* program will directly engage 50–60 middle and high school youth from Oceanside's Opportunity Neighborhoods during the program year. In addition to biweekly sessions, we host monthly weekend gatherings, family-inclusive cultural events, and community-based workshops. These layered points of contact foster both sustained youth engagement and broader community connection.

Demographics:

Participants are predominantly from low-income households and identify as Black, Latinx, Indigenous, immigrant, and LGBTQ+. Based on our current and prior years' data:

- Over 90% of participants identify as BIPOC
- The majority live in households below the area's median income
- Participants range from ages 11–18, with a balance of junior high and high school students

Neighborhoods and Schools Served:

Our program is deeply rooted in the cultural and geographic heart of Oceanside. We work most closely with the Mesa Margarita/Libby Lake, Eastside/Back Gate, Crown Heights, and Tri-City/John Landes neighborhoods—areas historically underserved and rich in cultural

diversity. These are not just service areas; they are our home base. For over a decade, BCDI has worked in these neighborhoods—supporting school gardens, distributing fresh produce during the pandemic, building food sovereignty initiatives, and offering culturally rooted workshops, events, and mentorship.

From 2014–2025, we operated **Community Roots Farm**, a nonprofit urban farm located in the Mesa Margarita/Libby Lake neighborhood. This space was a cornerstone of our programming—providing hands-on learning for youth and families, hosting cultural and community events, and serving as a hub for food and environmental justice in the area.

Community and School-Based Partnerships:

Youth are identified through trusted, long-standing partnerships with:

- **Vista Community Clinic REACH Program**
- **San Luis Rey Band of Mission Indians**
- **North County LGBTQ Resource Center**
- **Surfside Educational Academy**

These partnerships have been built through years of collaboration and care. They allow us to reach youth who may not otherwise access extracurricular programming, and they ensure continuity and trust with families, educators, and community leaders.

Program Setting: Field-based and place-based model combining partner sites (school gardens, cultural sites, green spaces) and community field trips to natural, educational, and cultural locations (CSUSM, Buena Vista Lagoon, etc.)

This diverse network of spaces ensures that youth engage with their environment from multiple vantage points—urban, natural, cultural, and academic.

Cultural Competency and Language Accessibility:

All programming is designed to be culturally affirming, trauma-informed, and accessible. Bilingual materials and communication (Spanish and English) ensure inclusion of monolingual families. Our staff and mentors reflect the racial, linguistic, and cultural backgrounds of the youth we serve. This cultural resonance is essential to building trust, pride, and belonging.

Outreach and Messaging Strategy:

Our communication is relational and grounded in trust. We prioritize word-of-mouth outreach through schools, families, and youth themselves—many of whom return to the program and recruit others. We also use text, WhatsApp, and social media to stay connected. Messaging isn't transactional; it's part of an ongoing relationship we've nurtured across neighborhoods for over a decade

Program Design

The Reaching Roots: Oceanside EcoCultural Pathways program serves middle and high school youth in Oceanside's Opportunity Neighborhoods, including but not limited to Mesa Margarita/Libby Lake, Back Gate, Eastside, Crown Heights, and John Landes/Tri-City. The program is designed for youth who are at risk of gang involvement, experiencing social isolation, or impacted by intergenerational trauma. Participants are primarily BIPOC youth, including Latinx, Black, Indigenous, LGBTQ+, and low-income communities who have historically faced barriers to accessing green spaces, mental health support, and higher education pathways.

Youth are identified through trusted partners with deep community roots, including Vista Community Clinic's REACH Program, the San Luis Rey Band of Mission Indians, Surfside Educational Academy, and the North County LGBTQ Resource Center. BCDI also works closely with MiraCosta College's Roots of Justice Program and CSU San Marcos's Ethnobotany Garden to coordinate student mentors and learning opportunities on college campuses. These partnerships are long-standing and deeply collaborative, with shared planning, mutual investment, and a demonstrated history of success.

The program operates year-round with bi-weekly after-school sessions at partner sites such as Surfside Educational Academy, local farms and community gardens, and others. Monthly Saturday gatherings take place in community green spaces, gardens, and cultural sites. Sessions include hands-on learning, mentorship, wellness-based outdoor activities, and culturally relevant workshops such as Indigenous foodways, seed saving, and local ecological restoration. Youth are also invited to bring family members to all events, including our cultural celebrations like Día de los Muertos and our community tamalada, reinforcing family connection and multigenerational participation.

Youth who attend regularly receive more than 75 hours of direct programming annually. Activities include workshops, group hikes, visits to higher education institutions, cultural storytelling, gardening, and environmental stewardship—all designed to build leadership, emotional resilience, and place-based knowledge. These activities also create connections between youth and mentors who reflect their backgrounds and lived experiences.

Scope of Work: The program is designed to:

- Enhance understanding and appreciation of local biodiversity through activities such as planting, harvesting, and ecological restoration.
- Develop skills in sustainable agriculture and environmental stewardship, incorporating biocultural diversity practices rooted in the community's cultural heritage.
- Foster emotional well-being through nature immersion, mindfulness, and wellness-based programming.
- Connect youth with mentorship from college students and community leaders who model future pathways in education, conservation, agriculture, and environmental justice.
- Provide culturally affirming experiences that deepen youth's understanding of traditional foodways, native plants, and the history of the land.

- Strengthen academic engagement and career readiness by facilitating connections to college campuses, green jobs, and land-based careers.

Community Impact and Place-Based Power Building: Reaching Roots is more than a youth program—it is a practice of community care, cultural reconnection, and ecological restoration. We believe successful youth development invests in community development—because this is the environment our youth are growing up in. As we support youth, we are also strengthening local green spaces, supporting community knowledge-holders, and honoring the cultural and ecological relationships that sustain well-being across generations.

This past year, youth have contributed to the stewardship of green spaces throughout Oceanside by planting native and culturally significant plants, participating in restoration projects, and co-hosting events that bring new visitors into these spaces. Our partnerships with spaces like the Buena Vista Audubon Nature Center, Plot Garden Project, Buena Vista Audubon Nature Center, properties of the San Luis Rey Band of Mission Indians and Whelan Lake Sanctuary have grown deeper through this program. These sites are not just visited—they are cared for, celebrated, and enlivened by the youth and families involved.

Our collaboration with the San Luis Rey Band of Mission Indians is central to this program. Youth hear directly from tribal members and culture bearers about the original and ongoing care for this land. This relationship helps to reframe environmental education through an Indigenous lens and fosters accountability to place and people. Importantly, this partnership is mutually beneficial. The program has helped reengage San Luis Rey youth and has provided a platform for the Tribe to connect with our community resources and build out additional programming for their members. It has also sparked new energy and commitment from the Tribe to continue supporting Reaching Roots and cultivating intergenerational learning opportunities for youth. They are active, committed partners in this work, and their involvement has enriched the entire program.

Academic References: Our work is grounded in research that shows the powerful effects of nature-based engagement on youth well-being. A comprehensive review in the *Journal of Environmental Psychology* found that natural environments reduce stress and improve mood (Kaplan & Kaplan, 1989). Research in the *American Journal of Public Health* similarly concludes that access to green spaces supports psychological resilience in urban youth experiencing poverty (Kuo, 2001). And environmental justice literature underscores that BIPOC communities—like the ones we serve—face systemic barriers to safe, healing outdoor spaces, making intentional access both a right and a remedy (Bullard et al., 2007; Wolch, Byrne & Newell, 2014).

Collective Power and Long-Term Impact: Reaching Roots is building true community power—strengthening relationships with green spaces in our neighborhoods, with one another, and with the Indigenous communities who have always cared for this land. The impacts extend far beyond individual outcomes. Through Reaching Roots, we are nurturing a local ecosystem of care, leadership, and belonging. This year, many youth not only returned but brought friends and family with them, deepening our collective impact. As youth see themselves as caretakers

of land and culture, their roles in the community shift—no longer recipients of services, but co-creators of change.

BCDI has over a decade of experience working with at-risk youth in Oceanside. We support school gardens, host outdoor learning for youth, and built the Friendly Garden at the oldest Black church in North County. Our past programming at Community Roots Farm in the Mesa Margarita neighborhood laid the foundation for our deep community ties and commitment to inclusive green space access. During the pandemic, we partnered with the City of Oceanside to distribute fresh produce and programming materials to families in need.

Program Setting: Field-based and place-based model combining partner sites (school gardens, cultural sites, green spaces) and community field trips to natural, educational, and cultural locations (CSUSM, Buena Vista Lagoon, etc.)

Coordination: We hold regular planning meetings with our education and community partners. College student mentors help co-design and facilitate sessions. Communication is frequent, reciprocal, and values-aligned. Our collaborative model includes staff from MiraCosta and CSUSM co-leading with BCDI educators, ensuring youth gain access to institutional pathways and role models.

Barriers and Solutions:

- **Transportation:** We work with our partners to coordinate transportation when needed. We also ensure most sessions take place within youth's own neighborhoods.
- **Language and Cultural Relevance:** Materials and communication are bilingual in English and Spanish. Our team includes bilingual staff and mentors who reflect the communities we serve.
- **Engagement and Retention:** Youth are involved in shaping program content. We provide outdoor gear, meals, and stipends when possible to remove participation barriers.
- **Access to Green Space:** We provide guided, safe, and joyful access to local green spaces—many of which are otherwise unfamiliar or feel inaccessible to youth and families.

Reaching Roots is not a drop-in service—it is part of a long arc of trust, investment, and community building. This third year of programming builds on strong relationships, demonstrated impact, and a clear vision for how to deepen belonging, stewardship, and purpose among Oceanside youth. By aligning with strategies such as social-emotional skills programming, violence and gang prevention, middle and high school engagement, cultural enrichment, and green workforce development, Reaching Roots supports healing, leadership, and transformation in the lives of the youth we serve.

Program Evaluation and Effectiveness Assessment

Evaluation Strategy:

To ensure the effectiveness of the "Reaching Roots: Oceanside EcoCultural Pathways Youth Program," we will employ both quantitative and qualitative measures to evaluate the impact of our interventions on the participants:

- **Quantitative Measures:**
 - **Youth Enrollment and Participation:** We will track the number of youth registered and actively participating in the program. Consistent engagement will be a key indicator of our program's reach and appeal.
 - **Referrals to Partner Organizations:** We will monitor the number of referrals made to our partner organizations, which reflects our program's effectiveness in connecting youth with additional community resources.
- **Qualitative Measures:**
 - **Youth Surveys (Pre- and Post-Program):** Surveys will be conducted at the beginning and end of the program to assess shifts in knowledge, attitudes, and behaviors concerning environmental stewardship, cultural awareness, and social engagement. This will help us measure the educational impact and personal growth experienced by the participants.
 - **Youth and Parent Testimonials:** We will collect testimonials from youth and their parents to provide personal insights into the program's impact. These narratives will highlight individual experiences and the perceived benefits of our interventions.

Feedback Mechanism:

- **Continuous Feedback Loop:** To adapt and continuously improve our program, we will establish a feedback mechanism involving both participants and their families. This will include informal feedback during sessions and structured feedback forms at the end of the program. Regularly collecting and analyzing this feedback will allow us to respond to the needs and suggestions of our participants effectively.

Documentation and Reporting:

- **Activity Documentation:** Detailed records of all program activities will be maintained, including attendance, types of activities conducted, and participant engagement levels. This documentation will be crucial for internal assessment and reporting to stakeholders.

Program Budget:

Personnel:

Program Manager – \$20,000 - Oversees program implementation, coordination with partners, supervision of staff and mentors, and overall program outcomes. The Program Manager ensures alignment with City goals and compliance with grant requirements.

Education Coordinator – \$20,000 Designs and delivers educational curriculum, coordinates logistics for workshops and field trips, and supports youth engagement. Works closely with partners and college mentors.

Mentors – \$8,000 - Includes stipends for student mentors from MiraCosta and CSUSM as well as community mentors. Mentors support youth during sessions, model future pathways, co-development of programming, and provide guidance rooted in shared lived experience.

Guest Educators – \$8,000 - Includes honoraria for cultural leaders, tribal educators, and guest facilitators delivering workshops in Indigenous foodways, seed stewardship, wellness, and restoration practices.

Program Support Staff – \$8,000 Measure X -Supports on-site logistics, materials prep, setup and breakdown, transportation coordination, and communication with youth and families.

Materials & Supplies:

Outdoor Gear & Safety Supplies – \$8,000 - Includes hiking boots, water bottles, sun protection, backpacks, first aid kits, and other gear to ensure all youth can safely and comfortably participate in outdoor activities, regardless of economic status.

Education and Program Materials – \$8,700 - Includes curriculum supplies, arts and cultural materials, gardening and restoration tools, printed handouts, signage, seed-saving tools, and items needed for hands-on learning.

Youth Incentives & Recognition – \$5,000 - Includes stipends, gift cards, and recognition items to celebrate participation, leadership, and growth.

Transportation Support:

Transportation Support - \$3,200 - Covers transportation costs to ensure youth can safely access green spaces, workshops, and events throughout the city. May include rideshare

services, mileage stipends for staff or mentors, partner reimbursements, or vehicle rentals, depending on program needs and logistics

General Liability and Program Insurance – \$2,000 - Ensures appropriate liability coverage for staff, mentors, and youth during programming, aligned with insurance requirements for public youth programs.

Sustainability Plan: Our program aims to ensure long-term sustainability through a variety of strategies post-Measure X funding:

- **Continued Fundraising:** We will conduct annual fundraising campaigns and events to supplement our program funding. This will include community fundraisers, grant writing, and seeking donations from local businesses and philanthropic organizations.
- **Grant Applications:** We will actively seek additional grants from state, county, federal sources, and private foundations that support youth programs and environmental education. This ongoing effort will help secure necessary funds to maintain and expand our program offerings.
- **Community Partnerships:** We will strengthen and expand our partnerships with local businesses, schools, and community organizations. These partnerships will not only provide in-kind support but may also open up collaborative funding opportunities.
- **Volunteer Support:** Encouraging community volunteer involvement to reduce staffing costs and build stronger community ties. Volunteers will not be working directly with youth unless they have successfully cleared interviews and background checks.

By implementing these strategies, the Reaching Roots: Oceanside EcoCultural Pathways Youth Program will maintain its capacity to offer impactful educational experiences to our youth, ensuring its sustainability and ability to adapt to the community's changing needs.

- **Staff Experience and Qualifications**

- The Reaching Roots: Oceanside Eco-Cultural Pathways program is implemented by a team of experienced, community-rooted educators, mentors, and organizers with deep knowledge of environmental justice, youth development, and culturally responsive education. All staff and mentors reflect the racial, cultural, and linguistic backgrounds of the youth we serve and bring lived experience, local credibility, and professional expertise to the work.
- **Program Manager**
The Program Manager oversees all aspects of Reaching Roots, including partner coordination, youth and family communication, logistics, and program implementation. Bianca Bonilla, BCDI's Founder and Executive Director, has more than 20 years of

experience in environmental education, land stewardship, and program design. She has led culturally relevant community programs across San Diego County and has worked in Oceanside for over a decade, including leading outdoor learning at Community Roots Farm, developing school gardens, and coordinating food justice initiatives.

- **Education Coordinator**

The Education Coordinator co-designs curriculum, supports youth engagement, and manages the day-to-day delivery of workshops, cultural events, and mentorship activities. This position is filled by a skilled educator with a background in youth development, trauma-informed facilitation, and place-based learning. Our current coordinator is bilingual and brings both environmental science knowledge and strong relational skills that support youth participation and safety.

- **Mentors**

Reaching Roots engages both college-age mentors and community mentors to co-facilitate sessions, guide youth, and model diverse pathways of leadership. College mentors are students from MiraCosta College's Roots of Justice program and CSUSM's Ethnobotany Garden, providing near-peer support and helping youth envision their own futures in higher education and environmental careers. They are trained in cultural humility, trauma-informed care, and youth engagement.

Community mentors include Indigenous leaders, scientists, professors, educators, and cultural practitioners from the neighborhoods we serve—trusted adults with deep relationships in Oceanside and lived experience that reflects the youth we work with. Many are affiliated with partner organizations such as the San Luis Rey Band of Mission Indians and the North County LGBTQ Resource Center, and include elders, cultural bearers, and respected leaders from local environmental and community-based organizations. These mentors serve as powerful role models and guides, reinforcing intergenerational learning, cultural affirmation, and accountability to place and people.

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- **Guest Educators**

We engage cultural practitioners, local Indigenous knowledge holders, restoration ecologists, and other guest educators throughout the year to lead sessions on topics such as Indigenous foodways, seed saving, land rematriation, and environmental storytelling. These educators are deeply embedded in the community and serve as intergenerational guides and role models.

- **Program Support Staff**

Support staff assist with transportation coordination, site preparation, meal distribution, and youth check-in processes.

- All staff and volunteers working directly with youth undergo background checks, orientation, and ongoing training. Staff recruitment and retention reflect BCDI's longstanding commitment to community hiring, fair compensation, and leadership development. We aim not only to serve youth, but to build up the people and places they come from.