

CITY OF OCEANSIDE**PROFESSIONAL SERVICES AGREEMENT****PROJECT: MEASURE X FY2025-26 INTERFAITH COMMUNITY SERVICES TRANSITIONAL YOUTH ACADEMY**

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 INTERFAITH COMMUNITY SERVICES, 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 agrees to provide prevention and intervention services through the Transitional Youth Academy (TYA) for a minimum of seventy-five (75) at-risk Oceanside youth, ages 14-18, from July 1, 2025 through June 30, 2026 (as described in the proposal attached hereto and incorporated herein as Measure X FY2025-26 Interfaith Transitional Youth Academy Proposal);
 - CONSULTANT will provide free Case Management, Academic Mentoring, College Preparation/Graduation Support, Leadership/Workforce Development, Behavioral Health, Family-Centered Supportive Services, and Transition Assistance to at-risk high-school youth enrolled in the TYA program;
 - CONSULTANT will track attendance, service delivery, and pre/post assessments of enrolled youth;
 - CONSULTANT agrees to provide evidence of comprehensive criminal background checks of all employees and volunteers if requested 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 Non-Profit Org Financial Reporting Form to City's Finance staff 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, express or implied, to act on behalf of the CITY as an agent, or to bind the CITY to any obligation whatsoever, unless specifically authorized in writing by the CITY. CONSULTANT shall be solely responsible for the performance of its employees, agents, and subcontractors under this Agreement, including the training of each employee regarding the rights and responsibilities of an employer and employee for any potential discrimination or harassment claim under state or federal law. CONSULTANT shall report to the CITY any and all employees, agents, and consultants performing work in connection with this project, and all shall be subject to the approval of the CITY.

3. **WORKERS' COMPENSATION.** Pursuant to Labor Code section 1861, the CONSULTANT hereby certifies that the CONSULTANT is aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for Workers' Compensation or to undertake self-insurance in accordance with the provisions of that Code, and the CONSULTANT will comply with such provisions, and provide certification of such compliance as a part of this Agreement.

4. **LIABILITY INSURANCE.**

- 4.1. CONSULTANT shall, throughout the duration of this Agreement maintain comprehensive general liability and property damage insurance, or commercial general liability insurance, covering all operations of CONSULTANT, its agents and employees, performed in connection with this Agreement including but not limited to premises and automobile.

- 4.2 CONSULTANT shall maintain liability insurance in the following minimum limits:

Comprehensive General Liability Insurance
(bodily injury and property damage)

Combined Single Limit Per Occurrence	\$ 2,000,000
General Aggregate	\$ 4,000,000*

Commercial General Liability Insurance
(bodily injury and property damage)

General limit per occurrence	\$ 2,000,000
General limit project specific aggregate	\$ 4,000,000

<u>Automobile Liability Insurance</u>	\$ 2,000,000
--	--------------

*General aggregate per year, or part thereof, with respect to losses or other acts or omissions of CONSULTANT under this Agreement.

CONSULTANT is required to carry Sexual Misconduct coverage on their general liability insurance when working with youth under the age of eighteen (18)

- 4.3 If coverage is provided through a Commercial General Liability Insurance policy, a minimum of 50% of each of the aggregate limits shall remain available at all times. If over 50% of any aggregate limit has been paid or reserved, the CITY may require additional coverage to be purchased by the CONSULTANT to restore the required limits. The CONSULTANT shall also notify the CITY promptly of all losses or claims over \$25,000 resulting from work performed under this contract, or any loss or claim against the CONSULTANT resulting from any of the CONSULTANT'S work.

- 4.4 All insurance companies affording coverage to the CONSULTANT for the purposes of this Section shall add the City of Oceanside as "additional insured" under the designated insurance policy for all work performed under this agreement. Insurance coverage provided to the City as additional insured shall be primary insurance and other insurance maintained by the City of Oceanside, its officers, agents, and employees shall be excess only and not contributing with insurance provided pursuant to this Section.
- 4.5 All insurance companies affording coverage to the CONSULTANT pursuant to this agreement shall be insurance organizations admitted by the Insurance Commissioner of the State of California to transact business of insurance in the state or be rated as A-X or higher by A.M. Best.
- 4.6 CONSULTANT shall provide thirty (30) days written notice to the CITY should any policy required by this Agreement be cancelled before the expiration date. For the purposes of this notice requirement, any material change in the policy prior to the expiration shall be considered a cancellation.
- 4.7 CONSULTANT shall provide evidence of compliance with the insurance requirements listed above by providing, at minimum, a Certificate of Insurance and applicable endorsements, in a form satisfactory to the City Attorney, concurrently with the submittal of this Agreement.
- 4.8 CONSULTANT shall provide a substitute Certificate of Insurance no later than thirty (30) days prior to the policy expiration date. Failure by the CONSULTANT to provide such a substitution and extend the policy expiration date shall be considered a default by CONSULTANT and may subject the CONSULTANT to a 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 Fifty-Thousand Dollars (\$50,000) (as described in the program budget attached hereto and incorporated herein as Measure X FY2025-26 Interfaith Transitional Youth Academy Proposal). CONSULTANT agrees to submit all invoices for payment no later than the fifteenth (15th) of the following month. CONSULTANT will submit a Quarterly Non-Profit Org Financial Reporting Form to City's Finance staff by the 15th of the following month. Failure to comply with these requirements may result in delay of payment until the reporting requirements are met.

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 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.

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.

INTERFAITH COMMUNITY SERVICES

CITY OF OCEANSIDE

By: _____
Greg Anglea, CEO

By: _____
Jonathan Borrego/City Manager

By: _____
Name/Title

APPROVED AS TO FORM:

Employer ID No.

City Attorney

NOTARY ACKNOWLEDGMENTS OF CONSULTANT MUST BE ATTACHED.



Interfaith Community Services, Inc.
Grant Application

RFP 25-07

*City of Oceanside Youth Services
(FY2025-2026)*



April 30, 2025

City of Oceanside
Measure X Reviewing Panel
300 North Coast Highway
Oceanside, CA 92054

Dear Members of the City of Oceanside Measure X Reviewing Panel,

Interfaith Community Services (Interfaith) respectfully requests \$100,000 from the City of Oceanside to support the Transitional Youth Academy (TYA) program, a highly successful prevention and intervention program serving youth ages 14-18 in the Oceanside Unified School District (OUSD).

Interfaith developed TYA in 2005 in response to the significant impacts of violent crime and gang activity on youth in the region. Since its inception, TYA has collaborated with law enforcement, school systems, and community-based organizations to support thousands of youth in successfully graduating, preparing for post-secondary education, building workforce skills, developing leadership abilities, and leading healthy lifestyles.

TYA adopts both a philosophical and programmatic approach, offering on-site support within OUSD high school campuses. The primary goal is to nurture the growth of healthy, productive and engaged youth as they transition into adulthood. Designed to promote resiliency and academic engagement, TYA program employs strategic methods encompassing the development of skills, assets, and competencies, the cultivation of healthy relationships, and reinforcement of a supportive environment. This comprehensive approach is founded on the belief that youth equipped with a greater number of developmental assets are more likely to achieve academic success, experience economic opportunity, participate in civic endeavors, and maintain long-term health and well-being.

TYA will advance the goals of the City of Oceanside Measure X Youth Program by serving over 75 vulnerable OUSD youth annually. By investing in the TYA program, the City of Oceanside will contribute to the positive development of our youth, fostering a future generation of well-rounded, empowered individuals. The program's on-site presence within Oceanside Unified School District high schools ensures direct engagement with the local community, making a lasting impact on the lives of our students. Thank you for considering our submission.

Best regards,

Greg Anglea
Chief Executive Officer



2025-26 Program Budget & Budget Narrative



Attachments

- **2025-26 Program Budget & Budget Narrative**
- **2024-25 Program Budget & Budget Narrative**
- **Staff Job Descriptions**
- **Staff Resumes**
- **Partner MOUs**
- **Photos from Fall 2024 TYA Pfizer Field Trip**
- **IRS 501(c)(3) Letter**
- **FY2023-2024 Audited Financial Statements**
- **Most current Form 990**
- **Board of Directors roster**
- **Board of Directors Signing Authority**



Interfaith Community Services, Inc.
Grant Application

RFP 25-07

City of Oceanside Youth Services
(FY2025-2026)



April 30, 2025

City of Oceanside
Measure X Reviewing Panel
300 North Coast Highway
Oceanside, CA 92054

Dear Members of the City of Oceanside Measure X Reviewing Panel,

Interfaith Community Services (Interfaith) respectfully requests \$100,000 from the City of Oceanside to support the Transitional Youth Academy (TYA) program, a highly successful prevention and intervention program serving youth ages 14-18 in the Oceanside Unified School District (OUSD).

Interfaith developed TYA in 2005 in response to the significant impacts of violent crime and gang activity on youth in the region. Since its inception, TYA has collaborated with law enforcement, school systems, and community-based organizations to support thousands of youth in successfully graduating, preparing for post-secondary education, building workforce skills, developing leadership abilities, and leading healthy lifestyles.

TYA adopts both a philosophical and programmatic approach, offering on-site support within OUSD high school campuses. The primary goal is to nurture the growth of healthy, productive and engaged youth as they transition into adulthood. Designed to promote resiliency and academic engagement, TYA program employs strategic methods encompassing the development of skills, assets, and competencies, the cultivation of healthy relationships, and reinforcement of a supportive environment. This comprehensive approach is founded on the belief that youth equipped with a greater number of developmental assets are more likely to achieve academic success, experience economic opportunity, participate in civic endeavors, and maintain long-term health and well-being.

TYA will advance the goals of the City of Oceanside Measure X Youth Program by serving over 75 vulnerable OUSD youth annually. By investing in the TYA program, the City of Oceanside will contribute to the positive development of our youth, fostering a future generation of well-rounded, empowered individuals. The program's on-site presence within Oceanside Unified School District high schools ensures direct engagement with the local community, making a lasting impact on the lives of our students. Thank you for considering our submission.

Best regards,

Greg Anglea
Chief Executive Officer

**Interfaith Community Services' 2025-26
City of Oceanside
Measure X Grant Application**

Request Amount: \$100,000

Grant Award Period: July 1, 2025 – June 30, 2026

Program Goals: Transitional Youth Academy (Current and Continuing)

Total Funding Amount Available: \$1.3 Million (\$800,000 specifically for Measure X Youth Services)

Applicant Information: Beginning of proposal including organization name, contact information, organization's background history, mission/vision statements, current programs/activities, organization's accomplishments.

Organization Name: Interfaith Community Services, Inc.

Contact Information: Vannessa Marshall, Director of Coastal Services

Organization's Background History: Founded in 1979 as a direct response to the rising rates of hunger and homelessness in North San Diego County, Interfaith Community Services (Interfaith) works to break the cycle of poverty and homelessness. Building on more than four decades of empowering homeless and low-income community members, Interfaith has grown to become the most comprehensive human services agency in North County.

As part of this comprehensive approach, Interfaith operates the Transitional Youth Academy (TYA), a targeted youth development program designed to address the root causes of poverty identified in our community - specifically, education and inequality. In October 2005, Interfaith developed TYA in response to the significant impacts of violent crime and gang activity on youth in the region. Since its inception, TYA has collaborated with law enforcement agencies, school systems, and other community-based organizations. TYA supports an average of 100 Oceanside youth annually in successfully graduating from high school, preparing for post-secondary education, building workforce skills, developing leadership abilities, and promoting overall positive youth development.

Mission/Vision Statements: *Interfaith empowers people in need to stabilize and improve their lives through comprehensive programs, in partnership with diverse faith communities and people of compassion.*

In 2021, Interfaith's board engaged hundreds of diverse stakeholders in our strategic planning process. Our community came together to develop strategies on how Interfaith will best fulfill our mission in years to come. This process reinforced our commitments to:

- ensuring all people have access to food, healthcare, and housing,
- supporting disadvantaged communities and breaking down systems of oppression,
- providing comprehensive care, and
- working in partnership with our community.

Further, during this process, stakeholders identified education as the primary driver of poverty, with inequality cited as the second leading cause. Interfaith's TYA program is specifically designed to address the critical issues of education and inequality, employing evidence-based practices to empower youth and their families to achieve long-term self-sufficiency and stability. Through targeted interventions, TYA seeks to break the cycle of poverty by providing equitable opportunities for educational advancement and systemic change. TYA's vision is building tomorrow's leaders by offering youth every opportunity to succeed.

Current Programs/Activities:

Interfaith provides both immediate safety net services and long-term, life-changing programs that work to break the cycle of poverty and homelessness. We offer more than 75 programs to provide comprehensive care, including: emergency shelter, transitional housing, rapid rehousing, permanent supportive housing, recuperative care, substance use disorder treatment, employment services, youth development, homelessness prevention, case management, homeless outreach, basic needs (food, hygiene, mail service), and referral and advocacy.

As part of this continuum, TYA focuses on empowering youth through academic success, career readiness, and leadership development. TYA's primary components include Youth Academic Support and School Engagement, Leadership Development Field Trips, Leadership Lunches, Parent Engagement, and Student Internships. The program aims to prevent dropouts, prepare students for post-secondary education, build workforce skills, strengthen leadership abilities, and ensure positive youth development by promoting critical adolescent assets. TYA plays a vital role in helping young people and their families achieve long-term stability and self-sufficiency.

Organization's Accomplishments:

Interfaith Community Services is the most comprehensive human services agency in North San Diego County. Over the past fiscal year ending June 30, 2024, Interfaith proudly served 20,523 community members — including 4,499 children, 694 veterans, and 4,370 seniors.

Interfaith has long been a leader in addressing housing insecurity. We were the first organization in San Diego County to publicly set and commit to ambitious goals for housing placement, pledging to transition a specific and significant number of individuals into stable, long-term housing. We have consistently achieved these goals, demonstrating both leadership and accountability in our efforts to end homelessness.

During the COVID-19 pandemic, Interfaith rapidly expanded services to meet the growing needs of the community, becoming a vital partner in mitigating the pandemic's devastating public health and economic impacts. This period marked the highest level of service delivery in our organization's history.

In the fiscal year 2023–2024 alone, Interfaith delivered a remarkable 39,705 individual services, achieving major milestones including:

- 1,094 adults and children successfully transitioned into stable housing
- 1,493 individuals and families prevented from becoming homeless

In the City of Oceanside specifically, Interfaith supported 761 community members across 247 households, delivering 2,641 critical services and providing over \$240,000 in direct assistance. The most frequently accessed services included emergency food distribution, rental assistance, information and referral services, case management, vital document attainment, and transportation assistance.

Our TYA program further demonstrated impactful outcomes during the 2024 school year, providing individualized academic and personal support to 124 enrolled students. Of those students:

- **56 students participated in academic mentoring programs**, building essential study skills, improving academic performance, and strengthening their pathways to graduation.
 - One student reported, “[I have] Better time management and being more proud of myself (not hard on myself). Having better communication with my parents.” Another student stated “I honestly think the TYA program has helped and benefited me in various ways. When it comes to getting work done and staying on top of my assignments, TYA helped me stay on task. The program has also helped me stay social and make new friends.”

- **28 seniors received intensive college preparation support**, equipping them with the resources, guidance, and confidence needed to successfully transition to higher education.
 - Graduating students achieved a 100% graduation rate, with many continuing their education at institutions including MiraCosta College, University of California Riverside, Otis College of Art and Design, California State University San Marcos, Grand Canyon University, and Palomar College.
 - Students reported things such as “I worked on a lot of college things such as FAFSA, major choosing, and enrollment” and “I was able to learn about my future and what to expect going into college.”
- **14 students attended ICS-sponsored educational field trips**, expanding their horizons through exposure to new cultural, academic, and career opportunities outside the classroom.
- **37 students engaged in small group mentoring activities**, fostering peer support, teamwork, and social-emotional learning critical to personal and academic growth.
- Students reported that these groups helped them. “I learned more on how to share thoughts and ideas with others and overall being more social.” and “I have gotten a lot of support and meet new people. For instance, the seniors that I have met have helped me see what I will be experiencing in my senior year. I have gotten advice from Ms. Daisy about my upcoming senior year which has helped me not worry and know I have people that will help me out.”
- **106 students participated in one-on-one mentoring sessions**, receiving individualized guidance tailored to their unique academic, career, and personal development goals.
- **73 students (average) attended leadership development lunches**, where they cultivated leadership skills, civic awareness, professional competencies vital for future success, and increased their school engagement.
 - Leslie reported, “I think it’s a great opportunity to meet new people and learn to talk to people older than you are, you get amazing opportunities to communicate and overall, it’s just a good feeling knowing you’re a part of something.”
 - One other student stated, “The program is very helpful and uplifting. Everyone in the program is like a big family and it is very worth joining for others in the future.”
- **27 students secured employment or internship placements**, gaining hands-on workforce experience that enhances career readiness and economic self-sufficiency.
 - Through strategic internship partnerships with the City of Oceanside’s Human Resources Department, Fire Department, El Corazon, Melba Bishop, Crown Heights Community Centers, and the Boys & Girls Club, Interfaith helped build a new generation of community leaders while addressing immediate needs and fostering long-term stability.
- **Multiple students** reported that they have increased their discipline, communication, public speaking, social skills, and independence. One student reported, “I worked on everything to help me grow better as a student and person. I worked on stress-relief skills, communication, responsibilities, time management, and even real-world skills regarding college or jobs.”
- **88 students accessed supportive services such as transportation and basic needs assistance**, ensuring that barriers outside of the classroom did not hinder their educational and personal progress.

Cover Letter: 1-Page introduction including name and purpose of program and the reason your program should be funded. *See Separate Attachment.*

Budget: *See Separate Attachment.*

Staffing and Partnerships: *(Describe the qualifications of your staff and leadership and explain why they are the best at what they do).*

Staffing

Vannessa Marshall, Director of Coastal Services, will provide project leadership and serve as a primary liaison to project partners. She has been with Interfaith for 9 years, managing Interfaith's multi-service centers in Carlsbad and Oceanside, as well as youth development and employment programs. Marshall is in the process of obtaining her Masters in Nonprofit Management and Leadership. Marshall's consistent presence overseeing the TYA program for nearly a decade has led to a trusted partnership with the Oceanside School District and other community partners.

Beth Simon, TYA Program Manager, will oversee project staffing, budget, strategy implementation, and reporting. Simon brings 15 years of experience in Youth Services and Workforce Development. She has been with Interfaith's TYA program for 6 ½ years, serving as the program manager for out-of-school youth participating in a program connected to the Workforce Innovation and Opportunity Act and now as program manager for TYA's program.

Daisy Hernandez, Lead TYA Case Manager – Daisy joined Interfaith in 2018 and is currently with the TYA program as the Lead TYA Case Manager. Coupled with her amazing rapport with the students, Daisy keeps the kids motivated to continuously reach and surpass their educational/career goals. She holds a B.A. in Criminal Justice from California State University, San Marcos. Daisy is bilingual in English and Spanish.

Jonathan Baca-Nava, TYA Case Manager – Jonathan joined Interfaith in 2022 and began his career with Interfaith as a Peer Engagement Specialist. Currently, he is a TYA Case Manager. and He works closely with school staff to review student progress and provide them with ongoing support. He holds a B.A. in Sociology with a concentration in Critical Race Studies. Jonathan is bilingual in English and Spanish.

Resumes and Job Descriptions of all key staff are included. *See Separate Attachments.*

Partnerships

Oceanside Unified School District (OUSD): Interfaith will continue its longstanding relationship with OUSD. Agreements are in place with the district to operate TYA on the campuses of Oceanside High School and El Camino High School. Staff at both the school district and the schools meet regularly with Interfaith's TYA team allowing an onsite presence for employees and guest speakers who have clearance to work with the students.

Community Coalitions: Interfaith's TYA staff will continue to actively participate in the Oceanside Community Safety Partnership and Carlsbad Youth Enhancement Services (YES). These partners all serve as collaboratives facilitating reoccurring meetings that engage numerous organizations that serve as trusted resources for vulnerable youth and young adult populations. Interfaith also receives and makes referrals through its extensive network of partners, including the Alliance for Regional Solutions' North County Transitional Aged Youth Collaborative, North County Works working group, Oceanside Chamber of Commerce, Equus Workforce Solutions, and San Diego North Economic Development Council.

City of Oceanside: Interfaith's TYA program relies upon the ongoing support from the City of Oceanside to regularly promote the program and provide sites and locations for program activities. Various departments within the City of Oceanside have served as host sites for our TYA youth internship program. Additionally, the city has provided support with identifying sites and locations for various TYA programming activities including parent engagement events, youth workshops, and celebratory events for the students.

Businesses: TYA partners with local businesses and organizations to support youth career exploration and workforce development through the Transitional Youth Academy (TYA). Businesses such as Pfizer, Viasat, Leichtag Farms, and Ivy Ranch have hosted site visits, giving students firsthand exposure to diverse industries and career opportunities. Community partners, including the Boys & Girls Club and the City of Oceanside, have also served as host sites for our paid summer internship program, providing real-world work experience. In addition, various business leaders have volunteered their time as guest speakers during our Leadership Lunch series, inspiring students with their career journeys and professional insights. These partnerships are vital to equipping youth with the skills, networks, and confidence needed for long-term success.

Donors and Volunteers: Interfaith has an active “sponsor-a-scholar” donation program that engages donors in supporting TYA youth in their senior year with expenses related to school events (Prom, senior night/trips), yearbook, senior photos, college application fees, and graduation. Typically, Interfaith receives approximately \$21,000 in donations annually to support TYA students.

Collaborative Service Partners: Interfaith Community Services’ Transitional Youth Academy (TYA) partners with Cultivando Raíces through a cross-referral and collaborative service agreement designed to enhance the emotional well-being, cultural identity, and life readiness of youth. This partnership brings culturally grounded, evidence-based programming directly to students, supporting their transition into adulthood with a focus on building resilience, fostering cultural pride, and promoting positive mental health. TYA supports Cultivando Raíces with outreach and recruitment of youth and families, logistical coordination, and event collaboration, while Cultivando Raíces delivers specialized educational and emotional wellness programming. Together, this partnership strengthens TYA’s comprehensive approach to youth development by ensuring services are accessible, culturally responsive, and aligned with the diverse needs of the community.

Sustainability: *Plans if funding from this grant goes away. Strategies to gain additional funding.*

Interfaith has a 20-year track record of sustaining the TYA program in Oceanside. Much of this has been attained through various grant funding—which have included both public contracts and private foundation grants. At times when funding sources have changed or diminished, Interfaith has remained committed to the program and ensured sustainability through community donations and its general operating fund.

Sustainability is also strengthened by the strong collaboration with the OUSD, which provides in-kind resources of meeting space, student and staff access, and other on-campus resources. Further, the program integrates interns and community volunteers. Interfaith’s Behavioral Health Workforce Partnerships places and supports clinical interns in the TYA program, which increases that overall staff capacity of the program. Interfaith also utilizes the time and talent of community volunteers who serve as guest speakers at leadership lunches and field trips.

Interfaith consistently seeks additional funding for the program from both local and national funders. Staff also regularly engages new and repeat donors to support this important program. Many local entities are very familiar with the program and believe in its transformational track record to help high school students and their families.

Executive Summary: In one paragraph, tell the reader what the problem is and how to solve it. Next, describe the population you plan to serve and briefly explain how your program will make a positive impact.

Oceanside youth have tremendous potential, but many face systemic barriers that can impact their high school graduation and post-secondary success, including economic hardship, housing instability, academic challenges,

attendance and behavioral concerns, and social pressures such as gang involvement and substance use. To nurture the resilience and strengths within these youth, Interfaith Community Services' Transitional Youth Academy (TYA) provides school-based prevention and intervention services within Oceanside Unified School District high schools. Focused on promoting academic engagement, leadership development, and career readiness, TYA delivers intensive, year-round support to low-income, historically underserved students ages 14–18 who are at risk of dropping out. The program builds protective factors and life skills through best practices in dropout prevention, character education, positive youth development, and workforce training. By investing in the assets of young people, TYA empowers students to successfully graduate, pursue post-secondary education or career pathways, and build self-sufficient, thriving futures. During the 2025–2026 school year, TYA will impact 75 youth, helping to break cycles of poverty while advancing the goals of the City of Oceanside Measure X Youth Program.

Narrative: *Identify the problem/need IN DETAIL, including research and data. Describe program objectives, activities, strategies, and timelines. (No word limit)*

Interfaith's Transitional Youth Academy (TYA) is a vital school-based prevention and intervention program that will advance the goals of the City of Oceanside Measure X Youth Program by serving 75 vulnerable youth within OUSD annually through this funding. Designed to promote resiliency and academic engagement among low-income, historically underserved youth ages 14–18, TYA targets students who are at significant risk of dropping out of high school. TYA works with students who have been identified by school staff or through self-referral.

Factors leading to a student recommendation for TYA enrollment include:

- Low grades or overall GPA
- Frequent absenteeism, tardiness, or truancy
- Gang involvement
- Qualifies for FRPL (Low-income household)
- Social, emotional, or behavioral issues
- Homelessness or housing insecurity
- Other stressors or risk factors

Operating at both El Camino High School and Oceanside High School within OUSD, the program serves youth by addressing critical barriers to educational success, including poverty, academic underperformance, truancy, behavioral challenges, involvement with the juvenile justice system, homelessness, and other significant risk factors.

Given the profound negative consequences associated with high school dropouts including diminished employment prospects, lower lifetime earnings, and poorer health outcomes, TYA's services are crucial for promoting greater educational equity and opportunity for Oceanside's youth. The following section provides relevant data demonstrating the pressing need for this program and its ongoing importance in the community.

Identifying the Problem/Need

High school students within OUSD face a complex web of academic, emotional, and socioeconomic challenges that significantly impact their educational outcomes and future readiness. The most recent data from the California Department of Education shows that OUSD's high school dropout rate is 7.9% indicating systemic issues in retaining and supporting students through to graduation.

Mental health among students is a pressing concern. According to the 2023 Youth Risk Behavior Survey in San Diego County, nearly 30% of high school students reported incidents of experiencing poor mental health—

including chronic sadness, hopelessness, anxiety, and depression. Vulnerable groups, including low-income, foster, homeless, and minority students, report even higher rates of emotional distress.

Demographic data from OUSD underscores the depth of need within the district:

- 73% of students come from socioeconomically disadvantaged households.
- Over 10% of students are identified as homeless under the McKinney-Vento Act, with 6.4% temporarily unsheltered, 20% living in hotels or motels, 17% in shelters, and 57% in doubled-up housing situations.
- 12% are English Learners, with 92% of those students speaking Spanish as their primary language.
- Chronic absenteeism affects 22.8% of the student population.
- Only 40% of students meet the “prepared” benchmark on the college/career indicator.
- The district’s counselor-to-student ratio is 1:804, and the school psychologist ratio is 1:591—far exceeding recommended national guidelines, limiting students’ access to critical mental health and academic support.

In a district-wide survey conducted among 11th-grade students, additional challenges were identified:

- 77.1% reported moderate to low academic motivation, defined as interest in learning and motivation to improve.
- 63.8% indicated low to medium levels of school connectedness, reflecting a lack of belonging, safety, and trust in school staff.
- 62.2% reported low to medium levels of caring adult relationships at school, indicating many students do not feel seen, supported, or heard.
- Substance use remains a concern: 25% reported recent alcohol or drug use, including 9% who binge drank, 13.8% who used e-cigarettes, and 18.7% who used marijuana within the past month.
- Alarming, 23% of students reported experiencing suicidal ideations.

While OUSD reported an 88% graduation rate in 2024, this figure includes students who graduated in their fifth year. Notably, 11.3% of students—approximately 138 individuals—did not graduate, reflecting the unmet needs that persist within the system.

Relevance and Importance of the Identified Need

High school students in OUSD face significant and interrelated academic, emotional, and social challenges. Interfaith’s TYA is uniquely positioned to address these overlapping needs through a holistic, youth-centered leadership development approach.

Demographic trends in OUSD make the need for targeted interventions especially urgent. Students from socioeconomically disadvantaged backgrounds, English learners, and those experiencing homelessness are disproportionately affected by academic struggles and behavioral health concerns. These students face long-standing systemic barriers, including inequitable access to quality education, healthcare, and support services, which negatively impact their educational outcomes and overall well-being.

Environmental factors such as housing instability, financial stress, and exposure to trauma significantly influence student success. Research consistently shows that a positive school climate where students feel safe, supported, and connected is one of the strongest protective factors. When students have access to caring adults and opportunities for meaningful engagement, they are more likely to thrive academically and socially. Unfortunately, current staffing levels in OUSD fall short of meeting these needs. The district’s counselor-to-student ratio is 1:804, and the psychologist-to-student ratio is 1:591—well above recommended levels. These resource gaps are particularly harmful in a district where nearly two-thirds of 11th graders report feeling only

moderately or weakly connected to their school and adult mentors.

This lack of connection often manifests in chronic absenteeism and disengagement. TYA directly addresses these issues by fostering a sense of belonging through goal setting, relationship building, and leadership opportunities that re-engage youth in their education. Students have provided feedback such as “I think it’s a great opportunity for those who just need a little support or even a community to talk to and make friends. The TYA program is worthwhile, knowing the help and support you get along the way is worth it. Thank you.” and that the program is “Super helpful and beneficial. Gave out a lot of resources. I’m super grateful I was able to join and receive help from you guys. Gift from Heaven!”

Academic motivation and college/career readiness remain low for many OUSD students, in large part due to limited access to guidance and role models. TYA helps bridge this gap through mentoring, workshops, and college and career readiness programming that empowers students to envision and pursue postsecondary pathways—whether college, vocational training, or other fulfilling careers.

Social-emotional well-being is also a critical component of academic success. Students who feel emotionally safe and supported are more likely to remain in school, avoid risky behaviors, and plan for positive futures. Without these protective factors, students are at greater risk for mental health struggles, absenteeism, and academic failure. TYA strengthens these protective factors through consistent adult engagement, individualized support, and emotionally safe environments. During the 2024 school year, 27 students noted that they enrolled and participate in TYA because of the social emotional support provided by the program. Students noted things like joining to make “new friendships and experiences”, “getting closer to people”, and “getting out of my comfort zone”. A student from the 2024 school year, reported “They have set goals to help me with my mental health as well as grow my relationship with my parents a bit better.” Another reported, “It truly has helped me grow into a better version of me and has helped me overcome many challenges and come out of dark places.”

Expanding student support services is a proven, evidence-based strategy to improve educational outcomes. School counselors, psychologists, and other support professionals play a vital role in mental health counseling, crisis response, chronic condition management, and learning support. These services directly contribute to improved behavior, academic performance, and long-term success.

Programs like TYA complement these services by offering youth development opportunities that build resilience, leadership expertise, goal setting capabilities, and decision-making skills. These are particularly impactful for underserved populations who benefit profoundly from access to mentorship and positive adult relationships. Students who feel supported are more likely to graduate, pursue higher education, and contribute meaningfully to their communities. TYA offers critical emotional support through mentoring, safe spaces, and programs that build coping skills and resilience.

Substance use continues to pose serious risks to academic achievement and health. Often both a symptom and a cause of emotional distress, substance use is best addressed through prevention and education. TYA helps students develop healthy coping strategies and make informed decisions through life skills training and positive youth development.

College and career readiness is not only important for individual students, but also essential for California’s future workforce. The state faces a projected shortfall of more than one million bachelor’s degree holders by 2030. Yet access to college prep resources remains inequitable. TYA helps close this gap by equipping underserved students with the tools, support, and confidence they need to pursue higher education and career success.

By addressing these needs in a holistic, youth-driven way, the TYA program plays a vital role in improving academic outcomes, mental health, and long-term opportunities for vulnerable high school students in Oceanside.

Program Description

TYA will achieve successful outcomes through a year-round approach based on best practices in dropout prevention, character education, and youth workforce development. Services provided for youth include:

- **Academic Mentoring:** TYA provides academic support, enrichment, and implements programs to improve students' classroom behavior and social skills, including daily mentoring visits on campus, and weekly leadership development activities. Staff personalize the learning environment and provide rigorous and relevant instruction to better engage students in learning.
- **College Prep and Graduation Support:** Case Managers assist students with college research, applications, scholarships, and FAFSA completion. TYA also offers a Sponsor-a-Scholar program that covers increasingly expensive graduation costs, such as cap and gown, Grad Night, Senior Breakfast, senior photos, yearbook, etc. These gifts encourage students' sense of belonging and school pride and increase their excitement and optimism about their futures.
- **Asset Development and Leadership Development:** TYA engages and motivates students by hosting weekly leadership academy lunch sessions, focused on the 40 developmental assets, which feature inspiring guest speakers who talk about their personal journeys to becoming leaders in the community. As a group, students explore leadership qualities they admire and aspire to and work on cultivating those qualities within themselves. Students begin to take on leadership roles within TYA such as freshmen mentoring, heading a service project, volunteering to host an activity at family engagement events, or providing input into program planning.
- **Workforce Development:** Each Spring, students receive eight weeks of workforce development training, which includes work permit completion, job searches, resume preparation, interview skills, soft skills and professional skills development, financial literacy and budgeting, and human resources orientations.
- **Behavioral Health:** Through Interfaith's Behavioral Health Workforce Initiative, TYA hosts interns who provide youth with access to individual and/or group behavioral health counseling, under the supervision of licensed clinical therapists.
- **Family Centered Supportive Services:** TYA is connected to Interfaith's 75+ programs, including our Coastal Service Center (CSC) in Oceanside, where we provide social services and basic needs to the families of TYA students. CSC offers case management, supportive services, employment development, and tax preparation services with the goal of promoting self-sufficiency for low-income families. Supportive services include emergency food assistance, assistance with applying for CalFresh and Medi-Cal, referrals to emergency shelters, and employment support such as assistance with childcare and transportation. The goal is to provide the entire family with the skills and resources to achieve and maintain self-sufficiency.
- **Field Trips:** Field trips are designed to increase social, emotional, and physical health while building confidence and exploring interests. Youth development field trips aim to expand horizons by providing experiential learning outside traditional settings. Their purpose is to foster personal growth, build social skills, and ignite curiosity through real-world exploration and engagement.
- **SUD Education and Linkage to Treatment:** TYA will provide students and parents with prevention resources available through partners including the North Coastal Prevention Coalition and San Diego County Office of Education, including awareness of the dangers of fentanyl and other opioids. TYA is also connected to SUD treatment providers and will refer to screening/treatment, as appropriate.
- **Transition/Aftercare:** Transitioning from youth development programs to the demands of college and beyond can be challenging. To ensure a smooth continuation of support, we provide ongoing check-ins and tailored

resources. If needed, youth receive local referrals for community services, mentorship, or specialized support. Furthermore, our Case Managers support students to ensure they are thoroughly familiarized with the on-campus resources available at their chosen higher education institution, empowering them to navigate their academic journey with confidence and access the support networks they need to thrive.

Throughout the academic year, full-time TYA Case Managers are embedded directly on Oceanside high school campuses, where they maintain dedicated offices to provide immediate, consistent support for participating students. This on-site presence ensures that youth can easily access a continuum of services, including individualized mentorship, leadership development opportunities, intensive case management, and career readiness training. Each Case Manager carries a caseload of approximately 50 students, although the intensity of support is tailored to individual needs. On average, Case Managers provide active, targeted support to 20 to 30 students per month, meeting weekly or biweekly to address academic, behavioral, and personal development goals.

Recognizing that a student's success is closely tied to the stability of their home environment, Case Managers also engage directly with 3 to 5 families each month, offering resources and referrals to strengthen household resilience. Students and their family members are further supported through Interfaith Community Services' regional multi-service centers, ensuring comprehensive access to housing assistance, workforce development, behavioral health care, and basic needs support at the following locations:

- **Inland Service Center:** 550 W. Washington Ave, Escondido, CA 92025
- **Coastal Service Center:** 4700 N. River Road, Suite A, Oceanside, CA 92057
- **Carlsbad Service Center:** 5731 Palmer Way, Suite A, Carlsbad, CA 92010

This integrated model of school and community-based services directly supports the City of Oceanside Measure X Youth Program's mission by strengthening both student and family resiliency, driving improvements in educational attainment, economic self-sufficiency, and long-term well-being. With ongoing evaluation and a commitment to continuous improvement, TYA is positioned to deliver measurable outcomes that will inform future investments in youth resiliency and educational equity across Oceanside.

Goals and Measurable Impacts

With Measure X funds, Interfaith will achieve the following outcomes during the 12-month grant period (July 1, 2025 – June 30, 2026):

Goal 1: Improve graduation rates and enrollment into higher education for 75 at-risk youth, increasing academic opportunity and equity.

- **Measurable Outcome 1a:** Enroll 75 high school students from the Oceanside Unified School District in TYA during the 2025-2026 academic year.
- **Measurable Outcome 1b:** Among TYA students in their senior year, 100% will graduate and over 90% will enroll in higher education or enlist in the military.

Goal 2: Increase positive developmental assets and leadership skills among at-risk youth to build resiliency.

- **Measurable Outcome:** 100% of youth will increase their developmental assets and leadership skills, as measured by a program surveys and assessments.

Goal 3: Build workforce readiness and skills among at-risk youth, leading to improved work opportunities and lifetime earnings.

- **Measurable Outcome:** 70% of students will complete employment training, exiting the program with job readiness skills and a functional resume.

Goal 4: Alleviate socio-economic challenges for families of student participants, helping to improve the households' self-sufficiency.

- **Measurable Outcome:** 30 households (30% of TYA participants) will enroll in supportive services and increase self-sufficiency in one or more areas, as measured by a Self Sufficiency Matrix.

Evaluation (*Data is the MOST important part of your program. How will you show that you are successful? Illustrate how you will collect data and measure progress. Explain how you plan to use records, surveys, interviews, pre/post tests, community feedback, etc.*)

At Interfaith Community Services, data-driven evaluation is central to demonstrating the success and continuous improvement of programs. The TYA program's evaluation plan is directly aligned with its goals and measurable outcomes to ensure accountability and demonstrated impact. Data will be systematically collected, analyzed, and used to track progress against each of the four core goals outlined for the 2025–2026 academic year.

Cross-Cutting Data Collection Tools Used Throughout the Program:

- **Referral Form:** Captures key demographic data, referral source, socioeconomic and family stability indicators, homelessness and employment status, and specific areas of need.
- **Student Baseline Evaluation:** Collects detailed data on the student's home environment, family structure, behavioral and justice involvement history, and career/internship interests.
- **CHOIS Mental Health Screening Tool:** Used at intake and periodically to evaluate emotional well-being and identify youth who may need additional mental health supports.
- **Surveys & Assessments:** Administered at multiple touchpoints (start, midpoint, and end of the program) to capture changes in academic confidence, leadership development, career readiness, and emotional resilience.

Data and Evaluation Plan

Outcome	Data	Collection Methods & Measurement Tools	Frequency & Collection Method
Graduation & Higher Education Enrollment	<ul style="list-style-type: none"> Program referrals Youth enrollment in TYA program 	<ul style="list-style-type: none"> TYA Referral Form TYA Program Enrollment Intake and Consent Forms 	<ul style="list-style-type: none"> Data collected at time of enrollment. Youth client data is entered and retained within Interfaith's Efforts-to-Outcomes (ETO) database.
	<ul style="list-style-type: none"> Program participant demographics 	<ul style="list-style-type: none"> TYA Referral Form Student Baseline Evaluation, <i>self-reported</i> Student school profile 	<ul style="list-style-type: none"> Data collected at time of enrollment. Baseline evaluation completed at intake, midyear, and end of program year
	<ul style="list-style-type: none"> Academic progress 	<ul style="list-style-type: none"> Student transcripts 	<ul style="list-style-type: none"> Internal ETO database Ongoing during program; final at program exit
	<ul style="list-style-type: none"> Graduation rate among TYA seniors 	<ul style="list-style-type: none"> Student transcripts Graduation status 	<ul style="list-style-type: none"> Internal ETO database
	<ul style="list-style-type: none"> TYA senior's enrollment in higher education or military 	<ul style="list-style-type: none"> Graduation status Post-secondary enrollment/military enlistment Student exit interviews 	<ul style="list-style-type: none"> Internal ETO database
Leadership & Developmental Assets Growth	<ul style="list-style-type: none"> Mental health issues (including depression, anxiety, substance use, etc.) Critical safety issues and risk factors 	<ul style="list-style-type: none"> Creating Healthy Outcomes: Integrated Self-Assessment (CHOIS) 	<ul style="list-style-type: none"> CHOIS Assessment completed at intake, midyear, and end of program year
	<ul style="list-style-type: none"> Leadership skills and knowledge development 	<ul style="list-style-type: none"> Pre/Post - Leadership Self-Assessment Questionnaires Search Institute's Developmental 	<ul style="list-style-type: none"> Assessments completed at intake, midyear, end of program year, and throughout school year during key times to support program activities.

		Assets Profile – Pre/Post Surveys <ul style="list-style-type: none"> • Mentor logs/Case notes • Peer group activity participation tracking 	
Build workforce readiness and career skills.	<ul style="list-style-type: none"> • Employment development activity completion <ul style="list-style-type: none"> ◦ Tracking of employment activities such as training attendance, resume completion, mock interviews, and internship placements 	<ul style="list-style-type: none"> • Job readiness pre/post surveys • Individualized resume and career profile creation and completion • career profile review 	<ul style="list-style-type: none"> • Internal ETO database • Student file review and maintenance • Ongoing during program; final at program exit
	<ul style="list-style-type: none"> • Internship/job placement verification 	<ul style="list-style-type: none"> • Feedback from internship supervisors 	<ul style="list-style-type: none"> • Internal ETO database • Ongoing during program; final at program exit
Family Socio-Economic Stability	<ul style="list-style-type: none"> • Families will engage in supportive services and show improvement in at least one domain of self-sufficiency 	<ul style="list-style-type: none"> • Family referral forms • Case notes • Self-Sufficiency Matrix scores and updates • Support service utilization 	<ul style="list-style-type: none"> • Internal ETO database • Assessments completed at intake • Ongoing during program; final at program exit

Evaluation Timeline:

- **Monthly:** Attendance, service delivery, and case notes reviewed.
- **Quarterly:** Pre/post assessment data aggregated and reviewed for trends.
- **Bi-annually:** Self-Sufficiency Matrix updated for each household.
- **Annually:** Comprehensive evaluation report developed including outcome metrics, participant narratives, and stakeholder feedback.

Program Evaluation Tool:

To further enrich the evaluation, the program plans to incorporate the Youth Program Quality Assessment (YPQA) tool developed by the David P. Weikart Center. This will allow for standardized observation of program quality, including staff-youth interaction, engagement, and the learning environment — providing another layer of insight to complement self-reported data.

Continuous Quality Improvement:

Program staff meet quarterly to review evaluation data, adjust implementation strategies, and ensure alignment with outcome targets. Data insights also inform professional development, resource allocation, and program design modifications. Youth voice is centered through focus groups, feedback surveys, and one-on-one interviews to ensure that services remain responsive and empowering.



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

Name of Individual or Organization

Interfaith Community Services

Grant Period

From: 7/1/2025 To: 6/30/2026

Name of Program

TYA

Funding Source (Measure X or Opioid Settlement Funding)

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

Case Manager	\$ 50,000.00	\$ 12,500.00	\$ 50,000.00
	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -

B. Fringe Benefits

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

C. Materials and Supplies

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

D. Transportation

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

E. Mileage

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

F. Insurance

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

G. Indirect

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

H. Totals	\$ 50,000.00	\$ 12,500.00	\$ 50,000.00
------------------	--------------	--------------	--------------