

**CITY OF OCEANSIDE**

**PROFESSIONAL SERVICES AGREEMENT**

**PROJECT: NORTH COUNTY LGBTQ RESOURCE CENTER-THRIVE OUT LOUD**

THIS AGREEMENT, dated July 1, 2026 for identification purposes, is made and entered into by and between the CITY OF OCEANSIDE, a municipal corporation, hereinafter designated as "CITY", and NORTH COUNTY LGBTQ RESOURCE CENTER, 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 operate the weekly Thrive Out Loud Afterschool Program for one-hundred-fifty (150) LGBTQ+ middle- and high school youth from July 1, 2026, through June 30, 2027, as described in the Scope of Work attached hereto and incorporated herein as Attachment A;

CONSULTANT will pair substance abuse/harm reduction education with values building, mindfulness, and art with the goal of building resilience and community belonging among enrolled youth;

CONSULTANT will recruit youth through self-referral, walk-in, social media, website, mental health services, Project Youth, child welfare agencies, Oceanside Unified School District (OUSD), law enforcement, healthcare facilities, and youth-serving community organizations;

CONSULTANT will support enrolled youth in designing, testing, and implementing a media campaign to discourage the use of Opioids and other substances;

CONSULTANT

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

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

CONSULTANT will attend monthly OCSP meetings;

**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

<b><u>Automobile Liability Insurance</u></b>	\$ 2,000,000
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\*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 Attachment B. CONSULTANT agrees to submit all invoices for payment no later than the fifteenth (15<sup>th</sup>) 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 otherwise modified in writing. All work shall be completed in every detail to the satisfaction of the CITY by June 30, 2027. All final reports shall be submitted no

later than thirty (30) days after end of term or July 30, 2027.

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.

NORTH COUNTY LGBTQ RESOURCE CENTER

CITY OF OCEANSIDE

By: \_\_\_\_\_  
Max Disposti/Executive Director

By: \_\_\_\_\_  
Jonathan Borrego/City Manager

By: \_\_\_\_\_  
Name/Title

APPROVED AS TO FORM:

\_\_\_\_\_  
Employer ID No.

\_\_\_\_\_  
City Attorney

**NOTARY ACKNOWLEDGMENTS OF CONSULTANT MUST BE ATTACHED.**

## SCOPE OF WORK

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Organization: North County LGBTQ Resource Center

Program: Thrive Out Loud ASP

Primary Contact: Max Disposti

Funding Source: Opioid Settlement Funding

Contract Term: July 1, 2026-June 30, 2027

### Narrative:

The Thrive Out Loud program of The Center will serve high-risk Oceanside neighborhoods, including but not limited to Crown Heights, the John Landes Park area, and the east side. The specific community to be targeted by The Center for the afterschool program consists of LGBTQ+ youth in middle school and high school. The Center is a trauma-informed, population-specific organization in which 100% of staff, board, and volunteers bring lived experience to the table. Anchored by licensed mental health professionals with specific expertise in trauma treatment with queer communities, The Center is the regional behavioral health provider that trains other clinicians in the region in culturally affirming gender care. Most clients of The Center have experienced violence, bullying, family rejection, homelessness, and other traumas, including trafficking, as well as widespread housing and employment discrimination and healthcare disparities. The Center is doing deep work in communities that intersect with queer communities, including ethnic minorities. In 2022, 71% of Mental Health Services clients were BIPOC (Black, Indigenous, People of Color).

Thrive Out Loud will increase resiliency, knowledge, and self-care tools for a minimum of 150 LGBTQ+ middle and high school youth annually, through outreach, peer-to-peer education, and events, reducing their likelihood of involvement with illicit substances

### The Program:

Thrive Out Loud is a successful after-school program that was previously funded by this opioid initiative. This unique after-school program engaged local community leaders, mindfulness/meditation practitioners, and artists to facilitate workshops centered around values building, mindfulness, and art. Workshops built resilience and community belonging as well as concrete skills for youth and were paired with substance use prevention and harm reduction education. As LGBTQ+ youth are at particularly high risk for illicit substance use because of discrimination, family rejection, and exploitation, Thrive Out Loud focused heavily on belonging, community building, and empowerment, connecting youth with trusted adults/community leaders who accept them and who have been in their shoes. Interwoven with tools for emotional self-care and connection, the program provided concrete information and tools

for avoiding illicit substance use, empowering and trusting youth to grow capable of making their own decisions in this regard.

Youth participating in the proposed after-school program will be identified in numerous ways, including self-referral or walk-in to The Center, and via The Center's social media and website. They may be identified through The Center's Mental Health Services or Project Youth and internally referred, or they may be referred by community partners such as law enforcement, Child Welfare, schools, other youth-serving organizations, or healthcare facilities. We expect that the most frequent source of referral will be word of mouth.

The setting for service delivery will be the new building of The Center at 1919 Apple Street, in Oceanside. There is no wrong door for entry into the after-school program, so youth and families may be engaged as a result of any of the above referral points. As the after-school program is expected to serve a wide range of ages, breakout groups will ensure the delivery of age-appropriate health, behavioral health, and life skills education for middle and high school age youth

Messaging to the Oceanside community occurs through many well-established channels, including outreach and recruitment channels such as relationships with trusted community partners in law enforcement, education, youth-serving organizations, health clinics, and more. The Center is well-established as safe and available for youth walk-ins after school, and The Center has a robust social media presence and website. Further upstream, The Center works hard to be an accepted and trusted Oceanside community member through events such as Pride by the Beach, Trans Remembrance and Visibility events, art and music events, and more, through which the business community and the culture of Oceanside benefit from its strong presence.

#### Goals/Metrics:

The goals, benchmarks, and outcomes are identified in the work plan above. The evaluation will assess:

- Changes in knowledge, attitudes, and perceptions about opioid use
- Reach and effectiveness of youth-led campaigns
- Development of youth skills and leadership capacity
- Level of peer and community engagement
- Did participants and their peers increase their understanding of opioid risks?
- Did attitudes toward opioid misuse become less favorable?
- Did participants gain skills in leadership, communication, and data use?
- Do youth feel more confident acting as peer leaders?
- How many peers were reached?
- Which messages or platforms generated the most engagement?
- Pre/Post Surveys (knowledge, attitudes, skills)

- Skill Rubrics (facilitator-rated: leadership, teamwork, communication)
- Reflection Journals or Focus Groups
- Social media insights (reach, impressions, engagement rate)
- Website or QR code tracking (if applicable)
- Attendance at events or workshops
- % increase in opioid knowledge
- % change in perceived risk of misuse
- # of youth trained
- # of peers reached
- # Social media engagement rate
- # of campaigns launched

Follow-up Plan: Youth will be surveyed at the beginning and end of the program year regarding their substance use and intention to use substances to understand the longer-term trends of program participation.



**City of Oceanside - North County LGBTQ Resource Center**

**Program Budget**

**Agency: North County LGBTQ Resource Center**

**Program: Thrive Out Loud**

**Contract Period: July 1, 2026 through June 30, 2027**

**Program Award**

**Contract Budget**

**Budget Line Item**

**Operations**

<b>Thrive Out Loud</b>	<b>\$</b>	<b>50,000.00</b>
<b>Total:</b>	<b>\$</b>	<b>50,000.00</b>

\*A detailed budget will be provided before 7/1/2026

