

EXECUTIVE SUMMARY

The Village Group (TVG) represents a truly grassroots effort to help the children of its community – many of them from low-income, single parent homes. Using the tool of education supported by the energy of youth and the dedication of concerned mentors, TVG launched a modest summer program in 2009 with 77 students K-9. Success grew that program to 256 in 2017, providing remedial education, academic enrichment and personal growth.

Until 2017, The Village Group and its programs have envisioned and guided largely by volunteer energies, particularly those of its Founder Ray Funnye. As with all non-profits that grow from a small seed, it is time to step out in faith to the next level if the program is to continue to grow and quality is to be maintained. That will require fulltime professional administrative staff, a clear vision of where the organization and program wants to go and financial support required to take it there.

This document outlines the answers to those questions.

TARGET MARKET

The Village Group was founded in the rural African-American community of Plantersville, SC and has grown to offer activities and programming for students and residents throughout Georgetown County.

A game of catch in founder Ray Funnye's backyard was the catalyst for other parents and families joining forces to improve the chances of success for their sons and daughters. The Village Group began with a few field trips and has grown into a range of programs and services aimed at single-parent and/or low income households.

Initially the organization focused on the Plantersville community. However in 2011, programs – particularly the Summer Academy expanded eligibility to any student in the county. Interest accelerated with enrollment primarily limited by funding.

THE NEED

“Basically, we are the bridge between youngsters and their future,” says Executive Director Ray Funnye. “We are conduits to convey our young people to where they need to be.”

Plantersville Summer Academy helps give low-income, students (many from single-parent families) the tools to succeed in school, graduate from secondary education, high school, technical school or college, going on to successful careers.

According to Kids Count™, nearly 40% of children in Georgetown County live in single-parent households, many of them existing below the poverty level. These single-parent households struggle to make a living, handicapping their efforts to support a child's educational development.

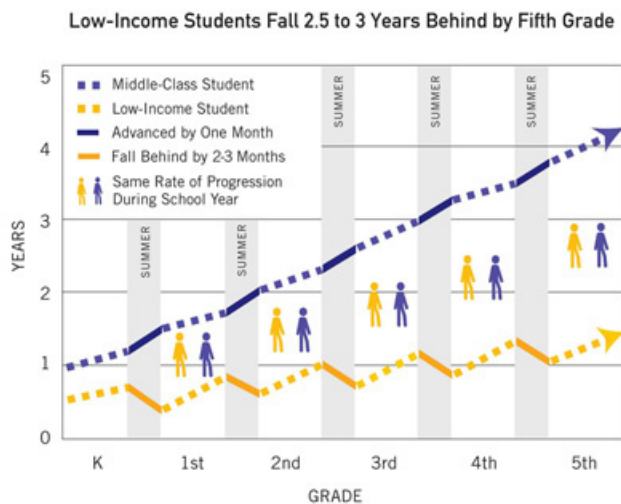
Illustrating the link between lack of education and poverty, 52% of Georgetown residents

who did NOT GRADUATE from high school live below the poverty level. (www.city-data.com)

A study by Harvard economists rates Georgetown, SC, as a county where “poor children have the most difficulty in the country climbing the income ladder.” (NYTimes, 5/5/15) It is in the bottom 5% of all counties in the U.S. on income mobility. The study’s authors, Raj Chetty and Nathaniel Hendren, conclude, “The broader lesson of our analysis is that social mobility should be tackled at the local level.”

Former U.S. Secretary of Education Arne Duncan said the nation's dropout rate is "unsustainably high for a knowledge-based economy and unacceptably high in our African-American communities."

“Research spanning 100 years has proven that students lose ground academically when they are out of school for the summer. The problem is particularly acute among low-income students, who lose an average of more than 2 months in reading achievement in the summer, slowing their development and readiness for the next grade. It exacerbates [the achievement gap](#) with their middle class peers.”



Source: Cooper, H., Borman, G., & Fairchild, R. (2010). "School Calendars and Academic Achievement." In J. Meece & J. Eccles (Eds.), *Handbook of Research on Schools, Schooling, and Human Development* (pp. 342-355). Mahwah, NJ: Erlbaum.

By the fifth grade, low-income students fall about 3 years behind their counterparts due to a lack of summer educational and personal experience opportunities.

Yet, studies show that summer learning programs (of at least 6 weeks) can produce statistically significant gains in reading performance. (Handbook of Research on Schools, Schooling and Human Development)

PSA currently provides pre/post academic achievement testing in reading and math to assess students’ academic progress from the beginning to the end of our

program of instruction. Ideally, the results of the pretest reflect a student’s abilities upon entry to our program placement and provide a baseline for the achievement level. Differences between the pretest and post-test reflects the learning that occurred while in our summer program.

OUR SERVICES

Every youth is a vessel of tremendous capacity. By channeling their potential, offering positive role models, exposing them to the “outside” world and enhancing their educational potential, we seek to open their eyes to unimagined options for success and life careers that foster strong families and vibrant communities.

Today, The Village Group provides any child – regardless of financial ability – literacy programs, after-school care and aviation career education for future careers.

Plantersville Summer Academy (PSA) commenced in 2009 with 77 students, growing to 256 in 2017, providing remedial education and academic enrichment. In this program, we serve largely low-income, single-parent families with students in grades K-9 using certified teachers along with a host of other support staff, including teaching aids, bus drivers, janitor, food services and administrative support. We serve students through tutoring, homework assistance, recreation, character education, STEAM (Science, Technology, Engineering, Arts, Mathematics), mentoring, entrepreneurship experiences and meals/snacks.

PSA is designed to address several problems:

- Eliminate the need for childcare during the bulk of the summer with bus transportation from 9 sites.
- Provide each youth two nutritional meals and a snack each day.
- Offer mentoring and classes to advance understanding of math and literacy.
- Acquaint and challenge the students with a STEAM-related project.
- Expose the youth to a larger world of experience.
- Show them appropriate public behavior.
- And through the academics, STEAM activities, expanded experiences and public behavior opportunities, close the “learning gap” that exists for many students from low-income families.

Program in-depth

Among the many, many activities during the 2017 Plantersville Summer Academy, here are some highlights:

- Recognizing fruit favorites by the color names (Kindergarten)
- Learning to type (Computer lab)
- Presentations on aerodynamics and aircraft piloting with drone demonstrations and trips to airports, including Myrtle Beach (8th Grade)
- Visiting an Amtrak station and took a train ride (K-5th Grade)
- Learned and discussed the importance of sunlight and water to plant growth (3rd Grade)
- Reading books on the “History of Bicycles” and “Alternative Fuel Cars.” (7th Grade)
- Visiting the Chapin Art Museum (K & 1st Grade)
- Reading the book, “I’d Like to Be” (First Grade)
- Counting to 100 and more in Spanish
- Various trips to the ocean, Brookgreen Gardens
- Recreation with racing, basketball, soccer and jump rope
- Encouraging students to finish their summer reading assignments before school starts

- A two-week Tech Camp introducing the participants to engineering, programming and robotics.

And this is just a taste.

Our staff includes state and national certified teachers, a registered nurse, food service, bus drivers, custodian, academy counselors and administrative staff. In addition, Duke University, Coastal Carolina University and WIOA (Workforce Innovation and Opportunity Act) provide interns or job readiness opportunities that supports the program. To fill in the many gaps, we have a host of community volunteers that give of their time and talent.

- **ACADEMICS:** Improving math and reading abilities -- along with an improved understanding of and aptitude with technology, improve a student's attitude toward school -- leading to better behavior and increased status among peers.
- **PERSONAL SKILLS:** Improving skills in appearing before people, playing sports or eating in a restaurant increases an understanding of teamwork, improves self-discipline and appropriate public behavior while reducing an individual's anxiety in these situations.
- **UNDERSTANDING THE BROADER WORLD:** Broadening students' view of the world, increases knowledge, helps mold positive attitudes, and potentially raises their own self-expectations.

In addition to academics, we provide many enrichment field trips, such as:

- Swimming and basketball camps
- Local Museums
- Industry visits, such as Boeing, BMW, Port Authority
- Historic Sites in/near Washington, DC
 - Smithsonian National Air and Space Museums
 - Steven F. Udvar-hazy Center at Dulles
 - National Mall
 - Howard University
 - White House
 - United States Capitol Building
 - United States Supreme Court
- Historic Sites in /near Selma, Alabama
 - Edmund Pettus Bridge
 - Tuskegee Institute
 - National Voting rights Museum and Institute
- Historic Sites in/near Memphis, Tennessee
 - National Civil Rights Museum

- Lorraine Motel, Room 306 - Scene of Dr. ML King's Assassination
- Fun events, such as local amusement and water parks, skating
- Movies, art galleries and theatrical performances
- Environmental
 - Brookgreen Gardens - sculpture garden and wildlife preserve
 - Huntington Beach State Park - coastal preserve, fresh and saltwater marshes, Atlantic Ocean
 - Waccamaw National Wildlife Refuge - water quality, reptiles and invasive species, interpretive nature trails and freshwater ecology

While the Plantersville Summer Academy is the focus of much of TVG's activity, it is not the only program.

Aviation Education participants learn about aviation history, theory of flight and other related subjects. The focus is on aviation exploration with emphasis on opportunities for women and minorities. Students go on day field trips to aviation facilities, museums and participate in other hands-on activities designed to give students a total aviation experience

Literacy Is For Everyone (LIFE) encourages students to be lifelong learners by inspiring students of Georgetown County School District to value reading. Literacy fulfills both educational and social-emotional need for individuals and their communities. Being a literate citizen leads to becoming a productive member of the society in which we live.

Annual Back-to-School Rally dates back to the founding of The Village Group in 2005. Students are given free backpacks, school supplies and a meal shared with their parents and administrators of Plantersville Elementary School.

Village Flyers Bike Club is a newer program that provides free bikes and pairs them with mentors for regular bike rides. Village Flyers connects the community with underserved youth, offering a regular activity as part of a healthier lifestyle.

Plantersville Enrichment Academy is one of the newest programs, starting in January 2017 with an enrollment of 77 students. This program is a school year extension of the Summer Academy for students K-5 with tutoring, homework assistance, recreation, character education, STEAM (Science, Technology, Engineering, Arts and Math), Mentoring, Entrepreneurship experiences, nutritious snacks after-school and transportation home.

Community Events.

In 2016, Lowcountry Voices came to Georgetown and presented a benefit concert. The concert also featured the paintings of the Rice Collection produced by internationally known artist, Jonathan Green, one of the most significant artists of the Lowcountry experience

At a 2015 dinner to observe TVG's 10th Anniversary, SC State Superintendent of School,

Molly Spear said that The Village Group's model for student success parallels the state's profile of a 21st century graduate, which sets the goal for every high school student to be prepared for the next step, whatever that might be. Spearman noted, "As I go around and speak to groups, I will talk about The Village Group and all of the great work it is doing for Georgetown," she said. "Thanks for being role models for so many."

Tour de Plantersville (TDP), planned for Spring 2018. TDP is a fundraising event for Plantersville Summer Academy (PSA) that will simultaneously foster community togetherness, physical health, and appreciation for the history and natural beauty of the greater Plantersville area. The TDP specifically intends to increase the community's historical awareness of the land surrounding the Plantersville Scenic Byway eastward and southward of Plantersville Elementary School.

For additional insight into The Village Group, read our 2016 annual report at the end of this document.

PROOF OF PERFORMANCE

In 2015, due in large part to its work with the Plantersville Summer Academy, The Village Group was named the "Outstanding Nonprofit of the Year" by the Georgetown County Chamber of Commerce.

We seek continued improvement in reading ability and math skills. Pre- and Post-tests are conducted to determine progress.

In 2013, 78% of students improved or maintained math scores; 60% increased reading scores. 2014 showed similar results.

In 2015, 72% of students improved their reading ability; 74% improved math skills.

In 2015, 14 Kindergarten-aged students couldn't recognize ANY words at the start, but by the end of the Summer Academy they recognized words, recited the alphabet and counted.

In 2016, every grade except one show improvement in math and six of eight grades improved in reading, according to the pre-and post-tests.

South Carolina Public School students annually take PALMETTO ASSESSMENT OF STATE STANDARDS and HIGH SCHOOL ASSESSMENT PROGRAM.

High School Assessment Program for Carver's Bay High School Percentage Students who met HSAP Level (SC Dept. of Ed.)

English/Language Arts:

2009 - 76.4%

2016 - 88.3%

Math:

2009 -74.6%

2016 - 78.4%

HIGH SCHOOL GRADUATION RATES. According to figures supplied by the Georgetown County School District and the SC Department of Education, the graduation rates for Carver's Bay High School that serves most of the PSA students, was 81% in

2009 and 92% in Spring of 2017. In fact, the Carvers Bay graduation rate was higher than the countywide average of 90%, a key implication of PSA success.

LATRICE FRAZIER, the mother of program participant Jaelyn Frazier commented, "You have done a phenomenal job with PSA. As a very motivated and dedicated parent, I push hard in assuring that my daughter performs to the best of her ability. To have a strong support team as yourself and other educators of Georgetown County makes the job easier in achieving success! Continue to do what you guys do best!"

KAREN WILSON (Grandparent raising Amare, entering kindergarten)
"They (certified teachers and counselors) gave her help in reinforcing the alphabet, numbering and identifying sounds. They helped her maintain what she learned during the regular school year. While she was having fun, she was preparing herself to move into kindergarten. It was very exciting and enlightening for her – to be in a school setting, yet having fun in the summer.

A PARENT of female triplets sent this email:

Subject: "Summer Academy made a Positive Difference"

"I am emailing to share with you the positive impact the summer academy had on my girls starting second grade.

"Teachers typically expect that children will regress in learning over the summer. Students were tested at the beginning of the school year in math and reading. I am happy to report the girls' scores were the same or better than when they finished school last year. I attribute that to the math and reading program at the Plantersville Summer Academy.

"You truly made a positive difference for my children. Thank you so very much."

JEREMIAH EPPS (High School Student)

"I know that every time I've been here, I've improved when I get back to school. This camp is just as fun as it is educational.

JOHNATHAN BARR (High School Student)

"I received an award yesterday for the most improved in math. I hope to come back next year, hopefully as a counselor.

NASEEM AHMAD wasn't interested in attending Plantersville Summer Academy. But he promised grandmother Dot Walker to attend for one week. At week's end, he was so excited about the activities, making new friends and learning that he became one of PSA's biggest advocates.

"I tell everyone to try this program. If they go one summer, they will say it is one of the best summers of their life," Naseem said.

"During the next school year, he took a test and did really well," Dot said.

"Clearly, PSA helped him jump ahead of where he would have been in school. I was impressed and pleased."

"We were taught to not bully and how to treat people," Naseem said. "Before the program, I would act up. Now, I think about my future,"

"At breakfast, we would have bacon, eggs and other stuff," Naseem added.

"When I left, I was full from two meals and good snacks."

"I would tell parents all over Georgetown, 'Let your kids go to the program. They'll appreciate it forever,'" says Dot.

GROWTH PLAN

This plan lays out an aggressive growth plan. A more conservative approach would be to take on only the “priority” activities in each year, allowing other activities to slip to later years – and even beyond year 3.

Year 1

Priority

- Hire a **fulltime Administrator/Executive Director**. If the individual hired is an Executive Director, the founder and current executive director will transition to the Board. This will require a **competitive full-time salary and benefits**.

Other

- **Hire an intern or intern(s)** to assist the administrator year-round. This requires some additional expense, though a limited one.
- **Formal office rental office space** along with utilities and related expenses would be needed for the two full-time staff members. TVG’s founder/Executive Director and his wife, the PSA program Administrator have essentially run the organization and program out of an office in their home.

Year 2

Priority

- **Hire a full-time Administrative Assistant** to allow the Executive Director to focus on expansion to a second site and creation of the job training program.

Other

- **Expand PSA to a second site** in a community with a similar demographic, such as Andrews or downtown Georgetown. (Plantersville Elementary School does not have the physical capacity to expand enrollment much beyond current levels.) This would require a program **budget increase of at least 150%** over 2017.
- **Create a job-training program** for high school juniors and seniors in the program. This would focus on:
 - Resume’ preparation
 - Preparation of an employment application
 - Workplace behavior, expectations and etiquette
- Developing a one-page profile on why you would be a good employee.

Year 3 and Beyond

Priority

- **Develop workplace internships/work experiences** with local businesses for students, who completed the job-training program. This will provide real-life work experience and a modest compensation. It also creates the opportunity for

eventual career opportunities and realization of what additional education might be needed for those careers.

Other

- **Hire a Fund Development Officer** to develop and maintain a strategic plan that will use fundraising to build capacity and sustainability. Acquire donors with time and funds, who will stay with TVG that will enable continued program expansions
- **Develop a turnkey plan** for other organizations to implement similar programs to PSA as their responsibility.

GROWTH BUDGET The Village Group -- 3 Year Plan Budget Pro Forma								
Items/Desc	2017	2018 (2017 + 5% + Top Growth priority)	Other items	2019 (2018 + 5% + Top Growth Priority))	Other items	2020 (2109 + 5% + Top Growth Priority)	Other items	
Expense								
Programs (PSA, etc)	\$107,000	\$112,350		\$117,968		\$123,866		
Program-Afterschool Program	\$92,000	\$120,000		\$97,720		\$92,720		
Program-related Salaries	\$59,000	\$61,950		\$65,048		\$68,300		
Bike Club	\$1,000	\$1,050		\$1,103		\$1,158		
Back-to-School Rally	\$2,500	\$2,625		\$2,756		\$2,894		
Training	\$500	\$525		\$551		\$579		
Fundraising Development	\$1,000	\$1,050		\$1,103		\$1,158		
Administration	\$15,000	\$15,750		\$16,538		\$17,364		
Professional Services	\$1,500	\$1,575		\$1,654		\$1,736		
Capital Equipment	\$55,000	\$6,500		\$6,825		\$7,166		
Risk Management	\$5,200	\$5,460		\$5,733		\$6,020		
2018 Growth Option								
Fulltime Administrator/Exec Director (Salary/Benefits) (\$40K plus 20% benefits)		\$48,000		\$50,400		\$52,920		
Rental Office Space (1,000 sq ft x \$12/sq ft + \$3500 annl util. + \$500 rental/liability ins)		\$14,000		\$14,700		\$15,435		
Office Equipment (2 computers, printer/copy machine)		\$3,000		\$3,150		\$967		
Office Supplies (\$200/mo)		\$2,400		\$2,520		\$2,646		
Hired Intern (\$10/hr x 20hr/wk x 50 wk)			\$10,000	\$10,500		\$11,025		
2019 Growth Options								
Full-time Administrative Assistant (\$30K plus 20% benefits)				\$36,000		\$37,800		
Open Second PSA Site					\$115,000	\$120,750		
Create Job Training Program					\$30,000	\$31,500		
2020 Growth Options								
Hire Fund Development Officer (Salary/Benefits) (\$38K plus 20% benefits)						\$45,600		
Develop workplace internships/workplace experiences (Part-time staff coordinator \$12/hr x 20hr wk x 50 wks); split salaries with buisnesses of \$10/hr x12 weeks divide by 2)								\$12,000
Development Turnkey Plan for others (Consultants, printing, etc)								\$20,000
TOTALS	\$339,700	\$396,235	\$10,000	\$434,267	\$145,000	\$641,604		\$32,000

Revenue									
Government	\$92,000		\$120,000			\$97,720			\$92,720
Program Fees	\$72,250		\$75,800			\$79,700			\$83,600
Foundations	\$88,450		\$72,285			\$75,900			\$77,400
Individuals	\$15,000		\$15,750			\$16,500			\$17,400
Special Events-Net	\$2,000		\$5,000			\$5,250			\$5,500
In kind-GCSD	\$40,000		\$40,000			\$41,927			\$44,000
Special Foundation Funding for Growth Option	\$30,000		\$67,400	\$10,000		\$117,270	\$145,000		\$320,984
TOTALS	\$339,700		\$396,235	\$10,000		\$434,267	\$145,000		\$641,604
Items/Desc	2017		2018	Other items		2019	Other items		2020
									Other items

KEY STAKE HOLDERS

Stakeholders fall into the following categories:

YOUTH:

Young persons coming from low-income and often single-parent families need support and assistance in overcoming the “education gap” that exists between those youth and more fortunate peers. In all of Georgetown County there are some 5,000 youth who may fall into this category.

PARENTS/GUARDIAN:

The dual role of parents/guardians is to provide nurturing and structure. Taking care of the child’s basic needs thru words and action. Also, give direction and hold them accountable for their behavior.

FUNDERS: The Village Group has successfully grown its funding base by size of grant requested/awarded and the base of funders. In 2016 and 2017, funders included:

Foundations

Francis P. Bunnelle Foundation
Sisters of Charity
Black River United Way
Brittain Philanthropic Foundation
Burroughs & Chapin Family Fund
Gaylord & Dorothy Donnelly Foundation
Godric Foundation
International Paper Foundation
Pro Campos Worldwide
Renaissance Charitable Foundation
Waccamaw Community Foundation
Wal-Mart Foundation
William M. & Miriam F. Meehan Foundation

Corporate/Individuals

Agru America
Allstate Agency – Hands in the Community
Alpha Kappa Alpha Sorority, Inc., Mu Phi Omega Chapter
Amick Equipment
American Gypsum
Brittain Resort Management, LLC
C.L. Benton and Sons, Inc.
Dayton House

Grice Consulting Group, LLC
J. Matthews and Marie-Claire Brittain
Ricky & Anne B. LeMay
Santee Electric Cooperative
Terence & Monte Meehan
Three Ring Focus
Wells Fargo Bank, N.A.

SUPPORTING NONPROFITS: A broad array of nonprofit organizations work with The Village Group to enhance its programs and make them successful:

- Georgetown County School District: Plantersville Elementary School, bus transportation
- Workforce Investment Act Youth Council: tutors/camp counselors
- South Carolina Department of Social Services and Georgetown County School's Food Service: meals/snacks
- Churches: financial/ethical & personal development
- Cultural Council of Georgetown County: PR, art/culture support
- Coastal Waccamaw Stormwater Education Consortium: instruction
- Duke University, Coastal Carolina University: mentoring/tutoring
- Khan Academy: academic content
- Georgetown County Library (Carvers Bay): facilities, reading enhancement
- Waccamaw Regional Council of Government, Waccamaw Regional Education Center: student work experience

AREA EMPLOYERS: One role of The Village Group's activities is to create employment opportunities for our youth and, conversely, meeting the need of local employers. To ensure that we are on-target, we want to create an "employer's council" or turn to the County Chamber of Commerce on feedback.