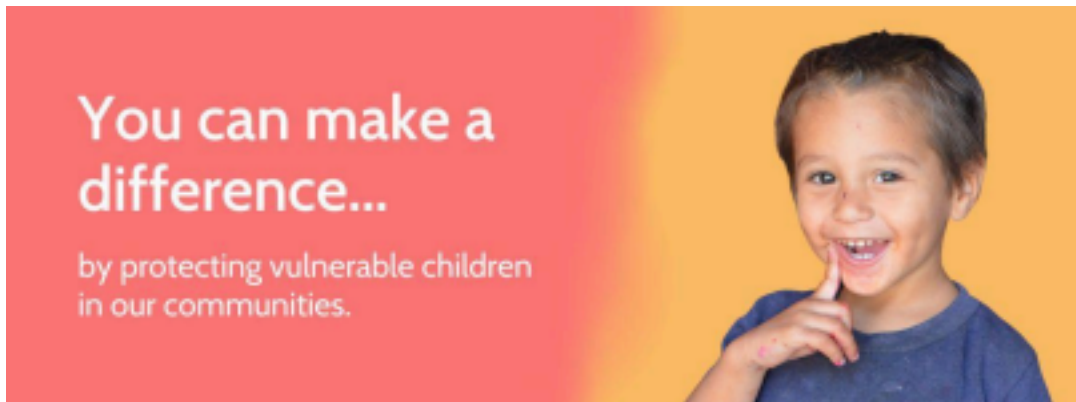




Operational Sustainment and Leadership Development Grant Request

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BRIEF SUMMARY

Leaders2Give, Inc. a US 501(c)(3) nonprofit organization, founded in 2019, is dedicated to protecting vulnerable children. Our mission is to inspire, teach, and empower people to become leaders who possess the skills required to solve the problems facing society by providing an opportunity to engage in hands-on work in developing communities and communities in crisis.

We seek funding to:

1. Hire an Executive Director for operational sustainability
2. Hire a Program Intervention Director to expand leadership initiatives
3. Sustain operations of the John Gullo Home for Children (including the hiring of staff) opening this fall.

We express gratitude for your consideration and support in advancing our mission

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EXECUTIVE SUMMARY

Prior to the formation of Leaders2Give, our Founder and President Adam Greenberg and his wife Tracey had been independently doing charitable work supporting a children's shelter in Mexico, delivering aid to refugee camps in Europe, and sponsoring refugees from war-torn countries to relocate to Canada.

A majority of this work was in Mexico supporting vulnerable children in Baja California Sur, where the Greenbergs live part-time. An American family there approached Adam with an offer to donate a Mexican property to be used for the purpose of

building a new children's home focused on supporting single mothers in Mexico who are forced to abandon their children due to a medical crisis. After conducting some initial research it became clear that this was a much-needed facility in this area, and they wanted to take it on, but knew they needed help.

Phyllis Newton, a California resident also living part-time in the Baja with a 30-year tenure as an attorney with experience in commercial development and a track record in the nonprofit sector, offered support. In 2019, they established Leaders2Give, a US 501(c)(3) non-profit organization with a five member volunteer board.

In 2020, Leaders2Give created Líderes Para Dar (Leaders to Give in Spanish) as its Mexican nonprofit subsidiary for the following reasons:

1. For the administrative convenience of doing work in a foreign country in compliance with IRS regulations.
2. To facilitate the development of the home and its ongoing operations while maintaining cultural sensitivity and community ownership.

Líderes Para Dar's mission is identical to Leaders2Give's with a Board of Directors composed of officers from Leaders2Give's Board and Mexican nationals.

Leaders2Give will maintain oversight of Líderes Para Dar to ensure alignment with the organization's mission and objectives, including the effective management and operation of the John Gullo Home for Children. This oversight will involve regular communication, monitoring of activities, and collaboration between the two entities to ensure that the home is being run efficiently and effectively. Leaders2Give will provide support and guidance as needed to ensure the successful development and ongoing operations of Líderes Para Dar and the John Gullo Home for Children.

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Leaders2Give began fundraising for the home in 2019 but was quickly paused due to the Covid-19 pandemic. The Board decided to pivot to support the emergency establishment of a food bank and then expanded to respond to the pleas from other local nonprofit organizations, leading to the establishment of Leaders2Give's vibrant and engaged partner ecosystem and an expanded Board of Directors.

Today, directly or through these partners, Leaders2Give enables food security, housing, education, healthcare, and leadership development programs for thousands of children and their families across Canada, the United States, and Mexico.

Since its inception in 2019, Leaders2Give has raised over \$1M, the vast majority of which has been through individual donations. Construction of the new children's home, the John Gullo Home for Children, is now complete and is scheduled to open its doors in the fall of 2024.

Funding Needs

To continue our mission and expand our impact, we require financial support for both immediate and long-term needs:

Immediate Need (\$105,000): These funds are crucial for covering the operational costs of the John Gullo Home for Children for one year. This includes staff salaries, utilities, food, and other essential services. Immediate funding will ensure we can start accepting children into a fully operational facility capable of providing secure and nurturing care from the outset.

Secondary Need (\$110,000/year): We are seeking long-term funding to support sustainable infrastructure, expanded leadership development programs, and community outreach initiatives. This investment will enable us to maintain the home's facilities, develop new programs, and extend our impact to more children and families in need.

By meeting these financial needs, we can empower more individuals to become leaders capable of addressing and solving societal challenges, thereby ensuring a brighter future for the communities we serve.

IDENTIFYING THE CHALLENGE

Leaders2Give is committed to addressing the pressing challenges faced by vulnerable communities, particularly in Baja California Sur, Mexico, where poverty, illness, and the abandonment of children due to medical crises present significant and urgent issues. In Mexico, over 50% of the population lives in extreme poverty, with women and children bearing the brunt of this hardship. Moreover, illnesses such as breast cancer and childhood leukemia are leading causes of death, further exacerbating the already dire circumstances. Government organizations in the region are ill-equipped to provide adequate support and care for those in need.

The establishment of the John Gullo Home for Children represents a crucial step towards addressing the issue of child abandonment due to medical crises. However, sustaining operations and expanding the organization's reach to provide comprehensive support to vulnerable populations requires focused intervention.

As Leaders2Give prepares to assume responsibility for overseeing the operation of the John Gullo Home for Children, we recognize the importance of ensuring our operational sustainability and facilitating growth. While our current all-volunteer board-run model has served us well, we understand the need to proactively transition to a more structured and sustainable operational framework. Managing a children's home presents significant responsibilities, highlighting the value of adopting a professional operational structure to support our ongoing efforts effectively.

Furthermore, we recognize the opportunity to expand our impact beyond the establishment of the children's home. Our vision encompasses a broader mission of fostering leadership development initiatives to empower individuals and communities. To realize this vision and fully realize our potential, we must transition to a more robust organizational framework, which includes hiring paid staff.

The need for intervention is twofold: Firstly, to ensure the successful operation of the John Gullo Home for Children. Secondly, to facilitate the growth and scalability of our organization, allowing us to fulfill our mission comprehensively. By addressing these challenges, Leaders2Give seeks to not only meet immediate needs but also create lasting positive change in the lives of those we serve.

OBJECTIVES AND GOALS

Mission

Our mission is to inspire, teach, and empower people to become leaders who possess the skills required to solve the problems facing society by providing an opportunity to engage in hands-on work in developing communities and real-life settings.

Purpose

Our purpose is to protect vulnerable children in developing communities and

communities in crisis through inspired and empowered leadership

Overarching Goal

The goal that the organization established in 2021, is to build and sustain a children's home in El Cardonal, BCS, Mexico, providing a temporary home for children while their families are impacted by a medical crisis. With the home's completion, our focus now shifts to pivotal next steps.

Raising Operational Expenses

Our immediate goal is to secure operational stability for the John Gullo Home for Children. Anticipated operational expenses, covering round-the-clock staff to care for up to 24 children, amounts to \$105,000 annually, totaling \$315,000 USD over three years.

Unlike typical startups, our nonprofit ethos compels us to ensure sustained support over three years, fostering a robust foundation for both operational and capital endeavors. This proactive approach enables us to prioritize children and families' needs during the formative phase.

Staffing and Leadership Structure

Critical to our mission's success is the appointment of an **Executive Director**, tasked with steering Leaders2Give towards sustainable growth and operational excellence ([see Appendix A](#)).

The operation of the John Gullo Home demands a dedicated team, which includes: 7

- **Facility Director** : Manages day-to-day operations, ensuring the well-being of the children and efficient functioning of the facility ([see Appendix C](#)).
- **Assistant Facility Director** : Supports the Director in managing daily activities and shares responsibility for the care and well-being of the children ([see Appendix D](#)).
- **Facility Cook**: Prepares nutritious meals for the children and staff, manages kitchen operations, and maintains food inventory and budget ([see Appendix E](#)).

Furthermore, to expand our impact beyond the establishment of the children's home, we need to hire a **Program Intervention Director for Leadership Initiatives**. This role is crucial in developing leadership programs for both the children's home and our partners, broadening our network, and enhancing community engagement to drive sustainable change at the community level ([see Appendix B](#)).

By attaining these objectives, we reaffirm our commitment to protecting vulnerable children, fostering leadership development, and empowering individuals and communities to create positive change.

Next, is the organizational chart of Leaders2Give, illustrating the structure of our leadership team and the various roles within the organization.



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Our organizational structure is designed to promote clear communication, effective decision-making, and accountability at all levels. This structure reflects our commitment to fostering a collaborative and supportive environment, dedicated to empowering leaders and providing high-quality care for vulnerable children.

THE JOHN GULLO HOME FOR CHILDREN

The Story

This project was inspired by the story of a single mother of five who lived in the most impoverished areas outside of San Jose del Cabo (known locally as the “colonies”). Like thousands of other families, this mother and her children lived in abject poverty. Typical housing consists of plywood walls and tar paper roofs at best. There are limited, and more often no basic services including running water or sanitation. Gangs, crime, and violence are commonplace.

One of the children in this family was receiving treatments for leukemia in a medical

facility located 2½ hours from their home. Traveling this distance by bus on a regular basis with her severely ill son was not only financially and emotionally devastating, the mother was also forced to leave her other children in the care of others for days where they were badly neglected, did not eat properly, and stopped attending school. Sadly, the ill child passed away and the mother has returned to the colonies where she lives today with her surviving children.

In the last decade in Mexico, cancer has become the leading cause of mortality among children between the ages of four and 15. Moreover, there is a prevalence of leukemia, especially in children 0–4 years of age. Children are not, however, the only segment of the population with a high rate of cancer. In 2020, there were nearly 8,000 deaths from breast cancer, the vast majority of which were women. In fact, Baja California Sur has the third highest rate of breast cancer in all of Mexico. Consequently, whether it is the child or the mother who is ill, children are frequently left to suffer unimaginable neglect.

The new facility is intended to provide a temporary home for children such as those left behind by the unfortunate mother in our real-life example. It will shelter, feed, and educate these children — in a loving, safe, and nurturing environment until family reunification is possible — without cost to the families.

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Children will be welcomed from all over the state of Baja California Sur. We will work closely with DIF and local health authorities to place these deserving children.

History and Establishment

As outlined in the Executive Summary above, the home has been built on land that was donated to Líderes Para Dar by an American family. The property had an original small cement block structure that initially served as a storm shelter for the community and subsequently as a health center. It was later de-commissioned when the Mexican government built a medical clinic in El Cardonal and the property was then offered to Líderes Para Dar at no cost.

Assessing the Need

The poverty rate in Baja California Sur (BCS) has surged by nearly 200% in recent years, disproportionately affecting women and children. Additionally, BCS ranks among Mexico's highest for both breast cancer and childhood leukemia incidences.

Collaborating with Fipcam, a local non-profit aiding impoverished women in BCS undergoing cancer treatment, revealed a distressing pattern: women frequently must relinquish care of their children during their medical journey.

Corroborating this, the DIF, Mexico's government body overseeing child and family welfare, affirmed the prevalence of this heartbreaking reality.

Facility Overview

The children's home consists of four new buildings, including the minor remodel of the existing building on the property, including the following:

- Boys' dormitory for 12 with bathroom facilities
- Girls' dormitory for 12 with bathroom facilities
- Two-story common building with kitchen, laundry and dining hall and a two-bedroom staffing apartment upstairs
- Small 2-stall stand-alone bathroom for guests
- Conversion of existing building into 2nd caretaker apartment and separate office

We are also actively soliciting a donated travel trailer/RV to place on the site to provide housing for family members who wish to spend a day or two visiting with a resident or for volunteers. A space has already been prepared for it.

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The Surrounding Community

There is an elementary school, a middle school, small stores, and a medical clinic in the immediate area. It is far enough from the town of Los Barriles to maintain privacy and provide security for the children, and it is close enough to access all of the necessary services the facility and children will require. There are even hotels and restaurants in the area for the volunteers who wish to visit El Cardonal and lend a helping hand. Best of all, there is an engaged community ready to integrate the home and children into El Cardonal.

Board members from Líderes Para Dar and Leaders2Give have met with: • the Director of DIF (the government entity responsible for family welfare) • the local delegation for the East Cape (the equivalent of the mayor's office) • the sub-delegation for El Cardonal

All three governmental entities not only support our project, they confirmed the great

need for such a facility.

Programs and Services

In addition to attending public school, children residing at the home will be taught age-appropriate leadership skills such as conflict resolution, collaboration, teamwork, and environmental stewardship, so that they can take these skills and knowledge back to their original communities.

Due to limitations in government assistance, Leaders2Give/Líderes Para Dar will collaborate with local non-profit and other organizations to augment learning opportunities for the children in our care and the broader community, facilitating volunteering and hands-on engagement. The following organizations are current or anticipated partners:

1. The East Cape Health Clinic, a non-profit organization located in the nearby town of Los Barriles, has generously agreed to provide free health and dental care to children residing at the home and to work within the described framework of our leadership development programs.
2. The Rotary Club of Los Barriles' "Interact Kids" who are selected for participation based on having achieved excellent grades, their previous volunteerism, and having demonstrated interest in their community, with

opportunities to interact with the residents teaching them sports, helping with homework, teaching English, computer skills, helping in the garden, etc. 3. Crescent Moon, a local art program for children, will conduct art education at the facility for the children who live there and include other local children in art classes.

4. Sea2Sky Rotary Clubs of Canada have generously donated the funds needed for appliances and other equipment and furnishings necessary to operate the commercial kitchen at the new children's home. Previously this group (which represents 5 distinct Rotary Clubs on Canada's West Coast) has donated funding to the East Cape Health Centre for infant blood monitoring equipment and to New Creation Kids for the procurement and installation of solar panels. The Rotary Club of Squamish current President Kevin Haberl and his wife Vicki who previously served as club President have also recently visited both the John Gullo Home for Children and New Creation Kids and have engaged in hands-on work there. Former Rotary Area Governor Liz Scroggins is currently on the Board of Leaders2Give

5. Groupon Tortuguero, a local nonprofit organization dedicated to the conservation of endangered sea turtles, has expressed interest in working with the children at the home. We believe that by helping to nurture turtle eggs and then helping to release the hatchlings, the children residing at the home will develop an appreciation for species conservation.
6. Baja Coastal Institute uses the power of education to develop, in children, an appreciation of the impact of human activities on the area's ecosystems and for environmental sustainability. They have also expressed interest in supporting our after-school program and curriculum.

In addition to fostering these collaborative partnerships, our foremost commitment remains providing essential care for up to 24 children at no cost. This encompasses ensuring each child receives adequate food, a comfortable bed, and a secure, nurturing environment. With round-the-clock care, we strive to create a supportive haven where children can thrive and grow, irrespective of the challenges they may face.

Staffing and Caregivers

At the heart of the John Gullo Home for Children's operations are dedicated caregivers who provide round-the-clock support and care for the children.

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Facility Director: This key position serves as the primary caregiver and oversees the daily operations of the home. The Facility Director resides in the apartment located above the common building, ensuring close proximity and immediate availability for the children's needs. In addition to managerial responsibilities, the Facility Director actively engages in caregiving duties, fostering a warm and supportive environment for the children.

Assistant Facility Director: Working closely with the Facility Director, the Assistant Facility Director provides essential support in caregiving and operational tasks. Residing in the adjacent apartment, the Assistant Facility Director collaborates with the Facility Director to ensure seamless coordination and quality care for the children.

Facility Cook: With the capacity to serve up to 90 meals per day, the cook plays a vital role in providing nutritious meals to the children and staff. Beyond culinary responsibilities, the cook contributes to the overall maintenance and cleanliness of the facility, working in tandem with the caregiving team to uphold a safe and

hygienic environment.

All staff members, including the Facility Director, Assistant Facility Director, and Facility Cook, share responsibilities for maintaining the facility's cleanliness and functionality. This collaborative approach fosters a sense of ownership and camaraderie among the team, ensuring optimal care and support for the children.

By prioritizing the recruitment of compassionate and skilled individuals for these roles, Leaders2Give/Líderes Para Dar aims to create a nurturing and enriching environment where children can thrive and receive the care they deserve.

Oversight and Admission Process

The Mexican System for Integral Family Development (DIF) stands as a cornerstone in the oversight and regulation of homes catering to vulnerable children across Mexico. With a focus on the well-being and safeguarding of children who have faced abandonment, orphanhood, or precarious living conditions, DIF exercises vigilant supervision over child placement processes. This includes ensuring that children are placed in environments that are not only safe but also nurturing, always prioritizing the best interests of the child.

In collaboration with DIF, we at Leaders2Give/Líderes Para Dar are excited to announce our commitment to providing a secure and caring home for children in

need. DIF has expressed enthusiasm for our project and eagerly anticipates touring our completed facility before commencing the selection process for eligible children. Their involvement underscores the importance of our mission and reinforces our dedication to meeting the highest standards of child welfare and protection.

DIF's oversight extends beyond child placement to encompass rigorous evaluations of family eligibility and suitability for care in such facilities. Additionally, stringent enforcement of privacy and security regulations ensures the confidentiality and safety of the children under their care. Moreover, DIF diligently monitors sanitation and living conditions within homes to uphold hygienic standards and promote the well-being of the children.

Education and healthcare access are fundamental rights upheld by DIF, with a commitment to providing equitable opportunities for all children. This includes ensuring access to schooling and necessary medical support, emphasizing the importance of holistic care. Transparent record-keeping practices further reinforce

accountability and traceability in the delivery of services.

Staffing requirements are meticulously monitored by DIF, ensuring that caregivers possess the requisite qualifications, training, and adherence to labor laws. The welfare of the children remains paramount, and DIF's comprehensive oversight guarantees that all necessary measures are taken to protect their rights and safety.

Financial Accountability

At the time of publishing, the Treasurer of Líderes Para Dar is a public accountant affiliated with an international accounting and financial consulting firm. This firm has agreed to mentor and collaborate closely with the staff we plan to hire from the local community for bookkeeping and administrative services. They will also provide official accounting services to Líderes Para Dar, including the children's home project. Additionally, they have arranged for the necessary notarial services to ensure compliance with all required monthly filings mandated by the Mexican government, often providing these services on a pro bono basis.

Evaluation and Metrics

Unfortunately, the need for a home such as the one we have planned will be constant. As the medical community, especially pediatric oncology specialists, learn of our facility and the services we will provide, we anticipate frequent referrals to our facility and thus, to be operating at capacity within a relatively short period of time.

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Project success will be measured in the following ways:

- The number of children served at the facility
- Follow up with the children's families
- The monitoring of dental and health services to the residents • The monitoring of successful educational classes and other trainings • The number of volunteers involved in the project
- Ongoing local community support for the facility
- The number of youth and others that we engage for learning and leadership development

John Gullo

To recognize John Gullo's philanthropic support, we have dedicated the home's name to him. His substantial and ongoing contributions have been instrumental in bringing this project to life, ensuring that vulnerable children have a safe and

nurturing environment. By naming the home in his honor, we express our deep gratitude and acknowledge the lasting impact of his generosity on our community and the children we serve.

Other generous donors have also been honored by dedicating other buildings and areas within the facility. For example, The Fieser-Daly family is being honored with naming of the girls' dormitory calling it 'Dormitorio Mariposa.' The Sea2Sky Rotary Clubs of Canada and Los Barriles Rotary Club will also be honored with their name in the commercial kitchen for their generous contribution.

Naming Opportunities: Leave a Lasting Legacy

At Leaders2Give, we believe in recognizing the generosity of our benefactors in meaningful ways. As part of our initiative to foster a nurturing and empowering environment at the John Gullo Home for Children, we are continuing to offer exclusive naming rights for other key buildings on the property. This is a unique opportunity for individuals, families, or organizations to leave a lasting legacy that will benefit generations of children. Naming opportunities include:

Boy's Dormitory: This facility will be home to young boys, providing them with a safe and comfortable environment where they can grow, learn, and thrive. Naming this dormitory offers an enduring legacy of care and compassion, reflecting the values and vision of the honoree.

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Dining/Common Building: This central hub will serve as a gathering place for children to enjoy meals, engage in communal activities, and form meaningful connections. Naming this building not only supports the daily nourishment of the children but also signifies a legacy of community and togetherness.

Future Naming Opportunities: As our facility continues to grow, additional areas such as the garden, recreational and educational spaces will also be available for naming rights. These opportunities allow donors to support specific aspects of the home and leave a legacy that fosters various dimensions of the children's development and well-being.

These naming opportunities are a profound way to contribute to the well-being of vulnerable children while ensuring that your name, or that of a loved one, is forever associated with positive change and community support.

For more information on how to secure these naming rights, please contact us. Your support can make a significant difference, and we are excited to collaborate with

you in creating a lasting impact.

FINANCIAL INFORMATION

Overview

Leaders2Give's financial management is guided by a robust framework that ensures transparency, accountability, and strategic allocation of resources to further our mission and comply with IRS regulations.

Treasurer

Our Treasurer plays a critical role in overseeing the financial health of Leaders2Give. At the time of publishing this paper, our Treasurer brings over 20 years of experience in finance and leadership within the financial services industry. The Treasurer is responsible for maintaining our fiscal integrity and ensuring robust financial practices are in place including strong financial governance and compliance.

Accounting Firm

To further enhance our financial accountability and transparency, we have engaged a reputable accounting firm specializing in nonprofit organizations. This firm assists us with comprehensive financial compliance checks, strategic financial planning,

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and ongoing bookkeeping services. This expertise ensures that our financial reporting is accurate, reliable, and aligned with best practices in the sector. The firm also manages our donor receipt mailing services, reflecting our commitment to maintaining high standards of financial transparency and operational excellence.

Operating Budget

The operating budget for Leaders2Give encompasses both a revenue forecast and an expense budget. Revenue is primarily sourced from individual donations, with our donor community selecting the specific cause their contributions will support, including the John Gullo Home for Children and our various Partners. Consequently, the revenue forecast is divided among Leaders2Give, the John Gullo Home for Children, and our Partners. The expense budget is structured in a similar manner.

Funding Allocation: Funds are allocated across various programs and operational costs. This respects the wishes of our donors while ensuring compliance with IRS regulations. We have a strict process in place to allocate funds, ensuring they are

used to further our mission and in accordance with our partner agreements.

Financial Management: We employ rigorous financial management practices to monitor and manage funds. This includes regular financial reviews, detailed record-keeping, and transparent reporting to ensure accountability and trust with our donors and stakeholders.

Sustainability: To ensure long-term financial sustainability, we actively pursue diverse funding sources, including grants, corporate sponsorships, and fundraising events. This strategy is designed to build a stable financial foundation that supports our mission over the long term.

Administrative Expenses

In 2023, Leaders2Give began charging donors a modest administrative fee to support our growing partner community. This fee helps cover essential expenses, including:

- Administrative tools such as website hosting, email distribution software, accounting software, and more
- Promotional materials
- Director's liability insurance for Board members
- Establishment of Líderes Para Dar
- Accounting services

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Proudly all of our work is still done through volunteers and none of our Board members is paid a salary. Salaries for Board members is still not something we are seeking to implement or request funding for at this time.

OUR PARTNERS AND ACTIVITIES

At Leaders2Give, we firmly embrace the power of community and the principle that every act of assistance matters. Central to our identity is our collaboration with like-minded charitable organizations and community groups sharing our mission, purpose, and values.

Through our partnerships and other activities, Leaders2Give has been able to fulfill its mission to inspire, teach, and empower people to become leaders with the skills to solve societal problems. We've provided numerous opportunities for hands-on engagement in developing communities and communities in crisis.

In addition to the leadership development opportunities planned at the John Gullo

Home for Children, we aim to further extend our influence through an expanded partner network. The Program Intervention Director of Leadership Initiatives will be crucial in creating leadership programs for our partners and others in the local community, especially local youth, thereby amplifying our impact and fostering sustainable, community-driven solutions.

Current Partners

1. New Creation Kids Children's Home, La Paz, Mexico

New Creation Kids is an independently registered and operated Mexican nonprofit organization (Asociación Civil). Up to 30 children are under legal guardianship of this home for vulnerable children at any given time. Their parents are unable or unfit to take care of them for various reasons (e.g., drug or alcohol addiction, violence, homelessness). Leaders2Give helps sustain their operations by raising awareness, recruiting volunteers, and providing funding for daily operations such as food, electricity, fuel, water, and education. We have advocated for and facilitated the installation of an organic garden, chicken coop, English lessons, construction of a carpentry shop, installation of solar panels, and lessons on environmental stewardship.

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2. East Cape Health Center, Los Barriles, Mexico

Founded in 2000, the East Cape Health Clinic (EHC) provides high-quality medical, dental, pediatric, optical, and specialist care to those living in and visiting the East Cape. It provides medical and dental care to all Mexican children under 18 at no or low cost to their families, including the children at New Creation Kids. The clinic has also pledged similar medical and dental care to the children who will soon reside at the John Gullo Home for Children. Leaders2Give has supported vaccine education and administration, birth control education, procurement of specialized equipment, fundraising, and expansion into neighboring, medically underserved communities.

3. Feeding the Hungry, Los Barriles, Mexico

The Feeding the Hungry program supports families in the Los Barriles community experiencing poverty and food insecurity by providing them with weekly food vouchers redeemable at the local supermarket. These vouchers are used to purchase food, medicine, or other essential supplies. Currently, approximately thirty local families receive assistance. Leaders2Give provides

fundraising, public relations, and marketing assistance to this program. Local youth work with the program principles to support voucher distribution and propose alternative support methods.

4. Spay, Neuter, And Prevention (SNAP), Los Barriles, Mexico

Established in 2013, SNAP aims to spay and neuter Mexican-owned pets before they mature and start reproducing. SNAP started because towns like Los Barriles were inundated by unwanted dogs and cats. SNAP mentors community members to become leaders in social causes, educates youth on responsible pet ownership, and promotes responsible pet ownership through community education. Leaders2Give has advocated for SNAP to expand its educational programs.

5. Crescent Moon Project, Los Barriles, Mexico

The Crescent Moon Project provides free art classes to children, teaching them about the challenges facing our communities and empowering them to care for others and the environment. Through these creative experiences, they inspire the next generation of compassionate and empathetic leaders.

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Previous Partners

1. Los Barriles Food Bank, Los Barriles, Mexico

Leaders2Give teamed up with the Los Barriles Food Bank in 2020 to help feed those in need during the COVID-19 pandemic. For most of the program's eight-month duration, the LBFB provided food parcels to over 900 families, feeding 4,000 to 5,000 people a week. Local youth, selected by Leaders2Give, assisted in food collection, organization, and distribution.

2. East Cape Guild, Los Barriles, Mexico

The East Cape Guild provides educational benefits for students in the East Cape area. Established in 1997, the Guild awards scholarships to students over a broad geographic area. Leaders2Give has helped raise funds to support students' continued learning and create future leaders.

3. Salam Squamish Refugee Support, Squamish, Canada

During the height of the Syrian conflict, Leaders2Give provided funding to sponsor a Syrian family's relocation to Canada. We hosted community focus

groups, engaged students in outlining the issue, organized English lessons, enrolled children in school, supported job training, and more.

Previous Initiative

Rotary Interact Kids, Los Barriles, Mexico

In partnership with the Rotary Club of Los Barriles, Leaders2Give raised funds and organized a trip to send nine outstanding students on a leadership retreat in British Columbia, Canada. The six-day guided kayaking/camping adventure focused on leadership skills, improving English, and experiencing Canadian and First Nations cultures. Two Leaders2Give Board members accompanied the youth, with Board President Adam Greenberg leading the leadership education. Many of these future leaders have since actively participated in Leaders2Give initiatives.

Leaders2Give at UCLA

This student chapter of Leaders2Give was granted campus-level nonprofit status and is led by four female students. They have raised awareness, recruited students for hands-on work at the facility, created care packages for children, and raised funds.

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We Support

Pro Youth & Families, Sacramento, California

Leaders2Give provides modest annual funding to this organization, which inspires, educates, and mobilizes young people to build a healthier future for themselves, their families, and their communities.

CONCLUSION

Leaders2Give is dedicated to inspiring, teaching, and empowering individuals to become leaders equipped to address societal challenges. Our mission is rooted in community service, particularly in developing communities and those in crisis. The John Gullo Home for Children in El Cardonal, BCS, Mexico, is a cornerstone of our efforts, providing temporary housing and care for children whose families are facing medical crises.

Our overarching goal is to ensure the successful operation and sustainability of the John Gullo Home for Children. **We seek immediate funding to cover at least one year of operational expenses which is \$105,000 USD/year.** This includes 24/7 on-site

staff to care for up to 24 children. This financial stability will allow us to focus on our mission without interruption.

To facilitate the growth and scalability of our organization, we need to hire an Executive Director who will oversee all operations, ensuring alignment with our mission and strategic goals. Additionally, we plan to hire a Facility Director, an Assistant Facility Director, and a Cook to ensure the smooth operation of the children's home. The Program Intervention Director of Leadership Initiatives we wish to hire will be crucial in developing leadership programs for both the children's home and our partners, broadening our network and enabling us to drive community-level change and enhance the engagement of local stakeholders.

In conclusion, we invite you to support the ongoing efforts of Leaders2Give through funding, volunteering, or advocacy. Together, we can create a lasting impact on the lives of vulnerable children and the communities we serve. Your support is crucial in helping us achieve our mission, expand our reach, and empower more people to become leaders equipped with the skills required to solve the problems facing society.

Appendix A

Role of Executive Director

Overview

The Executive Director, reporting to the Leaders2Give Board of Directors, plays a pivotal role in leading and managing the day-to-day operations and executing on the strategic direction of Leaders2Give (L2G) as outlined by the Board. This position holds responsibility for ensuring the organization's overall operational sustainability, financial stability, and growth, with a specific focus on overseeing the John Gullo Home for Children. The Executive Director collaborates closely with the Board of Directors and stakeholders to uphold L2G's mission while leading initiatives in fundraising, community engagement, staff development, and resource management to ensure long-term sustainability.

Key Responsibilities

Strategic Leadership

- Develop and implement strategic plans to advance L2G's mission and vision for long-term sustainability.
- Collaborate with the Board of Directors to set organizational goals and objectives.
- Monitor industry trends and adjust strategies to enhance organizational effectiveness and impact.

Operational Management

- Maintain compliance with mission objectives and all IRS requirements. • Oversee the day-to-day operations of L2G, including the John Gullo Home for Children, to ensure efficient and effective delivery of services.
- Ensure compliance with all local, state, and federal regulations and uphold best practices in child care and residential services.
- Collaborate with Líderes Para Dar and the John Gullo Home for Children (JGHC) Facility Director/Primary Caregiver to ensure effective management and operation of the children's home.

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Financial Stewardship

- Develop and manage the annual budget in collaboration with the finance committee and Board Treasurer, ensuring fiscal responsibility and transparency.
- Identify and secure funding sources, including grants, donations, and partnerships, to support operational needs and program initiatives. • Ensure accurate financial reporting and accountability in accordance with IRS requirements and organizational policies.

Fundraising and Development

- Create and execute comprehensive fundraising strategies to sustain and expand L2G's programs and services.
- Cultivate relationships with donors, sponsors, and community partners to support fundraising efforts.
- Organize fundraising events and campaigns to engage stakeholders and raise awareness of L2G's mission.

Human Resources and Staff Development

- Recruit, train, and retain a high-performing team, fostering a positive and inclusive organizational culture.

- Implement professional development programs to enhance staff skills and capabilities.
- Provide leadership and support to staff at the John Gullo Home for Children, ensuring alignment with organizational goals and performance standards.

Community Engagement

- Serve as the primary spokesperson for L2G, building and maintaining strong relationships with community leaders, organizations, and stakeholders. • Advocate for the needs and rights of children in the community and represent L2G's interests in relevant forums and initiatives.
- Collaborate with partners to leverage resources and maximize impact in addressing community needs.
- Support volunteer recruitment and engagement efforts.

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Oversight of Program Intervention Director

- Provide leadership and direction to the Program Intervention Director for Leadership Initiatives, ensuring alignment with organizational mission and strategic objectives.
- Collaborate with the Program Intervention Director to design, implement, and oversee programs aimed at developing leadership skills within the organization and partner nonprofits.
- Monitor the effectiveness and impact of leadership development initiatives, providing guidance and support to the Program Intervention Director as needed to enhance program quality and outcomes.

Risk Management

- Identify potential risks and develop mitigation strategies to safeguard the well-being of residents, staff, and organizational assets.
- Maintain emergency preparedness and response plans to address crises or unforeseen events effectively.
- Overall, the Executive Director serves as a visionary leader, strategic thinker, and effective manager, driving L2G's mission forward and ensuring its continued success and impact in the communities it serves.

Appendix B

Role of Program Intervention Director for Leadership Initiatives

Overview

The Program Intervention Director for Leadership Initiatives, reporting to the Executive Director of Leaders2Give, is a dynamic leadership role responsible for designing, implementing, and overseeing programs aimed at developing leadership skills within the organization and our partners. This position focuses on creating and managing initiatives that cultivate leadership qualities among staff, volunteers, participants and partner non for profit leadership development programs. The Program Intervention Director will work closely with senior management to ensure the programs align with the organization's mission and strategic goals. The Program Intervention Directors primary goal is to implement programs to comply with our mission statement.

Key Responsibilities

Strategic Leadership

- Provide Leadership Development Expertise in Collaboration with Partner Non-for-Profit Organizations
- Provide collaborative engagement and expertise to partner organizations supporting the shared mission and vision of community-based leadership development.
- Drive awareness of partnership requirements aligned to Board approved policies concerning leadership development.

Program Design and Implementation

- Develop and implement leadership development programs and initiatives aligned to mission and vision of organization.
- Assess organizational needs and create tailored leadership interventions.
- Utilize evidence-based practices to ensure program effectiveness.

Leadership Training

- Design and deliver leadership training sessions, workshops, and seminars. 25
- Identify and source external trainers and experts to enhance program content.
- Ensure training programs are inclusive and accessible to all participants.

Evaluation and Improvement

- Develop metrics and tools to evaluate the effectiveness of leadership initiatives.
- Collect and analyze data to assess program impact.
- Continuously improve programs based on feedback and evaluation results.

Collaboration and Networking

- Collaborate with internal and external stakeholders to support leadership initiatives.
- Build partnerships with other organizations, educational institutions, and community groups.
- Represent the organization at conferences, workshops, and networking events.

Resource Management

- Develop and manage program budgets in collaboration with the finance team.
- Identify and pursue funding opportunities to support leadership initiatives.
- Ensure efficient use of resources and maintain financial accountability.

Staff Development and Support

- Provide coaching and mentoring to staff members.

- Foster a culture of continuous learning and leadership development.
- Support staff in applying leadership skills in their roles.

Communication and Reporting

- Communicate program goals, progress, and outcomes to stakeholders.
- Prepare regular reports for the Executive Director and Board of Directors.
- Maintain transparent and effective communication channels within the organization.

Strategic Planning

- Contribute to the development of the organization's strategic plan.
- Align leadership initiatives with overall organizational goals.
- Monitor industry trends and integrate best practices into leadership programs.

Appendix C

Role of Facility Director

Overview

The Facility Director, reporting to the Líderes Para Dar Board of Directors, plays a pivotal role in ensuring the well-being and safety of children at the John Gullo Home for Children (JGHC), while overseeing the facility's day-to-day operations. Reporting to the Líderes Para Dar (LPD) Board of Directors, this position requires a compassionate individual with strong managerial skills and a deep commitment to serving vulnerable children. The Facility Director also works closely with and takes direction from the Executive Director of Leaders2Give.

Key Responsibilities

Childcare/Supervision

- Required to live on-site in the provided apartment.
- Provide nurturing care and support to children residing in the facility, ensuring their physical, emotional, and social needs are met.
- Organize recreational activities, educational outings, and after-school programs to enhance the children's well-being.
- Facilitate transportation for children to appointments and schools
- Endeavor to ensure completion of school assignments and provide homework assistance.
- Take on duties of the cook when they are absent.

Staff Management

- Collaborate with the Executive Director in recruiting, hiring, training, and supervising staff members, including the Assistant Facility Director, cook(s), housekeepers, and other personnel.
- Conduct regular performance evaluations and provide feedback to staff, fostering a positive and supportive work environment.

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Family Liaison

- Serve as a liaison between the facility, Líderes Para Dar, and the children's families, maintaining open communication and addressing concerns as needed.

Volunteer Coordination

- Coordinate volunteer activities, schedules, and training, recognizing and appreciating their contributions to the organization.

Interface with Líderes Para Dar Board of Directors and the Executive Director ●

Report regularly to the LPD Board of Directors, receiving direction and executing instructions related to residential services.

- Work closely with the Executive Director of Leaders2Give, taking direction as needed, to align strategies and ensure the effective operation of residential services.

Administrative Duties

- Maintain detailed records of children's information, including medical records and progress reports, ensuring confidentiality.
- Liaise with local schools to meet children's educational needs.
- Handle administrative tasks such as filing paperwork, managing schedules, and maintaining expenses.

Facility Management

- Oversee day-to-day operations, ensuring a safe, clean, and welcoming environment for children, staff, and guests.
- Manage inventory, including supplies, consumables, and equipment.

Community Engagement

- Represent the organization positively in the local community, building relationships

with stakeholders, donors, governmental agencies, and community leaders.

- Maintain strict confidentiality regarding all information pertaining to the children, their families, and any other sensitive matters related to the operation of the facility.

Required Qualifications

- Previous experience working with children in childcare or similar settings. 28
- Familiarity with the El Cardonal community.
- Valid first aid certifications and driver's license.
- Proficiency in Spanish with conversational English (willingness to learn English if necessary).
- Strong organizational and leadership skills, with the ability to multitask and prioritize effectively.
- Excellent communication and interpersonal skills
- Flexibility to work evenings and weekends as needed.

Includes

- Housing: 2-bedroom apartment for approved, immediate family members. (Limit of 4 persons)
- Three meals including meals for approved, immediate family members who reside on site.

Appendix D

Role of Assistant Facility Director

Overview

The Assistant Facility Director will support the Facility Director in ensuring the well-being of the children, managing staff, and maintaining the facility. This role requires a compassionate individual with a background in childcare and managerial skills, committed to serving vulnerable children. The Facility Director also works closely with and takes direction from the Executive Director of Leaders2Give.

Key Responsibilities

Childcare/Supervision

- Required to live on-site in the provided apartment.
- Provide nurturing care and support to children residing in the facility, ensuring their physical, emotional, and social needs are met.
- Organize recreational activities, educational outings, and after-school programs to enhance the children's well-being.
- Facilitate transportation for children to appointments and schools ● Endeavor to ensure completion of school assignments and provide homework assistance.
- Take on duties of the cook when they are absent.

Staff Management

- Support the Facility Director in recruiting and hiring staff members. ● Assist in training and supervising staff, including cooks, housekeepers, and other personnel.
- Participate in regular performance evaluations and provide feedback to staff.
- Collaborate with the Facility Director on staff disciplinary actions and performance improvement plans.

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Family Liaison

- Act as a respectful and supportive informational conduit between the facility, Líderes Para Dar, and the children's families.

Volunteer Coordination

- Help coordinate volunteer activities, schedules, and training, recognizing and appreciating their contributions to the organization.

Collaboration with the Executive Director of Leaders2Give and the Líderes Para Dar Board of Directors

- Collaborate closely with the Executive Director and the LPD Board to align strategies and ensure effective operations.
- Take direction from the Executive Director and LPD Board and implement organizational goals.

Administrative Duties

- Maintain detailed records of children's information, including medical records

and progress reports, ensuring confidentiality.

- Liaise with local schools to meet children's educational needs.
- Handle administrative tasks such as filing paperwork, managing schedules, and maintaining expenses.

Facility Management

- Assist the Facility Director to oversee day-to-day operations, ensuring a safe, clean, and welcoming environment for children, staff, and guests.
- Manage inventory, including supplies, consumables, and equipment.

Community Engagement

- Represent the organization positively in the local community, building relationships with stakeholders, donors, governmental agencies, and community leaders.
- Maintain strict confidentiality regarding all information pertaining to the children, their families, and any other sensitive matters related to the operation of the facility.

Required Qualifications

- Previous experience working with children in childcare or similar settings.
- Familiarity with the El Cardonal community.

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- Valid first aid certifications and driver's license.
- Proficiency in Spanish with conversational English (willingness to learn English if necessary).
- Strong organizational and leadership skills, with the ability to multitask and prioritize effectively.
- Excellent communication and interpersonal skills
- Flexibility to work evenings and weekends as needed.

Includes

- Housing: 1-bedroom apartment including approved, immediate family member. (Limit of 2 persons)
- Three meals including meals for approved, immediate family member who resides on site.

Appendix E

Role of Facility Cook

Overview

The Facility Cook at the John Gullo Home for Children is responsible for preparing and serving nutritious meals for up to 24 children and staff members. This role is essential in ensuring the well-being and nutritional needs of all residents are met. The Cook will collaborate with the Facility Director and Assistant Facility Director to maintain a positive and healthy living environment.

Key Responsibilities

Meal Preparation and Planning

- Prepare three balanced meals daily for up to 24 children and staff.
- Develop weekly menus that meet nutritional standards and dietary needs.
- Incorporate fresh, local ingredients and accommodate special dietary requirements.

Kitchen Management

- Maintain a clean, organized, and sanitary kitchen environment.
- Ensure proper storage and handling of all food items.
- Keep inventory of kitchen supplies and ingredients, and reorder as necessary.

Compliance and Safety

- Adhere to all health and safety regulations, including food safety standards.
- Conduct regular checks to ensure kitchen equipment is functioning properly.
- Implement and follow procedures to prevent contamination and foodborne illnesses.

Collaboration and Communication:

- Work closely with the Facility Director and Assistant Facility Director to align meal schedules with daily activities.
- Engage with children and staff to receive feedback on meals and make adjustments as needed.

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- Participate in team meetings to discuss meal planning and kitchen operations.

Additional Duties

- Assist with cleaning and maintenance of common areas as needed.
- Support special events and activities that require meal preparation.
- Provide cooking lessons or engage children in meal preparation activities to foster a sense of community and skill development.

Financial Management and Reporting

- Ensure efficient financial management by meticulously documenting all purchases and tracking expenses.
- Obtain receipts for every purchase.
- Adhere to a predefined budget.

- Submit comprehensive financial reports to the designated Facility Director including all receipts.

Community Engagement

- Represent the organization positively in the local community.
- Maintain strict confidentiality regarding all information pertaining to the children, their families, and any other sensitive matters related to the operation of the facility.

Required Qualifications

- Previous experience in a kitchen or food service environment.
- Knowledge of nutrition and dietary needs for children.
- Strong organizational skills and attention to detail.
- Ability to work in a fast-paced environment and manage multiple tasks.
- Excellent communication and teamwork skills.
- Proficiency in Spanish; basic English skills are a plus.

Appendix F

Budget Summary

	USD/year
Leaders2Give staff (2 roles)	\$110,000
John Gullo Home for Children Staff (3 roles)	\$60,000
John Gullo Home for Children Utilities and other expenses	\$45,000
TOTAL	\$215,000

Immediate Funding Request

	USD/year
John Gullo Home for Children Staff (3 roles)	\$60,000
John Gullo Home for Children Utilities and other expenses	\$45,000
TOTAL	\$105,000