

# APPROPRIATIONS CONTRACT

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**THIS CONTRACT** is made and entered into on \_\_\_\_\_, by the City of Pompano Beach (“City”) and LEARNING FOR SUCCESS, INCORPORATED a Not For Profit Corporation authorized to do business in the State of Florida (“Recipient”).

**WHEREAS**, the City of Pompano Beach has appropriated for its current Fiscal Year 2020-21 (October 1st through September 30th), the sum of \$15,000 to Recipient, to conduct a program entitled or activity as described in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description” (collectively the “Work”) attached hereto and incorporated herein by reference, for the period beginning upon full execution by the parties and ending September 30, 2021; and

**WHEREAS**, the City Commission finds that entering into this Contract serves a valid public purpose as Recipients shall perform or provide a service that is beneficial to the residents of the City, and that the City is currently not in a position to provide such services on its own; and

**WHEREAS**, it is in the best interest of the City to enter into this contract with Recipient to provide the Work hereunder in accordance with the terms and conditions set forth herein; and

**NOW, THEREFORE**, in consideration of those mutual promises and the terms and conditions set forth hereafter, the parties agree as set forth below.

1. *Contract Documents.* This Contract consists of Exhibit A, “Recipients Requirements, Contractual Responsibilities and Program Description”; Exhibit B, “Payment Schedule”; and Exhibit C, “Insurance Requirements” attached hereto, made a part hereof and incorporated herein, and all written change orders and modifications issued and approved by the City after execution of this Contract.

2. *Term of Contract.* This Contract shall commence upon full execution by both parties and end on September 30, 2021.

3. *Renewal.* This Contract is not subject to renewal.

4. *City’s Maximum Obligation.* City agrees to pay Recipient the aforementioned sum to provide the Work. Both parties agree that unless otherwise directed by City in writing, Recipient shall continue to provide the Work during the term of this Contract.

5. *Payment of Program.* City shall pay Recipient for performance of the Work in accordance with Payment Schedule set forth in Exhibit B.

6. *Disputes.* Any factual disputes between City and the Recipient in regard to this Contract shall be directed to the City Manager for the City whose decision shall be final.

7. *Contract Administrators, Notices and Demands.*

A. *Contract Administrators.* During the term of this Contract, the City's Contract Administrator shall be the City Manager or his/her written designee and Recipient's Contract Administrator shall be John Casbarro or his/her written designee.

B. *Notices and Demands.* A notice, demand or other communication hereunder by either party to the other shall be effective if it is in writing and sent via email, facsimile, registered or certified mail, postage prepaid to the representative(s) named below or is addressed and delivered to such other authorized representative at the address as that party from time to time may designate in writing and forward to the other as provided herein.

**If to Recipient:** John Casbarro  
President  
5532 SW 114TH AVE  
COOPER CITY, FL 33330  
Office: (786) 877-0334  
Email: jcasbarro@aol.com

**If to City:** Greg Harrison, City Manager  
100 W Atlantic Blvd.  
Pompano Beach, FL 33060  
Office: (954) 786-4601  
Email: greg.harrison@copbfl.com

8. *Ownership of Documents and Information.* All information, data, reports, plans, procedures or other proprietary rights in all items, developed, prepared, assembled or compiled by Recipient as required for the Work hereunder, whether complete or unfinished, shall be owned by City without restriction, reservation or limitation of their use and made available at any time and at no cost to City upon reasonable written request for use and/or distribution as City deems appropriate provided City has compensated Recipient in accordance with the terms set forth herein. City's re-use of Recipient's Work product shall be at its sole discretion and risk if done without Recipient's written permission. Upon completion of all Work contemplated hereunder or termination of this Contract, Recipient shall promptly provide City's Contract Administrator copies of all of the above Work documents upon written request. Recipient may not disclose, use, license or sell any Work developed, created or otherwise originated hereunder to any third party whatsoever. The rights and obligations created under this paragraph shall survive termination or expiration of this Contract.

To the extent it is necessary for Recipient to perform the Work, City shall provide any information, data and reports in its possession to Recipient free of charge.

9. *Termination.* City shall have the right to terminate this Contract, in whole or in part, for cause, default or negligence on Recipient's part, upon ten (10) business days advance written notice to Recipient. Such Notice of Termination may include City's requests for certain product documents and materials, and other provisions regarding the Program.

If there is any material breach or default in Recipient's performance of any covenant or obligation hereunder which has not been remedied within ten (10) business days after City's written Notice of Termination, City, in its sole discretion, may terminate this Contract immediately and Recipient shall not be entitled to receive further payment from the effective date of the Notice of Termination.

In the event the City fails for any reason to appropriate funds for this Contract, it shall be deemed terminated and City shall provide Recipient with ten (10) business days written notice. Upon receipt of said notice, Recipient shall be responsible for any and all expenses and/or legal obligations made after receipt of City's written notice from the City.

10. *Force Majeure.* Neither party shall be obligated to perform any duty, requirement or obligation hereunder if such performance is prevented by fire, hurricane, earthquake, explosion, war, civil disorder, sabotage, accident, flood, acts of nature or by any reason of any other matter or condition beyond the control of either party which cannot be overcome by reasonable diligence and without unusual expense ("Force Majeure"). In no event shall economic hardship or lack of funds be considered an event of Force Majeure. Additionally, should funds not be utilized, and services or programs not provided within the specific required time period in this Contract due to circumstances outside the control of Recipient, including but not limited to, a Force Majeure event, City is under no obligation to amend or extend this Contract to provide the approved funding past the expiration of the performance period set forth in this Contract. Any amendment to this Contract for such purposes shall be at City's sole discretion, based upon its budget, available funds, and other factors it may deem relevant.

Recipient must follow all Federal, State, County, and City safety guidelines, including all CDC safety guidelines in effect during the term of the program, including but not limited to social distancing, and personal protection equipment. Inability to conduct the program and follow any and all required safety guidelines from the COVID-19 crisis or other similar emergency, or failure to follow such requirements, including but not limited to, social distancing, shall constitute grounds for immediate cancellation of this Agreement unilaterally by the City upon written notice, which may be provided via electronic mail.

11. *Insurance.* Recipient shall maintain insurance in accordance with Exhibit C throughout the term of this Contract.

12. *Indemnification.* Except as expressly provided herein, no liability shall attach to the City by reason of entering into this Contract.

A. Recipient shall at all times indemnify, hold harmless and defend the City, its officials, employees, volunteers and other authorized agents from and against any and all claims, demands, suit, damages, attorneys' fees, fines, losses, penalties, defense costs or liabilities suffered by the City arising directly or indirectly from any act, breach, omission, negligence, recklessness or misconduct of Recipient and/or any of its agents, officers, or employees hereunder, including any inaccuracy in or breach of any of the representations, warranties or covenants made by the Recipient, its agents, officers and/or employees, in the performance of Work under this Contract. Recipient agrees to investigate, handle, respond to, provide defense for, and defend any such claims at its sole expense and to bear all other costs and expenses related thereto, even if the claim(s) is/are groundless, false or fraudulent. To the extent considered necessary by City, any sums due Recipient hereunder may be retained by City until all of City's

claims for indemnification hereunder have been settled or otherwise resolved, and any amount withheld shall not be subject to payment or interest by City.

B. Recipient acknowledges and agrees that City would not enter into this Contract without this indemnification of City by Recipient. The parties agree that one percent (1%) of the total compensation paid to Recipient hereunder shall constitute specific consideration to Recipient for the indemnification provided under this Paragraph and these provisions shall survive expiration or early termination of this Contract.

13. *Sovereign Immunity.* Nothing in this Contract shall be construed to affect in any way the rights, privileges and immunities of the City and its agents as set forth in §768.28, Florida Statutes. Nothing herein shall be construed as consent from either party to be sued by third parties.

14. *Non-Assignability and Subcontracting.*

A. *Non-Assignability.* This Contract is not assignable and Recipient agrees it shall not assign or otherwise transfer any of its interests, rights or obligations hereunder, in whole or in part, to any other person or entity without City's prior written consent which must be sought in writing not less than fifteen (15) days prior to the date of any proposed assignment. Any attempt by Recipient to assign or transfer any of its rights or obligations hereunder without first obtaining City's written approval shall not be binding on City and, at City's sole discretion, may result in City's immediate termination of this Contract whereby City shall be released of any of its obligations hereunder. In addition, this Contract and the rights and obligations herein shall not be assignable or transferable by any process or proceeding in court, or by judgment, execution, proceedings in insolvency, bankruptcy or receivership. In the event of Recipient's insolvency or bankruptcy, City may, at its option, terminate and cancel this Contract without any notice of any kind whatsoever, in which event all rights of Recipient hereunder shall immediately cease and terminate.

B. *Subcontracting.* Prior to subcontracting for Work to be performed hereunder, Recipient shall be required to obtain the written approval of the City's Contract Administrator. If the City's Contract Administrator, in his/her sole discretion, objects to the proposed subcontractor, Recipient shall be prohibited from allowing that subcontractor to provide any Work hereunder. Although Recipient may subcontract Work in accordance with this Paragraph, Recipient remains responsible for any and all contractual obligations hereunder and shall also be responsible to ensure that none of its proposed subcontractors are listed on the *Convicted Vendors List* in accordance with the provisions of Paragraph 26 below.

15. *Performance Under Law.* Recipient, in performance of its duties under this Contract, agrees to comply with all applicable local, state and/or federal laws and ordinances including, but not limited to, standards of licensing, conduct of business and those relating to criminal activity.

16. *Audit and Inspection Records.* Recipient shall permit authorized representatives of the City to inspect and audit all data and records of the Recipient, if any, related to the Work being funded by this Contract until three (3) years after City's final payment under this Contract. Recipient agrees that such inspections and audits may include City's authorized representatives auditing Recipient's financial affairs at any time with no advance notice by City.

Recipient further agrees to include in all subcontracts hereunder a provision to the effect that the subcontractor agrees that City or any of its duly authorized representatives shall, until **three (3) years after City's final payment to Recipient**, have access to and the right to examine any books, documents, papers and records of such subcontractor attendant to any subcontracted Work provided hereunder.

In the event Recipient receives fifty thousand dollars (\$50,000.00) or more from the City, the City reserves the right to request a copy of a Grant Auditing Report conducted in accordance with the Government Auditing Standards issued by the United States Comptroller General and the provisions of OMB Circular A-133 issued by the Office of Management and Budget, Executive Office of the President. If such a request is made by the City, all grant funds shall be shown via explicit disclosure in the annual financial statements and/or the accompanying notes to the financial statement. Upon City's written request, this Report shall be due within 120 days of the close of the City's fiscal year.

17. *Adherence to Law.* Both parties shall adhere to all applicable laws governing their relationship with their employees including, but not limited to, laws, rules, regulations and policies concerning worker's compensation, unemployment compensation and minimum wage requirements.

18. *Independent Contractor.* Recipient shall be deemed an independent contractor for all purposes, and employees of Recipient and all its contractors, subcontractors and the employees thereof, shall not in any manner be deemed to be employees of the City. As such, the employees of Recipient, its contractors or subcontractors, shall not be subject to any withholding for tax, social security or other purposes by City, nor shall such contractor, subcontractor or employee be entitled to sick leave, pension benefits, vacation, medical benefits, life insurance, workers or unemployment compensation or the like from City. Furthermore; nothing in this Contract shall be deemed to constitute or create a joint venture, partnership, pooling arrangement or other form of business entity between Recipient and City.

19. *Mutual cooperation.* Recipient recognizes its performance of Work hereunder is essential to the provision of vital public services and the accomplishment of the stated goals and mission of City. Therefore, Recipient shall be responsible to maintain a cooperative and good faith attitude in all relations with City and the public and shall actively foster a public image of mutual benefit to both parties. Recipient shall not make any statements or take any actions detrimental to this effort.

20. *Public Records.*

A. The City of Pompano Beach is a public agency subject to Chapter 119, Florida Statutes. The Recipient shall comply with Florida's Public Records Law, as amended. Specifically, the Recipient shall:

1. Keep and maintain public records required by the City in order to perform the service.

1. Upon request from the City's custodian of public records, provide the City with a copy of requested records or allow the records to be inspected or copied within a reasonable time

at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes or as otherwise provided by law.

2. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the Contract if Recipient does not transfer the records to the City.

4. Upon completion of this Contract, transfer, at no cost to City, all public records in its possession or keep and maintain public records required by the City as required hereunder. If Recipient transfers all public records to the City upon completion of this Contract, Recipient shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Recipient keeps and maintains public records upon completion of this Contract, Recipient shall meet all applicable requirements for retaining public records. Upon request from the City's custodian of public records, all records stored electronically by Recipient must be provided to the City in a format that is compatible with the information technology systems of the City.

B. Failure of the Recipient to provide the above described public records to the City within a reasonable time may subject Recipient to penalties under §119.10, Florida Statutes, as amended.

## **PUBLIC RECORDS CUSTODIAN**

**IF THE RECIPIENT HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE RECIPIENT'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:**

### **CITY CLERK**

**100 W. Atlantic Blvd., Suite 253**

**Pompano Beach, Florida 33060**

**(954) 786-4611**

**[RecordsCustodian@copbfl.com](mailto:RecordsCustodian@copbfl.com)**

21. *Governing Law.* Agreement must be interpreted and construed in accordance with and governed by the laws of the State of Florida. The exclusive venue for any lawsuit arising from, related to, or in connection with this Agreement will be in the state courts of the Seventeenth Judicial Circuit in and for Broward County, Florida. If any claim arising from, related to, or in connection with this Agreement must be litigated in federal court, the exclusive venue for any such lawsuit will be in the United States District Court or United States Bankruptcy Court for the Southern District of Florida. BY ENTERING INTO THIS AGREEMENT, THE PARTIES HEREBY EXPRESSLY WAIVE ANY RIGHTS EITHER PARTY MAY HAVE TO A TRIAL BY JURY OF ANY CIVIL LITIGATION RELATED TO THIS AGREEMENT.

22. *Waiver and Modification.*

A. No waiver made by either party with respect to performance, manner, time, or any obligation of either party or any condition hereunder shall be considered a waiver of that party's rights with respect to the particular obligation or condition beyond those expressly waived in writing or a waiver of any other rights of the party making the waiver or any other obligations of the other party.

B. *No Waiver by Delay.* The City shall have the right to institute such actions or proceedings as it may deem desirable for effectuating the purposes of this Contract provided that any delay by City in asserting its rights hereunder shall not operate as a waiver of such rights or limit them in any way. The intent of this provision is that City shall not be constrained to exercise such remedy at a time when it may still hope to otherwise resolve the problems created by the default or risk nor shall any waiver made by City with respect to any specific default by Recipient be considered a waiver of City's rights with respect to that default or any other default by Recipient.

C. Either party may request changes to modify certain provisions of this Contract; however, unless otherwise provided for herein, any such changes must be contained in a written amendment executed by both parties with the same formality of this Contract.

23. *No Contingent Fee.* Recipient warrants that other than a bona fide employee working solely for Recipient, Recipient has not employed or retained any person or entity, or paid or agreed to pay any person or entity, any fee, commission, gift or any other consideration to solicit or secure this Contract or contingent upon or resulting from the award or making of this Contract. In the event of Recipient's breach or violation of this provision, City shall have the right to terminate this Contract without liability and, at City's sole discretion, to deduct from the Payment Schedule set forth in Exhibit B or otherwise recover the full amount of such fee, commission, gift or other consideration.

24. *Attorneys' Fees and Costs.* In the event of any litigation involving the provisions of this Contract, both parties agree that the prevailing party in such litigation shall be entitled to recover from the non-prevailing party reasonable attorney and paraprofessional fees as well as all out-of-pocket costs and expenses incurred thereby by the prevailing party in such litigation through all appellate levels.

25. *No Third-Party Beneficiaries.* Recipient and City agree that this Contract and other contracts pertaining to Recipient's performance hereunder shall not create any obligation on Recipient or City's part to third parties. No person not a party to this Contract shall be a third-party beneficiary or acquire any rights hereunder.

26. *Public Entity Crimes Act.* As of the full execution of this Contract, Recipient certifies that in accordance with §287.133, Florida Statutes, it is not on the *Convicted Vendors List* maintained by the State of Florida, Department of General Services. If Recipient is subsequently listed on the *Convicted Vendors List* during the term of this Contract, Recipient agrees it shall immediately provide City written notice of such designation in accordance with Paragraph 7 above.

27. *Entire Contract.* This document incorporates and includes all prior negotiations, correspondence, conversations, contracts or understandings applicable to the matters contained herein, and the parties agree that there are no commitments, contracts or understandings concerning the subject

matter of this Contract that are not contained in this document. Accordingly, it is agreed that no deviation from the terms hereof shall be predicated upon any prior representations or contracts, whether oral or written.

28. *Headings.* The headings or titles to Articles of this Contract are not part of the Contract and shall have no effect upon the construction or interpretation of any part of this Contract.

29. *Counterparts.* This Contract may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy, email or facsimile copy of this Contract and any signatory hereon shall be considered for all purposes as original.

30. *Approvals.* Whenever City approval(s) shall be required for any action under this Contract, said approval(s) shall not be unreasonably withheld.

31. *Absence of Conflicts of Interest.* Both parties represent they presently have no interest and shall acquire no interest, either direct or indirect, which would conflict in any manner with their performance under this Contract and that no person having any conflicting interest shall be employed or engaged by either party in their performance hereunder.

32. *Binding Effect.* The benefits and obligations imposed pursuant to this Contract shall be binding and enforceable by and against the parties hereto.

33. *Severability.* Should any provision of this Contract or the applications of such provisions be rendered or declared invalid by a court action or by reason of any existing or subsequently enacted legislation, the remaining parts of provisions of this Contract shall remain in full force and effect.

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**IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be executed the day and year hereinabove written.

**CITY OF POMPANO BEACH**

By: \_\_\_\_\_  
REX HARDIN, MAYOR

By: \_\_\_\_\_  
GREGORY P. HARRISON, CITY MANAGER

Attest:

\_\_\_\_\_  
ASCELETA HAMMOND, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

\_\_\_\_\_  
MARK E. BERMAN, CITY ATTORNEY

**“RECIPIENT”**

LEARNING FOR SUCCESS, INCORPORATED

(Print or type name of company here)

Witnesses:

[Signature]  
Monica Rodriguez  
(Print or Type Name)

[Signature]  
Mohamed Azeez  
(Print or Type Name)

By: [Signature]

Print Name: JOHN CASBARRO

Title: PRESIDENT

Business License No. 71-0891789

STATE OF FLORIDA

COUNTY OF BROWARD

The foregoing instrument was acknowledged before me, by means of  physical presence or  online notarization, this 9<sup>th</sup> day of December, 2020, by JOHN CASBARRO as PRESIDENT of LEARNING FOR SUCCESS, INCORPORATED, a Florida non for profit corporation. He is personally known to me or who has produced FLORIDA DANCER LICENSE (type of identification) as identification.

NOTARY’S SEAL:

[Signature]  
NOTARY PUBLIC, STATE OF FLORIDA

Mohamed Azeez  
(Name of Acknowledger Typed, Printed or Stamped)

GG 324247  
Commission Number



Mohamed Azeez  
State of Florida  
My Commission Expires 07/06/2023  
Commission No. GG 324247

## Exhibit "A"

### Recipients Requirements, Contractual Responsibilities and Program Description

1. RECIPIENT agrees to do as follows:
  - a) To accept the funds as appropriated in accordance with the terms of this Contract; and
  - b) If RECIPIENT intends on obtaining matching funds from another source at the time of the application for the CITY grant, the CITY reserves the right to request a copy of the matching fund contract along with a financial report; and
  - c) Prior to the award of any CITY funds, RECIPIENT shall provide documentation substantiating that RECIPIENT's corporation/organization falls within Section 501(c)(3) and Section 501(A) of the Internal Revenue Code and a W9 form; and
  - d) To abide by Chapter 119, Florida Statutes, as from time to time amended, and to comply with all applicable federal, state, county and municipal laws, ordinances, codes and regulations. Any difference between the above federal, state, county or municipal guidelines or regulations and this Contract shall be resolved in favor of the more restrictive guidelines; and
  - e) To utilize allotted funds under this Contract for the sole purpose set forth in this Contract – FRAUDULENT USE OF CITY FUNDS SHALL RESULT IN THE TERMINATION OF THIS CONTRACT AND THE RECIPIENT SHALL BE OBLIGATED TO RETURN ALL THE FUNDS AWARDED BY THIS CONTRACT. IN ADDITION, THE CITY RESERVES ANY AND ALL RIGHTS AFFORDED UNDER THE LAW INCLUDING PROSECUTION FOR SUCH FRAUDULENT USE OF CITY FUNDS IN A COURT OF COMPETENT JURISDICTION. ALL UNSPENT FUNDS MUST BE RETURNED TO THE CITY; and
  - f) To return to the CITY within fifteen (15) days of demand all CITY funds paid to said RECIPIENT under the terms of this Contract upon the finding that the terms of any contract executed by the RECIPIENT of the provisions or any applicable ordinance or law have been violated by the RECIPIENT; and
  - g) To return to the CITY all funds expended for disallowed expenditures as determined by the CITY which includes, but not limited to:
    - i. Personal digital assistants (PDAs), cell phones, smartphones, and similar devices
    - ii. Service costs to support PDAs, cell phones, smartphones, and similar devices such as wireless services and data plans
    - iii. Proposal preparation including the costs to develop, prepare or write the proposal

- iv. Pre-award costs
- v. Out-of-state travel; non-local travel expenses
- vi. Gift cards
- vii. Purchase/lease of facilities or vehicles (e.g., buildings, buses, vans, cars)
- viii. Rentals – one day only (written justification and approval needed for additional time)
- ix. Entertainment – exceptions shall be made for community events (written justification and approval needed prior)
- x. Land acquisition
- xi. Furniture
- xii. Honorariums for presenters/speakers and any costs associated with travel expenses
- xiii. Kitchen appliances (e.g., refrigerators, microwaves, stoves, tabletop burners)
- xiv. Tuition/Scholarships
- xv. Capital improvements and permanent renovations (e.g., playgrounds, buildings, fences, wiring)
- xvi. Clothing or uniforms (written justification and approval needed)
- xvii. Project banquets/luncheons
- xviii. Costs for items/services already covered by indirect costs allocation (supplanting)
- xix. Out of state college tours
- xx. Out of county field trips
- xxi. Alcohol
- xxii. Airfare
- xxiii. Boat rentals
- xxiv. Family incentives
- xxv. Car mileage
- xxvi. Stipends
- xxvii. Payroll taxes
- xxviii. Laboratory fees
- xxix. Computers
- xxx. Health benefits
- xxxi. Appliances and home goods (written justification and approval needed)
- xxxii. Digital Cameras
- xxxiii. Plaques
- xxxiv. Hotel Costs
- xxxv. Housing - (written justification and approval needed based on programming)

h) To maintain books, records and documents in accordance with generally accepted accounting procedures and practices to maintain adequate internal controls which, relating to the project(s), sufficiently and properly reflect all expenditures of funds provided by the CITY under this Contract; and

2) RECIPIENT agrees to provide the City Manager’s Office or designee with a quarterly

narrative and financial progress report, if applicable, on the program or activity described in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description.

Such reports shall include basic statistical information relative to the program or activity and a statement of expenditures made in each budget category and line item identified in the budget which is included in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description.

RECIPIENT shall receive the first wave of funding upon approval by the City Commission. A narrative and financial report shall be due on the dates listed below, as applicable.

However, following the completion of the first narrative and financial report and as indicated in Exhibit “B” Payment Schedule, the remaining distribution payment to the RECIPIENT shall be contingent upon prior receipt of the required progress narrative and financial report which is due during the preceding quarter. Narrative and financial reports for recipients receiving quarterly or monthly payments as indicated in Exhibit “B” Payment Schedule shall be due no later than the following dates:

1st Quarterly Narrative & Financial Report (January/February/March) – April 1st  
2nd Quarterly Narrative & Financial Report (April/May/June) – July 1st  
3rd Quarterly Narrative & Financial Report (July/August/September) – September 30th

If RECIPIENT receives a lump sum payment for a one-time event or an award amount of \$5,000 or less then the RECIPIENT shall be required to submit their narrative and financial report on a due date above as assigned by the CITY at a later date. The due date shall occur after the program or activity described in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description has concluded.

However, if any of the above dates fall on a weekend, then the due date shall be extended to the next business day, thereafter, as long as it does not exceed the term of this contract.

When submitting the quarterly narrative reports, RECIPIENT shall track and report to the CITY the following:

- a. Current and final outcomes for the program based on the objectives provided in the RECIPIENT’s grant application
- b. Include all available statistics and/or numbers regarding the demographics of individuals served by the program; such as the number of CITY of Pompano Beach residents served (include tracking method used)
  - i. Age
  - ii. Race
  - iii. Gender
  - iv. Zip Codes
  - v. Household income (if applicable)
- c. Describe accomplishments of the program to date

- d. Summary of the impact the program has had on its intended target audience; to include challenges faced, photographs of the project and success stories (How did the CITY's funding make a difference in a resident/recipient's life?)

Failure to provide the quarterly narrative reports shall render an organization ineligible to receive future payouts.

- 3) The approved budget for the RECIPIENT, included in Exhibit "A" Recipients Requirements, Contractual Responsibilities and Program Description and any changes in the budget which would affect expenditure of funds provided under the terms of this contract, must be approved in writing by the City Manager or his/her designee prior to the expenditure of such funds; provided, that nothing herein shall authorize or allow any expenditure or obligation of funds in excess of the total sum aforesaid.

RECIPIENT shall submit financial reports with all required documentation of expenditures (including original receipts/proofs of payments and itemized list).

Failure to provide a narrative and financial report as assigned by the CITY and/or failure to utilize all of the prior allocated funds from the first six months of the contract shall render an organization ineligible to receive additional payouts and render the organization ineligible for current and future funding from the CITY.

Failure from the RECIPIENT to provide a Quarterly or Final narrative or Monthly, Quarterly or Lump Sum, financial report shall forfeit all outstanding project funding and shall render the RECIPIENT ineligible for additional funding from the CITY.

- 4) RECIPIENT agrees that any funds provided by the CITY for the operation of the program or activity during the current CITY's fiscal year, which are residual funds remaining unspent or unencumbered by any existing (not contingent) legal obligation shall be retained by the CITY.
- 5) RECIPIENT shall not use the CITY's logo, materials, or testimony for promotion of the RECIPIENT's program without written authorization from the CITY Manager or its designee.
- 6) RECIPIENTS shall attend a mandatory Orientation provided by the CITY at a date to be determined by the CITY. Failure to attend said Orientation shall be grounds for termination of the contract.
- 7) In cases where a contract is terminated by the CITY for default by RECIPIENT, the CITY reserves the right to deny RECIPIENT's future applications for new funding for a time to be determined by the City Manager, and/or his or her designee, and/or the City Commission.

Organization name: LEARNING FOR SUCCESS, INCORPORATED

Program funded: Kids and the Power of Work (KAPOW)

Amount funded: \$15,000

Program description: KAPOW is a unique collaboration between the school district, area businesses, community organizations, and schools. This is accomplished through a powerful set of in-school lessons taught by business volunteers with teachers from local elementary-high schools, field trips to partner work sites, and integrated curriculum activities for teachers to incorporate the real-life application of the skills they teach on a daily basis. In the lessons, students learn about different jobs, what it takes to do them, and how they can apply what they are learning to those jobs. They also learn the workplace skills necessary for any job, including positive work habits, teamwork, decision-making, bias/stereotype, and communication. The lessons culminate in a field trip to the workplace, where students see how the skills they learned are applied in the real world. \*\*\* Due to the pandemic, KAPOW activities will be conducted virtually until they can resume in person.

Form Name: City of Pompano Beach 2020-2021 Nonprofit Sponsorship Application  
Submission Time: August 10, 2020 1:33 pm  
Browser: Chrome 84.0.4147.105 / OS X  
IP Address: 76.110.113.43  
Unique ID: 645666051  
Location: 26.058399200439, -80.325202941895

## About Your Organization

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**Which Fiscal Year Is Your Organization Applying For?** 2020-2021

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**Full Name of Nonprofit:** Learning for Success, Inc.

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**Mission of Nonprofit:** The mission of Learning for Success, Inc. (LFS) is to prepare students for success in work and in life through school and business partnerships that connect students, teachers, and schools with volunteers, their businesses, organizations and the community.

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## Brief Overview of Nonprofit:

### Brief Overview

Incorporated on June 21, 2002, LFS manages a network of South Florida business and community volunteers and educators who implement the Kids and the Power of Work (KAPOW) and My Future Is Now (MFIN) programs under the direction of President John Casbarro. KAPOW brings volunteers into schools to help students connect what they learn in school to its application in work and life, and brings students into the workplace for real life work experiences. This web site - [kapowlfs.com](http://kapowlfs.com) provides more details.

In 1993, Mr. Casbarro developed the South Florida KAPOW program, which began with one school and business and 250 students. The program now serves 6,000 students annually in 80 South Florida elementary, middle and high schools. More than 600 community volunteers and 350 educators participate in the program. Seventy percent of MFIN/KAPOW students are minorities (primarily Hispanic and African American) who qualify for free or reduced lunch.

The KAPOW Program has received local and national awards for its contributions to education and community involvement. Major corporate partners, including Bank of America, Morgan Stanley and American Airlines have participated for more than fifteen years.

Our My Future Is Now (MFIN) initiative focuses on changing the way students experience school by organizing the curriculum, instruction, and guidance services around their strengths, skills, talents, interests, plans and dreams.

Currently we are developing new ways to help KAPOW students and teachers impacted by the Coronavirus pandemic deal with their isolation and disconnect with the outside world, by:

- Developing and sharing new methods for virtual lesson presentations, visits to worksites, and volunteer interviews to keep students and teachers connected with our volunteers.
  - Providing this virtual content on our new YouTube channel - <https://www.youtube.com/channel/UCGb4yWluWOyz7AMpeEpcf-g>
  - Encouraging partner teachers and volunteers to embrace technology as a new way to deliver lesson content.
  - Providing inspiration and encouragement- see our May newsletter at <https://us19.campaign-archive.com/?e=&u=e20c671b4d01c1d7c2d8b4373&id=5d57cef660>
  - Continually monitoring teachers' needs via surveys, teleconferences and email.
  - Helping students understand what their roles are now, and can be in the future to help make this crisis an opportunity.
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**Nonprofit Website:** <https://kapowlfs.com/>

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**Which Funding Priority Does Your Nonprofit Qualify For:** Workforce Readiness

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**Type of Organization - select the one that best applies:** Education/Research

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**Executive Summary of How Nonprofit  
will use City of Pompano Beach  
Funding:**

City of Pompano Beach funding is sought to further develop the Kids and the Power of Work (KAPOW) program serving approximately 320 low income and low performing students at Crystal Lake Middle, Cypress Elementary, Cypress Run Education Center (CREC) and Pompano Beach Middle in Pompano Beach. These are Title I schools - 82% of these students qualify for free/reduced lunch per federal guidelines. Cypress Run Education Center serves a special population of students who, through committing a serious offense, would otherwise be suspended or expelled from school.

Now in its 29th year, KAPOW is a unique collaboration between our school districts, 110 area businesses and community organizations, and 80 South Florida schools. More than 600 volunteers and 350 educators serve 6,000 students annually. This is accomplished through a powerful set of career awareness and workplace skills lessons taught by business and community volunteers with teachers in the target classrooms, field trips to partner work sites, and integrated curriculum activities for teachers to incorporate the real-life application of the skills they teach on a daily basis. In the lessons, students learn about different jobs, what it takes to do them, and how the subjects they are studying are used in those jobs. The lessons also teach students success skills that are necessary for any job, including positive work habits, teamwork, decision-making, understanding diversity, and communication. The lessons at the City's partner schools will be taught by volunteers from the City and area businesses, including TD Bank, Publix, Amicus MSO, Kelley Uustal Law, and Class Act Productions. They will culminate in a field trip to Pompano Beach and business partners' work places, where students will apply what they learned from the KAPOW classroom experience through hands-on activities. During previous visits, students learned about degree programs at McFatter Technical School and Florida Memorial University, acted and danced on stage at the City's New Cultural Center, and experienced state-of-the-art technology utilized at PricewaterhouseCoopers (PWC). CREC students learned they could be hired despite their juvenile record during their field trip to Martin-Brower, the Southeast U.S. distribution center for McDonald's. In addition to the KAPOW lessons and field trips, special career presentations will be arranged for Cypress Run students, including IT, the military, Storm Window and Roof Installation, Miami International Airport and by City Commissioner Beverly Perkins, who has volunteered for three years.

\*\*\* Due to the pandemic, KAPOW activities will be conducted virtually until they can resume in person.

Full funding will also help us further develop our program in these areas:

Market Research and Community Needs Assessment, by:

- Surveying teachers, administrators, and business people
- Utilizing online services including Survey Monkey and LinkedIn

Strategic Planning to Maximize Volunteer Impact, by:

- Soliciting, prioritizing, and implementing new volunteers' resources

Recruiting and Marketing to Prospective Volunteers, by:

- Attending workshops and conducting online research to improve skills in social media
- Networking at chamber of commerce and volunteer fairs

Interviewing, Screening, and Selecting Volunteers, by:

- Factoring referral recommendations and thorough explanation of responsibilities

Orienting and Training Volunteers:

- Utilizing teleconference, with screen sharing and webinars in addition to live trainings

Ongoing Supervision and Management, by:

- Allocating additional staff time for on-site evaluations, email and telephone follow up

Recognition and Volunteer Development, by:

- Developing more feature stories in print, television and social media
- Utilizing new award sources, including those offered by Volunteer Florida
- Recognition at Commission and School Board meetings

Measuring Outcomes and Evaluating the Process, by:

- Developing and analyzing new metrics via Survey Monkey

**How Does Your Nonprofit/Program Fit the Guidelines and Funding Interests?**

The KAPOW Program supports the following Guidelines and Funding Interests:

Workforce Readiness:

KAPOW's lessons specifically target the "soft" skills deemed most needed to succeed in the workplace, including teamwork, communication, decision-making, and understanding diversity.

Train in interpersonal skills to assist in job-seeking:

KAPOW's lesson activities include interviewing our business volunteers about their jobs, researching jobs related to their interests and abilities, mock interviews, and making presentations that demonstrate job skills.

Education: Help children in underperforming schools acquire the knowledge, skills and behaviors they need to succeed in school, college or career pathways:

In addition to "soft skills (see above), KAPOW's "Positive Work Habits and Attitudes" lesson helps students understand that "Your Attitude Determines Your Altitude."

70% of all KAPOW students qualify for free or reduced lunch per federal guidelines.

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**Statement of Need:**

Awareness of connections between what is learned in the classroom and what knowledge and skills are needed for future careers should begin early, when children are young, curious, and open to the world around them. In a study conducted by the National Alliance of Business and Scholastic, Inc., 96% of the businesses surveyed believed that a greater effort needed to be placed on making students ready for the world of work. Leaders in education have also recognized that if children are to make the successful transition into adulthood and become productive members of society, they must be given the tools to develop their creativity, skills and commitment early on. Many students from the low-income areas we serve have never experienced the world and its career opportunities outside their neighborhoods.

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**Include a Description of the Geographic Area You Serve:**

We serve the Pompano Beach communities whose young people attend Crystal Lake Middle, Pompano Beach Middle, Cypress Elementary, and Cypress Run Education Center) as well as the Broward communities of Hollywood, Miramar, Lauderhill, Plantation, Pembroke Pines, Sunrise, Weston, Lauderdale Lakes, Ft. Lauderdale, Tamarac, and Deerfield Beach. We also serve communities throughout Miami-Dade and Monroe County.

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**Does Your Organization Receive Matching Funds?**

Yes

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**Please indicate one or more matching gift options below:**

One or more donors match general contributions to our organization.

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## About Your Board of Directors

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Board Disabled	0
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Board Minorities	0
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Board Seniors	3
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Total Board Members	5
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## Program/Event Information #1

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Will your organization be hosting an event on City property?	No
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Which are you applying for? (Program/Event)	Program
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Program/Event Name	Kids and the Power of Work (KAPOW)
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Type of Program/Event	Other
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If other, please specify:	Career awareness and workplace skills lessons taught by volunteers in schools, and field trips to business worksites.
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Describe the program/event succinctly:	<p>KAPOW is a unique collaboration between the school district, area businesses, community organizations, and schools. This is accomplished through a powerful set of in-school lessons taught by business volunteers with teachers from local elementary-high schools, field trips to partner work sites, and integrated curriculum activities for teachers to incorporate the real-life application of the skills they teach on a daily basis. In the lessons, students learn about different jobs, what it takes to do them, and how they can apply what they are learning to those jobs. They also learn the workplace skills necessary for any job, including positive work habits, teamwork, decision-making, bias/stereotype, and communication. The lessons culminate in a field trip to the workplace, where students see how the skills they learned are applied in the real world. *** Due to the pandemic, KAPOW activities will be conducted virtually until they can resume in person.</p>
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**Elaborate on your program/event objectives. How do you plan on using the funding to solve the problem?**

- Prepare students for success in the workplace: KAPOW's lessons specifically target the "soft" skills deemed most needed to succeed in the workplace, including teamwork, communication, decision-making, and understanding diversity.
  - Train students in interpersonal skills to assist in job-seeking: KAPOW's lesson activities also include interviewing our business volunteers about their jobs, researching jobs related to their interests and abilities, mock interviews, and making presentations that demonstrate job skills.
  - Help children in underperforming schools acquire the knowledge, skills and behaviors they need to succeed in school, college or career pathways: KAPOW's "Positive Work Habits and Attitudes" lesson helps students understand that "Your Attitude Determines Your Altitude." Many of these students have not experienced the world outside of their own neighborhood. Field trips to workplaces such as PricewaterhouseCoopers and Martin Brower (distributors for McDonald's) are exposing them to jobs they are not aware of, providing new possibilities for what they are capable of doing.
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**What are the outcomes of your program/event?**

Students will be able to:

- Identify various jobs in the community.
- Identify some basic skills these jobs entail.
- Give specific examples of how work fills needs.
- Recognize the connections between what people learn in school and the work they do.
- Match their own talents and interests with some kind of work.
- Explain how positive work habits and attitudes help them do well in school and contribute to success in the workplace.
- Recognize the importance of each individual's role within a team.
- Recognize specific skills, habits, and attitudes and their importance in real-life work situations.
- Recognize that job opportunities should exist for all people based on their abilities and skills, not their appearance, race, sex, religion or nationality.
- Describe situations in school and work in which good communication skills are needed.
- Identify steps in the decision-making process.
- Describe ways in which their decisions have consequences for themselves and others.

Teachers will

- Receive professional development opportunities, working side-by-side with professionals from the workplace.
- Strengthen their lessons by providing real-life examples of relevance.
- Improve their capacity to bring workplace experiences to their lessons.

Volunteers will

- Help children make connections between classroom work and adult work.
- Develop a greater appreciation for the value of their own work and the work of teachers and schools.
- Have the opportunity to practice and model teamwork, presentation skills, better money habits, and positive work habits.
- Improve their presentation/interpersonal skills.
- Have a direct and profound effect on students, teachers and our educational system.

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**Estimated # of Attendees at the Program/Event (select the one that best applies)** 1,001-5,000

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**Please Specify the Number of City of Pompano Beach Residents Your Organization will Serve if the Program/Event is Funded:** 250

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<b>Describe the demographics of the population you are impacting with this program/event: Demographics: Socioeconomic characteristics of a population expressed statistically, such as age, sex, education level, income level, occupation.</b>	73% of students served qualify for free or reduced lunch, per federal guidelines Demographic Estimate: 58% White, 12% Hispanic, 20% Black or African American, 10% other
<b>Start Date of Program/Event:</b>	Nov 01, 2020
<b>End Date of Program/Event:</b>	Oct 31, 2021
<b>Does your program/event have a start time/end time?</b>	No
<b>Name of Program/Event Venue:</b>	Kids and the Power of Work (KAPOW)
<b>Address of Program/Event Venue Location:</b>	5532 SW 114TH AVE This is the office address. Programing is throughout Pompano Beach and Broward County. COOPER CITY, FL 33330
<b>Attire of Program/Event (select the one that best applies):</b>	Business Casual
<b>List any Benefits or Amenities the City of Pompano Beach Receives:</b>	<ul style="list-style-type: none"> <li>• "Soft" skills (including decision-making, teamwork, communication and positive work habits) training added to their children's education.</li> <li>• An infusion of relevance in their children's education.</li> <li>• Graduates who are more prepared to enter and succeed in the workforce.</li> <li>• Reinforcement and validation for the teachers in their schools.</li> <li>• A way to connect students, teachers and schools with volunteers, their businesses and organizations, so that we can all contribute to the future of our community - its young people.</li> </ul>
<b>Amount Requested:</b>	15000
<b>Are you applying for a second Program/Event?</b>	Yes
<b>Program/Event Information #2</b>	
<b>Will your organization be hosting an event on City property?</b>	No
<b>Which are you applying for? (Program/Event)</b>	Program

<b>Program/Event Name</b>	My Future Is Now (MFIN)
<b>Type of Program/Event</b>	Volunteer Opportunity
<b>Describe the program/event succinctly:</b>	<p>The Problem: The community has numerous soft-money intervention programs to assist at-risk youth. When this outside funding runs out, these programs typically disappear. There is no sustainable, school-based success culture specifically designed to help students choose school rather than the streets.</p> <p>My Future Is Now (MFIN) will serve Cypress Run Education Center (CREC) in Pompano Beach. CREC is a Behavior Modification Center, attended by students who have been suspended or expelled from their home schools. CREC is a Title I school - 75% of students qualify for free/reduced lunch per federal guidelines. Up to 250 students, 35 volunteers and 30 educators/school staff will be served throughout the school year.</p> <p>MFIN changes the way students experience school by organizing the curriculum, instruction, and guidance services around their strengths, skills, talents, interests, plans and dreams. When this transformation occurs, academic achievement, engagement and motivation increase; student aspirations rise; and many of the difficulties found in our schools are eliminated. Students who have never linked school to a successful future are motivated to do so.</p>

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**Elaborate on your program/event objectives. How do you plan on using the funding to solve the problem?**

Our objective with MFIN is for every student to have a vision of a successful future and to view school as a place to make that vision a reality. Funding will be used to implement a new career awareness and workplace skills curriculum taught by City and community volunteers, correlated to the Florida Standards, and extensive training and support materials for volunteers, teachers, and school staff in grades 7-12. MFIN utilizes the latest research in self-efficacy (one's belief that you can succeed), and resiliency (the ability to overcome obstacles), including new conversational techniques and methods for engaging students. See more details at <https://kapowlfs.com/my-future-is-now-program/> and <https://drive.google.com/file/d/1wJ1KUQEGpCcHOcSPdHrzBqICXXzWPzm3/view?usp=sharing>.

The MFIN lessons will begin with "What Is Your Dream", where students envision themselves as successful adults, looking back at how they achieved that success and what their life is like "now". This is different than creating plans or goals; rather than thinking about what might or could happen in the future, their vision for the future is fully realized in the present.

Special MFIN activities at CREC include students developing and presenting their career plans; presentations by notable volunteer speakers such as the Miami HEAT's Tony Fiorentino, Pompano Beach Commissioner Beverly Perkins, and BSO Major Kevin Granville; field trips to Martin Brower (distribution center for McDonald's restaurants) and Florida Memorial College; and participation by business and community volunteers in the Center's Career Day for middle and high school students.

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**What are the outcomes of your program/event?**

- 100% of participating students will prepare an education/career/success plan.
  - The number of unexcused absences will be reduced by 10%.
  - The number of suspensions will be reduced by 10%.
  - The recidivism rate will be reduced by 10% compared to the previous school year.
  - A progress chart will be developed to establish baseline data and monitor progress quarterly.
  - Utilization of MFIN teaching techniques and methods will be included in staff evaluations.
  - We want students to always know what they are learning (not "doing"), why it is important to know, and how they can use it when they leave school. (If this occurs, students will rarely ask, "Why do we have to learn this?" (They will know why.)
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<b>Estimated # of Attendees at the Program/Event (select the one that best applies)</b>	151-250
<b>Please Specify the Number of City of Pompano Beach Residents Your Organization will Serve if the Program/Event is Funded:</b>	150
<b>Describe the demographics of the population you are impacting with this program/event: Demographics: Socioeconomic characteristics of a population expressed statistically, such as age, sex, education level, income level, occupation.</b>	Grades 7-12 75% qualify for free/reduced lunch per federal standards 13 % White 57% Black 26% Hispanic 4 % Other
<b>Start Date of Program/Event:</b>	Nov 01, 2020
<b>End Date of Program/Event:</b>	Oct 31, 2021
<b>Does your program/event have a start time/end time?</b>	No
<b>Name of Program/Event Venue:</b>	My Future Is Now
<b>Address of Program/Event Venue Location:</b>	2800 NW 30th Ave This is the office address. Programing is throughout Pompano Beach and Broward County. Pompano Beach, FL 33069
<b>Attire of Program/Event (select the one that best applies)</b>	Business Casual
<b>List any Benefits or Amenities the city of Pompano Beach Receives:</b>	<ul style="list-style-type: none"> <li>• Volunteering with the program provides a community outreach opportunity for City employees.</li> <li>• Exposes young people to jobs with the City.</li> <li>• Exposes young people to City facilities and services.</li> <li>• Young people who are more prepared to enter and succeed in the workforce.</li> <li>• Resources are provided to a Pompano Beach school in need that help teachers to be more effective.</li> </ul>
<b>Amount Requested:</b>	10000

## Additional Activities

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**Are there any additional activities associated with the primary sponsorship event (Examples include VIP event, Kickoff event, Awards Ceremony, Thank You/Recognition Party, etc...)** Yes

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**Name of Event:** KAPOW Recognition Dinner and Awards

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**Description of Event:** This annual event recognizes the 600 volunteers, 110 business and community organizations, and 350 teachers and administrators participating in the program.

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**Date of Event:** May 25, 2021

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**Start Time of Event:** 05:00 PM

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**End Time of Event:** 08:00 PM

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**Name of Event Venue:** Miramar Cultural Center

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**Address of Event Venue Location:** 2400 Civic Center Place  
Miramar, FL 33025

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**Attire of Program/Event (select the one that best applies)** Business Casual

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## Additional Information

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**What are your organization's credentials? Tell us why your organization does it better than anyone else.**

Our program does is better than others because we:

- Have 30 years' experience connecting businesses and schools.
  - Recruit and manage 600 community volunteers annually who deliver KAPOW's interactive lessons directly to a class of students during the school/work day. No other program has professionals taking time from work to serve their community and teach/mentor the same set of students for 7 visits and host a work site visit (field trip) to their place of business. \*\*These activities done virtually until the district permits in-person.
  - Provide simple and easy to follow lesson plans, but allow volunteers and teachers to customize them so they are more fully integrated into each school's curriculum.
  - Give the volunteers and teachers the flexibility to create their own schedule.
  - Empower volunteers to openly share their personal success stories, and the challenges they have overcome.
  - Provide students with real life connections by attending an interactive field trip where the students rotate through various departments at a job site and are completely immersed in the experience for 2 ½ to 3 hours out of the school day. The work site visits are not tours, but guided presentations from experts in various departments. The visits have set agendas for the students, are interactive for the students to touch and feel as much as possible and provide a great deal of real-life connections, education and fun. \*\*These activities done virtually until the district permits in-person.
  - Offer live and virtual trainings, giving volunteers and schools the freedom to choose how they want to receive their training.
  - Constantly monitor all our partnerships to ensure every student completes the classroom lessons plus the field trip.
  - Make every volunteer, teacher and school administrator feel like their partnership is important and special. One partner teacher thought hers was "the only school we work with" because of our extensive and ongoing communication and follow up.
  - Provide the best customer service. Partners can call, email or text us any time of day and even nights and weekends and we will respond.
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**Any other information you wish to share?**

Please note the attached Itemized budget has two tabs - the first one for Project Number 1 - KAPOW, the 2nd one for Project #2, My Future Is Now (MFIN)

Note also that we are prepared to do the activities in both of these projects virtually until the district allows them to be done in-person.

###

Letter from Sabine Phillips, Principal, Crystal Lake Middle, Pompano Beach:

"This year, we had a new teacher, Ms. Morgan, take over the KAPOW program, and it really soared! They learned employability skills and made authentic connections between school and the reality of the working world. Students were motivated and loved the activities and field trips associated with KAPOW.

Our school was so fortunate to have wonderful business representatives work with students including Jair Madiera, CEO of Optical City, Orville Taylor, Miami-Dade Fire Fighter - Station 38, and Greg Jones, Recreational Supervisor for the City of Pompano Beach. They were from completely different careers, so our students made connections that have made a significant difference in their lives.

KAPOW has benefited our students and provided our teacher, Ms. Morgan, an opportunity to work side-by-side with professionals who had different strategies to reach our kids. I'm positive that this connection and collaboration increases the likelihood of our students succeeding in middle school, high school and beyond!"

###

Letter from Cypress Run Education Center Principal Gastrid Harrigan: This letter is to express my support for the renewal application being submitted by Learning for Success, Inc. to support the Kids and the Power of Work (KAPOW) and My Future is Now (MFIN) projects at Cypress Run Education Center (CREC).

KAPOW and MFIN change the way students experience school by organizing the curriculum, instruction, and guidance services around their strengths, skills, interests, plans and dreams. When this transformation occurs, academic achievement, engagement and motivation increase; student aspirations rise; and many of the difficulties found in our schools are eliminated. Students who have never linked school to a successful future are motivated to do so.

Our school serves students who require adaptations in behavior management as an alternative to external suspension and expulsion. Our students need:

- Exposure to the workplace through field trips to businesses and encounters with business volunteers at the school to ensure they are college and career ready.
- Help in acquiring behaviors that increase motivation and academic achievement.
- A richer and more practical educational experience.
- Practice with workplace skills and what it takes to get a job and be successful.
- A vision for a successful future.

Because of the progress we have seen this past year, we want to continue using KAPOW and MFIN as a catalyst to transform the culture of CREC. Funding has already made it possible for faculty, staff, and community members to begin changing the way students feel about education and their possibilities for the future. We want to do all we can to keep this momentum going. Thank you for your consideration. Please contact me should you have any questions.

###

A letter from Broward County Mayor Dale Holness:

Re: Letter of Support - Learning for Success, Inc. Program - "My Future is Now"

To Whom It May Concern:

I am Broward County Mayor Dale V.C. Holness who personally knows Mr. John Casbarro, President of Learning for Success (LFS), Inc. I have worked closely with this organization on a variety of Broward County initiatives over the past 14 years and I can speak to the success and significant contributions these initiatives have brought to our community firsthand.

LFS is implementing a dropout and delinquency prevention project for middle and high school students. Titled "My Future is Now" (MFIN), the project's mission is to create a program focused on the strengths, skills, talents, interests, and dreams of students; and on changing the way students think and feel about school. In other words, it is about student transformations. Based on the project's success in improving reading and math performance over the last three years at Dillard High School 6-12; lowering the suspension rate, and improving attendance, the school district invited LFS to bring the MFIN program to Cypress Run Education Center (CREC), a school attended by students who would otherwise be suspended or expelled, to improve their behavior and develop a career plan. Continued LETF funding will support the transformation of these students at CREC and develop a critically needed system for students to



successfully return to their home schools from Cypress Run.

Given Mr. Casbarro's outstanding track record of civic success especially to the benefit of our youths in Broward County, it is without hesitation that I wholeheartedly support LFS/KAPOW's application for BSO LETF grant money to help finance the expansion of the invaluable student program - "My Future is Now" being offered by LFS.

If you have further questions, please feel free to email me at [dholness@broward.org](mailto:dholness@broward.org) or call me directly at (954) 325-4040.

Sincerely,

Dale V.C. Holness  
Broward County Mayor

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## City of Pompano Beach Funding History

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Has your organization been funded before by City of Pompano Beach? Yes

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If yes, when was the most recent year? 2019-20

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What was the name of program/event funded? Kids and the Power for Work (KAPOW)

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How much was the funding for this program/event? 10000

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### Requested Budget Information

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What is the total value your nonprofit is applying for? 25000

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If you are not awarded the full funding requested for your event/program, will you be able to complete your project? Yes

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Are you including the following:

- Itemized Budget - Please provide a budget for the program/event you are applying for vs. the agency's annual budget = Yes
- W9 = Yes
- IRS Letter = Yes
- List of Board of Directors = Yes
- Articles of Incorporation = Yes
- Most Recent 990 Form = Yes

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### Upload your documents: All items are mandatory.

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**Itemized Budget - Please provide a budget ONLY for the program/event you are applying for. Annual agency budgets will not be accepted.**

[https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077528/645666051/72077528\\_learning\\_for\\_success\\_-\\_itemized\\_budget\\_2\\_projects.pdf](https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077528/645666051/72077528_learning_for_success_-_itemized_budget_2_projects.pdf)

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**W9**

[https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077535/645666051/72077535\\_learning\\_for\\_success\\_2018\\_w-9\\_.pdf](https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077535/645666051/72077535_learning_for_success_2018_w-9_.pdf)

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**IRS Letter**

[https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077552/645666051/72077552\\_learning\\_for\\_success-irs\\_letter.pdf](https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077552/645666051/72077552_learning_for_success-irs_letter.pdf)

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**List of Board of Directors**

[https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077556/645666051/72077556\\_learning\\_for\\_success\\_board\\_of\\_directors\\_2020.pdf](https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077556/645666051/72077556_learning_for_success_board_of_directors_2020.pdf)

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**Articles of Incorporation**

[https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077558/645666051/72077558\\_learning\\_for\\_success-articles\\_of\\_incorporation.pdf](https://s3.amazonaws.com/files.formstack.com/uploads/3276970/72077558/645666051/72077558_learning_for_success-articles_of_incorporation.pdf)

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**Charity/Organization Contact**

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<b>Name</b>	John Casbarro
<b>Title</b>	President
<b>Email</b>	jasbarro@aol.com
<b>Phone Number</b>	(786) 877-0334
<b>Mailing Address (If awarded, your payment will be mailed to this address)</b>	5532 SW 114TH AVE COOPER CITY, FL 33330

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Department of the Treasury  
Internal Revenue Service

P.O. Box 2508  
Cincinnati OH 45201

In reply refer to: 0248452924  
July 03, 2008 LTR 4168C E0  
71-0891789 000000 00 000  
00023020  
BODC: TE

LEARNING FOR SUCCESS INC  
% JOHN CASBARRO  
5532 SW 114TH AVE  
COOPER CITY FL 33330-4564324



003029

Employer Identification Number: 71-0891789  
Person to Contact: Maggie Webster  
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your request of June 24, 2008, regarding your tax-exempt status.

Our records indicate that a determination letter was issued in October 2002, that recognized you as exempt from Federal income tax, and discloses that you are currently exempt under section 501(c)(3) of the Internal Revenue Code.

Our records also indicate you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely yours,

Michele M. Sullivan, Oper. Mgr.  
Accounts Management Operations I

# Request for Taxpayer Identification Number and Certification

► Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Give Form to the requester. Do not send to the IRS.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

**Learning for Success, Inc**

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

- Individual/sole proprietor or single-member LLC
- C Corporation  S Corporation  Partnership  Trust/estate
- Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ► \_\_\_\_\_
- Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.
- Other (see instructions) ► \_\_\_\_\_

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) \_\_\_\_\_

Exemption from FATCA reporting code (if any) \_\_\_\_\_

*(Applies to accounts maintained outside the U.S.)*

5 Address (number, street, and apt. or suite no.) See instructions.

**5532 SW 114th Ave.**

6 City, state, and ZIP code

**Cooper City, FL 33330**

7 List account number(s) here (optional)

Requester's name and address (optional)

Print or type. See Specific Instructions on page 3.

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number								
			-			-		

or

Employer identification number									
7	1	-	0	8	9	1	7	8	9

## Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here

Signature of U.S. person ►

*John Cantano*

Date ►

*3-1-19*

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.*

ARTICLES OF INCORPORATION  
LEARNING FOR SUCCESS, INCORPORATED

The undersigned subscribers to these Articles of Incorporation, each a natural person competent to contract, hereby associate themselves to form a corporation not for profit under Chapter 617 of the Florida Statutes.

ARTICLE I  
NAME

The name of this corporation ("Corporation") is

Learning For Success, Incorporated.

ARTICLE II  
PURPOSES

The purposes for which the Corporation is organized are:

To receive and maintain personal or real property, or both: and, subject to the restrictions and limitations hereinafter set forth, to use and apply the whole or any part of the income therefrom and the principal thereof exclusively for educational and other charitable purposes, including;

To identify the continuing educational needs of individuals not presently served by existing educational methodologies and those that educate them, including educational professionals;

To provide students, teachers, administrators, and other persons involved in the education of individuals, with continuing educational information and services;

To provide educational services and materials for students, teachers, administrators, and other persons involved in the education of individuals:

To develop relationships between businesses and other organizations, and schools, to assist students in understanding how to best utilize what they are learning: And provide teachers with tools which provide students with a purpose and context for what they are taught:

To provide school administrators with the means to connect their schools to the community and the workplace: and

To otherwise engage in educational/charitable activities as defined in Section 501(c)(3) of the Internal Revenue Code.

FILED  
02 JUN 21 AM 11:59  
SECRETARY OF STATE  
TALLAHASSEE FLORIDA

These purposes may be effectuated either directly, or by contributions to, or activities undertaken in cooperation with, other organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 as amended;<sup>1</sup>

The purposes for which this Corporation is organized are exclusively charitable and educational within the meaning of Section 501(c)(3) of the Code: and, notwithstanding any other provision of these Articles of Incorporation, the Corporation shall not carry on any activities not permitted to be carried on by an organization exempt from Federal Income Tax under Code Section 501(c)(3), contributions to which are deductible for federal income, gift and estate tax purposes. This Corporation is a not-for-profit corporation organized pursuant to the Florida Not For Profit Act.

In furtherance of the foregoing, the Corporation shall be authorized:

(a) To receive assistance, money (as grants or otherwise), real or personal property and any other form of contributions, gift, bequest or devise from any person, firm or corporation, to be utilized in the furtherance of the objects and purposes of this Corporation; to enter into agreements or contracts for contributions to the Corporation for its objects and purposes, provided however, that gifts shall be subject to acceptance by the board of directors as required by the bylaws.

(b) To establish an office and employ such assistance and clerical force as may be necessary and proper in the judgment of the board of directors, and pay reasonable compensation for the services of such persons.

(c) To distribute, in the manner, form and method, and by the means determined by the board of directors of this Corporation, any and all forms of contributions received by it in carrying out the programs of the Corporation in the furtherance of its stated purposes. Money and real or personal property contributed to the Corporation in the furtherance of these objects and purposes are and shall continue to be impressed with a trust for such purposes.

(d) To invest and reinvest surplus funds in such securities and properties as the board of directors may from time to time determine.

(e) To purchase, acquire, own, hold, guarantee, sell, assign, transfer, mortgage, pledge, loan or otherwise dispose of and deal in any bonds, securities, evidence of indebtedness or other personal property, as well as to purchase, acquire, own, hold, sell, transfer, mortgage, or otherwise dispose of and deal in real estate; and, as the owner of any such real or personal property, to exercise all the rights, powers and privileges of ownership.

(f) To contract and be contracted with, and to sue and be sued.

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<sup>1</sup>Unless otherwise noted, all references are to the Internal Revenue Code of 1986, as amended, Title 26 of the United States Code, including corresponding provisions of any subsequent federal tax laws and the regulations promulgated thereunder as they now exist or as they may hereafter be amended.

(g) To adopt and use a corporation seal containing the words "corporation not for profit", if desired and deemed necessary: but, this shall not be compulsory unless required by law.

(h) To do all acts and things requisite, necessary, proper and desirable to carry out and further the objects for which this Corporation is formed; and, in general, to have all the rights, privileges and immunities, and enjoy all the benefits of the laws of the State of Florida applicable to corporations of this character, including but not limited to the powers described in Section 617.0302 of the Florida Statutes.

(i) All of the above and foregoing are to be construed both as objects and powers, and it is expressly provided that the specific objects and powers enumerated herein shall not be held to limit or restrict in any manner the general powers of the Corporation.

(j) Each and all of the objects, purposes and powers of the Corporation, however, shall be exercised, construed and limited in their application to accomplish the purposes for which this Corporation is formed.

### ARTICLE III MEMBERSHIP

The Corporation shall have members, with eligibility for membership being determined in accordance with the Corporation's Bylaws. The Corporation's initial member shall be John Casbarro.

### ARTICLE IV TERM OF EXISTENCE

This Corporation shall have perpetual existence, unless dissolved according to law.

### ARTICLE V INCORPORATOR

The name and address of the incorporator is Melvin C. Morgenstern, Bank Of America Tower, 100 S.E. 2nd Street, 28th Floor, Miami, Florida 33131.

### ARTICLE VI OFFICERS

The names of the officers who are to serve until the first election of officers as provided under these Articles of Incorporation and the Bylaws of the Corporation are:

President	John Casbarro
	5532 S.W. 114th Ave.
	Cooper City, FL 33330



ARTICLE VIII  
INITIAL REGISTERED OFFICE AND AGENT

The initial registered office of the Corporation is Bank of America Tower, 100 S.E. 2nd Street 28th Floor, Miami, Florida 33131, and the initial registered agent of the Corporation at that address is Melvin C. Morgenstern.

ARTICLE IX  
DIRECTORS' AND OFFICERS'  
COMPENSATION AND INDEMNIFICATION

A. Compensation. A director of the Corporation shall not receive compensation, directly or indirectly, for services as a director. An officer of the Corporation shall not receive compensation, directly or indirectly, for services as an officer unless employed by the board of directors as: (i) a member of the administrative staff of the Corporation, or (ii) for compensable services rendered in other capacities. These prohibitions shall not preclude reimbursement of a director, officer, or duly appointed committee member for expenses or advances made for the Corporation that are reasonable in character and amount not for compensable services rendered in other capacities and approved for payment in the manner provided by the bylaws.

B. Indemnification. Every director and every officer of the Corporation shall be indemnified by the Corporation against all expenses and liabilities, including counsel fees, reasonably incurred by or imposed in connection with any proceeding or any settlement of any proceeding to which a director or officer may be a party or may become involved by reason of being or having been a director or officer of the Corporation, whether or not a director or officer at the time such expenses are incurred, except when the director or officer is adjudged guilty of willful misfeasance or willful malfeasance in the performance of duties; provided that in the event of a settlement before entry of judgment, the indemnification shall apply only when the board of directors approves such settlement and reimbursement as being in the best interest of the Corporation. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which such director or officer may be entitled. Appropriate liability insurance shall be provided for every officer, director and agent of the Corporation in amounts determined from time to time by the board.

C. Interest of Directors and Officers in Contracts. Any contract, whether for compensation or otherwise, or other transactions between the Corporation and one or more of its directors or officers, or between the Corporation and any firm of which one or more of its directors or officers are stockholders or employees, or in which they are interested, or between the Corporation and any corporation or association of which one or more of its directors or officers are shareholders, members, directors, officers or employees, or in which they are interested, shall be valid for all purposes, notwithstanding the presence of such director or directors, officer or officers, at the meeting of the board of directors of the Corporation which acts upon or in reference to such contract or transaction and notwithstanding his or their participation in such action, if the fact of such interest shall be disclosed or known in writing to the board of directors and the board of directors shall, nevertheless, authorize, approve and ratify such contract or transaction by vote of majority of the directors present, such interested director or directors, officer or officers to be counted in determining whether a quorum is present but not be counted in calculating the majority of such quorum necessary

to carry such vote. This section shall not be construed to invalidate any contract or other transaction which would otherwise be valid under the common and statutory law applicable thereto.

ARTICLE X  
NONPROPRIETARY LIMITATIONS

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, the members, directors, or officers of the Corporation, or to any other private person; nor shall the Corporation's assets or earnings be expended for the benefit of anyone other than a recipient of funds for charitable, educational and literary purposes; it being intended that all such earnings and assets shall be used and expended solely for the purposes stated in Section 501(c)(3) of the Internal Revenue Code. The Corporation shall be authorized and empowered to pay reasonable compensation for services rendered to the Corporation and to make payments and distributions in furtherance of the purposes as set forth herein.

No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation; and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

In the event that the Corporation can be characterized in any fiscal year(s) as a private foundation within the meaning of Section 509, the Corporation, during the fiscal year(s) of such characterization:

Shall distribute its income for each taxable year at such time and in such manner as not to become subject to tax on undistributed income imposed by Section 4942;

Shall not engage in any act of self-dealing as defined in Section 4941(d);

Shall not retain any excess business holdings as defined in Section 4943(c);

Shall not make any investments in such manner as to subject it to tax under Section 4944; and

Shall not make any taxable expenditures as defined in Section 4945(d).

Notwithstanding any other provision of these Articles, this Corporation shall not carry on any activities not permitted to be carried on by an organization exempt from Federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue law.

ARTICLE XI

DISPOSITION OF ASSETS

All the property of this Corporation is and shall be irrevocably dedicated to charitable or educational purposes. In the event of the dissolution of the Corporation, the board of directors shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose of all of the assets of the Corporation by transferring such assets to such organizations which are exempt under Section 501(c)(3) and are engaged in activities of the type described in Article II above, as the board of directors shall determine. Any of such assets not so disposed of shall be disposed of by the Circuit Court of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations as said Court shall determine, which are organized and operated exclusively for such purposes.


ARTICLE XII  
BYLAW  
AMENDMENTS

The power to adopt, alter, amend or repeal the Bylaws of the Corporation shall be vested in the directors in accordance with the provisions of the Bylaws.

ARTICLE XIII  
PRINCIPAL MAILING ADDRESS

The principal mailing address of the Corporation is 5532 S.W. 114th Ave., Cooper City, FL 33330

IN WITNESS WHEREOF, the undersigned Incorporator of the Corporation has executed these Articles of Incorporation, this 2<sup>nd</sup> day of June, 2002.

  
\_\_\_\_\_  
Melvin C. Morgenstern

Learning for Success  
Board of Directors  
2019-20

President

John Casbarro  
President  
Learning for Success, Inc.  
5532 SW 114<sup>th</sup> Ave.  
Cooper City, FL 33330

Vice President

Susan Casbarro  
Teacher  
Broward County Public Schools  
5532 SW 114<sup>th</sup> Ave.  
Cooper City, Fl. 33330

Secretary

Mary Johnson  
Social Worker  
Broward County Public Schools  
9135 S. Orchard Rd. South  
Davie, FL 33328

Treasurer

Peter Thomas Smith, Esq.  
Program Manager, Colombia & Brazil Desk Officer  
Department of Homeland Security  
U.S. Customs and Border Protection  
216 W. Madison St.  
Baltimore, MD 21201

Member

Ross Trager  
Accountant  
Lerro & Chandros, PLLC  
1499 W. Palmetto Park Rd Ste 107  
Boca Raton, FL. 33486

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

**2018**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)  
 ▶ Do not enter social security numbers on this form as it may be made public.  
 ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**A** For the 2018 calendar year, or tax year beginning 7/1/2018, and ending 6/30/2019

**B** Check if applicable:  
 Address change  
 Name change  
 Initial return  
 Final return/terminated  
 Amended return  
 Application pending

**C** Name of organization LEARNING FOR SUCCESS INC  
 Doing business as \_\_\_\_\_  
 Number and street (or P.O. box if mail is not delivered to street address) 5532 SW 114TH AVENUE Room/suite \_\_\_\_\_  
 City or town Cooper City State FL ZIP code 33330  
 Foreign country name \_\_\_\_\_ Foreign province/state/country \_\_\_\_\_ Foreign postal code \_\_\_\_\_

**D** Employer identification number 71-0891789

**E** Telephone number 954-680-3916

**F** Name and address of principal officer:  
JOHN CASBARRO 5532 sw 11, COOPER CITY, FL 33328

**G** Gross receipts \$ 698,819

**H(a)** Is this a group return for subordinates?  Yes  No  
**H(b)** Are all subordinates included?  Yes  No  
 If "No," attach a list. (see instructions)

**I** Tax-exempt status:  501(c)(3)  501(c) ( ) ◀ (insert no.)  4947(a)(1) or  527

**J** Website: ▶ N/A

**K** Form of organization:  Corporation  Trust  Association  Other ▶

**L** Year of formation: 2002 **M** State of legal domicile: FL

**H(c)** Group exemption number ▶ \_\_\_\_\_

**Part I Summary**

Activities & Governance	<b>1</b>	Briefly describe the organization's mission or most significant activities: <u>MENTORING TO UNDER PRIVELEGED STUDENTS PROVIDE EDUCATIONAL EXPERIENCES AND</u>		
	<b>2</b>	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b>	Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	<u>4</u>
	<b>4</b>	Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	<u>4</u>
	<b>5</b>	Total number of individuals employed in calendar year 2018 (Part V, line 2a)	<b>5</b>	<u>0</u>
	<b>6</b>	Total number of volunteers (estimate if necessary)	<b>6</b>	<u>0</u>
	<b>7a</b>	Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	<u>0</u>
	<b>b</b>	Net unrelated business taxable income from Form 990-T, line 38	<b>7b</b>	<u>0</u>
Revenue	<b>8</b>	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	<b>9</b>	Program service revenue (Part VIII, line 2g)	<u>172,737</u>	<u>162,751</u>
	<b>10</b>	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	<u>17,274</u>	<u>24,228</u>
	<b>11</b>	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<u>242</u>	<u>384</u>
	<b>12</b>	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<u>511,456</u>	<u>511,456</u>
Expenses	<b>13</b>	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	<u>701,709</u>	<u>698,819</u>
	<b>14</b>	Benefits paid to or for members (Part IX, column (A), line 4)	<u>0</u>	<u>0</u>
	<b>15</b>	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	<u>0</u>	<u>0</u>
	<b>16a</b>	Professional fundraising fees (Part IX, column (A), line 11e)	<u>0</u>	<u>0</u>
	<b>b</b>	Total fundraising expenses (Part IX, column (D), line 25)	<u>0</u>	<u>0</u>
	<b>17</b>	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	<u>0</u>	<u>0</u>
	<b>18</b>	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	<u>689,256</u>	<u>682,806</u>
Net Assets or Fund Balances	<b>19</b>	Revenue less expenses. Subtract line 18 from line 12	<u>689,256</u>	<u>682,806</u>
	<b>20</b>	Total assets (Part X, line 16)	<u>12,453</u>	<u>16,013</u>
	<b>21</b>	Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
			<u>204,508</u>	<u>220,521</u>
	<b>22</b>	Net assets or fund balances. Subtract line 21 from line 20	<u>0</u>	<u>0</u>
		<u>204,508</u>	<u>220,521</u>	

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

**Sign Here**

Signature of officer: JOHN CASBARRO Date: 9/20/14

Type or print name and title: \_\_\_\_\_

**FILE COPY**

**Paid Preparer Use Only**

Print/Type preparer's name: Herbert J Kaplan Preparer's signature: Herbert J Kaplan Date: 11/20/2019 PTIN: P01201306

Firm's name: Herbert J Kaplan CPA PA Check  if self-employed

Firm's address: PO Box 19255, Plantation, FL 33318 Firm's EIN: 65-0913328 Phone no.: 954-332-6288

May the IRS discuss this return with the preparer shown above? (see instructions)  Yes  No

Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

PROVIDE EDUCATIONAL EXPERIENCES AND MENTORING TO UNDR PRIVELEDGED STUDENTS

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

If "Yes," describe these new services on Schedule O.

Yes  No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

If "Yes," describe these changes on Schedule O.

Yes  No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: ) (Expenses \$ 682,806 including grants of \$ ) (Revenue \$ 698,819 )

TO CONNECT STUDENTS TO THEIR FUTURES IN THE WORK PLACE AND IN LIFE BY DEVELOPING AND IMPLEMENTING PARTNERSHIPS BETWEEN BUSINESS ORGANIZATIONS AND ELEMENTARY SCHOOLS. LEARNING FOR SUCCESS HAS ACHIEVED ITS PURPOSE BY CONNECTING STUDENTS TO THE WORLD OF WORK THROUGH PROFESIONALLY DESIGNED LESSONS TAUGHT BY BUSINESS VOLUNTEERS IN THE CLASSROOM AND VISITS TO THE WORKSITES

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services. (Describe in Schedule O.)

(Expenses \$ 0 including grants of \$

0 ) (Revenue \$ 0 )

4e Total program service expenses ▶ 682,806

**Part IV Checklist of Required Schedules**

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A . . . . .	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? . . . . .		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I . . . . .		X
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II . . . . .		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III . . . . .		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I . . . . .		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II . . . . .		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III . . . . .		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV . . . . .		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V . . . . .		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		X
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI . . . . .		X
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII . . . . .		X
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII . . . . .		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX . . . . .		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X . . . . .		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X . . . . .		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII . . . . .		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional . . . . .		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E . . . . .		X
14a Did the organization maintain an office, employees, or agents outside of the United States? . . . . .		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV . . . . .		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV . . . . .		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV . . . . .		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) . . . . .	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II . . . . .		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III . . . . .		X
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H . . . . .		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? . . . . .		X
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II . . . . .		X

**Part IV Checklist of Required Schedules (continued)**

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III . . . . .		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J . . . . .		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .		X
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .		
25a <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I . . . . .		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I . . . . .		
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II . . . . .		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III . . . . .		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		X
a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV . . . . .		X
b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV . . . . .		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV . . . . .		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M . . . . .		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M . . . . .		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I . . . . .		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II . . . . .		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I . . . . .		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? . . . . .		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . . . .		X
36 <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 . . . . .		
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI . . . . .		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .		X

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable . . . . .		
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .		X



Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return . . . . .		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? . . . . .		
2a	0		
2b	If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . . . .		
3a			X
3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . .		X
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
4a			X
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .		X
5a			X
5b			X
5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? . . . . .	X	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .	X	
6a		X	
6b		X	
7	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .		X
7a			X
7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .		
7c			X
d	If "Yes," indicate the number of Forms 8282 filed during the year . . . . .		
7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .		X
7e			X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .		X
7f			X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .		
7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .		
7h			
8	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .		
8			
9	<b>Sponsoring organizations maintaining donor advised funds.</b>		
a	Did the sponsoring organization make any taxable distributions under section 4966? . . . . .		
9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .		
9b			
10	<b>Section 501(c)(7) organizations.</b> Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 . . . . .	10a	0
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .	10b	0
11	<b>Section 501(c)(12) organizations.</b> Enter:		
a	Gross income from members or shareholders . . . . .	11a	0
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) . . . . .	11b	0
12a	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .	12b	
13	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
a	Is the organization licensed to issue qualified health plans in more than one state? . . . . .	13a	X
b	<b>Note.</b> See the instructions for additional information the organization must report on Schedule O. Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans . . . . .	13b	0
c	Enter the amount of reserves on hand . . . . .	13c	0
14a	Did the organization receive any payments for indoor tanning services during the tax year? . . . . .	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . . . .	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year . . . . .	15	X
b	If "Yes," see instructions and file Form 4720, Schedule N. . . . .		
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? . . . . .	16	X
b	If "Yes," complete Form 4720, Schedule O. . . . .		

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI.

Section A. Governing Body and Management

1a Enter the number of voting members of the governing body at the end of the tax year. 1b Enter the number of voting members included in line 1a, above, who are independent. 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 Did the organization have members or stockholders? 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body? 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

10a Did the organization have local chapters, branches, or affiliates? 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? If "No," go to line 13. 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done. 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official. b Other officers or key employees of the organization. If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed. 18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. 20 State the name, address, and telephone number of the person who possesses the organization's books and records: JOHN CASBARRO 5532 SW 11, COOPER CITY, FL 33328 954-680-3916

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN CASBARRO PRESIDENT	10.00									
(2) SUSAN CABARRO V. PRESIDENT	5.00	X		X						
(3) MARY JOHNSON SECRETARY	1.00	X		X						
(4) PETER SMITH TREASURER	5.00	X		X						
(5)	0.00	X		X						
(6)										
(7)										
(8)										
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										

**Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)**

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15)										
(16)										
(17)										
(18)										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
<b>1b Sub-total</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>							0	0	0	
<b>d Total (add lines 1b and 1c)</b>							0	0	0	
<b>2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization</b>							0	0	0	

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual.</i>		X
<b>4</b> For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual.</i>		X
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person.</i>		X

**Section B. Independent Contractors**

**1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
		0
		0
		0
		0
		0
<b>2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization</b>		0

**Part VIII** Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII.

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	1a Federated campaigns	0				
	1b Membership dues	0				
	1c Fundraising events	0				
	1d Related organizations	0				
	1e Government grants (contributions)	0				
	1f All other contributions, gifts, grants, and similar amounts not included above	162,751				
	g Noncash contributions included in lines 1a-1f:	\$ 0				
	h <b>Total.</b> Add lines 1a-1f	▶ 162,751				
<b>Program Service Revenue</b>	2a <b>PROGRAM REVENUES</b>	<b>Business Code</b>				
	b	900099	24,228	24,228		
	c		0			
	d		0			
	e		0			
	f All other program service revenue		0			
	g <b>Total.</b> Add lines 2a-2f	▶ 24,228				
<b>Other Revenue</b>	3 Investment income (including dividends, interest, and other similar amounts)		24,228			
	4 Income from investment of tax-exempt bond proceeds		384			
	5 Royalties		0			
	6a Gross rents	(i) Real				
		(ii) Personal				
			0	0		
	b Less: rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss)		0			
	7a Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
			0	0		
			0	0		
	b Less: cost or other basis and sales expenses					
	c Gain or (loss)		0			
d Net gain or (loss)		0				
8a Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18.	a	0				
	b Less: direct expenses	0				
	c Net income or (loss) from fundraising events	▶ 0				
9a Gross income from gaming activities. See Part IV, line 19.	a	0				
	b Less: direct expenses	0				
	c Net income or (loss) from gaming activities	▶ 0				
10a Gross sales of inventory, less returns and allowances	a	0				
	b Less: cost of goods sold	0				
	c Net income or (loss) from sales of inventory	▶ 0				
<b>Miscellaneous Revenue</b>						
11a <b>IN-KIND ADVERTISING</b>	<b>Business Code</b>					
b	611710	511,456				
c		0				
d All other revenue		0				
e <b>Total.</b> Add lines 11a-11d	▶ 511,456					
12 <b>Total revenue.</b> See instructions	▶ 698,819	24,228	0	0		

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).  
 Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations domestic governments. See Part IV, line 21	0			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	0			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0		0	
7 Other salaries and wages	0			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	0			
9 Other employee benefits	0			
10 Payroll taxes	0			
11 Fees for services (non-employees):				
a Management	0			
b Legal	0			
c Accounting	0			
d Lobbying	825	825		
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	0			
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	0			
12 Advertising and promotion	0		0	
13 Office expenses	265	265		
14 Information technology	445	445		
15 Royalties	0			
16 Occupancy	0			
17 Travel	0			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	501	501		
19 Conferences, conventions, and meetings	0			
20 Interest	0			
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	0			
23 Insurance	0	0	0	0
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a DIRECT PROGRAM COSTS	169,314	169,314		
b LICENSES	0			
c IN-KIND ADVERTISING	511,456	511,456		
d	0			
e All other expenses	0			
25 Total functional expenses. Add lines 1 through 24e	682,806	682,806	0	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part X.

		(A)		(B)	
		Beginning of year		End of year	
<b>Assets</b>	1	Cash—non-interest-bearing	204,508	1	220,521
	2	Savings and temporary cash investments	0	2	0
	3	Pledges and grants receivable, net	0	3	0
	4	Accounts receivable, net	0	4	0
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.	0	5	0
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L.	0	6	0
	7	Notes and loans receivable, net	0	7	0
	8	Inventories for sale or use	0	8	0
	9	Prepaid expenses and deferred charges	0	9	0
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	0	10c	0
	b	Less: accumulated depreciation	0	11	0
	11	Investments—publicly traded securities	0	12	0
	12	Investments—other securities. See Part IV, line 11	0	13	0
	13	Investments—program-related. See Part IV, line 11	0	14	0
	14	Intangible assets	0	15	0
	15	Other assets. See Part IV, line 11	0	15	0
16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	204,508	16	220,521	
<b>Liabilities</b>	17	Accounts payable and accrued expenses	0	17	0
	18	Grants payable	0	18	0
	19	Deferred revenue	0	19	0
	20	Tax-exempt bond liabilities	0	20	0
	21	Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L.	0	22	0
	23	Secured mortgages and notes payable to unrelated third parties	0	23	0
	24	Unsecured notes and loans payable to unrelated third parties	0	24	0
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D.	0	25	0
	26	<b>Total liabilities.</b> Add lines 17 through 25	0	26	0
<b>Net Assets or Fund Balances</b>	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	204,508	27	220,521
	28	Temporarily restricted net assets	0	28	0
	29	Permanently restricted net assets	0	29	0
	Organizations that do not follow SFAS 117 (ASC958), check here <input type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds	0	30	0
	31	Paid-in or capital surplus, or land, building, or equipment fund	0	31	0
	32	Retained earnings, endowment, accumulated income, or other funds	0	32	0
33	<b>Total net assets or fund balances</b>	204,508	33	220,521	
34	<b>Total liabilities and net assets/fund balances</b>	204,508	34	220,521	



**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	698,819
2	Total expenses (must equal Part IX, column (A), line 25)	2	682,806
3	Revenue less expenses. Subtract line 2 from line 1	3	16,013
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	204,508
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	220,521

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		



**Public Charity Status and Public Support**

Department of the Treasury  
Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization

LEARNING FOR SUCCESS INC

Employer identification number

71-0891789

**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

- The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)
- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
  - 2  A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
  - 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
  - 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: \_\_\_\_\_
  - 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
  - 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
  - 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
  - 8  A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
  - 9  An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: \_\_\_\_\_
  - 10  An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
  - 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
  - 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
    - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
    - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
    - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
    - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
    - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
    - f Enter the number of supported organizations: \_\_\_\_\_
    - g Provide the following information about the supported organization(s). 0

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
<b>Total</b>					0	0

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	0	0	0	0	0	
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	0	0	0	0	0	
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						0
11 Total support. Add lines 7 through 10						0
12 Gross receipts from related activities, etc. (see instructions)					12	0
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	0.00%
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	0.00%
16a 33 1/3% support test—2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
b 33 1/3% support test—2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
17a 10%-facts-and-circumstances test—2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
b 10%-facts-and-circumstances test—2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>	

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	176,939	695,553	146,877	172,737	162,751	1,354,857
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose.						
3 Gross receipts from activities that are not an unrelated trade or business under section 513.						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
5 The value of services or facilities furnished by a governmental unit to the organization without charge.						
6 Total. Add lines 1 through 5.	176,939	695,553	146,877	172,737	162,751	0
7a Amounts included on lines 1, 2, and 3 received from disqualified persons.						1,354,857
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						0
c Add lines 7a and 7b.	0	0	0	0	0	0
8 Public support (Subtract line 7c from line 6.)						1,354,857

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6.	176,939	695,553	146,877	172,737	162,751	1,354,857
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources.						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						0
c Add lines 10a and 10b.	0	0	0	0	0	0
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						0
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).						0
13 Total support. (Add lines 9, 10c, 11, and 12.)	176,939	695,553	146,877	172,737	162,751	1,354,857
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.	<input type="checkbox"/>					

**Section C. Computation of Public Support Percentage**

15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f)).	15	100.00%
16 Public support percentage from 2017 Schedule A, Part III, line 15.	16	100.00%

**Section D. Computation of Investment Income Percentage**

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f)).	17	0.00%
18 Investment income percentage from 2017 Schedule A, Part III, line 17.	18	0.00%

- 19a 33 1/3% support tests—2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.
- b 33 1/3% support tests—2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.
- 20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

**Part IV Supporting Organizations**

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	<b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Part IV Supporting Organizations (continued)**

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		
11a			
11b			
11c			

**Section B. Type I Supporting Organizations**

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
1			
2			

**Section C. Type II Supporting Organizations**

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
1			

**Section D. All Type III Supporting Organizations**

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
1			
2			
3			

**Section E. Type III Functionally Integrated Supporting Organizations**

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2	Activities Test. Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	Yes	No
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3	Parent of Supported Organizations. Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		
2a			
2b			
3a			
3b			

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

1  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain		
2	Recoveries of prior-year distributions		
3	Other gross income (see instructions)		
4	Add lines 1 through 3.		
5	Depreciation and depletion	0	0
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)		
7	Other expenses (see instructions)		
8	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4).	0	0
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities		
b	Average monthly cash balances		
c	Fair market value of other non-exempt-use assets		
d	<b>Total</b> (add lines 1a, 1b, and 1c)		
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets		
3	Subtract line 2 from line 1d.		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	0	0
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	0	0
6	Multiply line 5 by .035.	0	0
7	Recoveries of prior-year distributions	0	0
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	0	0
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)		0
2	Enter 85% of line 1		0
3	Minimum asset amount for prior year (from Section B, line 8, Column A)		0
4	Enter greater of line 2 or line 3.		0
5	Income tax imposed in prior year		0
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).		0
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		



**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)**

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	
4	Amounts paid to acquire exempt-use assets	
5	Qualified set-aside amounts (prior IRS approval required)	
6	Other distributions (describe in Part VI). See instructions.	
7	<b>Total annual distributions.</b> Add lines 1 through 6.	0
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9	Distributable amount for 2018 from Section C, line 6	0
10	Line 8 amount divided by line 9 amount	0.000

Section E - Distribution Allocations (see instructions)		(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1	Distributable amount for 2018 from Section C, line 6			0
2	Underdistributions, if any, for years prior to 2018 (reasonable cause required—explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2018			
a	From 2013 . . . . . 0			
b	From 2014 . . . . . 0			
c	From 2015 . . . . . 0			
d	From 2016 . . . . . 0			
e	From 2017 . . . . . 0			
f	<b>Total</b> of lines 3a through e	0		
g	Applied to underdistributions of prior years		0	
h	Applied to 2018 distributable amount			0
i	Carryover from 2013 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.	0		
4	Distributions for 2018 from Section D, line 7: \$ 0			
a	Applied to underdistributions of prior years		0	
b	Applied to 2018 distributable amount			0
c	Remainder. Subtract lines 4a and 4b from 4.	0		
5	Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		0	
6	Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			0
7	<b>Excess distributions carryover to 2019.</b> Add lines 3j and 4c.	0		
8	Breakdown of line 7:			
a	Excess from 2014 . . . . . 0			
b	Excess from 2015 . . . . . 0			
c	Excess from 2016 . . . . . 0			
d	Excess from 2017 . . . . . 0			
e	Excess from 2018 . . . . . 0			

**Part VI**

**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Area with horizontal dashed lines for supplemental information.



**SCHEDULE G**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information Regarding Fundraising or Gaming Activities**

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.  
▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2018**

**Open to Public Inspection**

Name of the organization

**LEARNING FOR SUCCESS INC**

Employer identification number

71-0891789

**Part I Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

**1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a**  Mail solicitations **e**  Solicitation of non-government grants  
**b**  Internet and email solicitations **f**  Solicitation of government grants  
**c**  Phone solicitations **g**  Special fundraising events  
**d**  In-person solicitations

**2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?  Yes  No

**b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2				0	0	0
3				0	0	0
4				0	0	0
5				0	0	0
6				0	0	0
7				0	0	0
8				0	0	0
9				0	0	0
10				0	0	0
<b>Total</b>				0	0	0

**3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

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**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events	
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))	
Revenue	1	Gross receipts . . . . .			0	
	2	Less: Contributions . . . . .			0	
	3	Gross income (line 1 minus line 2) . . . . .			0	
Direct Expenses	4	Cash prizes . . . . .			0	
	5	Noncash prizes . . . . .			0	
	6	Rent/facility costs . . . . .			0	
	7	Food and beverages . . . . .			0	
	8	Entertainment . . . . .			0	
	9	Other direct expenses . . . . .			0	
	10	Direct expense summary. Add lines 4 through 9 in column (d) . . . . .				0
	11	Net income summary. Subtract line 10 from line 3, column (d) . . . . .				0

**Part III Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))	
		1	Gross revenue . . . . .			
Direct Expenses	2	Cash prizes . . . . .				0
	3	Noncash prizes . . . . .				0
	4	Rent/facility costs . . . . .				0
	5	Other direct expenses . . . . .				0
	6	Volunteer labor . . . . .	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d) . . . . .				0	
8	Net gaming income summary. Subtract line 7 from line 1, column (d) . . . . .				0	

- 9 Enter the state(s) in which the organization conducts gaming activities:
- a Is the organization licensed to conduct gaming activities in each of these states?  Yes  No
- b If "No," explain: \_\_\_\_\_
- 10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?  Yes  No
- b If "Yes," explain: \_\_\_\_\_

- 11 Does the organization conduct gaming activities with nonmembers?  Yes  No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ \_\_\_\_\_

Address ▶ \_\_\_\_\_

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?  Yes  No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ \_\_\_\_\_ 0 and the amount of gaming revenue retained by the third party ▶ \$ \_\_\_\_\_ 0
- c If "Yes," enter name and address of the third party:

Name ▶ \_\_\_\_\_

Address ▶ \_\_\_\_\_

16 Gaming manager information:

Name ▶ \_\_\_\_\_

Gaming manager compensation ▶ \$ \_\_\_\_\_ 0

Description of services provided ▶ \_\_\_\_\_

- Director/officer
- Employee
- Independent contractor

- 17 Mandatory distributions:
  - a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Yes  No
  - b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ \_\_\_\_\_ 0

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

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**SCHEDULE O**  
**(Form 990 or 990-EZ)**

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2018**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
**LEARNING FOR SUCCESS INC**

Employer identification number

**71-0891789**

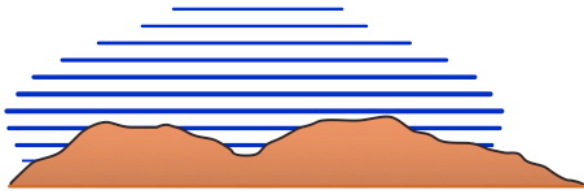
Form 990, Part III, Line 1: PROVIDE EDUCATIONAL EXPERIENCES AND MENTORING TO UNDER PRIVELEGED  
STUDENTS

Name of the organization

**LEARNING FOR SUCCESS INC**

Employer identification number

**71-0891789**



*Learning for Success, Inc.*

**John Casbarro, President 5532 SW 114<sup>th</sup> Ave. Cooper City, FL 33330**

August 6, 2020

TO: City of Pompano Beach

RE: Matching Gifts Application Questions



We have multiple funders who support our KAPOW program, including The Jim Moran Foundation, Publix Supermarkets Charities, BankUnited, Bank of America, Sky Ranch Foundation, The Broward Sheriff's Office and American Airlines during the last year.

These funds are reflected in the column marked "LFS Match" in our Itemized Budget attached to this application.

Sincerely,

John Casbarro  
President

Itemized Budget FY 2021  
 Kids and the Power of Work (KAPOW)  
 City of Pompano Beach

	Total Amounts	Grant amount requested City of Pompano Beach	LFS Match
<b>EXPENSES</b>			
<b>Program Administrator</b>	4,800	2,400	2,400
<b>Program Materials</b>	4,000	2,500	1,500
- Web Site Resources and Materials			
- Student folders			
- Curriculum books			
- Program training and worksite manuals			
<b>Meetings, Workshops, Recognition Events</b>	3,200	2,000	1,200
<b>Program Management</b>	9,600	4,500	5,100
- New Curriculum Development			
- Orientation meetings			
- Volunteer Recruitment			
- Volunteer training			
- Teacher orientation and teambuilding sessions			
- Planning support			
- On-going telephone monitoring, troubleshooting			
- Participant Recognition			
<b>Fees/Professional Services</b>	1,600	800	800
- Program Licensing fee			
- Accounting			
- State of Florida Registration, Fees			
<b>Program Evaluation</b>	4,800	1,700	3,100
- Assessment of worksite visits			
- Assessment of classroom lessons			
<b>Office Expenses</b>	3,600	1,100	2,500
<b>Telephone/Internet</b>	1,900		1,900
<b>Total Cash</b>	33,500	15,000	18,500
<b>In-Kind: Business and Community Partners' time, materials and facilities</b>	26,500		26,500
<b>TOTAL CASH AND IN-KIND</b>	<b>\$60,000</b>	<b>\$15,000</b>	<b>\$45,000</b>

Itemized Budget FY 2021  
My Future Is Now  
City of Pompano Beach

	Total Amounts	Grant amount City of Pompano Beach	LFS Match
<b>EXPENSES</b>			
<b>Program Administrator</b>	6,468	1,600	4,868
<b>Program Materials</b>	2,640	1,650	990
- Web Site Resources and Materials			
- Student folders			
- Curriculum books			
- Program training and worksite manuals			
<b>Meetings, Workshops, Recognition Events</b>	2,112	1,320	792
<b>Program Management</b>	9,636	3,054	6,582
- New Curriculum Development			
- Orientation meetings			
- Volunteer Recruitment			
- Volunteer training			
- Teacher orientation and teambuilding sessions			
- Planning support			
- On-going telephone monitoring, troubleshooting			
- Participant Recognition			
<b>Fees/Professional Services</b>	1,056	528	528
- Program Licensing fee			
- Accounting			
- State of Florida Registration, Fees			
<b>Program Evaluation</b>	3,200	1,122	2,078
- Assessment of worksite visits			
- Assessment of classroom lessons			
<b>Office Expenses</b>	2,400	726	1,674
<b>Telephone/Internet</b>	1,254		1,254
<b>Total Cash</b>	28,766	10,000	18,766
<b>In-Kind: Business and Community Partners' time, materials and facilities</b>	24,090		24,090
<b>TOTAL CASH AND IN-KIND</b>	<b>\$52,856</b>	<b>\$10,000</b>	<b>\$42,856</b>



## **Exhibit “B” Payment Schedule**

### **A. AWARD DISBURSEMENTS**

The awards disbursement process will begin upon full execution of the appropriations contract and will end in September, 30 for the fiscal year that this contract is approved.

### **B. PAYMENT SCHEDULE**

The total amount awarded for the LEARNING FOR SUCCESS, INCORPORATED (name of the non-profit organization) for Kids and the Power of Work (KAPOW) (title of the program) for the current fiscal year is: \$15,000.

There will be three (3) payout/s during the period (depending on the amount awarded to each organization):

1. The first will equal 34% of the total allocation or \$5,100; be issued in advance. For any funds advanced the RECIPIENT agrees to provide the CITY with an itemization of how funds advanced were spent, along with invoices and proof of payment. Such an accounting must be provided to the CITY in the quarterly financial report as indicated in Exhibit “A” Recipients Requirements, Contractual Responsibilities and Program Description. Failure to comply with this requirement may result in the denial of the future requests for payments.
2. The second will equal 33% of the total allocation or \$4,950; will be issued upon receipt AND approval of the second quarterly narrative and financial report (including any additional requested documents);
3. The third payout will be the final 33% of the total allocation or \$4,950; will be issued upon receipt AND approval of the third and final quarterly narrative and financial report (including any additional requested documents).

## **EXHIBIT C**

### **INSURANCE REQUIREMENTS: NON PROFIT ORGANIZATION**

ORGANIZATION shall not commence services under the terms of this Agreement until certification or proof of insurance detailing terms and provisions has been received and approved in writing by the CITY's Risk Manager. If you have questions regarding the insurance requirements hereunder, please contact the City's Purchasing Department at (954) 786-4098. If the contract has already been awarded, please direct any queries and proof of the requisite insurance coverage to City staff responsible for oversight of the subject project/contract.

ORGANIZATION is responsible to deliver to the CITY for timely review and written approval/disapproval Certificates of Insurance which evidence that all insurance required hereunder is in full force and effect and which name on a primary basis, the CITY as an additional insured on all such coverage. Such policy or policies shall be issued by United States Treasury approved companies authorized to do business in the State of Florida. The policies shall be written on forms acceptable to the City's Risk Manager, meet a minimum financial A.M. Best and Company rating of no less than Excellent, and be part of the Florida Insurance Guarantee Association Act. No changes are to be made to these specifications without prior written approval of the City's Risk Manager.

Throughout the term of this Agreement, CITY, by and through its Risk Manager, reserve the right to review, modify, reject or accept any insurance policies required by this Agreement, including limits, coverages or endorsements. CITY reserves the right, but not the obligation, to review and reject any insurer providing coverage because of poor financial condition or failure to operate legally.

Failure to maintain the required insurance shall be considered an event of default. The requirements herein, as well as CITY's review or acceptance of insurance maintained by ORGANIZATION, are not intended to and shall not in any way limit or qualify the liabilities and obligations assumed by ORGANIZATION under this Agreement.

Throughout the term of this Agreement, ORGANIZATION and all subcontractors or other agents hereunder, shall, at their sole expense, maintain in full force and effect, the following insurance coverages and limits described herein, including endorsements.

A. Worker's Compensation Insurance covering all employees and providing benefits as required by Florida Statute, Chapter 440, regardless of the size of the company (number of employees) or the state in which the work is to be performed or of the state in which the ORGANIZATION is obligated to pay compensation to employees engaged in the performance of the work. ORGANIZATION further agrees to be responsible for employment, control and conduct of its employees and for any injury sustained by such employees in the course of their employment.

B. Liability Insurance.

(1) Naming the City of Pompano Beach as an additional insured as City's interests may appear, on General Liability Insurance only, relative to claims which arise from

ORGANIZATION'S negligent acts or omissions in connection with Contractor's performance under this Agreement.

(2) Such Liability insurance shall include the following checked types of insurance and indicated minimum policy limits.

<b>Type of Insurance</b>	<b>Limits of Liability</b>	
<b>GENERAL LIABILITY:</b>	Minimum \$1,000,000 Per Occurrence and \$2,000,000 Per Aggregate	
* Policy to be written on a claims incurred basis		
XX comprehensive form	bodily injury and property damage	
XX premises - operations	bodily injury and property damage	
— explosion & collapse hazard		
— underground hazard		
XX products/completed operations hazard	bodily injury and property damage combined	
XX contractual insurance	bodily injury and property damage combined	
XX broad form property damage	bodily injury and property damage combined	
XX independent contractors	personal injury	
XX personal injury		
XX sexual abuse/molestation	Minimum \$1,000,000 Per Occurrence and Aggregate	
— liquor legal liability	Minimum \$1,000,000 Per Occurrence and Aggregate	
-----		
<b>AUTOMOBILE LIABILITY:</b>	Minimum \$10,000/\$20,000/\$10,000	
XX comprehensive form		
XX owned		
XX hired		
XX non-owned		
-----		
<b>REAL &amp; PERSONAL PROPERTY</b>		
— comprehensive form	Agent must show proof they have this coverage.	
-----		
<b>EXCESS LIABILITY</b>		Per Occurrence    Aggregate
— other than umbrella	bodily injury and property damage combined	\$1,000,000    \$1,000,000
-----		
<b>PROFESSIONAL LIABILITY</b>		Per Occurrence    Aggregate
—	* Policy to be written on a claims made basis	\$1,000,000    \$1,000,000
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(3) If Professional Liability insurance is required, Contractor agrees the indemnification and hold harmless provisions of Section 12 of the Agreement shall survive the termination or expiration of the Agreement for a period of three (3) years unless terminated sooner by the applicable statute of limitations.

C. Employer's Liability. ORGANIZATION and all subcontractors shall, for the benefit of their employees, provide, carry, maintain and pay for Employer's Liability Insurance in the minimum amount of One Hundred Thousand Dollars (\$100,000.00) per employee, Five Hundred Thousand Dollars (\$500,000) per aggregate.

D. Policies. Whenever, under the provisions of this Agreement, insurance is required of the ORGANIZATION, the ORGANIZATION shall promptly provide the following:

- (1) Certificates of Insurance evidencing the required coverage;
- (2) Names and addresses of companies providing coverage;
- (3) Effective and expiration dates of policies; and
- (4) A provision in all policies affording CITY thirty (30) days written notice by a carrier of any cancellation or material change in any policy.

E. Insurance Cancellation or Modification. Should any of the required insurance policies be canceled before the expiration date, or modified or substantially modified, the issuing company shall provide thirty (30) days written notice to the CITY.

F. Waiver of Subrogation. ORGANIZATION hereby waives any and all right of subrogation against the CITY, its officers, employees and agents for each required policy. When required by the insurer, or should a policy condition not permit an insured to enter into a pre-loss agreement to waive subrogation without an endorsement, then ORGANIZATION shall notify the insurer and request the policy be endorsed with a Waiver of Transfer of Rights of Recovery Against Others, or its equivalent. This Waiver of Subrogation requirement shall not apply to any policy which includes a condition to the policy not specifically prohibiting such an endorsement, or voids coverage should ORGANIZATION enter into such an agreement on a pre-loss basis.



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

08/25/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Fulton Agency, Inc. 1301 E. Oakland Park Blvd Oakland Park 33334		<b>CONTACT NAME:</b> Carol Wiggin <b>PHONE (A/C No. Ext):</b> (954) 776-9015 <b>E-MAIL ADDRESS:</b> carol@fultonagency.com <b>FAX (A/C, No):</b> (954) 752-8622	
<b>INSURED</b> Learning for Success, Inc 5532 SW 114 Ave Cooper City 33330		<b>INSURER(S) AFFORDING COVERAGE</b> <b>INSURER A:</b> RLI Insurance Company <b>INSURER B:</b> <b>INSURER C:</b> <b>INSURER D:</b> <b>INSURER E:</b> <b>INSURER F:</b>	

**COVERAGES**

CERTIFICATE NUMBER: 1384

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR VVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	Y		BOP1033150	10/02/2020	10/02/2021	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 1,000,000
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	<input type="checkbox"/> <b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR <input type="checkbox"/> <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A				PER STATUTE OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER INCLUDED AS ADDITIONAL INSURED.

**APPROVED**



By Danielle Thorpe at 9:57 pm, Nov 16, 2020

**CERTIFICATE HOLDER**
 City of Pompano Beach  
 PO Drawer 1300  
 Pompano Beach, FL 33061
**CANCELLATION**

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

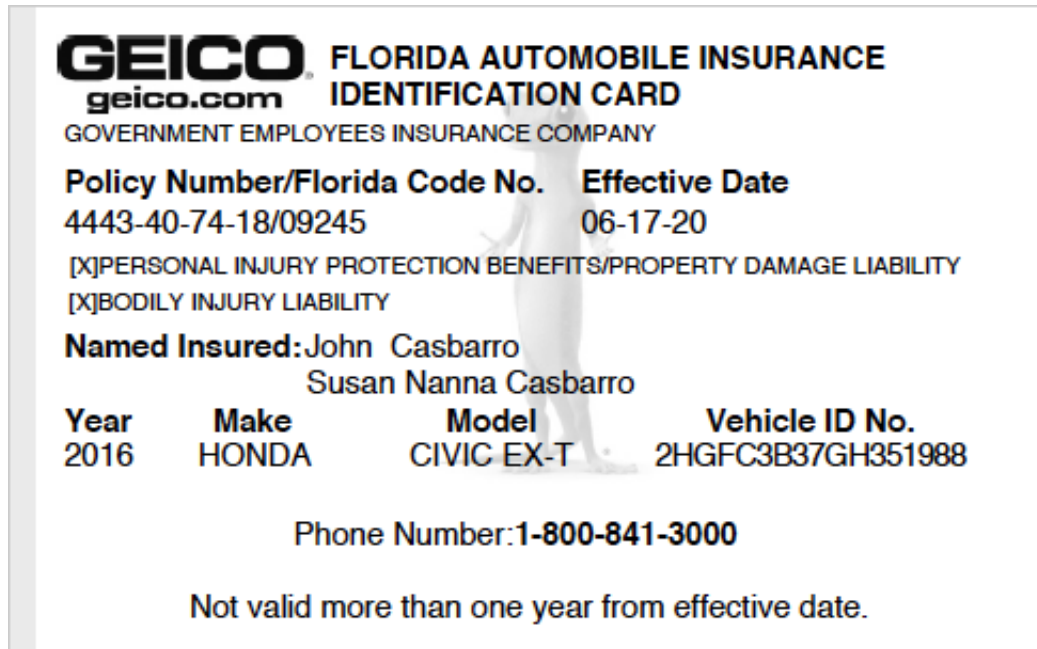
© 1988-2015 ACORD CORPORATION. All rights reserved.

**From:** John Casbarro jcasbarro@aol.com    
**Subject:** Requirements for City of Pompano Beach Nonprofit Sponsorship  
**Date:** October 28, 2020 at 4:38 PM  
**To:** Nicole Almeida Nicole@strategicphilanthropyinc.com



Hello Nicole- per your instructions, see attached. You said you'd check if my COI is sufficient.

Sexual Molestation - This is the note we sent you last year (see attached your email passing our items along for approval):  
"Last year this requirement was waived for us, I believe through Ed Beecher via Risk Management The reasons were:  
- No one with our organization is ever alone with the minors that we serve. They are always with groups of students, and supervised by state-certified teachers,  
- Our volunteers and myself are registered with the school district, for which background checks are done."



**GEICO** FLORIDA AUTOMOBILE INSURANCE  
geico.com IDENTIFICATION CARD  
GOVERNMENT EMPLOYEES INSURANCE COMPANY

**Policy Number/Florida Code No. Effective Date**  
4443-40-74-18/09245 06-17-20


[X]PERSONAL INJURY PROTECTION BENEFITS/PROPERTY DAMAGE LIABILITY  
[X]BODILY INJURY LIABILITY

**Named Insured:** John Casbarro  
Susan Nanna Casbarro


Year	Make	Model	Vehicle ID No.
2016	HONDA	CIVIC EX-T	2HGFC3B37GH351988

**Phone Number: 1-800-841-3000**

**Not valid more than one year from effective date.**

☆ Nicole Almeida   
Re: City of Pompano Beach Nonprofit Sponsorship Update  
To: John Casbarro

Inbox - AOL September 5, 2019 at 4

 Siri found updated contact info in this email: Nicole Almeida (786) 325-2954

Received and passed along for approval.

Sincerely,  
Nicole

**Nicole Almeida**  
Accounts Manager, Community Relations  
Strategic Philanthropy Inc.  
Tel: 786.325.2954  
[Nicole@StrategicPhilanthropyInc.com](mailto:Nicole@StrategicPhilanthropyInc.com)  
[www.StrategicPhilanthropyInc.com](http://www.StrategicPhilanthropyInc.com)




On Sep 5, 2019, at 3:42 PM, John Casbarro <jcasbarro@aol.com> wrote:

Hello Nicole- See the following attachments:

1. Signed WC Waiver Letter
2. W-9 Oct. 2018 form
3. Cert. of Liability- attached is the version we have been submitting to City of PB. They will issue an updated version when my policy renews in October.
4. Geico Insurance Card- this is what has been approved by City of Pompano each year for us.
5. Sexual Molestation: This requirement has been waived for us, I believe through Ed Beecher via Risk Management The reasons were:  
- No one with our organization is ever alone with the minors that we serve. They are always with groups of students, and supervised by state-certified teachers,  
- Our volunteers and myself are registered with the school district, for which background checks are done.

John Casbarro, President  
Learning for Success, Inc.

**From:** Danielle Thorpe Danielle.Thorpe@copbfl.com   
**Subject:** RE: Approved Insurance Files for Contracts  
**Date:** December 1, 2020 at 3:05 PM  
**To:** Brenda Joseph Brenda.Joseph@copbfl.com, Erjeta Diamanti Erjeta.Diamanti@copbfl.com, Nicole Almeida Nicole@strategicphilanthropyinc.com

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Learning for Success, Inc. is cleared for the sexual molestation coverage.

Thank you,

*Danielle Thorpe ACA  
Claims Adjuster II  
City of Pompano Beach  
Risk Management Division  
P: 954-786-5549  
[Danielle.Thorpe@copbfl.com](mailto:Danielle.Thorpe@copbfl.com)*

**Work Days: Monday - Thursday, 7:00am to 6:00pm**



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**From:** Brenda Joseph  
**Sent:** Monday, November 23, 2020 6:23 PM  
**To:** Erjeta Diamanti <[Erjeta.Diamanti@copbfl.com](mailto:Erjeta.Diamanti@copbfl.com)>; Nicole Almeida <[Nicole@strategicphilanthropyinc.com](mailto:Nicole@strategicphilanthropyinc.com)>; Danielle Thorpe <[Danielle.Thorpe@copbfl.com](mailto:Danielle.Thorpe@copbfl.com)>  
**Subject:** RE: Approved Insurance Files for Contracts

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**From:** Erjeta Diamanti <[Erjeta.Diamanti@copbfl.com](mailto:Erjeta.Diamanti@copbfl.com)>  
**Sent:** Monday, November 23, 2020 4:23 PM  
**To:** Nicole Almeida <[Nicole@strategicphilanthropyinc.com](mailto:Nicole@strategicphilanthropyinc.com)>; Danielle Thorpe <[Danielle.Thorpe@copbfl.com](mailto:Danielle.Thorpe@copbfl.com)>; Brenda Joseph <[Brenda.Joseph@copbfl.com](mailto:Brenda.Joseph@copbfl.com)>  
**Subject:** RE: Approved Insurance Files for Contracts

Brenda, can you please send the approved ones to Nicole?

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**From:** Nicole Almeida <[Nicole@strategicphilanthropyinc.com](mailto:Nicole@strategicphilanthropyinc.com)>  
**Sent:** Monday, November 23, 2020 4:21 PM  
**To:** Danielle Thorpe <[Danielle.Thorpe@copbfl.com](mailto:Danielle.Thorpe@copbfl.com)>; Brenda Joseph <[Brenda.Joseph@copbfl.com](mailto:Brenda.Joseph@copbfl.com)>; Erjeta Diamanti <[Erjeta.Diamanti@copbfl.com](mailto:Erjeta.Diamanti@copbfl.com)>  
**Subject:** Approved Insurance Files for Contracts

**APPROVED**

*D. Thorpe*  
By Danielle Thorpe at 9:27 am, Nov 19, 2020

**GEICO** FLORIDA AUTOMOBILE INSURANCE  
geico.com IDENTIFICATION CARD

GOVERNMENT EMPLOYEES INSURANCE COMPANY

**Policy Number/Florida Code No.    Effective Date**

4443-40-74-18/09245                      06-17-20

[X]PERSONAL INJURY PROTECTION BENEFITS/PROPERTY DAMAGE LIABILITY

[X]BODILY INJURY LIABILITY

**Named Insured:** John Casbarro  
Susan Nanna Casbarro

<b>Year</b>	<b>Make</b>	<b>Model</b>	<b>Vehicle ID No.</b>
2016	HONDA	CIVIC EX-T	2HGFC3B37GH351988

Phone Number: **1-800-841-3000**

Not valid more than one year from effective date.



10/28/2020

**APPROVED** *Thorpe*  
By Danielle Thorpe at 9:58 pm, Nov 16, 2020

Learning For Success, Incorporated  
5532 SW 114<sup>th</sup> Ave.  
Cooper City, FL 33330

Dear Mr. John Casbarro:

Your company has fewer than four employees, and you have elected not to purchase Workers' Compensation Insurance to cover these employees. The State of Florida allows your company to operate without insurance, however, you are required by the State to "post clear written notice in a conspicuous location at each worksite directed to all employees and other persons performing services at the worksite of their lack of entitlement to benefits" as described in Chapter 440 of the Florida Statutes.

The City of Pompano Beach requires: **ALL CONTRACTORS MUST AGREE TO BE RESPONSIBLE FOR THE EMPLOYMENT, CONTROL AND CONDUCT OF THEIR EMPLOYEES AND FOR ANY INJURY SUSTAINED BY SUCH EMPLOYEES IN THE COURSE OF THEIR EMPLOYMENT.**

Please sign the area below acknowledging your compliance with the above requirements. Return this original letter to me at 100 West Atlantic Boulevard, Pompano Beach 33060. If you have any questions about this letter please telephone me at 954.786.4065.

Sincerely,

*Erjeta Diamanti*

Erjeta Diamanti  
Budget Office

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**Learning For Success, Incorporated** has posted notice(s) declaring the absence of Workers' Compensation insurance coverage, as required by the State of Florida. **Learning For Success, Incorporated** agrees to be responsible for the employment, control and conduct of our employees and for any injury sustained by such employees in the course of their employment.

*John Casbarro*

10/28/20

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Signature

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Date

John Casbarro, President

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Name and Title (print)