

Saint Paul's Leadership Institute

Agenda: Strategic Action Plan Update Meeting

Date: Monday, July 29, 2024 Time: 10:00 AM Platform: Zoom

Opening Prayer

I. Welcome and Introductions (5 minutes)

II. Review of Current Strategic Action Plans (15 minutes)

III. Stakeholder Feedback and Input (20 minutes)

IV. Discuss Potential Next Steps and Action Items (10 minutes)

V. Closing Remarks and Adjournment (5 minutes)

Closing Prayer

Saint Paul's Leadership Institute

Saint Paul's Leadership Institute is seeking accreditation as a school of higher education. SPLI is committed to creating an equitable, family-based academic environment that will affirm and produce well-prepared and empowered leaders for the challenges of the evolving world.

Saint Paul's Leadership Institute

Our Facilities:

SPC4LIFE Building: Owner

12,000 Sq. Ft. - 300 North Main Street,

Lawrenceville, VA 23868

Internet Capabilities: 2 - T1 Lines Installed

SPLI: Letter of Intent (Pending)

Formerly Red & White Grocery Store

Approximately 8,768 square feet on 3 parcels -

202 Court St. Lawrenceville, VA 23868

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Localities Expressing strong interest in Partnership with SPLI:

- Brunswick and Surrounding Counties
- Town of Lawrenceville, Brodnax and Alberta

Commonwealth of Virginia agencies Expressing strong interest in Partnership with SPLI:

- Virginia Employment Commission
- Virginia Department of Corrections

Schools Expressing strong interest in Partnership with SPLI:

- The Episcopal Church/Virginia Theological Seminary
- Brunswick Public Schools and Surrounding Counties
- The Apprentice School at the Newport News Shipbuilding
- Virginia Tech
- Virginia State University
- Not Built to Break (Non-Profit)
- Virginia Technical Academy
- Southside Virginia Community College
- Harvard Negotiation and Mediation Clinic Law Department

Industries Expressing strong interest in Partnership with SPLI:

- Newport News Shipbuilding
- Jones Electrical
- Atlantic Construction
- Mid-Atlantic Board Band
- BDX Performance
- Urban Grid Solar
- Sigmund Jones - Logging and Wood Product

Saint Paul's Leadership Institute

Board of Trustees (Rotating):

Arnold Pleasant (Saint Paul's College Class of 1985): Retired Lieutenant Colonel, United States Army. Chair of the Organizational/Steering Committee for SPC4LIFE.

James Clark (Saint Paul's College Class of 1988): JC Painting and Home Improvements Repair, Retired Major, United States Army. Board member of SPC4LIFE.

Board of Trustees (Current)

Derrick Woodson (Saint Paul's College Class of 1982): Miami-Dade County Department of Transportation and Public Works (Special Projects Administrator), Vice President of SPC4LIFE, Chair of the Saint Paul's College Reunion Committee.

Karen Jordan Wright (Saint Paul's College Class of 1986): U.S. Army Intelligence and Security, Retired Colonel, United States Army (28 years). Treasurer of SPC4LIFE.

Virginia Pettis (Saint Paul's College Class of 1998): Government Contrator, Secretary of SPC4LIFE.

K. Chris Stephenson (Saint Paul's College Class of 1988): President of SPC4LIFE, Stephenson Insurance Group.

Board Members of Trustees:

Lisa Sykes: Saint Paul's College alumna Lisa Sykes is a trailblazer in pharmaceutical operations. Her proven track record of success in quality control across leading healthcare organizations, coupled with her strategic vision as Vice President at Resilience, makes her a powerful asset and an inspiration to the Saint Paul's College family.

Bishop Susan Haynes: The first female bishop of the Episcopal Diocese of Southern Virginia, a champion for social justice and ms inclusion, and a role model for all. Her unwavering commitment to honoring the legacy of Saint James Solomon Russell, a beacon of faith and equality within the Southern Episcopal Diocese of Virginia, will serve as a guiding light for our mission.

Phillip Stone: A renowned lawyer, educator, and leader with a distinguished career spanning over 50 years. He has served as president of two colleges, Bridgewater College and Sweet Briar College. His wisdom and experience will be invaluable in shaping our future.

Darrell Green: An NFL Hall of Famer, a member of the NFL's 100 greatest players, and a true inspiration. This legendary cornerback dominated the field for 20 seasons with the Washington Redskins. Beyond football, Darrell is a dedicated family man and a spiritual leader, actively involved in his community through his foundation. He completed his educational requirements at Saint Paul's College in 1998, demonstrating a lifelong commitment to learning and giving back. His passion, dedication, and strong moral compass will propel us forward.

Frank Tennyson III: A McKinsey & Company leader with a global perspective and a commitment to diversity and inclusion. While completing his Master's in Business Administration at the University of Virginia's Darden School of Business, Frank prepared a critical market reentry analysis for SPC4Life, demonstrating his dedication to our mission from the very beginning. His innovative thinking and proven understanding of our needs will be a tremendous asset to the board.

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Collaborate with Newport News Shipbuilders and Virginia Ship Repair Association

- Provide **Marine Trade Training Program**

Training areas include:

- Deck Electricians
- Marine Coating/Painting
- Pipe Fitters
- Ship Fitters
- Machinists
- Marine Insulators
- Sheet Metal Workers
- Welders

SPLI will collaborate with the nonprofit organization Not Built to Break and Virginia Technical Academy to deliver a comprehensive, hands-on training program. Participants will acquire the essential skills and certifications required for career advancement in the **HVAC industry**.

- Upon completion, trainees may earn the National Center for Construction Education and Research (NCCER) CORE, NCCER HVAC Level 1 (residential), NCCER HVAC Level 2 (residential), EPA 608 Refrigeration, and OSHA 10 certifications.
- And Also Department Of Labor Industry (DOLI) Has Approved VTA's **ELECTRICAL** Facility And Course Programs For Related Training Instruction (RTI). Our Electrical Career Track Programs Are 180 Hours Of Classroom And Lab Learning Coursework.

- SPLI Collaboration: SPLI will partner with the Apprentice School at Newport News Shipbuilders and **Youth Builders**.
 - Youth Builders Benefits: Improved job readiness
 - Resume building experiences
 - Interview practice workshops
 - Waived apprentice school application fee (\$45)
 - Enhanced pathway to paid apprenticeship
 - 1. www.as.edu
 - www.as.edu
- Eligibility: The Youth Builders program is open to 11th and 12th-grade students in Virginia public, private, or home schools with an interest in shipbuilding careers.

Youth Builders Program Components

- Math Enrichment: Participants will engage in math activities to develop problem-solving skills essential for high-performance careers.
- Builder Shop Talk: In-depth discussions about the daily life and experiences of shipbuilding apprentices.
- Workplace Learning: Hands-on trade experience and real-world activities.

Sources and related content

Apprentice X Program

Partnership: SPLI will collaborate with the Apprentice School at Newport News Shipbuilding (NNS) to offer the Apprentice X Dual-Enrollment Pre-Apprenticeship Program.

Program Overview: Designed for 11th and 12th graders, Apprentice X provides early exposure to The Apprentice School's World Class Shipbuilder Curriculum (WCSC) through virtual classes.

Curriculum: Participants will gain a head start on the WCSC while earning high school credits, equipping them with cutting-edge shipbuilding knowledge and skills.

Career Pathways: Apprentice X offers a clear pathway to registered apprenticeship at The Apprentice School or other maritime or career fields.

Competitive Edge: Successful completion of Apprentice X provides a strong advantage when applying to The Apprentice School.

Post-Secondary Options: The Apprentice School is exploring transferrable credits with Virginia Peninsula Community College and Tidewater Community College to expand educational opportunities for pre-apprentices.

Certificates (Final stages of approval at the SCHEV)

- Business Certificate with concentration in Entrepreneurship
- Exercise Science

Soft Skill Training for Workforce with Spiritual Integration

Core Soft Skills Training Modules

- Communication Skills:
- Teamwork and Collaboration:
- Leadership Development:
- Professionalism and Work Ethic:
- Critical Thinking and Problem Solving:
- Safety Culture:
- Quality Assurance:
- Project Management:
- Financial Literacy:

Spiritual Integration

- Work-Life Balance: Promoting physical, mental, and spiritual well-being.

By incorporating spiritual elements into the shipbuilding workforce, Saint Paul's Leadership Institute can cultivate a more harmonious, productive, and fulfilling work environment.

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Saint Paul's Leadership Institute: College for Mature Adults

Mission Statement

To empower and enrich the lives of older adults through accessible, relevant, and inspiring educational programs that foster personal growth, community engagement, and lifelong learning.

Program Offerings

1. Lifelong Learning Courses:

Arts and Humanities:

Health and Wellness:

Technology and Digital Literacy:

Financial Literacy:

Volunteerism and Community Engagement:

2. Personal Enrichment Programs:

Travel and Exploration:

Language Learning:

Genealogy and Family History:

Spiritual Growth and Mindfulness:

3. Continuing Education and Certification:

Career Development:

Professional Development:

Online Learning:

Flexible and accessible courses for busy adults

Program Delivery

On-campus classes: Traditional classroom setting with experienced faculty.

Online courses: Flexible learning options for remote participants.

Hybrid model: Combination of on-campus and online components.

By offering a diverse range of programs and services, Saint Paul's Leadership Institute can create a vibrant and engaging learning community for older adults, empowering them to lead fulfilling and purposeful lives.

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Business Incubator:

Startup Incubator provides space, mentorship, and funding to help validate business ideas and build customer bases. Incubator teams must include at least one Saint Paul's student and plan to open a downtown Lawrenceville storefront.

Affiliate One-Stop Career Centers –

Provide limited employment and training related services for workers, youth, and businesses. These locations do not include all the mandatory Workforce Investment Act (WIA) partners (i.e., Veterans, Vocational Rehabilitation) on-site.

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Resilience and Recovery Program

This program aims to facilitate a smooth transition back into society for both incarcerated individuals and military veterans, providing comprehensive support in areas such as housing, employment, mental health, and community integration.

Core Program Components

1. Assessment and Case Management
2. Housing and Stability
3. Employment and Financial Literacy
4. Mental Health and Substance Abuse Treatment
5. Legal and Criminal Justice Support
6. Education and Skill Development
7. Family and Community Reintegration

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SPC4LIFE Hqs

- Meeting Space
- Classrooms
- Events
- Business Incubator
- Brunswick Chamber of Commercer
- Longwood small business development center
- Affiliate SOVA Innovation Hub
- Business Incubator

Education

- MTT Training
- Apprentice X
- Youth Builders
- Electrical
- HVAC
- Business Certificate with concentration in Entrepreneurship
- College for Mature Adults
- Exercise Science Certificate
- Soft Skill Training

Formerly Red & White Grocery Store

- Affiliate One-Stop Career Centers
- Workforce Development
- MTT Training Lab
- Electrical Lab
- HVAC Lab
- Business Incubator
- Test Center

Workforce Development

- MTT Training
- Electrical
- HVAC
- Reentry Program to society
- Apprenticeship Program: Jones Electric

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Additional Gaps in Developing a Healthy Community

Child Care

- **Accessibility:** Lack of affordable, high-quality childcare options, especially for low-income families and those in rural areas.
- **Availability:** Insufficient childcare spaces to meet the needs of working parents.
- **Quality:** Variation in the quality of childcare provided, impacting child development.

Social and Economic Factors

- **Affordable housing:** A lack of affordable housing can lead to homelessness and instability.
- **Income inequality:** Disparities in wealth can contribute to health disparities and limited access to resources.
- **Social isolation:** Loneliness and lack of social connections can negatively impact mental health and overall well-being.

Community Infrastructure and Safety

- Public spaces and recreation: Access to parks, playgrounds, and community centers is vital for physical and social health.
- Infrastructure: Reliable public transportation, clean water, and adequate sanitation are essential for community well-being.
- Disaster preparedness: A community's ability to respond to and recover from emergencies is crucial for resilience.

Health and Wellness

- Mental health services: Access to mental health care is often limited, especially in underserved communities.
- Food Deserts: Limited access to affordable, healthy food options, particularly fresh fruits and vegetables.
- Chronic disease prevention: Programs addressing obesity, diabetes, and heart disease are essential for improving community health.
- Substance abuse prevention and treatment: Addressing substance abuse issues can contribute to a healthier community.
- Elderly care: Providing support for aging populations is crucial as the population ages.

Potential Funding Sources for SPC4LIFE

Government Grants

- Federal Grants: Department of Education, Department of Labor, Department of Health and Human Services, Corporation for National and Community Service, Historically Black Colleges and Universities (HBCU) Capital Challenge Grant.
- State Grants: Go Virginia, Virginia Tobacco Commission, Virginia Department of Corrections, State departments of education, economic development, and workforce development, Virginia's Gateway Program.
- Local Grants: City and county grants focused on education, workforce development, and community development, Community Development Block Grants (CDBG).

Foundations

- Private Foundations: Jane Batten Foundation, Mary Morton Parson Foundation, William H Scott Foundation, Ford Foundation, Kellogg Foundation, Annie E. Casey Foundation.
- Corporate Foundations: Identify corporations with a history of supporting education, workforce development, or community initiatives.
- Corporate Sponsorships
- Partnerships: Collaborate with businesses for financial support and in-kind donations.
- Cause-Related Marketing: Partner with companies for joint marketing campaigns.

Individual Donors

- Fundraising Campaigns: Organize fundraising events, such as galas, auctions, and online campaigns.
- Donor Development: Cultivate relationships with high-net-worth individuals and philanthropic organizations.
- Alumni Giving: Engage Saint Paul's College alumni for financial support, volunteer involvement, and mentorship opportunities.

Earned Income

- Program Fees: Charge tuition or fees for certain programs or services.
- Product Sales: Develop and sell products or services related to the organization's mission.
- Social Enterprises: Create social enterprises to generate revenue and support programs.

Other Potential Sources

- Matching gift programs: Encourage corporate matching gifts from employees.
- In-kind donations: Seek donations of equipment, supplies, and volunteer services.

Additional Considerations:

- **Research Foundation Grants:** Explore grants specifically for revitalizing HBCUs or institutions with similar missions.
- **Government Contracts:** Pursue contracts for providing workforce training or other services.
- **Philanthropic Networks:** Join networks of HBCU supporters or community development organizations to access additional funding opportunities.
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By diversifying funding sources and building strong partnerships, SPC4LIFE can increase its financial stability and impact.

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Understanding the Core Mission

Saint Paul's Leadership Institute is effectively positioning itself as a modern-day continuation of the legacy established by Saint Paul's College in 1888. By emphasizing the fusion of workforce development and knowledge acquisition, the Institute aims to create a comprehensive blueprint for a healthy community.