

Brevard Achievement Center, Inc.

Project Title: BAC Arts for Individuals with Disabilities

Grant Number: 24.c.pr.114.620

Date Submitted: Wednesday, June 1, 2022

Request Amount: \$25,000.00

A. Cover Page Page 1 of 12

Guidelines

Please read the current Guidelines prior to starting the application: [2023-2024 Specific Cultural Project Grant Guidelines](#)

Application Type

Proposal Type: Discipline-Based


Funding Category: Level 3

Discipline: Multidisciplinary

Proposal Title: BAC Arts for Individuals with Disabilities

B. Contacts (Applicant Information) Page 2 of 12

Applicant Information

- a. Organization Name: Brevard Achievement Center, Inc. 
- b. DBA: BAC
- c. FEID: 59-1203280
- d. Phone number: 321.632.8610
- e. Principal Address: 1845 Cogswell St Rockledge, 32955-3210
- f. Mailing Address: 1845 Cogswell St Rockledge, 32955-3210
- g. Website: www.bacemploy.com
- h. Organization Type: Nonprofit Organization
- i. Organization Category: Other
- j. County: Brevard
- k. UEI: JWKNCLJDPEG3
- l. Fiscal Year End Date: 09/30

1. Grant Contact *

First Name

Angela

Last Name

Ruck

Phone 321.632.8610

Email aruck@bacemploy.com

2. Additional Contact *

First Name

Lee

Last Name

Sorensen

Phone 321.632.8610

Email lsorensen@bacbrevard.com

3. Authorized Official *

First Name

Amar

Last Name

Patel

Phone 321.632.8610

Email apatel@bacemploy.com

4. National Endowment for the Arts Descriptors

4.1. Applicant Status

Organization - Nonprofit

4.2. Institution Type

Community Service Organization

4.3. Applicant Discipline

Multidisciplinary

C. Eligibility Page 3 of 12

1. What is the legal status of your organization?

- Florida Public Entity
- Florida Nonprofit, Tax-Exempt

2. Are all grant activities accessible to all members of the public regardless of sex, race, color, national origin, religion, disability, age or marital status?

- Yes (required for eligibility)
- No

3. Project start date: 7/1/2023 - Project End Date: 6/30/2024 *

- Yes (required for eligibility)
- No

4. How many years of completed programming does your organization have?

- Less than 1 year (not eligible)
- 1-2 years (required for eligibility for GPS and SCP)
- 3 or more years (required minimum to request more than \$50,000 in GPS)

5. Multi Disciplinary

- Yes (required for eligibility)
- No (You should apply to the Presenting discipline)

D. Quality of Offerings Page 4 of 12

1. Applicant Mission Statement - (500 characters) *

BAC's mission is to provide persons with disabilities innovative services and opportunities to achieve personal success. We are a social enterprise dedicated to building communities that support members of unique abilities in growing their own personal success.

Success means participation in all facets of life including, but not limited to, education, employment, independent living and exposure to the arts and cultural arts experiences that are fully accessible to people of all abilities.

2. Project Description - (2000 characters)

Briefly describe the project or program for which you are requesting funding. If you are an LAA or SSO, please include a statement that describes the services provided to your audience (including membership) and how those services are provided.

BAC Arts provides opportunities for participants with significant disabilities to create and participate in performing and visual arts by providing exhibition and performance venues, sales opportunities, and other means of recognition for artist's works in fully accessible locations. Program activities target both students and adults with disabilities.

BAC's Adult Day Training participants join in arts classes with the guidance of a full-time instructor and various teaching artists. Arts participants create mixed medium, textile pieces, drawings, paintings and more. The proceeds from all group project art sold goes directly back into the program. Individual pieces created by artist with a disability are sold and the artist is paid a commission. Displays at local arts and crafts festivals share what individuals with unique abilities can achieve through arts.

The 3-day BAC Arts Festival, at the Brevard Zoo, welcomes 1,200 Pre-K through 8th grade Exceptional Student Education (ESE) students from area private, charter and public schools. New themes each year, make and take projects, music and physical activities, performances, demonstrations, workshops and exhibits are all part of the Festival. The inspirational Zoo setting gives students a chance to experience various animal encounters and foster social interactions in an integrated community setting. The Festival impact on youth with disabilities and the community is beyond measure.

BAC's Performing Arts Showcase (PAS) gives over 100 middle and high school ESE students, and adults from BAC's ADT program, the opportunity to perform for an audience from the Main Stage of the King Center for the Performing Arts. Visiting artists work with students and teachers to write a song or skit, choreograph a dance routine, or create a musical number suitable for each class. Acts are performed for parents, siblings, friends, community leaders, elected officials, public, private and charter school groups, and general public.

2.1. Project Goals (2000 characters)

Please list at least three goals associated with the project or program for which you are requesting funding.

Goals: Broad statements that are usually general, abstract, issue oriented with realistic priorities. Goals are a long-term end to which programs and activities are developed and should reflect the organization's mission statement. Goals can be listed in priority order and ranked.

Sample goal: To provide residents and visitors with increased opportunities to view local art and meet local artists.

Goal One

Provide multidisciplinary, accessible arts and culture education and experiences for students with disabilities that include instruction from local teaching artist(s), exhibit opportunities, performances, and interactions.

Goal Two

Provide multidisciplinary and mixed medium arts education, design and exhibit opportunities and community interactions for adults with severe disabilities participating in BAC's Adult Day Training program.

Goal Three

Provide Brevard residents with increased opportunities to view multidisciplinary, mixed medium arts performances and displays created by people with significant disabilities.

2.2. Project Objectives (2000 characters)

Please list the three corresponding objectives for the goals listed above.

Objectives: Specific, measurable ends that are achievable within a time frame and mark progress towards achieving goals.

Sample Objective: At least 300 residents and visitors will view local art and be invited to a "meet the artist reception"

OBJECTIVE 1; Goal 1 and Goal 3

Increase the number of participants in the BAC Arts Festival by 5% to 1,339 by March 2024.

OBJECTIVE 2; Goal 1 and Goal 2

Provide a visiting teaching artist and/or other professional development opportunities for 100 K-12 teachers, occupational therapists, employment transition instructors, direct care support staff and activities therapists by March 2024.

OBJECTIVE 3; Goal 1 and Goal 3

Increase the number of school-aged children and adults with disabilities who will perform in the Performing Arts Showcase by 5% to 126 by May 2024.

OBJECTIVE 4; Goal 2

Provide mixed medium arts education and design opportunities for at least 50 adults with disabilities participating in BAC's Adult Day Training program, who choose to participate as part of their personal development plan, for 45 minutes a day, up to 5 days a week in a classroom/studio setting by June 2024.

OBJECTIVE 5; Goal 3

Exhibit and sell work created by BAC artists with disabilities a minimum of 4 times in community-based settings by June 2024.

OBJECTIVE 6; Goal 2

Host at least three local artists or performance groups for all Adult Day Training program participants (approximately 70 people) to provide arts and culture exposure to all by June 2024.

2.3. Project Activities (2000 characters)

Please list the project or program activities.

Activities: These are the specific activities that achieve the objectives.

Sample Activities: Work with local arts and tourism organizations to promote art shows.

Communicate with local art teachers to encourage students to attend shows. Schedule artist commentaries and news articles to promote the shows.

BAC Arts Festival Activities

Contact school administrators to increase awareness of the program offerings and relevant dates.

Use video to facilitate program awareness to school staff -secure classroom registration.

Contract local Festival Visiting Artists.

Connect classrooms to local artist for specific projects featured at the Festival.

Design a Festival plan with Brevard Zoo.

Maximize the Zoo experience for varied abilities using sensory-friendly, fully accessible areas.

Recruit volunteers to assist at event.

Provide training in accommodations, adaptations, and people-first language for volunteers working with participants.

Provide opportunities for volunteers to plan lessons and interact with students while earning Continuing Education Unit credits.

Performing Arts Showcase Activities

Engage Florida Diagnostic and Learning Resources System to pair participants with disabilities with peers from mainstream classes.

Select 10 or more student groups and 1 or more adult groups to participate in the PAS.

Contract local Visiting Artists for at least 8 weekly group lessons prior to showcase, dress rehearsal and event.

Meet with King Center Staff to secure venue plan/develop ideas.

The BAC Arts Activities

Hold a variety of mixed-medium classes 5 days/week for adults with severe disabilities to meet unique learning/creative styles of participants using adaptive technologies or art equipment as needed.

Assist BAC participants in crafting personal empowerment goals related to cultural arts.

Contract Visiting Artist to provide instruction in varied mediums.

Provide access to performing arts activities in the community.

Host booths at local Art and Craft Festivals to display/sell BAC art.

Coordinate with Studio participants to assist with events to experience community interaction and self-advocacy.

Prepare displays of BAC art works at 3 “art in public places” venues and at least 3 area businesses locations to showcase BAC Art works for sale.

Related Activities

See marketing plan section E 15

2.4. Partnerships & Collaborations (2000 characters)

Describe any partnerships and/or collaborations with organizations directly related to General Programming (GPS) or the Specific Cultural Project (SCP). Discuss the responsibilities and benefits of the relationship and whether any formal agreements are in place.

BAC’s primary partner Brevard Public Schools (BPS) is critical to the success of several of our events. BAC staff and Visiting Artists provide art program opportunities to BPS students with disabilities via Exceptional Student Education (ESE) programs. While students in ESE settings have access to school-wide art education, the course work is not targeted to their unique abilities and are often underfunded. BAC Artist interactions and specifically designed instruction meet the needs of these students. Ongoing dialogue with BPS classroom teachers is maintained to assure lessons and activities align with state standards. BPS current and retired staff are members of BAC’s Arts Advisory Council.

Florida Diagnostic Learning Resources (FDLRS) disseminates information to classroom teachers and provides staff to assist at the Festival. FDLRS provides CEUs for teacher used toward the renewal of their state teaching credentials.

The Brevard Zoo provides the venue for the Hands-on Arts Festival. BAC works closely with Zoo educators and visitor inclusion department staff to ensure a safe and meaningful experience for all participants. Brevard Zoo provides discounted tickets and behind the scenes access for participants.

The King Center for the Performing Arts provides the venue for BAC’s Performing Arts Showcase (PAS). BAC closely collaborates with center staff year-round to ensure a safe and meaningful experience for all participants.

BAC partners with the following to provide access to completed art exhibits. Each community partnership permits an ongoing rotation of exhibits:

- Cocoa Beach Surf Company
- Cocoa Village Art Festival

- **Health First Medical Centers**
- **Brevard Library System**
- **Brevard County Health Department**
- **The Downtown Art Gallery in Titusville**

BAC collaborates with the following funders/providers to ensure coordination of service; we have formal contracts for ART services with each of these partners:

- **United Way**
- **Vocational Rehabilitation**
- **Agency for Persons with Disabilities**

E. Impact - Reach Page 5 of 12

For questions 1-6, do not count individuals reached through TV, radio, cable broadcast, the Internet, or other media. Include actual audience numbers based on paid/free admissions or seats filled. Avoid inflated numbers, and do not double-count repeat attendees.

1. What is the estimated number of events related to this proposal?

3

2. What is the estimated number of opportunities for public participation for the events?

8

3. How many Adults will participate in the proposed events?

55

4. How many K-12 students will participate in the proposed events through their school?

1,495

5. How many individuals under the age of 18 will participate in the proposed events outside of their school?

0

6. How many artists will be directly involved?

Enter the estimated number of professional artists that will be directly involved in providing artistic services specifically identified with the proposal. Include living artists whose work is represented in an exhibition regardless of whether the work was provided by the artist or by an institution. This

figure should reflect a portion of the total individuals benefiting. If no artists were directly involved in providing artistic services enter 0.

6.1. Number of artists directly involved?

10

6.2. Number of Florida artists directly involved?

10

Total number of individuals who will be engaged?

1560

7. How many individuals will benefit through media?

1,100

8. Proposed Beneficiaries of Project

Select all groups of people that your project intends to serve directly. For each group, you can select more than one answer if applicable. If your project/program served the general public without a specific focus on reaching distinct populations, then select the “No Specific Group” options.

8.1. Race Ethnicity: (Choose all that apply) *

No specific racial/ethnic group

8.2. Age Ranges (Choose all that apply): *

Children/Youth (0-17 years)

Young Adults (18-24 years)

Adults (25-64 years)

8.3. Underserved/Distinct Groups: *

Individuals with Disabilities

9. Describe the demographics of your service area. (2000 characters)

Demographics are distinct characteristics of a population. Examples include but are not limited to: age, race, ethnicity, religion, gender, income, family status, education, veteran, disability status, and employment.

Brevard County is located along the east central coast of the state. We are home to NASA - Kennedy Space Center, Cape Canaveral and Patrick Air Force Bases and Port Canaveral. There is a blend of urbanized and rural areas. The county is 72 miles long, covering 1,016 square miles and in 2021 had an estimated population of 616,628 (per the 2020 Census) up from 543,376 per the 2010 Census. The median resident age is 47.2, with 24% of residents over the age of 65 and 18% under the age of 18.

The percent of residents under age 65 have a diagnosed disability is 10.8%. As of March 2022, there was 2.5% unemployment for the total population of Brevard County; that number jumps to twelve percent unemployment for individuals with disabilities.

Brevard is home to 66,518 veterans. Brevard Public Schools is the 49th largest district in the US and the 10th largest in Florida. There are 125 public schools serving 74,247 students; over 14,700 (19.8%) of these are students with disabilities. The median household income is \$59,359 and 9.9% of residents live below the poverty line.

The population is:

- 51.1% female
- 83.2% White
- 10.9% Hispanic or Latino
- 10.8% Black or African American
- 2.3% Asian
- .5% American Indian and Alaska Native
- .1% Native Hawaiian and Other Pacific Islander

Sources: <https://www.census.gov/quickfacts/brevardcountyflorida>; Economic Development Commission of Florida's Space Coast (www.spacecoastedc.org); 2020 U.S. Census Bureau, 2017 American Community Survey 1-Year Estimates; Brevard Public Schools.

10. Additional impact/participation numbers information (optional) (1500 characters)

Use this space to provide the panel with additional detail or information about the impact/participation numbers. Describe what makes your organization/programming unique.

The local arts and crafts festivals and community events that BAC participates in are well attended by the general public, however we do not have access to the data on the number of visitors to these events as they are off site and participation numbers are not kept.

11. In what counties will the project/program actually take place?

Brevard

12. What counties does your organization serve?

Brevard

13. Describe your virtual programming. Only for applicants with virtual programming. (2500 characters)

Briefly describe any virtual programming that you provide to the public. This information should include who is able to access the programming and any payment structure.

During the 2019 Covid Pandemic BAC switched to offering its art program by virtual means. While we fully expect to return to in-person program fully by the time this grant award occurs, we offer our current virtual program as an example of our organizational and program flexibility.

Virtual BAC Arts offerings were provided free of charge to anyone who wished to access them via bacemploy.com

Virtual BAC Arts Festival – Hearts for the Arts

80 teachers from 42 schools pre-registered their 789 students with disabilities to take part in the 2022 Virtual BAC Arts Festival. Each teacher received a box with 24 items per student including, directions, handouts and art materials needed for each of their students to complete the activities associated with 17 videos at <https://bacemploy.com/hearts-for-the-arts-all-projects/> of Visiting Artists leading lessons and musical performances, Brevard Zoo animal encounters with special behind-the-scenes tours and more. The festival was launched on our website on April 17, 2022 and to date we have received 831 visits from unique IP addresses and 896 voluntary online check-ins.

BAC's 8th Annual Performing Arts Showcase– Hearts for the Arts

The 8th Annual BAC Performing Arts Showcase was held at the Maxwell C. King Center for the Performing Arts on May 10th, 2022 featuring 120 middle and high school Exceptional Student Education students from Brevard Public Schools along with their 18 general education peers, and 10 adults with disabilities from BAC's Adult Day Training program celebrating HeARTs for the Arts! 9 visiting artists provided instruction to 10 classrooms over 8 weeks. We had record attendance with an estimated 650+ community members in attendance and 1,108 unique online views of the encore performance on our website at: <https://bacemploy.com/8thpas/>

14. Proposal Impact (3500 characters)

How is your organization benefitting your community .What is the economic impact of your organization?

Organizations: Include education and outreach activities.

Solo or Individual Artists: Include any positive social elements and community engagement anticipated from the project.

The impact of participation in the arts by individuals with significant disabilities has been shown to improve a number of areas of functioning for those we serve. Studies show that individuals with disabilities cited such things as increased creativity, greater happiness, and more life choices, as results of their assuming the role of "artist." Many individuals have impairments in

physical and/or cognitive functioning that limit their opportunities to engage in vocational and recreational activities without some form of accommodation or facilitation. (Robey, Reed, Steiner & Wilkenfeld, 2015).

Participants, who face challenges with mobility, communication, sight and sound every day, experience the thrill of learning, creating and performing for an audience while also visiting two of our community's most iconic cultural attractions.

Exposure to the arts provides participants with an improved sense of self-worth, independence and community, encouraging greater participation in all facets of life including, but not limited to, education, employment and independent living.

These programs are vital resources for individuals with disabilities, reaching all learning modalities and opening paths to social and career opportunities. As a result, individuals with disabilities become more productive members of our community.

Our outreach efforts through participation in community festivals and exhibitions, are targeted to reach a blend of the general community, like Cocoa Village Arts and Crafts Festivals, and individuals with disabilities and their caregivers.

BAC is a non-profit agency with an annual operating budget of \$32 million. Below are examples of impact in 2022:

- Through its various federal, state and commercial business contracts, BAC employed 685 persons with disabilities.
- Total BAC payroll impact for all employees was \$21 million.
- Practical Application of Career Exploration program in Brevard Public High Schools provided 833 ESE students with job and career planning assistance during the school year.
- BAC facilitates The Social Security Administration Work Incentives Planning and Assistance services in 14 Florida counties with 665 people with disabilities who want to work.
- Referrals from Vocational Rehabilitation resulted in BAC finding employment opportunities for 457 persons with disabilities.
- The Adult Day Training program provided life and employment skill building, and empowerment classes for 147 individuals with significant disabilities.

Beyond the empowerment of our participants, the economic impact BAC's art programs have on our local community produce tangible economic by-products:

- Rental of the Theatre for the Showcase supports the King Center for the Performing Arts, a non-profit serving the local arts and culture community.
- Purchase of 1,200 reduced-price admission tickets to the Brevard Zoo supports the Zoo, a non-profit in the community. Furthermore, Festival volunteers and non-BAC affiliates that come to the Zoo during the three-day Festival spend money at the Zoo.
- Six to ten local performing artists are paid by BAC throughout the year.
- School buses and drivers are hired to transport youth to both community-based events.
- BAC employs one full-time employee to oversee BAC arts operations and one part-time employee to manage all other Art Program activities.

15. Marketing and Promotion

15.1. How are your marketing and promoting your organizations offerings? *

- Brochures
- Collaborations
- Direct Mail
- Email Marketing
- Newsletter
- Radio
- Organic Social Media
- Paid Social Media
- Television
- Other

15.2. What steps are you taking in order to build your audience and expand your reach? (3500 characters)

How are you marketing and promoting your organizations offerings?

Marketing and promotion efforts for BAC Arts are largely conducted by the agency's Community Relations Department with support from the Art program and other BAC personnel, school teachers, assistants, volunteers, and community supporters.

In FY20, we made a strategic investment in our marketing budget to expand our capabilities in video production, advertising, and community outreach. We expect this investment to positively impact our ability to highlight our Arts Program along with our other areas of focus including employment of veterans and individuals with disabilities in local media outlets and social media channels.

Outreach is targeted to the arts and cultural community, those affiliated with the disability community, BAC donors and the community at large. To increase publicity, participation and awareness of BAC's art program, numerous vehicles are used: (numbers as of May 2022)

BAC's social media sites:

- Facebook – 2931 followers with 69,468 impressions on Facebook
- Instagram – 1,051 followers
- Twitter – 310 followers
- LinkedIn- 545 Followers
- Website (www.bacemploy.com) – 54,449 active users since October 1, 2021

Other media:

- BAC's External Newsletter/Mass e-mail – 656 contacts
- Florida Diagnostic and Learning Resources System East (FDLRS East) communications
- Florida TODAY (main local newspaper) coverage – 155,000 home subscribers; 6,000 military subscribers at Patrick Air Force Base and Cape Canaveral Air Force Base
- Spectrum News 13 (Local news station) coverage – 2.6 Million Households annually; 387,000 Social Media Followers
- Press Releases to local media – Six additional outlets provided coverage
- Brevard Cultural Alliance affiliation – published to 70+ member organizations

- Brochures and annual programs – more than 750 copies distributed annually
- Open houses at our agency offices – 50 to 70 participants annually; Not sure of this one due to COVID
- Presentations to community groups – average of 25 annually
- Direct marketing to more 50 classroom teachers, printed and e-mail

The following sites and publications do not release or do not track distribution data:

- School district newsletters, website and publications
- Eastern Florida State College newsletters, website and publications
- Introductory letter to teachers attending a "new teacher's academy"
- Presentations during district in-service days, curriculum contacts and principal's meetings
- Partner newsletters and brochures (i.e. King Center, Brevard Zoo, etc.)
- Art in community exhibits
- Presence at gallery walks, arts and crafts fairs and retail outlets
- Community disability partners and local providers
- Displays at resource fairs
-

As awareness of the activities grow, so does our program delivery capacity and our audience. It is common for us to receive calls and inquiries about project activities even before they are released. In addition, requests for touring art exhibits continues to grow as more people are exposed to artwork from our program. Because of these continued requests, in 2022 we again expanded our inventory of art pieces available for display throughout the county. As student work and teacher effort is publicly recognized, the value of the program increases. Through our marketing and promotion efforts we will strive to maintain consistent participation despite widespread budget cuts in schools and community organizations.

F. Impact - Diversity, Equity and Inclusion Page 6 of 12

1. Describe how the facilities and proposal activities are accessible to all audiences and any plans that are in place to improve accessibility. In addition to your facility, what specific step are you taking to make your programming accessible to persons of all abilities and welcoming to all members of your community? (3500 characters)

For example, explain use of accessibility symbols in marketing materials, accessibility of facilities and programming and/or target population. You can find resources on accessibility at dos.myflorida.com/cultural/info-and-opportunities/resources-by-topic/accessibility. We encourage all applicants to include images in the support materials showing the use of accessibility symbols in marketing materials.

Accessibility

The three main venues where the BAC Arts Program conducts art education and events for school-aged youth (Brevard Public Schools Exceptional Student Education and General Education Classrooms, the King Center for the Performing Arts, and Brevard Zoo) are accessible to all audiences. Each receive state and federal funding that requires them to implement accessibility plans.

Below is a synopsis of their accessibility:

- Artists prepare for the Showcase in the classrooms of Brevard Public Schools. As a state and county funded organization, they comply with ADA requirements. BAC's school-based learning opportunities, performances and activities are free to all participants allowing all students to take part regardless of ability to pay.
- The King Center for the Performing Arts operates under the umbrella of Eastern Florida State College (EFSC). The following statement is located on the EFSC website: "Eastern Florida State College certifies that the King Center is a place of public accommodation and is accessible to disabled persons and in compliance with Title II and III of the Americans with Disabilities Act (ADA)." BAC provides an ASL interpreter for the Performing Arts Showcase. This activity is also free of charge to participants.
- The Brevard Zoo is fully accessible and receives funding which require it to comply with ADA requirements, including Florida Division of Cultural Affairs. In addition, the Zoo has recently installed an exhibit area specifically designed for persons with disabilities and all Zoo personnel have also all been trained to assist individuals with sensory processing disorder. From their website: "We believe everyone has the right to experience the Zoo and the great outdoors, regardless of their ability. Click here to learn about sensory bag checkout, the Exceptional Nature Space and other programs for individuals with exceptional needs." This activity is also free of charge to participants.

BAC's core art programs are coordinated from the agency's Rockledge, Florida headquarters. As a recipient of funding from Florida's Agency for Persons with Disabilities (APD), BAC is required to comply with ADA regulations. Facilities are inspected monthly by Facilities Management staff to ensure we maintain accessibility compliance (504 documentation attached). In addition, BAC is periodically evaluated independently through organizations such

as the Space Coast Center for Independent Living and local architects. BAC staff completed the 504 Self-Evaluation Workbook in May 2022 and confirmed our facilities meet and exceed recommended guidance. Our state quality provider score from reviewer Qlarant, most recently issued in 2020 was a 94.8%, with 8/8 possible points on physical accessibility for individuals with significant disabilities.

2. Policies and Procedures

Yes

No

3. Staff Person for Accessibility Compliance

Yes

No

3.1. If yes, what is the name of the staff person responsible for accessibility compliance?

Keisha Hutchinson

4. Section 504 Self Evaluation

Yes, the applicant has completed the Section 504 Self Evaluation Workbook from the National Endowment for the Arts.

Yes, the applicant completed the Abbreviated Accessibility Checklist.

No, the applicant has not conducted an accessibility self-evaluation of its facilities and programs.

4.1. If yes, when was the evaluation completed? 5/1/2022

5. Does your organization have a diversity/equity/inclusion statement?

Yes

No

5.1. If yes include here. (500 characters)

Brevard Achievement Center offers employment, programs, and services without regard to race, color, religion, national origin, creed, sex, age, military service or handicap, except where such factors are essential, bona fide occupational requirements in accordance with Title VI of the Civil Rights Act. Any person who believes she/he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with Brevard Achievement Center. See attachment for full statement.

6. Accessibility includes other factors besides physical. What efforts has your organization made to provide programming for all? (2000 characters)

BAC is dedicated to advancing employment and empowerment opportunities for individuals with disabilities while also meeting the needs of private companies and government agencies. BAC is building independence through job opportunities and high-quality services helping individuals with disabilities maximize their participation in all aspects of our communities.

As the largest nonprofit in our community serving those with disabilities, we make special efforts to ensure that our programs, including BAC Arts, are accessible to people of all abilities.

We include in our programming the following to aid in accessibility:

A wide variety of teaching modalities and tools used during instructional and training opportunities.

Use of hand-over-hand instruction when appropriate.

Use of communication symbols for instruction of non-readers including posters, signage, flash cards, instruction sheets.

Use of digital communication devices for non-verbal participants.

Use of adaptive aids such as sensory-friendly noise-cancelling headphones, fidget toys, liquid indicators, lighted scales, digital display wall clocks.

Occupational Therapists and Physical Therapists help in the design of our program offerings.

An ASL interpreter is provided at all events.

Employee to participant ratios are low (1:10) to support those with significant cognitive/intellectual disabilities.

Access to Virtualjobshadow.com for career exploration, including training, arts and culture interactions.

An additional resource BAC developed to assist with accommodations for all employees and program participants is an Assistive Technology Committee. This cross-functional team of employees that assists with accommodations through research and implementation of creative, viable solutions to any barriers to success within the workplace or programs.

7. Describe the Diversity of your staff, volunteers, and board members. (1000 characters)

Our employees represent a broad cross-section of our communities. More than 62 percent of our team have at least one disability and eight percent are veterans.

In addition, our staff identifies as:

- 43% female; 57% male
- 52% White
- 29% Black or African American
- 13% Hispanic or Latino
- 4% Asian
- 1% Two or more races

Our Board of Directors includes 15 community leaders: 47 percent are female; 86 percent are white, 7 percent Hispanic and 7 percent two or more races; we do not currently track disability or veteran status of Board members. Additionally, we do not currently track information about the diversity of our program volunteers.

G. Track Record Page 7 of 12

1. Organization History (2000 characters)

Briefly describe your organization's history including founding dates and significant changes in management, location, mission, etc. Also, include major accomplishments and program growth, adaptation to external factors and significant relationships and partnerships.

The history and growth of BAC is a story of opportunity for people with disabilities. In 1967, District Director for Vocational Rehabilitation, Bill Cox was forced to drive to St. Petersburg, FL facilities to evaluate, train and provide work experience for adults with disabilities from Brevard County. Cox worked to illustrate the needs of people with disabilities and on February 8, 1968, Brevard County Community Achievement Center (BCCAC) was born.

Led by Ammon G. Belleman, Jr., local IBM general manager, BCCAC's first Board created the following goals:

Build dignity and self-respect for persons with disabilities

Make tax payers out of tax users

Prevent institutionalization for many people

Return to the community at least part of the cost of serving persons with disabilities by developing economically useful members of society to reduce dependence

In 1975, Donald Swickert, BCCAC's first Executive Director, and three staff members served seven clients at 1845 Cogswell Street in Rockledge. Brevard Achievement Center (renamed in 1975) still is headquartered today.

Today BAC has grown to a premier agency providing employment and empowerment programs designed to help more than 3,000 people with unique abilities annually achieve independence and personal success. Corporate partnerships and working with the AbilityOne Program, BAC now offers employment opportunities to more than 600 people at federal contract sites across Florida, Puerto Rico, Virginia and North Carolina. BAC's longstanding partnership with Brevard Public Schools allows us to reach out to students with disabilities as they plan for the future.

The commitment of BAC's founders, parents, dedicated employees and volunteers play a critical role in the formation of its quality programs and services offered. A legacy of service and commitment is instilled in the organization and is seen each day as BAC serves participants, business partners, customers, and families and ultimately its mission.

2. Fiscal Condition and Sustainability (2000 characters)

Describe the fiscal condition of the organization as it relates to the successful completion of the proposal. Also describe plans to sustain the proposal activities after the grant period.

BAC's fiscal condition is strong due to diversified revenue streams and sound financial practices. Through the federal AbilityOne program, approximately 80% of BAC's budget is

obtained from federal service contracts performed at sites in Florida, North Carolina, Puerto Rico and Virginia. The remainder of the operating budget is generated by state fulfillment contracts, program-specific state, federal, corporate and foundation grants and individual donations. Revenue generated from new and existing contract work help supplement the budgetary shortfalls we experience in our service programs each year, including our Arts Program.

An annual audit of our financial statements is performed by an independent CPA; we received a clean audit with no management letter last year. BAC Finance and Investment Committee, made up of current Board members and financial services professionals, review statements and provide guidance quarterly; our Treasurer and Board provide additional oversight bi-monthly. We also have a robust investment portfolio and an endowment fund set up with our local community foundation to generate other areas of support.

BAC Arts is specifically funded through diverse means including individual and corporate donations, ongoing grant requests and local United Way funding. Beyond the grant, additional efforts to raise program funds continue year-round. BAC maintains a recommended cash reserve to allow for almost 6 months of continued operations in the event of an emergency or disaster. The ultimate goal, however, is for events to be supported by community-based fundraising and in-kind support, not dependent on emergency reserves.

Like many agencies, BAC has been impacted by funding cuts both state-wide and locally. Continued marketing, donor and partner cultivation, new grant proposals and fundraisers supply revenue when the agency experiences loss and provide sustainability.

3. Project Evaluation (2000 characters)

How will you determine if your Goals and Measurable Objectives are achieved? Who will conduct the evaluation, and who will the evaluation target? What methods will be used to collect participant feedback? (Surveys, evaluation forms, interviews, etc.) When will you collect the information, and how will it be used to inform future programming?

Goal Evaluation Method:

BAC evaluates the program goals by collecting objective specific data as defined below. These findings along with satisfaction surveys, community feedback and other sources including but not limited to electronic monitoring of www.bacemploy.com and all BAC social media will provide BAC Board of Directors, Community Relations Team with support from the Arts Program at BAC and the Arts Advisory Council with a complete picture of the success of project as defined.

Specific Objective Evaluation Methods:

OBJECTIVE 1

Number of participants will be monitored, recorded and compared against the goal of 1,339 [KG1] participants by March 2024.

OBJECTIVE 2

Monitor Participation levels with the target providing visiting teaching artist and/or other professional development opportunities for 100 K-12 teachers, occupational therapists,

employment transition instructors, direct care support staff and activities therapists by March 2024

OBJECTIVE 3

Monitor participation at PAS to reach or exceed the goal of 126 [KG2] school-aged children and adults with disabilities performing in the Performing Arts Showcase by May 2024.

OBJECTIVE 4

Track participation in BAC’s arts program to meet or exceed providing mixed medium arts education and design opportunities for at least 50 adults with disabilities participating in BAC’s Adult Day Training program, who choose to participate as part of their personal development plan, for 45 minutes a day, up to 5 days a week in a classroom/studio setting by June 2024.

OBJECTIVE 5

Track and report on number of exhibits and sales work created by BAC artists with disabilities a minimum of 4 times in community-based settings by June 2024.

OBJECTIVE 6

Track and report on attendance at least three local artists or performance groups for all Adult Day Training program participants (approximately 70 people) to provide arts and culture exposure to all by June 2024.

3.1. Describe the expected outcomes of the project. How will you determine the success of the project? (2000 characters)

Evaluation of the impact our Arts Program has on our community are gathered in a variety of ways including:

- number of individuals with disabilities served.
- number of classrooms and students that participate in the school-based programs.
- volunteer hours provided.
- participant, teacher and visiting artist satisfaction surveys after each event and performance.
- number of adult participants who attain personal empowerment goals related to arts and culture.
- interviews with collaborating partners after each event.

The results of each data point collected are analyzed by program staff, leadership and volunteers to confirm best practices as well as areas for future improvement. Program activities are then updated as needed to ensure the best outcomes and experiences for our artists with disabilities.

Grant compliance reports allow the agency to keep track of its stated goals. In addition, our Arts Advisory Council and BAC Board of Directors help monitor the strategic direction of the program, as well as compliance with its mission and goals.

4. Completed Fiscal Year End Date (m/d/yyyy) * 9/30/2021

5. Operating Budget Summary

Expenses	Previous Fiscal Year	Current Fiscal Year	Next Fiscal Year
1. Personnel: Administrative	\$3,529,889	\$3,706,383	\$3,891,702
2. Personnel: Programmatic	\$20,010,789	\$21,011,325	\$22,061,891
3. Personnel: Technical/Production			
4. Outside Fees and Services: Programmatic	\$5,076,141	\$5,329,948	\$5,596,445
5. Outside Fees and Services: Other	\$677,842	\$711,734	\$747,321
6. Space Rental, Rent or Mortgage	\$288,130	\$302,527	\$317,653
7. Travel	\$206,115	\$216,421	\$227,242
8. Marketing	\$66,610	\$69,941	\$73,438
9. Remaining Operating Expenses	\$1,441,052	\$1,513,105	\$1,588,760
A. Total Cash Expenses	\$31,296,568	\$32,861,384	\$34,504,452
B. In-kind Contributions			
C. Total Operating Expenses	\$31,296,568	\$32,861,384	\$34,504,452
Income	Previous Fiscal Year	Current Fiscal Year	Next Fiscal Year
10. Revenue: Admissions			
11. Revenue: Contracted Services	\$28,586,580	\$30,015,909	\$31,516,704
12. Revenue: Other	\$1,907,590	\$2,002,970	\$2,103,119
13. Private Support: Corporate			
14. Private Support: Foundation	\$138,000	\$144,900	\$152,145

15. Private Support: Other	\$385,061	\$404,314	\$424,530
16. Government Support: Federal	\$277,400	\$291,270	\$305,834
17. Government Support: State/Regional	\$217,124	\$227,980	\$239,379
18. Government Support: Local/County	\$108,000	\$113,400	\$119,070
19. Applicant Cash			
D. Total Cash Income	\$31,619,755	\$33,200,743	\$34,860,781
B. In-kind Contributions			
E. Total Operating Income	\$31,619,755	\$33,200,743	\$34,860,781

6. Additional Operating Budget Information (1000 characters)

Use this space to provide the panel with additional detail or information about the operating budget. Please explain any deficits, excess revenue, or major changes to any line items or budget totals. If not applicable, then write "not applicable."

All budget items reflect inflation and effects of the Covid-19 Pandemic.

7. Paid Staff

- Organization has no paid management staff.
- Organization has at least one part-time paid management staff member (but no full-time)
- Organization has one full-time paid management staff member
- Organization has more than one full-time paid management staff member

8. Hours *

- Organization is open full-time
- Organization is open part-time

9. Does your organization have a strategic or long range plan?

Yes

No

10. Rural Economic Development Initiative (REDI) and Underserved Waiver

Yes

No

H. Budget Page 8 of 12

1. Proposal Budget Expenses:

Detail estimated proposal expenses in the budget categories listed below. Include only expenses that specifically related to the proposal. You can find a list of non-allowable and match only expenses at dos.myflorida.com/cultural/grants/grant-programs.

The expense section contains three columns:

- a. Grant funds (these are the funds you are requesting from the state)
- b. Cash Match (these are earned or contributed funds supplied by your organization)
- c. In-kind (the value of donated goods and services)
- d. Save each individual line within the budget.
- e. To update budget totals, save each page.

Do not include any non-allowable expenses in the proposal budget. (See: non-allowable expenses).

For General Program Support the Proposal Budget should match the operating budget minus any non-allowable expenses (see non-allowable expenses).

For Specific Cultural Projects the Proposal Budget expenses must equal the Proposal Budget income.

1.1. Personnel: Administrative *

#	Description	Grant Funds	Cash Match	In-Kind Match	Total
1	Staff Salary	\$0	\$21,000	\$0	\$21,000
2	Fringe	\$0	\$4,800	\$0	\$4,800
Totals:		\$0	\$25,800	\$0	\$25,800

1.2. Personnel: Programmatic *

#	Description	Grant Funds	Cash Match	In-Kind Match	Total
1	Staff Salary	\$25,000	\$15,000	\$0	\$40,000
2	Fringe	\$0	\$10,000	\$0	\$10,000
Totals:		\$25,000	\$25,000	\$0	\$50,000

1.3. Personnel: Technical/Production *

#	Description	Grant Funds	Cash Match	In-Kind Match	Total
1	Supplies for Performances and Festival	\$0	\$16,500	\$0	\$16,500
2	Visiting Artists	\$0	\$8,500	\$0	\$8,500
Totals:		\$0	\$25,000	\$0	\$25,000

1.4. Outside Fees and Services: Programmatic *

1.5. Outside Fees and Services: Other *

1.6. Space Rental (match only) *

#	Description	Cash Match	In-Kind Match	Total
1	Showcase Stage	\$6,000	\$0	\$6,000
Totals:		\$6,000	\$0	\$6,000

1.7. Travel (match only) *

#	Description	Cash Match	In-Kind Match	Total
1	Travel	\$750	\$0	\$750
Totals:		\$750	\$0	\$750

1.8. Marketing *

#	Description	Grant Funds	Cash Match	In-Kind Match	Total
1	Marketing	\$0	\$1,000	\$0	\$1,000
Totals:		\$0	\$1,000	\$0	\$1,000

1.9. Remaining Proposal Expenses *

#	Description	Grant Funds	Cash Match	In-Kind Match	Total
1	Studio Facilities	\$0	\$8,200	\$0	\$8,200
Totals:		\$0	\$15,400	\$0	\$15,400

#	Description	Grant Funds	Cash Match	In-Kind Match	Total
2	Other Misc	\$0	\$7,200	\$0	\$7,200
Totals:		\$0	\$15,400	\$0	\$15,400

1.10. Amount of Grant Funding Requested:

\$25,000

1.11. Cash Match:

\$98,950

1.12. In-Kind Match:

1.13. Match Amount:

\$98,950

1.14. Total Project Cost:

\$123,950

2. Proposal Budget Income:

Detail the expected source of the cash match (middle column) your organization will be using in order to match the state funds (first column) outlined in the expense section. Use the budget categories listed below. Do not include your grant request (first column) or in-kind (third column). Include only income that specifically relates to the proposal. The Proposal Budget income must equal to the Proposal Budget cash match in the expenses.

2.1. Revenue: Admissions *

2.2. Revenue: Contracted Services *

2.3. Revenue: Other *

2.4. Private Support: Corporate *

2.5. Private Support: Foundation *

#	Description	Cash Match	Total
1	Local Foundations	\$20,000	\$20,000
Totals:		\$0	\$20,000

2.6. Private Support: Other *

#	Description	Cash Match	Total
1	Local United Way	\$14,500	\$14,500
2	Fundraising Events	\$25,000	\$25,000
Totals:		\$0	\$39,500

2.7. Government Support: Federal *

2.8. Government Support: Regional *

2.9. Government Support: Local/County *

2.10. Applicant Cash *

#	Description	Cash Match	Total
1	Cash on Hand	\$39,450	\$39,450
Totals:		\$0	\$39,450

2.11. Total Project Income:

\$123,950

2.12. Proposal Budget at a Glance

Line	Item	Expenses	Income	%
A.	Request Amount	\$25,000	\$25,000	20%
B.	Cash Match	\$98,950	\$98,950	80%
	Total Cash	\$123,950	\$123,950	100%
C.	In-Kind	\$0	\$0	0%
	Total Proposal Budget	\$123,950	\$123,950	100%

3. Additional Proposal Budget Information (optional) (1000 characters)

Use this space to provide the panel with additional detail or information about the proposal budget. For example, if you have more in-kind than you can include in the proposal budget you can list it here.

Budget Proposal includes adjustments for inflation and impact of the Covid Pandemic.

I. Attachments and Support Materials Page 9 of 12

Complete the support materials list using the following definitions.

- **Title:** A few brief but descriptive words. Example: "Support Letter from John Doe".
- **Description:** (optional) Additional details about the support materials that may be helpful to staff or panelists. Identify any works or artists featured in the materials. For larger documents, please indicate page number for DAC credit statement and/or logo.
- **File:** The file selected from your computer. For uploaded materials only. The following sizes and formats are allowed.

Content Type	Format/extension	Maximum size
Images	.jpg, .gif, .png, or .tiff	5 MB
documents	.pdf, .txt, .doc, or .docx	10 MB
audio	.mp3	10 MB
video	.mp4, .mov, or .wmv	200 MB

MacOS productivity files such as Pages, Keynote, and Numbers are not acceptable formats. Please save files into .pdf format before submission.

1. Required Attachment List

Please upload your required attachments in the spaces provided.

1.1. Substitute W-9 Form

File Name	File Size	Uploaded On	View (opens in new window)
Substitute W-9 (6.1.22).pdf	33 [KB]	6/1/2022 1:02:48 PM	View file

1.2. Federal 990 Form (most recently completed)

File Name	File Size	Uploaded On	View (opens in new window)
990 FY21.pdf	3544 [KB]	6/1/2022 1:03:41 PM	View file

2. Support materials (required)*

File	Title	Description	Size	Type	View (opens in new window)
Diversity-Inclusion Statement.pdf	Diversity and Inclusion Statement		121 [KB]		View file
22 PAS Spnsors.pdf	Sponsor Poster for 22 PAS		410 [KB]		View file
2022 PAS Save the Date.pdf	2022 PAS Save the Date		515 [KB]		View file
educational materials for 2022 Virtual Festival.pdf	Educational materials		139 [KB]		View file
BAC Arts Programming_.pdf	BAS Arts programing and links to resources		1443 [KB]		View file
SECTION504Workbook2022-BAC Completed.pdf	504 Workbook		248 [KB]		View file
2022 PAS comments.pdf	Letter-comments of support		155 [KB]		View file

2.1.

J. Notification of International Travel Page 10 of 12

Notification of International Travel

In accordance with Section 15.182, Florida Statutes, the grantee shall notify the Department of State of any international travel at least 30 days before the date the international travel is to commence or, when an intention to travel internationally is not formed at least 30 days in advance of the date the travel is to commence, as soon as feasible after forming such travel intention. Notification shall include date, time, and location of each appearance.

1. Notification of International Travel

I hereby certify that I have read and understand the above statement and will comply with Section 15.182, Florida Statutes, International travel by state-funded musical, cultural, or artistic organizations; notification to the Division of Arts and Culture.

K. Florida Single Audit Act Page 11 of 12

Florida Single Audit Act

In accordance with Section 215.97(2)(a) and 215.97(8)(a), Florida Statutes, and the policies and procedures established by the Division of Arts and Culture, the grantee is required to certify annually if your organization with FEIN (insert FEIN here) expended \$750,000 or more from all combined state sources and all combined federal sources during your organization's fiscal year. If your organization has exceeded the threshold of \$750,000, your organization will be required to comply with the Florida Single Audit Act. You will be required to complete a separate certification form in dosgrants.com following the close of your fiscal year.

1. Florida Single Audit Act

I hereby acknowledge that I have read and understand the above statement and will comply with Section 215.197, Florida Statutes, Florida Single Audit Act and the policies and procedures established by the Division of Arts and Culture.

L. Review & Submit Page 12 of 12

1. Guidelines Certification

I hereby certify that I have read and understand the guidelines and all application requirements for this grant program outlined under section 265.701, Florida Statutes and incorporated by reference into Rule 1T-1.036, Florida Administrative Code.

2. Review and Submit

I hereby certify that I am authorized to submit this application on behalf of Brevard Achievement Center, Inc. and that all information indicated is true and accurate. I acknowledge that my electronic signature below shall have the same legal effect as my written signature. I am aware that making a false statement or representation to the Department of State constitutes a third-degree felony as provided for in s. 817.155, F.S., punishable as provided for by ss. 775.082, 775.083, and 775.084.

2.1. Signature (Enter first and last name)

Angela Ruck

