

God's Place

A Faith Based Recovery and Growth Community



Love and Compassion Ministries, Inc.

In The Name of The FATHER, The SON, and The HOLY GHOST

Future Site:

Has not been determined but hope and pray it will be
on the
west coast of Florida near
Fort Myers, Florida

Table of Contents

Overview	1
Lee County Homeless	3
Who We Are	5
Vision Statement / Mission Statement	6
Organizational Chart	7
President / CEO	8
Administration Director	9
Intake Referral Administrator.....	10
Human Resources Coordinator.....	11
Volunteer Coordinator.....	12
Community Outreach Coordinator.....	13
Events / Promotions Coordinator.....	14
Public Affairs Coordinator.....	15
Operations Director	16
Food Service Administrator.....	17
Construction / Maintenance Administrator.....	18
Laundry Services Administrator.....	19
Agricultural Administrator.....	20
Security Administrator.....	21
Thrift Store Administrator.....	22
Education Director	23
Life Skills Administrator / Instructor.....	24
GED Administrator / Instructor.....	25
Language Skills Administrator / Instructor.....	26
On-the-Job Training Administrator / Instructor.....	27
Art and Music Administrator / Instructor.....	28

Table of Contents

Internal Affairs Director	29
Programs Director	30
Recovery Administrator / Instructor.....	31
Youth Program Coordinator.....	32
Homeless Program Administrator.....	33
Community Reentry Program Coordinator.....	34
Financial Director / Purchasing Agent	35
Insurance Collections Specialist.....	36
Grant Coordinator.....	37
Accounts Receivable Clerk.....	38
Accounts Payable / Payroll Clerk.....	39
Head Chaplain	40
Assistant Chaplain.....	41
Social Counselor.....	42
Mental Health Counselor.....	43
Technology Director / IT Manager	44
Funding a Project of This Size for So Little Money	45
Acknowledgements	46
 Budget	
Five Year Budget.....(Sheet 1 - 10 / Pages 1 - 23).....	1
Income Statements.....	24
Balance Sheet.....	26
Statement of Cash Flows.....	27



Overview

We are certainly living in troubled times. Open any newspaper and you will see page after page of disturbing trends. Drug abuse is at an all-time record; drunk drivers are killing or permanently impairing others; homeless are found living in the woods or causing havoc in neighborhoods. People that have never before been without a job are suddenly at a loss and resorting to living in their cars; more and more teens are out of control and the parents don't know what to do. Our prisons are overflowing and for many the sentence is shortened just to make room for someone else. Most of those released will be quickly re-arrested. Other states send us many of their homeless causing even more problems. Hopelessness abounds and the State of Florida and Lee County pays millions every year in jail, prison, hospital, and mental health cost to care for them.

We have a solution and it's called **God's Place!** It's a place filled with hope. Hope for the **drug addicts** that have lost everything, sometimes even their families, due to "getting the next fix"; hope for those **alcoholics** that just can't seem to get free of the bottle; hope for the **homeless** who feel like an outcast of society; hope for those who are temporarily homeless due to a job situation or illness that has drained them of finances; hope for the **youth** who feel they have only a prison or gang that will accept them; hope for **those just released from prison or jail** with little or no skills and no family support and of course hope for our **veterans** with their mental, physical, and emotional problems. **And God's Place won't cost Florida a dime.**

Love And Compassion Ministries, Inc. is a 501 c3 that desires to get God's Place up and running as soon as possible. God's Place will be a community where respect, yet discipline, is present. The directors of LCM are committed to having more than 73 employees the first year and 155 employees the fifth year we will offer love and acceptance to more than 1,250 clients by year five.

God's Place will combine biblical teaching (not religion), responsibility, education and hands-on experience to allow each person a chance to better his or her life. God's Place for many will be

a place where they will be given the opportunity to develop self-sufficiency, including educational opportunities and a trade that can be used anywhere in the United States.

It is time for Floridians to embrace the knowledge that people respond in a positive way when biblical teachings are combined with actions that are known to work such as St. Jude, Mercy Memorial Hospital, our Military Base Hospitals, and thousands of others. We all know that the relationship with faith and healing is well known to lead to success.

This one year program is designed to assess each resident's needs. We will use guide lines designed to elevate a person's attitude, trust, and yearning toward positive things of life. They can pick from many programs which will provide them the education they need, with the training and growth they wish for.

In plain English, Love And Compassion Ministries wishes to purchase a large parcel of land and open a drug and alcohol, homeless, youth, and prison reentry program. We are asking the State of Florida, our community, local Churches, other ministries and businesses to assist us in doing what is right for these people.

We wish to setup a professional medical facility on the property (base) that will be designed to take care of minor ailments and illnesses along with a complete dental facility within the compound in the infirmary. The medical facility, including the dental office, will not be part of the LCM's five year budget. Love And Compassion Ministries will furnish the space needed, electric, utilities, and security. All remaining needs will be furnished by the selected medical facility including but not limited to, equipment, staff, payroll, benefits and other related matters.

As residents learn skills and are given responsibilities for the function and upkeep of God's Place, we intend to be self supporting by raising our own crops, cattle, manufacturing and merchandising items for sale, and being able to remove ourselves off the Florida Power and Light grid system as soon as possible. LCM wishes to sustain the group with very little outside assistance and at the same time creating an atmosphere that will be a healthy balance of mind, body, and soul.

Please examine the enclosed information along with the five year budget and see how you can help us make this possible.

Homelessness in Lee County

The following information, records and charts were provided by:
Dr. Tina Gelpi of Florida Gulf Coast University.

The initial criteria were those individuals who had been arrested and were identified by the Lee County Sheriff's records as "transient" (without an address), and were known across multiple agencies.

COST STUDIES

There have been multiple studies that have demonstrated the financial impact of homelessness. Below is a table that quantifies in dollars the amount spent on services to twelve homeless individuals. The cost of services provided over a 2 year period were totaled and averaged for a year.

So, for example, client AB was the recipient of an average of \$150,164 of services in a year. Of that total, \$1,855 were expenses of the Sheriff (LCSO), \$141,487 were the charges at Lee Memorial Health Systems (LMHS), \$3,070 were the charges at South West Florida Addiction Services (SWFAS), \$0 were the charges at Salvation Army (SA), \$3,222 were the charges at Lee Mental Health Center, Inc. (LMHC), and \$530 were the charges at Lee County Court Administration. Note that the total service dollars per individual are listed in the last 2 columns. The average spent per agency on these 12 individuals is on the bottom line.

DOLLARS SPENT ON SERVICES, AVERAGED OVER TWO YEARS.

	LCSO	LMHS	SWFAS	SA	LMHC	LCCA	Yearly avg	2 YR TOTAL
AB	1,855	141,487	3,070	0	3,222	530	150,164	300,328
CD	0	20,591	0	653	2,551	123	23,918	47,836
EF	9,423	28,541	0	0	0	3,148	41,112	82,224
GH	7,620	20,638	0	389	585	81	29,313	58,626
IJ	1,443	3,225	0	0	7,886	142	12,696	25,392
KL	5,147	75,629	1,230	0	3,039	223	85,268	170,536
MN	0	81,174	18,554	0	2,807	0	102,535	205,070
OP	0	0	23,036	0	0	0	23,036	46,072
QR	0	13,499	12,619	841	0	0	26,959	53,918
ST	1,036	21,207	1,273	869	0	668	25,053	50,106
UV	10,649	27,503	0	10,964	0	246	49,362	98,724
WX	37	99,302	0	2,806	1,115	62	103,322	206,644
TOTAL	37,210	532,796	59,782	16,522	21,205	5,223	672,738	1,345,476

A total of \$1,345,476 was spent on services to twelve homeless individuals over two years, or almost \$675,000 per year averaging \$56,250 per person per year.

Take 3000 homeless people in Lee County x \$56,250 = \$ 168,750,000.00 spent in 1 years.

How much longer can we do this?

Another way to look at this picture is to assess the services provided to a one consumer of care over an extended period of time. Below is the cost of care summarized for AB over a four year period.

Cost of AB over Four Years

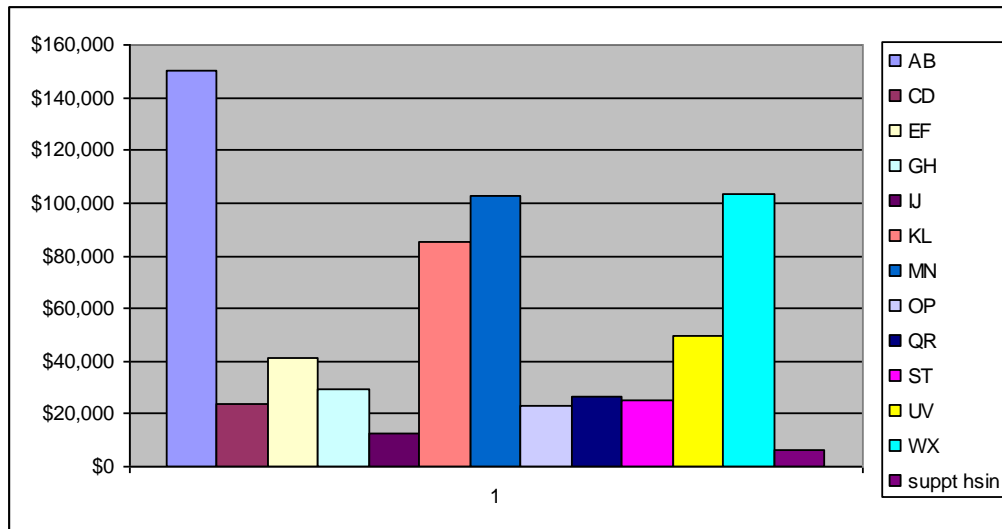
fy	LCSO	LCCA	LMHS	LMHC	SWFAS	TOTAL/year
04	704	407	70,000	2,672	3,628	77,411
05	1,472	407	59,826	1,480	4,805	67,990
06	1,094	492	224,856	3,048	6,140	235,630
07	2,479	322	58,118	3,396	0	64,315
Total per agency	5,749	1,628	412,800	10,596	14,573	445,346

Over four years, almost \$445,000 was spent on services to AB.

Cost of Individual Care Compared with the Cost of Supported Housing:

The chart below shows the annual cost of resources to meet the needs of twelve individuals (AB through WX) averaged over a 2 year period, compared with the cost of supported housing for a year (\$6,000).

Cost of Services Per Individuals AB through WX (averaged over 2 years) Compared to the Cost of Supported Housing



**It is time to financially support comprehensive care in our community.
It is cost effective.
It improves quality of life for the individuals served and the community.
And, it is the right thing to do.**

Who We Are

We are a nonprofit, non-denominational organization that is made up of all kinds of people who does not believe that you have to be a Protestant, Catholic, or of any other faith to know God. With eleven board members we are all in agreement to the facts below:

- ❖ **We recognize the need of homeless people and so many others with a desire to help them get back on their feet.**
- ❖ **We distribute a monthly newsletter to prisons, jails, and homeless shelters in the State of Florida. We collect letters from inmates, articles of praise, and other items that we feel would give the ones who read it hope, understanding, and love that only God can give.**
- ❖ **We work with prisoners and their family members to build bridges and unite families.**
- ❖ **We counsel homeless people, youth, alcoholics, drug addicts, families, prisoners, ex-prisoners and their loved ones.**
- ❖ **We send and give out Bibles, tapes, sermons, and pamphlets to so many each year.**
- ❖ **We send cards and letters to prisoners all over the State of Florida.**
- ❖ **We provide good wholesome books to read.**
- ❖ **We are working hard to help stop the same person from reentering the prison system again and again.**
- ❖ **We are teaching the ex-prisoner how to live free.**
- ❖ **We believe in the concept of teaching a man how to fish vs. giving him a fish.**
- ❖ **We are helping ex-prisoners to find a job, housing, and transportation.**
- ❖ **We deliver presents to poor children of inmates who are in prison and/or jail at Christmas.**
- ❖ **We evaluate and determine the eligibility of persons within our court system so that we can testify on their behalf getting them into drug programs rather than sending them to prison. The problem is there are not enough programs.**

Vision Statement

Our goal is to provide a safe environment for the addicted, homeless, prison released and troubled youth in Lee County. They will live, learn, and practice healthy and balanced ways of living and interacting with others. At God's Place they will receive physical, mental, social and spiritual guidance on a daily basis. Once it is determined that they are ready to again be productive members of society, they will "graduate" from our program.

Physically, we will feed, clothe, and shelter each resident. We will offer classes on hygiene, fitness, and proper nutrition.

Mentally, we will teach how to have a healthy thought life about yourself and others.

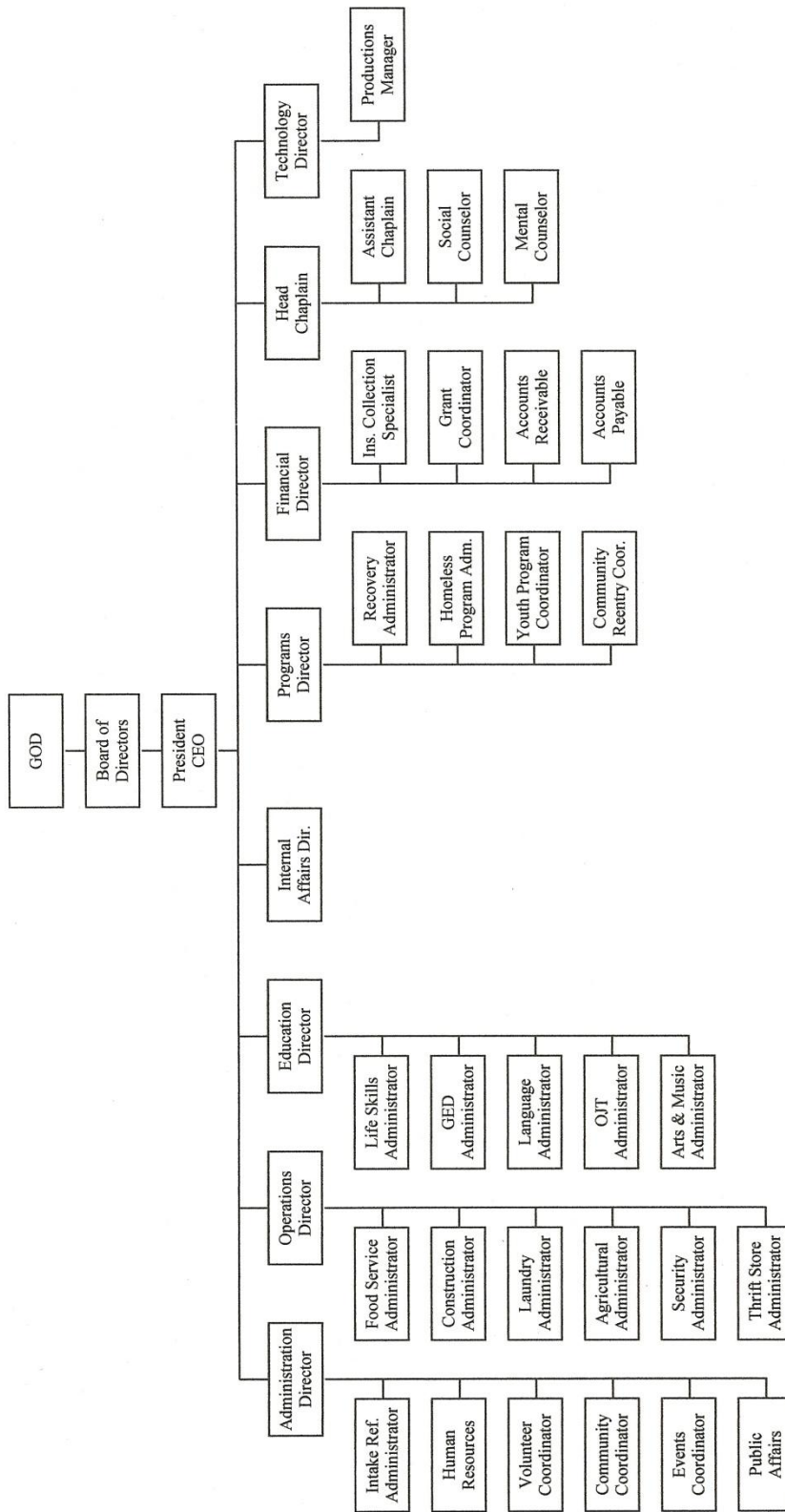
Socially, we will encourage residents to interact with each other in friendly associations by sports, watching wholesome movies, playing board games, and learning to properly converse with one another.

Spiritually, all resident will have access to a Chaplain or a staff member twenty-four hours a day.

Those individuals who wish to leave the program early will be allowed to freely leave. Depending on each circumstance, referral to another program may be considered.

Mission Statement

Believing that God has called us to reach out to each other in love, inviting all to be members of a healthy, Christ-centered community, we draw together the best of biblically tested wisdom, sharing it with those in need in a safe and accountable living, learning and working environment, guiding them to be healthy and balanced.



Rev. November 1, 2009

President / CEO



The President will oversee all department heads of God's Place. He/she will also hold the title of Chief Executive Officer (CEO). The President / CEO will live on the premises and will be accessible twenty-four hours a day, seven days a week. This position will be bonded.

The President / CEO will receive his/her directions from the Board of Directors. He/she will direct and or draw up and implement all rules, regulations, guidelines, specifications and policies relating to all aspects of God's Place.

The other key person within this office will be the Executive Assistant. He/she will work directly with the President and will make decisions when an immediate response is necessary and the President is not available. This position will also require being accessible at all times, although it does not require living on-site.

The Executive Assistant will carefully select one or two competent people in the program to assist in the outer office answering the telephone(s) and distributing the mail.

Administration Director

The Administration Director will oversee the following staff and volunteers:

- ▶ Administrative Assistant
- ▶ Welcome Center Receptionist
- ▶ Intake Referral Administrator
- ▶ Human Resources Coordinator
- ▶ Volunteer Coordinator
- ▶ Community Outreach Coordinator
- ▶ Events / Promotions Coordinator
- ▶ Public Affairs Coordinator

He/she will directly report to the President / CEO.

The Administrative Assistant will receive his/her directives from the Administration Director. Subsequently, the Administrative Assistant will supervise the Welcome Center Receptionist.

The Welcome Center Receptionist will greet each individual and make him/her feel at ease, answer the telephone(s) and provide general office help to the department. It is expected that several of our residents will be mentored by this person.

All these positions will commence in year one and will be ongoing.



Intake Referral Administrator

The Intake Referral Administrator will be responsible for determining the eligibility of those who desire to be admitted into the program. We will be starting at a slow pace during the first few months and towards the end of the first year we expect to have 250 people in the program. He/she will oversee both the Medical Intake Coordinator and the Community Reference Intake positions.

The Medical Intake Coordinator position will open in the second half of the first year. He /she will analyze the applicants' physical and mental needs. This will be a nursing position requiring training with a background in substance abuse. Those applicants who are in need of more restricted services than we can provide will be weeded out by this person and referred to a more suitable program. He/she will be in charge of administering the drug tests prior to admission and noting their results.

The Community Reference Intake position will also start in the second half of the first year. Not all persons enrolling in a program are doing so for the correct reasons and frequently misrepresent information about address, place of employment, past legal actions, etc. This position will entail the employee going into detailed background checks on each applicant.

All of the above positions will be ongoing.

The Intake Referral Administrator will assign responsibilities to the residents and volunteers who will answer telephones, make photocopies of non-private documents, and provide other general office help.





Human Resources Coordinator

Any organization is only as good as its employees. A great vision without people that really care is futile. This category entails two full-time paid employees but only one during the first year, the Human Resources Coordinator. All of these positions will be ongoing.

The Human Resources Coordinator will be kept quite busy in the first year. Not all positions need to be filled upon opening, but soon afterwards. This position will most likely be aided prior to opening by competent volunteers. A nationwide search will be initiated for qualified employees. Considering the present economic and job situation in Lee County and nationwide, we should have no lack of responses. People will be evaluated, sent letters, and perhaps have a telephone interview all within a short time. This ongoing job will entail the screening, hiring of all employees, in addition to keeping detailed disciplinary records.

The Human Resources Assistant will directly assist the Human Resources Coordinator in all aspects of running the department.

We will need to hire more than 73 employees the first year and have more than 155 employees by the fifth year.



Volunteer Coordinator

With an operation of this size, it is unrealistic to believe that God's Place will be able to perform all of its duties without volunteers; they will be vital to its overall performance.

The first year we will have only one part-time Volunteer Coordinator on staff. The justification being that we will need about six months to

get comfortable enough with the facility and grounds to know exactly how many and how often we will require various jobs to be delegated. We have to be knowledgeable of the total operation before assigning tasks to those who are not familiar with the property. This position will become full-time by the year end.

We will utilize as many people as are willing to serve alongside of us. The help that we will receive will be so varied from day to day that it cannot be adequately expressed here. Those with almost no skills can learn basic office etiquette by answering telephones or work in the kitchen or pick up trash or mow the lawns or assist in picking up donated items. We anticipate a ready supply of qualified volunteers who will be able to help us with raising the livestock, planting and harvesting the crops, working in the various offices, setting up internet sites, and running the thrift store.

All of our volunteers will be required to attend a volunteer training class. In addition, everyone who wishes to volunteer will have to undergo fingerprinting and a background check.

It is anticipated that by working alongside and observing, that we will have raised up several people inside the campus to fully assist this sole paid position. With almost daily interaction with this employee, those residents will gain valuable work experience that they will be able to utilize once they "graduate" from the program.



Community Outreach Coordinator

We aim to be good neighbors and beneficial to those living around and near us. As such we will make ourselves available to those who call us for minor assistance.

Perhaps there is an elderly couple who needs their lawn mowed or a widow who is in need of her house being painted or we receive a long distance telephone call from a concerned relative who wants someone to check on a loved one. Depending on the complexity of the job, we will respond in the timeliest manner possible.

The Community Outreach Coordinator will be in charge of all of the various residents within God's Place that will be assisting others. This one person paid position will start in year two and be ongoing after that. It is very similar to the Volunteer Coordinator position only instead of benefitting ourselves we will be helping others.

It is anticipated that many people from God's Place will be raised up to directly impact the community by working alongside this person. Our residents will learn: telephone and office etiquette, the joy of helping someone who otherwise would be neglected, how to solicit materials for requested repair jobs from local businesses, the skills necessary to complete the project, and how to follow-up once the request has been fulfilled.

We will welcome outside volunteers to assist us in all aspects of this grouping.

Events / Promotions Coordinator

In year one we will incorporate an Events/Promotions Coordinator into God's Place. This position will become more diverse as time and experience meld it into an important aspect of God's Place.

Some of the events and promotions that we will offer include:

- 🏠 Thrift Store Tent Sales
- 🏠 Christian Concerts
- 🏠 Dinner Theatres
- 🏠 God's Place Reunions
- 🏠 Christian Conferences
- 🏠 Fundraising Events
- 🏠 Community Sporting Events

The Events/Promotions Coordinator will be able to delegate lots of tasks and responsibilities to the residents. Unskilled men, women and youth can set up chairs for the events, be on parking duty, clean-up during and after the events, and return items back to their designated places once the event is over. Skilled men, women and youth can take part in building sets, designing marketing fliers, making contacts within the community for putting up those same fliers, and preparing and serving food.



Public Affairs Coordinator

The Public Affairs Coordinator will remain a part-time position that will not require many hours on-site. Its main goal will be to promote God's Place to the community, county and state of Florida.

The ideal situation would be to pay a college student studying Public Relations for each press release generated. It would then be approved by either the President / CEO or his/her Executive Assistant.

If this is not possible, then someone from an outside source will be paid to fill this position. Our residents would be able to assist this person by making photocopies or telephone calls. If we have someone with good writing skills, he/she will be encouraged to observe, offer suggestions for ideas, and even write up a few press releases that will be critiqued by the professional.



Operations Director

This department is one of the largest administrative groups of God's Place. These individuals will guarantee that the essential services on the base are fully functional at all times. It is headed by the Operations Director who will directly report to the President / CEO. He/she will be assisted by his/her Administrative Assistant. Both positions start in year one and will be ongoing.

Other key personnel in this department include the:

- Food Service Administrator
- Construction / Maintenance Administrator
- Laundry Services Administrator
- Agricultural Administrator
- Security Administrator
- Thrift Store Administrator

Many volunteers will be utilized within this department at God's Place.



Food Service Administrator

This person will be responsible for overseeing all of the residents' meals. Care will be taken to make the food both tasty and nutritious. Every day we will serve breakfast, lunch and dinner.

We will secure food from our own gardens, local supermarkets, a food service supplier, food banks / food pantries, and by partnering with community stores (such as Publix). To further keep costs low, we will approach dairies to request the milk at a reduced cost since we will be buying in bulk. With the large number of residents that we will be feeding, donated food will be put into use within 24 hours so there will be no chance of spoilage. By the second or third year we should be able to send some of our livestock to the slaughterhouse.

All of our residents will have an opportunity to work under the direction of the Food Service Administrator in the first year. In additional years, our residents will work under the cooks. Valuable life skills will be learned as those not familiar with cooking and how a kitchen operates will quickly learn. When our residents "graduate", each should be able to prepare several simple meals. Those who show skill in this area will be mentored by the cook(s) and/or Food Service Administrator. Upon his/her "graduation" it should be easy to obtain work in the food service industry.

Volunteers will be heavily used in this department. We will need many people to pick up food donations for us and to make additional contacts in the community for more donations. We anticipate that local churches will bring in their members to prepare a complete meal once a month.

Waste will be kept to a minimum.



Construction / Maintenance Administrator

A licensed general contractor will fill the ongoing position of Construction / Maintenance Administrator.

He/she will be the overseer of the following:

- ✦ Electrical Superintendent / Instructor
- ✦ Plumbing Superintendent / Instructor
- ✦ HVAC Superintendent / Instructor
- ✦ Alternative Power Source / Instructor
- ✦ Grounds Keeping / Sanitation Superintendent.
- ✦ Administrative Assistant

The Construction / Maintenance Administrator and staff will provide weekly checks on each building noting which repairs need to be made and making those repairs.

Each of the Superintendents / Instructors will mentor residents either with a background in the particular selected field or those who show an aptitude for learning a particular trade. Once a resident has been selected into a trade, he/she will remain for the duration of the program.

A large aspect of what we will be doing at God's Place involves energy conservation. Our Alternative Power Source Instructor will be responsible for the many solar energy projects that we will have on site throughout the years. Preliminary research does not favor wind energy at the site but once we are there we may realize its potential. Select residents will work alongside our instructor during the installation of solar panels. This is a growing industry and should provide good employment once a resident "graduates" from our program.

We will be good stewards of God's Place. Those with limited skills will enjoy the fresh air as they work outside mowing, raking, trimming trees and planting flowers and other plants. A crew will be on duty walking the grounds and picking up any trash accidentally dropped.

Many volunteers will be welcome as the grounds are spacious and the needs many.



Laundry Services Administrator

With the growing number of people on the campus, we will be generating more and more laundry as time progresses. Currently in the budget there is an allotment for a Laundry Services Administrator. If the present laundry facility is in good repair, suitable, and cost effective then this position will be filled. This Administrator would be responsible for supervising the cleaning of all the clients' bed linens, towels and clothing. He or she would have direct interaction with those residents assigned to laundry duty.

However, once on the property, if it is determined that it would be more cost effective to purchase new washing machines then high efficiency energy saving washing machines will be purchased. This amount will be determined by the number that can be purchased for the equivalent of the Laundry Services Administrator's salary. Each resident would then be assigned a weekly day and time to do his/her own laundry; thus reinforcing responsibility and learning a valuable life skill if not already knowledgeable.

In order to prevent excessive waste of detergent, machines will be purchased that will only require adding detergent every day or every few days (depending on its usage). The water usage should be reduced by up to 80% versus a standard machine.

As each fiscal year approaches we will evaluate whether to continue paying the Laundry Services Administrator's salary or to purchase more machines as more and more people live on the premises and the demand increases.



Agricultural Administrator

The Agricultural Administrator will be responsible for the food that we will grow at God's Place. Not only will we raise fruits and vegetables but also livestock. Once we are on the property, crop sites will be selected, soil samples taken, and then it will be determined what will grow the best in that location.



Cattle will have lots of open spaces to graze on the beautiful property of God's Place. A veterinarian will be utilized on an on-call basis.

In the second year a Livestock Manager will be introduced. He/she will be responsible for the care and breeding of our farm animals.

We will welcome input from our local farmers. Under their tutelage and the Agricultural Administrator's, many of our residents will learn basic farming that will be beneficial in their futures. There is much satisfaction gained from eating something that you planted and nurtured yourself.



Security Administrator

Security will be headed up by the Security Administrator who will have an integral part in interviewing and selecting his sub-ordinates. He/she will be on-call, supplied with an electric golf cart and cell phone at all times.



The facility and all within will be deemed safe from persons that wish to do harm to employees, residence and property. An extra emphasis will be put on preventing alcohol, drugs or other illegal substances on the premises.

Full time security officers and part-time officers will help make up this department. There will be security on the property 24 hour a day, 7 day a week, 365 days a year.

Gate Guards, will be responsible for verifying who enters and exits the campus. We will also have two Security Guards who will either be patrolling by foot or by electric golf cart throughout the week. Security cameras will be utilized throughout the campus within the buildings and outdoors.

In order to eliminate the issues (deaths, lawsuits) that could resulted from the use of tasers, we will make use of two dogs that will be donated that has already been trained and utilized in police or military service and now retired. These dogs will be able to detect if drugs or other illegal substances are being brought onto the site in vehicles or by persons. They will also be able to detain any person who become too unruly, unmanageable, and requires intervention from the local police department. The visual appearance of a security guard walking the dog on rounds in the evening (when no one should be entering the site) should be both reassuring and a warning to the residents that we will enforce our rules.

Thrift Store Administrator



An ongoing source of revenue will come from our thrift store. In the first year, while we are amassing funds for the permanent building, it will be located in the largest house on Terman Circle. As the number of donations exceeds that limited space, we will move to an additional house on Terman Circle.

The Thrift Store Administrator will oversee the thrift store and the residents who will work in it. He/she will be a part of the staff from year one and thereafter. All of our residents will be required to work in some aspect of the thrift store on a rotating basis.

We will use a truck to pick up large donated items (or a large number of items). If help is required to box up the items we will do that also. Residents will learn how to sort items, price items, display items, and interact with the public. Our residents will be placed according to their talents. Those with strong sales experience will be in charge of the larger ticket items; those who like details can fill out the donation receipts; clothes lovers will sort and tag clothes; etc. Valuable work experience will be obtained from working at the thrift store.

In the second year we should be familiar enough with the property to have selected the ideal site for the permanent thrift store. It will be a building housed on a concrete slab. Our on-site contractor will oversee the building project. In order to save money, we will assemble the building ourselves.

Volunteers can help us market the thrift store to a wider audience. The more aware people in the community are, the greater the number of donations we will receive and the higher revenue that will be generated.

Education Director

Another by-product of God's Place will be to provide various types of education for our residents. We will strive to make learning as fun and practical as possible by incorporating it into our daily routines.

The Education Director will head up this ongoing department and will report directly to the President / CEO. This position will be in charge of five administrators / instructors, five additional instructors and one assistant by year two.

We will focus our education at God's Place in the following categories:

- ✘ Life Skills
- ✘ GED
- ✘ Language Skills
- ✘ On-the-Job Training
- ✘ Art and Music

Part of building self-worth and self-confidence is feeling that a person has value. Everyone will have something to share, no matter how seemingly insignificant.

Volunteers will be an integral part of this department. We will welcome aspiring educators, current instructors, retired teachers, and those with a strong command of the English language, and various others in the community who are willing to work alongside of us.



Life Skills Administrator / Instructor

There are many things that most of us do on a daily basis that come naturally. To others, simple concepts have never been learned so they just don't know the proper way of doing things. Starting in the second year, the Life Skills Administrator / Instructor will be in charge of coordinating these methods. He/she will observe each resident carefully, assessing basic items that might never have been taught. Any practical daily assignment not fully grasped will be demonstrated in a manner that will not bring shame to the one lacking the skill. For example, someone who is obese yet consumes vast amounts of desserts at meal times will be instructed in the basics of proper nutrition along with simple exercises like walking or bicycle riding. A buddy will be assigned for companionship, accountability and encouragement.

Basic hygiene will also be taught, along with how to properly dress for an interview. Each resident will be instructed on how to do his/her own laundry from sorting to washing and drying, folding, ironing and putting the items away. Financial concepts will include how to: open a checking and/or savings account, write a check, balance a bank statement, make a bank deposit, cash a check, and make and follow a budget. Small groups will be brought to the grocery store and taught how to compare prices, use coupons, and to check expiration dates on products.

This is a perfect example of how one resident can help another in a non-threatening manner. Many volunteers who feel like they have little to offer will be able to share at least one thing that they are really good at and enjoy; this can be done on an individual or group basis. The number of items that will be taught can't even begin to be mentioned on this page.

In the second year, a Life Skills Instructor will be added to this department at God's Place. He/she will be responsible for demonstrating the concepts that the Life Skills Administrator / Instructor feels that the residents need to learn. The position will continue thereafter.

We will still welcome input and mentoring from our volunteers in the upcoming years.

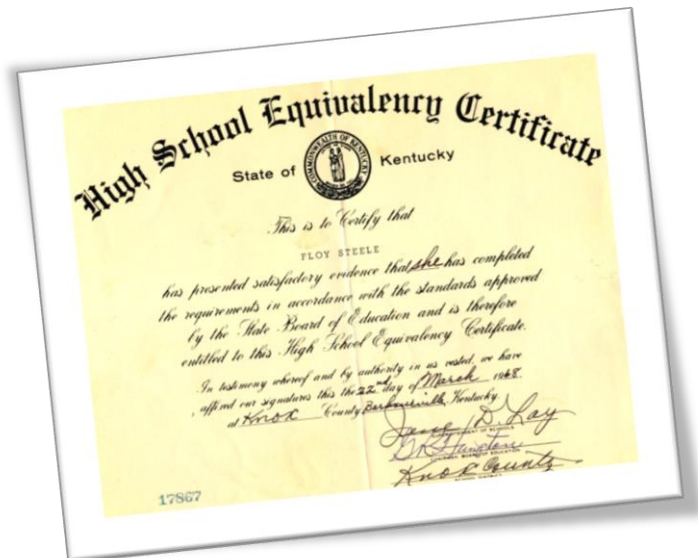


GED Administrator / Instructor

A large number of men and women in recovery programs and in jail have not graduated from high school. Typically the only jobs they will be able to get are minimum wage with not much hope of advancement. The GED Administrator / Instructor, who we will introduce in the first year, will encourage our residents who do not have, but wish to pursue, the equivalent of a high school diploma. We will have computers available at God's Place that the residents can access to take on-line classes and also to prepare assignments.

A GED Instructor will be hired the second year and will serve on staff from that time on. He/she will be directly accountable to the GED Administrator / Instructor who will assign the curriculum.

Volunteers will be a necessary part of the success of this program. We will actively recruit those with a background in Education who will assist us on a daily, weekly, monthly, or quarterly basis.



Language Skills Administrator / Instructor

There are many people who live in Southwest Florida for which English is not their primary language. In the first year, the Language Skills Administrator / Instructor will be in charge of teaching our residents with poor command of the English language Basic English. In year two and beyond we will have a Literacy Instructor. They will both hold individual and group classes.



Our residents will be able to work alongside those who are struggling with the English language. It will give our men, women and youth a sense of purpose as they reach out and help others. They will feel a sense of accomplishment when someone who could not (or struggled to) communicate is observed talking, reading and/or writing in complete sentences. Almost any volunteer with an abundance of patience will be able to contribute to this very worthwhile endeavor.

We yearn for all of our residents in need of these oral and written skills to take advantage of these classes at God's Place. By doing so, they will live a more productive life and give back to our society.

On-the-Job Training Administrator / Instructor

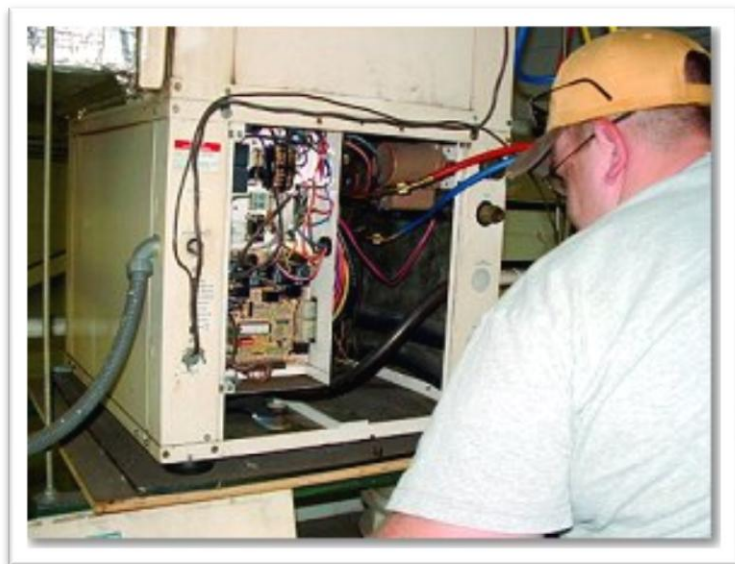
One of the most rewarding aspects of God's Place will be teaching our unskilled residents some marketable trade(s). The On-the-Job Training Administrator / Instructor will evaluate each man and woman as to his/her skills and interests.

A Job Training Assistant will join the department the second year and a staff of professionals will work with residents assessing and instructing a specific work detail or job assignment that will be completed on a daily, weekly, monthly, or quarterly basis.

A small sampling of the jobs include:

- ⊕ Animal Husbandry
- ⊕ Farming (planting and harvesting crops)
- ⊕ Meal Planning and Preparation
- ⊕ Culinary
- ⊕ Office skills
- ⊕ Accounting
- ⊕ Computer Technology
- ⊕ Receptionist (answering telephones)
- ⊕ Retail
- ⊕ Swimming Pool Maintenance
- ⊕ Lawn Maintenance & Landscaping
- ⊕ Appliance Repair
- ⊕ Welding
- ⊕ Electrical & Solar Panel Installation
- ⊕ Plumbing
- ⊕ Auto Mechanic
- ⊕ Masonry
- ⊕ Roofing
- ⊕ Painting
- ⊕ Woodworking / Cabinetry
- ⊕ HVAC
- ⊕ Security

Those in the community who would like to teach a marketable skill will be encouraged to share their knowledge at God's Place on a short-term or long-term basis. Many businesses within the community will be given the opportunity to take people from the On-the-Job Training program internship, utilizing them within their own operations for a small stipend.



Art and Music Administrator

The Art and Music Administrator's goal is to nurture those naturally gifted or desiring to gain awareness of the skills and knowledge needed in the areas of the art and music. Each resident will be given an opportunity to allocate quality time for many of the categories listed below. Many will discover, develop and use their gifts and talents as they discipline themselves to study and practice on a regular schedule. Students will be given an active role within our local art exhibits and performing arts organizations and explore the diverse range of career possibilities in this dynamic field.



Some of these areas include:

- Music
- Instrumentals
- Vocals
- Drama
- Song Writing
- Performing Arts
- Graphic Design
- Digital Design
- Photography
- Visual Art
- Communication
- Creative Writing

The Art and Music Administrator would report directly to the Education Director.

Instructors and volunteers will be utilized to give students the aspiration and privilege to take their skills as far as their desires carry them. An internship portion of the program will be unique with students spending time at museums, music institutes, theaters, art galleries, historical museums, etc. in order to get hands on training.



Internal Affairs Director

The Internal Affairs Department consists of a sole part-time position starting in year one. In year two and beyond it will transition to a full-time position, still headed by the Internal Affairs Director.

The Internal Affairs Director will report to the President / CEO.

This Director will work alongside the following employees in year one: Intake Referral Administrator, Human Resources Coordinator, Volunteer Coordinator and Security Administrator. His/her responsibilities will focus on verifying background information on all potential clients, employees and volunteers, including fingerprinting. In year one it will mainly be an adjunct to these other departments since little (if any) internal friction is expected.

However, in year two and beyond, as more people are interacting and living with each other on the base, it is realistic to expect conflicts and the spreading of false (or true) accusations. This person's job will then be transformed into its original intent which will be to appropriately document and deal with any friction, accusation, or grievance brought to his/her attention. Any situation not able to be internally resolved will be handed over to the appropriate authorities.



Due to the secure nature of this position, there will be no volunteers or residents working in this department.

Programs Director



The Programs Director will be in charge of this important aspect of God's Place. We will be doing the residents a disservice if we do not help them to readjust their harmful thought patterns and destructive behaviors. Therefore, we will have specialized programs relating to the various categories in which our residents fall.

We will be ministering to troubled youth, homeless men and women, recovering addicts, and those recently released from prison. The Programs Director will be responsible for the devolvement and implementation of specified curriculum pertaining to individual needs.

The Programs Director will supervise all aspects of the following:

- ◆ Recovery Administrator Program
- ◆ Homeless Program Administer,
- ◆ Youth Programs Coordinator and the
- ◆ Community Reentry Coordinator Program

Each of these programs will have a complete staff and volunteers designed to assist each residence with their mental, physical, and emotional needs.

The Programs Director will report directly to the President / CEO.



Recovery Administrator / Instructor

The number of people who are addicted to drugs and alcohol are staggering. The Recovery Administrator / Instructor will be the overseer of this important aspect of God's Place. This position will start in year one and be ongoing.

We will have classes specifically dealing with these situations, including following the 12-step programs of Alcoholics Anonymous and Celebrate Recovery. We will explore the reasons for these patterns so that the cycle can be broken. Residents will learn healthy thought processes instead of resorting to past negative behaviors when they are bored, angry, don't get their way, etc.

The restoration process will also include building positive relationships with family members, many of whom have been harmed by their loved one's destructive behavior.

The recovery program will be fully staffed with people who have a background and/or degrees in addictions counseling to assist us with these residents. The Recovery Administrator / Instructor will report directly to the Programs Director.

Volunteers will be used in working hand in hand with clients to assist them in their short and long term goals.



The Recovery Administrator / Instructor will report directly to the Program Director.

Youth Program Coordinator

This position will not be phased in until the second year. A total of fourteen Youth Program Assistants / Supervisors will be employed to help staff this important part of God's Place. All of them will report directly to the Youth Program Coordinator and all of them will have a background in dealing with troubled youth.

It is our goal to try and restore as many family relationships as possible. Quite often, reckless behavior by one family member adds shame to the whole family. We will attempt to provide reconciliation and understanding back to each family member.

By learning new skills and building self-confidence, we aim to prevent many of our "graduated" residents from returning to their old lifestyles which often leads to jail time.

We will welcome volunteers in this program who would like to mentor so that our youth can see what healthy relationships look like. Due to the age of the youth in this category, sports minded and active individuals will also be very helpful as volunteers.

The Youth Program Director will report directly to the Programs Director.



Homeless Program Administrator

There are over three thousand homeless people living in Lee County. While we will be unable to help all of them, any person that is taken off the streets will be considered a victory. Our focus the first two years will mainly be on homeless men.

Heading up this program is the Homeless Program Administrator. He/she will be working closely supervising as many as nineteen Homeless Men's Supervisors who will be in charge of and reside alongside the homeless male residents.

We will develop programs for the homeless women starting in year two. A total of fifteen Homeless Women's Supervisors will be added to the staff. Care will be given to thoroughly segregate the housing of the men and women. Both the Homeless Men and Women Supervisors will report directly to the Homeless Program Administrator.

By providing essential life skills, social skills, and practical work experience, we expect to have our "graduated" residents able to integrate back into society as wholesome individuals.

Individuals from the community who have an interest in helping the homeless succeed and/or those with experience will greatly benefit us in this program.



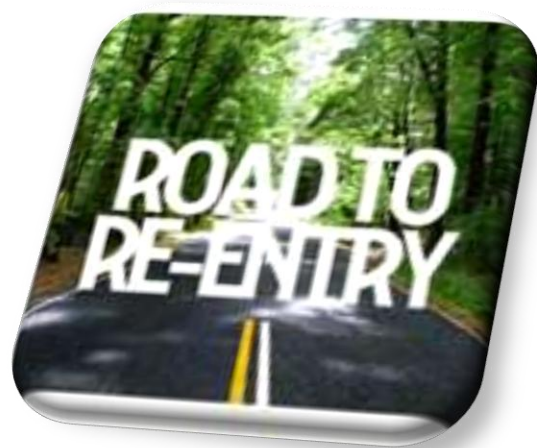
Community Reentry Program Coordinator

Most of the people who are released from prison are soon rearrested. There are several reasons for this: they don't know any other life, are poorly educated, they have no skills, they are unable to find any work, or they are lazy and would rather steal than work. Here at God's Place we propose to have a high success rate of educating and securing a job for those out of prison.

This beneficial program will be led by the Community Reentry Program Coordinator. It will be started in year one and will continue from that time on. He/she will report to the Programs Director.

Two Community Reentry Program Assistant will join the team in the second year. He/she will be under the supervision of the Community Reentry Program Coordinator.

In order for this program to effectively work, we will have to have the support of the community. Volunteers will generously give of their time to teach our residents various job skills. People will also need to approach local businesses to secure employment once they "graduate" from our facility.



Financial Director / Purchasing Agent

The Financial Department is in charge of all of the monies that will flow in and out of God's Place. It will be headed up by the Financial Director who will also serve a dual role as the Purchasing Agent in year one and beyond.

He/she will oversee the following positions:

- ② Insurance Collections Specialist
- ② Grant Coordinator
- ② Assistant Grant Writer
- ② Accounts Receivable Clerk
- ② Accounts Receivable Assistant
- ② Accounts Payable / Payroll Clerk
- ② Assistant Accounts Payable

Due to the secure nature of this department, only paid full-time employees will have access to these offices and records; no outside help will be allowed.

The Financial Director will report to the President / CEO. We will have strict control over any money spent; it will have to be approved by at least two people, which will be documented. All of these positions will be bonded.

We will provide a written receipt for all tangible donations. Checks and cash donations will be acknowledged within a timely manner. A contribution statement documenting all check and cash donations will be generated at year's end.

Annually, our paperwork will be turned over to an independent accounting firm for review prior to submission to the Internal Revenue Service.



Insurance Collections Specialist

This ongoing position starting in year one will require someone with experience in medical billing. The Insurance Collections Specialist will be solely responsible for reviewing, submitting, receiving, and following-up on all aspects of this process. Once an invoice and/or check has been received, he/she will then appropriately note it in the records and then hand deliver it to the Accounts Receivable Clerk who will then sign off that it has been received.

In all areas of the Financial Department we will strive to have as many checks and balances as are possible without being disruptive to the daily operation of God's Place. The Insurance Collections Specialist will be bonded.

The Insurance Collections Specialist will report directly to the Financial Director.





Grant Coordinator

A very important aspect to us being able to operate God's Place is the receipt of grant monies. Thus stated, starting in year one and continuing, we will have a Grant Coordinator on staff.

In all actuality, the grant writing process will be started as soon as the property has been formally "leased". We will immediately start following up with the many organizations and individuals who have already expressed an interest in contributing to this worthwhile endeavor but who are waiting for documented written approval prior to sending a check.

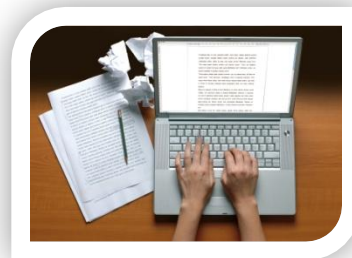
As the turnaround time (from submission to receipt) is sometimes lengthy, in year one the Grant Coordinator will be working on funding for year two.

An Assistant Grant Writer will be added in year one. He/she will work under the direction of the Grant Coordinator.

Select volunteers and residents either with past experience in grant writing or who have shown high aptitude in writing or computer skills will be mentored by the Grant Coordinator and/or Assistant Grant Writer. Those with strong office skills can assist in the office answering telephone calls, typing letters, making photocopies, and processing incoming departmental mail.

Both the Grant Coordinator and the Assistant Grant Writer will be bonded.

The Grant Coordinator will report directly to the Financial Director.



Accounts Receivable Clerk

Without processing incoming monies, God's Place will not exist. This important position, the Accounts Receivable Clerk, will be a full-time position starting in year one and continuing thereafter.

The Accounts Receivable Clerk will carefully document all incoming funding. He/she will generate the letters that will ultimately be signed by others. These letters will be turned over daily to the Financial Director who will then double check the figures and either sign them or hand-deliver them to the President for his/her signature.

It is anticipated that as time progresses and more people are aware of God's Place that incoming donations will dramatically increase. Thus stated, an Accounts Receivable Assistant will join the Financial Department starting in year two. This person will work alongside the Accounts Receivable Clerk and be an ongoing position.

Both the Accounts Receivable Clerk and the Accounts Receivable Assistant positions will be bonded. The Accounts Receivable Clerk will report directly to the Financial Director.

Due to the handling of monies, no volunteers will be allowed.



Accounts Payable / Payroll Clerk

This position will be responsible for generating all of the checks that will be distributed to our suppliers and employees. The checks will then be submitted to the Financial Director for the appropriate signature(s). The total dollar value of the check will determine if it is signed solely by the Financial Director or if additional signatures are required.

The Accounts Payable / Payroll Clerk will be a full-time position and will report directly to the Financial Director. It will be ongoing from year one.

In the third year the Assistant Accounts Payable position will be filled. He/she will assist the Accounts Payable / Payroll Clerk in his/her duties. This position will continue thereafter.

The Accounts Payable / Payroll Clerk and the Assistant Accounts Payable positions will both be bonded.

Due to the secure nature of this department at God's Place, we will require no outside help.



Head Chaplain

The lovely chapel at God's Place will be used on an almost daily basis. On Mondays through Fridays, each morning prior to work assignments, we will all gather for a half-hour service complete with singing, teaching and prayer. Volunteers from the community will assist in these services all under the guidance of the Head Chaplain.

On Sunday mornings, the Head Chaplain will oversee the weekly Bible study lesson that will be presented by a trained volunteer. After this forty-five minute class, we will take a fifteen minute break. Immediately following the break, the one hour worship service will begin, led by the Head Chaplain. All are welcome to attend.

During the week the Head Chaplain will offer counseling related to spiritual matters.

The Head Chaplain will oversee the following positions:

- † Assistant Chaplains
- † Social Counselors
- † Mental Health Counselors

The Head Chaplain will directly report to the President / CEO.

Pro Deo et Patria ... "For God and Country"



Assistant Chaplain

We feel that without proper spiritual guidance, true growth cannot be fully achieved.

In the second half of the first year, as we have more participants at God's Place, we will hire an Assistant Chaplain. He/she will be under the Head Chaplain and will assist him/her in the preparations for the services. In addition, the Assistant Chaplain will provide spiritual counseling for those residents who request it.

This position will be ongoing and increase in importance as our enrollment in the program increases.

Some of our residents may wish to participate in helping the Assistant Chaplain with music, overheads, and general preparations for the worship services.



Social Counselor

A Social Counselor will join our staff halfway through the second year and continue thereafter. He/she will have direct contact with any of our residents who request help in this area. Counseling will be provided both in group and individual settings.

Some of the aspects that the Social Counselor will be dealing with include:

- ✦ Advice in Making Decisions
- ✦ Career Decisions
- ✦ Conflict Resolutions
- ✦ Family Conflicts
- ✦ Financial Difficulties
- ✦ Marital Counseling
- ✦ Reconciliation and Restoration
- ✦ Work / School Difficulties

We will welcome additional trained counselors for our residents. In particular, we will target colleges with students who require community service hours in order to complete their degrees in this field of psychology. In this manner, we will not only benefit our residents but also the students. All of our volunteers will be under the guidance and direction of our Social Counselor.



Mental Health Counselor

We will introduce a Mental Health Counselor into God's Place in the second half of year two. The position will be ongoing thereafter.

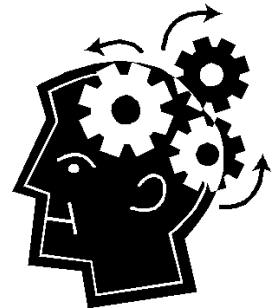
Many of those in our program need someone to help them sort out their issues from the past. Without insight into their behavior, there is a tendency to repeat the negative aspects without knowing why. Our goal will be to help educate them and retrain those bad behavioral patterns.

Some of the areas that the Mental Health Counselor will discuss individually and in groups include:

- 📌 Anger, Anxiety, Fear, Worry
- 📌 Bizarre Behavior
- 📌 Breakdowns
- 📌 Depression
- 📌 Eating Disorders
- 📌 Failures
- 📌 Grief
- 📌 Suicidal Thoughts and Attempts
- 📌 Trauma

Great care will be given to those who express any mention of harming himself/herself or others. Immediate action to other agencies will be taken if we cannot alleviate the issue. All God's Place staff will be required to receive training in detecting and dealing with harmful behaviors.

We plan to utilize those in the community to provide additional mental health counselors for our residents. Again, we will target colleges with students who require community service hours in order to complete their degrees in this field of psychology. In this manner, we will not only benefit our residents but also the students.



Technology Director / IT Manager



This high-tech department will be solely the brainchild of the Technology Director / IT Manager in year one. Starting in year one and beyond, he/she will be assisted by the Administrative Assistant.

The primary focus of the first few months will be integrating a computer system on the base. It is our goal at God's Place to generate as little inter-office paperwork as necessary; e-mails and internal reports will be our standard form of communication. Therefore, care will be taken to ensure that we have suitable back-up power in the event of a power failure so that no data will be lost. Firewalls and other computer security will be utilized. Upgrades and downloads will be monitored on a daily basis. Filters will be installed on all computers throughout the property. Our residents will have computer access at various times during the day (depending on their assignments) and extra care will be taken to guarantee that no inappropriate websites can or will be accessed. In addition, the Technology Director / IT Manager will be in charge of computer training. Our computer system and our website will be modified and frequently updated.

In year two, a Productions Manager will be introduced into the department. He/she will be responsible for overseeing the videotaping of our classes, services, drama presentations, special events, etc. As the years go on, this job will become more valuable. Additionally, a video library will be maintained for the residents' use and further education.

Some high value, collectible, and antique items received as donations to the thrift store will be listed on auction web sites such as e-bay. Many of our residents will work alongside the Productions Manager as he/she educates on how to operate a camera, how to film, proper lighting techniques, and set design.

The Technology Director / IT Manager will directly report to the President / CEO.



Acknowledgements

We would like to thank Dr. Tina Gelpi for her willingness to share her research on ending homelessness in Lee County. Also for her enthusiasm in seeing God's Place become a reality.

We cannot forget Love And Compassion Ministries board of directors, all our supporters, and so many individuals that continually pray for us, encourage us and assist us with many areas of this ministry including God's Place.

There are many others who wish to remain anonymous who have supported us both with their time and finances. To all of you we say a hearty, "Thank you and may God bless you."

