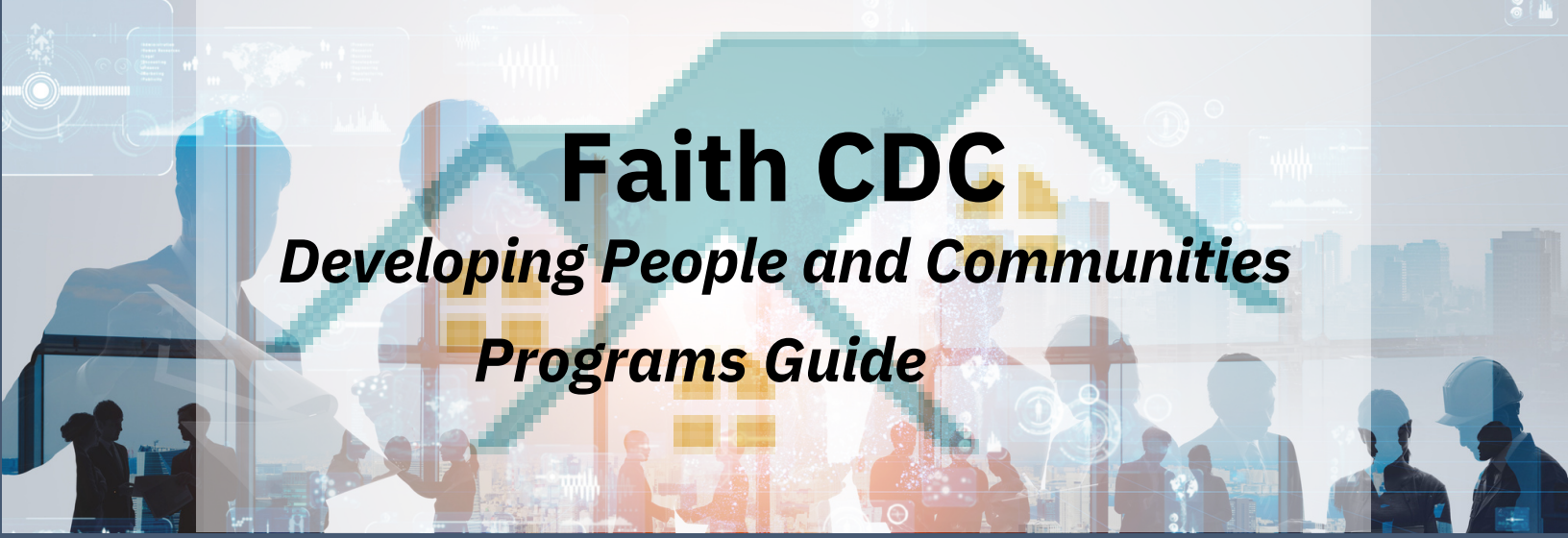




Faith CDC

Developing People and Communities Programs Guide

Housing Division

Call Connecticut H.O.M.E.
(Home Ownership Made Easy)

H.S.B.F. Homes Saved by Faith
(Foreclosure & Eviction Prevention)

Employment & Business Empowerment Division

CT Faith Jobs Collaborative
“Acquiring, Advancing & Actualizing
Employment Opportunities in Connecticut”

**CEDF Small & Minority Business Training,
Capacity Building & Funding Program**
“Sharpening Skills, Training for Success & Finding Resources”

Community Property & Facilities Development Division

Property Development ABC’s
“Empowering Community Development”

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CALL 203.579.1504 / Email: lboone@faithcdc.org

Home Ownership Made Easy

Connecticut's Faith Pathways to Homeownership Program

Provided by
Faith CDC Collaborative
In Conjunction with
CHFA, Department of Banking, CFHC



Participating Houses of Faith Phase One

Shiloh Baptist Church (Bridgeport)
Bethel AME Church (Bridgeport)
Cathedral of Faith (Bridgeport)
Gospel Assembly (Bridgeport)
Prince of Peace Church (Bridgeport)
Russell Temple CME Church (Bridgeport)
First Cathedral Church (Hartford)
Open Door Missionary Baptist Church (Middletown)
Peace Ministries (New Britain)
Zion 1st Baptist Church (Middletown)
Bethel AME Church (Norwalk)
Union Baptist Church (Stamford)



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Connecticut's Faith Pathways to Homeownership Program

How this Initiative Works

The Faith CDC Connecticut Homeownership Pathways by Faith is an outreach and education initiative that engages and enables low- and moderate-income minorities and immigrants achieve and/or maintain the American Dream of becoming homeowners.

As part of this initiative, Faith CDC affiliated organizations will work with other Faith CDC network groups, Public and Private partners and community based organizations to lead outreach within each affiliated house of worship and neighborhood and then collaborate with CHFA certified agencies to provide credit counseling, homebuyer education and mortgage delinquency prevention and intervention.

Once potential homebuyers complete the homeownership workshops and are ready to apply for a mortgage, they will be referred to Participating CHFA, DOH and Department of Banking certified Lenders who have an ongoing commitment of increasing homeownership among minorities and other under-served communities across the economic spectrum. The commitment covers financing for buying a home as well as refinancing a home. Through the resources budgeted and allocated by the CGA, CHFA works with public and private sector resources and continues to stimulate affordable housing development throughout the state.



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Faith CDC Partners

To Prevent Foreclosure & Eviction

Homes Saved by Faith

What is Homes Saved by Faith?

HSBF is an amalgam of faith-based, community, private and public entities and organizations, coordinated by Faith CDC, that have joined together to stem the tide of foreclosures that have swept our country. Disregarding denominational, ethnic, cultural and religious differences, these groups have formed a uniform front as 'first responders' in the battle against this challenging epidemic. This initiative is designed to encourage leaders of all faiths to join the common cause of intervention and prevention of foreclosures nationwide.

Program Goals

Homes Saved by Faith has four important and necessary measurable results:

1. **To provide** functional base of understanding for faith-based and community-based organizations to serve as 'trusted intermediaries', facilitating outreach and intervention for homeowners who are in delinquency and those interested in credit rebuilding and homeownership.
2. **To design** efficient triage mechanisms, insuring expedient handoff between outreach intermediaries and training and intervention counseling service providers.
3. **To facilitate** Financial Institution alternatives to foreclosure through developing preventive self-help mechanisms, trusted alternative intervention agencies, and relieving the counseling burden often borne by lenders through sharing this load with trained Counseling agencies and Counselors.
4. **To develop** regional relationships and programs that are both applicable to the local marketplace and replicable to be linked in a national initiative.

Program Logic

From the White House to municipal leaders, there has long been a wide recognition of the potential for Faith-Based and non-profit organizations to make significant contributions to their communities. While examples of programmatic and economic development success do exist, the untapped potential in our communities is due to lack of working relationships between these organizations and other institutional providers of related services and products.



Faith CDC Partners

To Prevent Foreclosure & Eviction

Homes Saved by Faith

Historical significance, longevity, political and social influence and significant human and fiscal resource are just a few reasons that Faith-Based organizations are in the right position to serve as change agents within their communities. Collaborations established in this program will help facilitate future partnerships in affordable housing, economic development, social service programs and opportunities.

Program Premise

- Mortgage delinquency and foreclosure demands a coordinated response from those organizations and agencies that are charged to 'minister' to the communities wherein this epidemic thrives.
- Simultaneously, the opportunity for Homeownership is extremely high and must be presented as such.
- Faith-Based organizations can effectively intervene and positively impact situations of mortgage delinquency and foreclosure, while also providing access to pools of new homebuyers and persons needing refinance.
- By forming functional working relationships between the Faith-Based entities and organizations that provide certified housing counseling, intervention by identifying and servicing potential homebuyers and those in need of loss mitigation services will be much more efficient.

How Does Homes Saved by Faith Reach the Program Goals?

Program information is provided to people in need of the services that it provides by offering free workshops in the communities hardest hit by this epidemic. There are three different subjects covered by the program:

1. The Foreclosure Intervention and Prevention Workshop is designed to help victims of mortgage delinquency overcome foreclosure.
2. The Restoration workshop teaches about credit repair, credit rebuilding and financial planning.
3. The Reward Workshop gives information about preparing for home ownership.

Homes Saved by Faith benefits the communities where victims of mortgage delinquency and foreclosures reside by partnering with Certified Counseling Agencies utilizing web-based training tools providing comprehensive access to affordable on-line training.



PROGRAM EFFICACY TO DATE:
In Connecticut – 1,000+ Homes Saved
Nationally – 100,000+ Families Served
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CT Faith Jobs Collaborative Program

“Acquiring, Advancing & Actualizing Employment Opportunities”



**LOCAL INTAKE LEADS TO LOCAL/REGIONAL
TRAINING LEADS TO WORKING IN
CONNECTICUT...AND BEYOND**



Program Purpose

The goal of the CT Faith Jobs Collaborative Program is to provide support and resources to residents of Connecticut to increase the capacity for and the likelihood of their successfully joining or re-joining the workforce.

**CFJC builds that capacity through an
8-step intake, screening and
candidate preparation process:**

1. Outreach

- a. Program Advertising
- b. Developing Outreach Mechanisms
- c. Partnerships with Community & Civic Organizations
- d. Collaborations with Potential Private and Public Employers

2. Intake

- a. Online Registration
- b. Weekly 'Open House' Sessions at Faith CDC Partner locations Locally, Regionally and Statewide

3. Assessment

- a. Review and Chronicle Client Situation.
- b. Delineate Current Skill Set(s).
- c. Outline Training and Re-training Needs.
- d. Set Goals and Timeline for Client Testing & Training.
- e. Provide and/or Engage Needed Training Resources.
- f. Identify "Job Ready Date" for each area of potential employment.



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CT Faith Jobs Collaborative Program

***“Acquiring, Advancing & Actualizing
Employment Opportunities”***

Cont'd

4. Outreach

- a. Develop Individual Client Work 'Portfolio'
 - i. Skills
 - ii. Training
 - iii. Other Resources (Wardrobe/Hygiene/Acumen)
- b. Set Goals and Timeline for subsequent steps

5. Opportunity Pairing

- a. Opportunities with CFJCP Client Portfolio
- b. Computer Outreach to other potential employers
- c. Develop Personal 'Flow-Chart' for Each Client

6. Counseling

- a. Professional
- b. Personal
- c. Spiritual

7. Mentoring

- a. Assign & Pair with volunteer CFJCP Mentor Program
- b. Monitor & Assess effectiveness of Mentor Program
- c. Develop additional Mentors from Mentee pool

8. Continuing Connection

- a. Weekly Check in with CFJCP
- b. Monthly Check in with CFJCP
- c. Quarterly Collaborative Work Session with CFJCP Clients and Potential Employer Representatives
- d. Annual "Celebration of Success" Gathering & Recruitment Events



**Faith Community Development Corporation (Faith CDC)
Shiloh Baptist Church – “Where Christ is Lifted Up”**

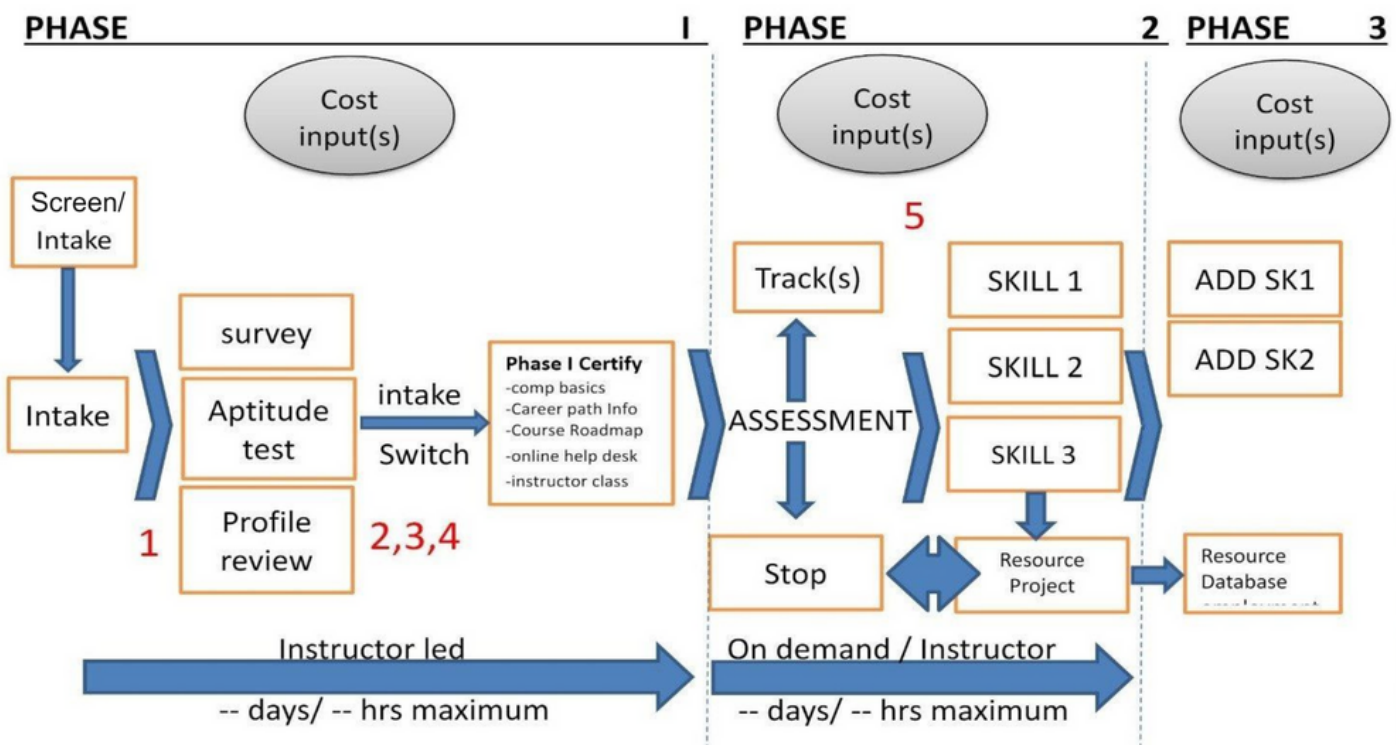
“Strengthening Communities One Person/Family at a Time”

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CALL 203.579.1504 / Email: Iboone@faithcdc.org**

CT Faith Jobs

CFJC Workforce Readiness Program

3 STEP DELIVERY PROCESS SCENARIO



- **Recruitment, Intake & Screening**

- Outreach & Marketing Campaign
- Drug & Alcohol Screening
- Police Records Check

- **Training Areas**

- Advanced Manufacturing
- Medical
- Clerical / Customer Service
- Construction
- High Tech
- Insurance
- Banking & Finance
- Bio-Tech

- **Apprentice Training Highlights**

- Advanced Manufacturing
- Building Trades
- Clerical & Administrative
- Medical Skills Certification
- Employer/Trainer Coordination
- Cyber-Tech/IT

- **Four Week Apprenticeship Training**

- Certified Instructors
- Fulfills DOL Requirement
- Enrollment Matches Demand
- Necessary Skill Development
- Familiarize with Industry Tools
- OSHA Compliant
- Topflight Training Facilities

- **Comprehensive Life Skills Training**

- Application Counseling
- Mock Job Interviewing
- Appropriate Work Behavior
- Enhancing Workplace Relations
- Communication Skills
- Appropriate Dress/Equipment
- Adapting to Change



CEDF Small & Minority Business Training, Capacity Building & Funding Program

“Sharpening Skills, Training for Success & Finding Resources”



CEDF and Faith CDC propose working with the City of Bridgeport utilizing an allocation of \$250,000 to stimulate small and minority business growth in the city under the proposed name "Next Steps."

Program Details

Loan Guarantee Fund

A loan guarantee fund allows CEDF to extend consideration to loan applicants who are just outside of the threshold of usual qualification. While a mission-driven, certified CDFI community lender like CEDF has the ability to be much more flexible than a bank concerning credit score, collateral and profitable time in business, we are still obligated to make prudent underwriting decisions based on our established loan policies and requirements of our sources of capital. A third-party guarantee bolsters the suitability of a marginal applicant who otherwise shows excellent promise. These are the salient aspects of the proposed program:

- The guarantee fund is to be funded in a single disbursement to CEDF.
- CEDF will report enrollment of eligible loans during the program's duration.
- CEDF holds funds under a separate restricted general ledger account.
- Eligible businesses are low- and moderate-income applicants based on household AGI of 80% or less of the region's HUD Average Median Income. Our primary focus will be on low-to-moderate income small business owners of color
- CEDF is amenable to restricting enrollment to businesses that have a track record of at least one year of operation and meet a minimum threshold of revenue to demonstrate viability.
- Eligible loan products are Term Loans or Lines of Credit of \$5,000 to \$100,000.
- Guarantee coverage to be 30% of the enrolled amount to a maximum of \$15,000.

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CEDF Small & Minority Business Training, Capacity Building & Funding Program

“Sharpening Skills, Training for Success & Finding Resources”

Program Details

Loan Guarantee Fund - Cont'd

- 30% guarantee means the coverage of the outstanding balance of the loan. For example, a \$10K loan would have \$3K of initial guarantee coverage. At a later date, if the business failed, with for example, a \$6K outstanding balance, \$1,800 of the guarantee fund would be released from restriction and reimbursed to CEDF in the event of a charge off. CEDF assumes the remainder (70%) of the loss.
- For loan amounts beyond \$50,000 the guarantee cap of \$15,000 means the percentage of CEDF's coverage is proportionally lower and our risk is commensurately higher.
- CEDF will employ its regular loan work-out processes including potential loan modifications in an attempt to return a borrower in default to normal paying status; or collect repayment of the loan through the borrower's personal guarantee; or repossession and liquidation of collateral when applicable before charging the loan off and accessing the loan guarantee fund.
- Recoveries from a borrower after a charge off, and after CEDF's receipt of the program's guarantee payment, are paid pro rata to the revolving guarantee fund.
- The pool is a revolving guarantee fund. CEDF reports to the city as eligible loans are enrolled. Over time as borrowers repay, funds can be shifted into guarantees supporting loans for new eligible businesses. The guarantee pool operates in perpetuity.
- CEDF provides quarterly reporting on status of the fund and business participants.

CEDF Program Activity

CEDF will provide the following interrelated services to low-to-moderate income small business owners, entrepreneurs and small business owners of color:

1. Pre-loan counseling to ensure access and awareness of available resources in the small business ecosystem to help them become credit ready.
2. Opportunity to apply for financing in an open-minded, big-picture review, unhindered by arbitrary cut-offs for credit score, time in operation or collateral.
3. A Business Advisor for the life of a borrower's loan who meets with the client frequently to provide business advice on a variety of topics including management, marketing and finance.
4. Business Education offers learning in a variety of formats to master crucial skills needed to manage sustainable businesses.

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Program Proposal Summary Utilizing City of Bridgeport ARPA Funds for Small and Minority Business Growth "Next Steps"

Overview:

CEDF proposes a comprehensive initiative named "Next Steps" to stimulate small and minority business growth in Bridgeport, utilizing a \$250,000 allocation from the City of Bridgeport ARPA funds. The proposal focuses on establishing a Revolving Loan Guarantee Fund and enhancing program activities to support low- and moderate-income small business owners, particularly those of color.

Key Components:

1. Revolving Loan Guarantee Fund (\$200,000):

- Establishes a fund to extend consideration to applicants slightly outside typical qualification thresholds.
- Supports businesses with a track record of at least one year, focusing on low-to-moderate income small business owners of color.
- Covers Term Loans or Lines of Credit ranging from \$5,000 to \$100,000.
- Guarantee coverage of 30% of the enrolled amount, up to a maximum of \$15,000.
- Operates as a revolving fund, allowing shifts to new eligible businesses as borrowers repay, ensuring perpetual impact.
-

2. CEDF Program Activity Enhancement (\$50,000):

- Provides pre-loan counseling, enabling businesses to become credit-ready.
- Facilitates financing applications without arbitrary cut-offs, fostering inclusivity.
- Assigns a dedicated Business Advisor to clients, offering continuous guidance in management, marketing, and finance.
- Offers diverse Business Education formats to enhance essential skills for sustainable business management.
- FCDC Provides Outreach and Marketing support to ID Small & Minority Businesses.

Implementation and Reporting:

- CEDF will enroll eligible loans and provide quarterly reports on the fund's status and business participants..
- Program activities, including pre-loan counseling, financing support, business advising, and education, will be meticulously executed to ensure tangible outcomes.



Program Proposal Summary Utilizing City of Bridgeport ARPA Funds for Small and Minority Business Growth "Next Steps" Cont'd

Focus and Impact:

- The proposal primarily targets businesses owned by individuals with an annual household AGI of 80% or less than the region's HUD Average Median Income.
- Emphasis on low-to-moderate income small business owners of color ensures equitable opportunities and economic empowerment.
- The Revolving Loan Guarantee Fund operates as a sustainable model, amplifying its impact over time.

Request for Support:

- CEDF seeks the City of Bridgeport's support in approving the allocation of \$250,000 from the ARPA funds to initiate the "Next Steps" program.
- The proposal aligns with the city's goals of fostering economic growth, supporting minority entrepreneurs, and ensuring inclusive development.

Conclusion:

CEDF's "Next Steps" proposal presents a strategic and sustainable approach to leverage the City of Bridgeport ARPA funds. By empowering small and minority businesses and fostering inclusivity, this initiative promises enduring economic growth and community advancement. By integrating the "Next Steps" program strategically into FCDC's initiatives, FCDC can expand its scope, empower a wider range of community members, and contribute significantly to the economic and social well-being of the community.



Property Development ABC's

Economic Development Empowerment Training Series

Community Property & Facilities Development Division

Equipping Faith and Community Based Organizations to Successfully Participate in a Perpetually Changing Housing & Development Economy



Overview - Connecticut Training

Houses of Worship, Faith-Based Community Development Corporations (CDCs) and community based non-profit organizations have made incredible strides in improving America's communities. Through financial literacy, homebuyer education, redevelopment of neglected communities, developing and implementing programs for children, youth, ex-offenders, seniors, recovery, early childhood education, sustainability and other activities, they have made visible and tangible changes in the homes and the lives of families nationwide.

Their developing expertise and experience has made them viable and trusted intermediaries in working with financial institutions to effectively distribute resources and serve as a catalyst for increasing market share for profitable products that benefit both the institutions and the end users. Additionally, many of these organizations own undeveloped land that, in the absence of expertise and/or credible partners, has lain fallow in locations that are ripe for meaningful housing and other viable development. As a result, more and more faith-based organizations – churches, synagogues and mosques – and community-based nonprofits are seeking guidance on how to develop meaningful affordable and market rate housing and program initiatives in their communities.

FREEDOM currently provides guidance through comprehensive analysis, training, technical assistance and capacity building. This leadership, training and capacity building is based on years of experience gained through work with leading national community development organizations, financial institutions and secondary market participants as well as national, regional and local market leaders and participants.

This Initiative links FREEDOM and participating partners with corporations, governmental agencies, non-profits and faith-based organizations to increase capacity in developing real property to support affordable housing. FREEDOM'S previous Economic Development & Empowerment Conferences and Training Series have trained and impacted thousands of participants in cities throughout the United States.

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Property Development ABC's

Economic Development Empowerment Training Series

One Year Place-Based Training



Establishing and/or Enhancing Faith & Community Development Organizations



Overall Goal

Establish training for Faith and Community-Based organizations that provides technical assistance and capacity building to develop a strong(er) Community Development Organizations and Partners, thereby organically producing and fostering a strong regional & statewide network of alliances.

- **Schedule**

- **Training - Monthly 8-12 Hours – Up to 6 Members per Group**
- **Dates to be established based on Annual Calendar Rotating Sites**

- **Tentative List of Topics**

- Developing & Casting Vision
- Establishing Mission, Goals & Objectives
- Organizational Establishment, Certification & Licensing
- Project & Program Cultivation & Implementation
- Developing Housing and Commercial Real Estate Projects
- The Real Development Process
- Understanding and Developing Financing
- Low Income/New Market/Historical Tax Credits
- Short and Long Term Strategic & Tactical Planning
- Working Sessions with Federal, State and Local Agencies
- Leadership Development & Community Organizing
- Developing Diverse Funding Resources
- Establishing Effective Strategic Development Partnerships
- Developing Effective Assessment Mechanisms
- Project Management & Reporting
- Sustainable and Renewable Resources Applications
- Program and Service Components (Veterans, Elderly, Etc.)

Property Development ABC's

Economic Development Empowerment Training Series

One Year Place-Based Training *Cont'd*



**Establishing and/or Enhancing Faith & Community
Development Organizations**



Partial List of Confirmed Training Organizations

**APD Solutions – CEDF - CT DOB – CT Fair Housing Center – CHFA –
ETL Design Architecture – Goode Van Slyke Architecture - Federal
Home Loan Bank of San Francisco – FREEDOM, Inc. – Latitude
Learning - NHS New Haven - Urban Green Development, LLC**

Tentative Program Lists

- Finalize Structure, Roles & Program Schedule**
 - Formal Program Announcement**
- Application-Selection- Registration & Enrollment**
 - Session Orientation & Training Kick-Off**
 - Training Cohort One Graduation**



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