

# Grant Proposal

ACRO Ghana

By

Marisel Consultancy

Feb 2010

## TABLE OF CONTENT

1.0	EXECUTIVE SUMMARY .....	3
1.1.	Objectives.....	3
1.2.	Mission .....	3
1.3.	Keys to Success .....	3
2.0	ORGANIZATION SUMMARY .....	4
2.1.	Legal Entity.....	4
2.2.	Organization History .....	5
2.3.	Locations and Facilities .....	5
3.0	CRIMININAL TREND ANALYSIS .....	6
4.0	RECENT PRISON POPULATION TREND .....	7
4.1.	Table 3.1: Illiterate Level Within Aged 15yrs+ .....	7
5.0	PROJECT PLAN.....	8
6.0	COMMUNITY PARTICIPATING .....	8
6.1.	Benefiting Community .....	109
7.0	BENEFICIARIES: Who will benefit from this project? .....	8
7.1.	Beneficiary Segmentation Strategy .....	10
7.2.	Strategy and Implementation Summary.....	11
8.0	NEED AND JUSTIFICATION.....	11
8.1.	What is the need?.....	11
8.2.	Who are the current beneficiary?.....	11
9.0	PROJECT BUDGET .....	12

## 1.0 EXECUTIVE SUMMARY

In Ghana, there are programs for pre-release, but there is no re-entry assistance for incarcerated persons. There is not any structure that allows incarcerated persons to return home and be reintegrated into the society at the end of his/her sentence approaches. Due to the poverty and lack of means there are not any basic systems and services available to ex-offenders. Families or other people are generally hostile, and incarcerated persons are strictly rejected when they are sent back into the society. This situation seems to jeopardize their reintegration in the society. Due to this, Association for the Care and Rehabilitation of Offenders, ACRO Ghana's Objectives is:

### 1.1. Objectives

1. To re-integrate ex-convicts into the society which promote peace, prevent crime and reduce poverty
2. To promote an education system that integrates knowledge, academics and 'on the job' training such as apprenticeships and internships which prevent teenage pregnancy and increase the awareness of HIV/Aids
3. Facilitate and improve the provision of micro-credit to the youth with particular reference to women.

### 1.2. Mission

The mission of ACRO Ghana is to promote the development of independent, self-confident and establish youth literacy programmes, HIV/AIDS Workshops and support sustainable economic and social development programmes through sports, and re-integrate those who offend, to have all inclusive society to prevent crime.

ACRO Ghana Project delivers on its mission by operating an open community football clubs, empowering them to eliminate poverty or idleness. The Project, with community leaders identifies needs that serve social, educational, economic and environmental purposes and ensures that resources to support these activities yield the desire results to prevent crime, teenage pregnancies, and increase higher school education graduates of women for their empowerment., promote peace, gender equity, HIV/Aids awareness and poverty reduction.

With this mission, we hope to create bridges and foster peace within the communities.

ACRO Ghana main goal is to extend the life of this program.

### 1.3. Keys to Success

Here are a few important keys to success:

- Establish a strong network of support with the communities' leaders and the prison system.
- Launch a series of fundraising activities that will successfully fund the expanding program.
- Establish an effective training program for mentors that will increase their ability to be successful communicators.
- Establish an effective monitoring system to protect both the ex-convicts and their parents.

## 2.0 ORGANIZATION SUMMARY

ACRO Ghana (Association for the Care and Rehabilitation of Offenders, Ghana) has been a non-profit organization in existence since 2004 to unleash the potential of people in Ghana communities to make positive change happen by providing mentoring programs for the prisoners, ex-offenders, children and marginalized youths in deprived communities the help they need to build a better future. The program will form partnerships with Ghana Prison Service.

Youth are matched with a caring adult volunteer who is trained to focus on positive reinforcement, trust-building, and the achievement of goals, by engaging youth in one-on-one outing and group adventures in the community.

Ongoing training will continue with mentors on individual case management throughout the year. We have currently been participating in Forum on Productive Youth Development through Sport in Africa, Organized by UN-Office on Sport for Development & Peace (UNOSDP) & The Jacob Foundation in Collaboration with the Swiss Academy for Development (SAD) & The Mathare Youth Sports Association (MYSA), Coaching for Hope (CFH) for HIV/Aids training workshop.

ACRO Ghana has been presenting programmes in unique ways for years in Dormaa Ahenkro in the Brong Ahafo region of Ghana, headquarter for ACRO Ghana. Other groups are found in Kukuo near Tamale in the Northern Region and also Domenase, Gomoa District in the Central Region. At ACRO Ghana, every member of the target group will participate in developmentally-appropriate activities throughout meeting times, such as:

- Sports/Football
- Evening classes/studies
- First Aid/HIV/Aids awareness workshops
- Computer Literacy
- Music and Dance
- Livelihood skills
- And much more

These activities will help in the following areas:

- Self-esteem and self-confidence building,
- Stimulation of the sense of belonging,
- Healthier lifestyle,
- Increase of team work skills and positive relationships with the communities,
- Serves as a platform to educate to spend money on their children's education rather than spending it on lavish funerals.

### 2.1. Legal Entity

ACRO Ghana is a tax-exempt not-for-profit organization that provides the prisoners, ex-offenders, children and marginalized youths in deprived communities with a full range of program like sport, skilled activities, farming etc.

## 2.2. Organization History

ACRO Ghana (Association for the Care and Rehabilitation of Offenders, Ghana) is a registered independent NGO head quartered in the farming community of Dormaa Ahenkro in the Brong Ahafo region of Ghana. Other groups are found in Kukuo near Tamale in the Northern Region and also Domenase, Gomoa District in the Central Region. It was established in 2004 and acquired certificate of operation as a social institution in 2005.

ACRO Ghana's vision is a safer society where everyone belongs, human rights respected and preventing crime which means tackling social activities for the development of our communities and the nation at large.

ACRO Ghana offers a safe, nurturing environment where children as well as the youth get the attention and care that they may need.

We work to make society safer by finding practical solutions to reducing crime. Prioritizing to give Juvenile ex-offenders, and other disadvantaged people in deprived communities the help they need to build a better future.

We provide opportunities to get them involved in recreational activities and sound learning environment to improve their studies in-/after school. The institution of evening classes with the support of parents helps to reduce child labour, being children undertaking core household duties before bed time.

ACRO Ghana exists to unleash the potential of people in communities to make positive change happen.

**Table 1.0: Past Performance, 2007-2009**

<b>Past Performance</b>		
	FY 2007	FY 2008
Funding	\$7,928	\$20,282
Operating Expenses	\$7,927	\$19,981
<b>Balance Sheet</b>		
	FY 2007	FY 2008
<b>Current Assets</b>		
Cash	\$1	\$301
Total Current Assets	\$1	\$301
<b>Long-term Assets</b>		
Long-term Assets	\$952	\$9,522
<b>Total Assets</b>	<b>\$953</b>	<b>\$9,823</b>
Retained Earnings	\$953	\$9,823
Total Capital	\$953	\$9,823
<b>Total Capital and Liabilities</b>	<b>\$953</b>	<b>\$9,823</b>

## 2.3. Locations and Facilities

Since its inception, ACRO Ghana has been operating in three different locations across the country with headquarter in Dormaa District in the Brong Ahafo Region. At this time we have a modest website with an operating phone line.

### 3.0 CRIMINAL TREND ANALYSIS

ACRO Ghana work to make society safer by finding practical solutions to reducing crime. Prioritizing to give Juvenile ex-offenders, and other disadvantaged people in deprived communities the help they need to build a better future. ACRO Ghana offers a safe, nurturing environment where children as well as the youth get the attention and care that they may need.

ACRO Ghana offers at-risk the ex-offenders the opportunity to make a dramatic change in their lives. The program is positioned to be most assessable young people who are swept into the prison system, in return be able to reintegrate into the system. The goal of the program is to offer positive support system to the youth to avoid the pitfalls that can derail their lives, provide safer society where everyone belongs, human rights respected and preventing crime means tackling social exclusion and re-integrating those who offend.

As at 2007, over 250,000 have committed crime within the total population of 22m (projected),

**Table 2.0: Criminal offences, 2001-2007**

<b>Criminal Offence</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Violent crime	127,894	130,809	130,448	131,083	119,614	130,411	142,675
Property crime	76,933	74,900	73,128	72,634	69,007	73,677	82,516
Drug possession crime	674	594	559	506	485	576	708
Other offences	20,672	22,112	22,533	20,136	18,230	23,609	29,513
<b>Total</b>	<b>226,173</b>	<b>228,415</b>	<b>226,668</b>	<b>224,359</b>	<b>207,336</b>	<b>228,273</b>	<b>255,412</b>

**Source: Unpublished data: Criminal Data Services Bureau/CID Headquarters, Accra**

With the high number of crime being committed every year, there are 47 prisons run by the Ghana Prison Service. According to the 2007 Prisons Service Annual Report, 13,335 prisoners (average daily lockup) were held in prisons designed to hold approximately one-third of that number. From the prison service annual report in 2008, presently Ghana has an approximate prison population of 18,000 living in facilities designed to accommodate 4,000. This trend is alarming, and unless concrete steps are taken, there would be national crises. These are critical issue within the prison system: over populated prisons, financial problems, the almost universal impossibility of achieving social rehabilitation despite this often being a stated aim in the statutory texts, the lack of personalized sentencing and, in most cases, the abdication responsibility and the lack of interests shown by courts towards the post sentencing period.

## 4.0 Table 3.0: Recent Prison Population Trend, 1995-2008

year	Prison Population Total	Prison Population Rate (%)
1995	7727	44
1998	8364	44
2001	10444	53
2004	11581	54
2007	13335	58
2008	14128	59

According to research conducted earlier, ACRO Ghana theoretically has adequate rehabilitation programs- for example primary, secondary, training, vocational, and post-secondary education. Life-skills education programs are rarely implemented, but have started in some areas such as Nsawam Medium Security Prison, and the Kumasi Women Prison.

In addition, reformation, rehabilitation and reintegration of ex-convicts are all relevant issues that should be dealt with delicacy in the prison service. All kinds of help and support are needed to win this great challenge in Ghanaian prison reform.

### 4.1. Table 3.1: Illiterate Level Within Aged 15yrs+

National	4,675,585 (42% of the total population)
Rural	2,618,327

*Source: Ghana Statistical Service, 2000 Population and Housing Census*

Among the total national illiterate within age 15yrs and above, 56% are rural dwellers.

## 5.0 PROJECT PLAN

ACRO Ghana offers youth that have already been identified as “at-risk”, that is the ex-convicts an opportunity to work with a caring mentor to improve their ability to develop a positive attitude towards their future within the communities and the global at large. And enable the broad community of people to have livelihood skills particularly, children and the youth at the local level. Below is our project plan to achieve the organization objectives:

SHORT TERM PLAN	
<b>Objective #1:</b>	To re-integrate ex-convicts into the society which promote peace, reduce crime and poverty
Specific activities	<p><b>Happy Community Sport:</b> This project aims to have a safer and inclusive society by finding practical solutions in the area of crime reduction. It also provides opportunities for young people living in disadvantaged areas to get involved in recreational activities.</p> <p><b>Prison Sports:</b> This project aims to rehabilitate offenders and help them reintegrate into the communities where they belong. We thus prepare them through sports before and after their release from prison. To do so, we use the following sport:</p> <ul style="list-style-type: none"> <li>• Football and Volley Ball</li> <li>• Field Events</li> <li>• Table Tennis</li> </ul> <p><b>Farming:</b> This project aims to create job opportunity for the ex-convicts and their parent which will assist in joblessness within the communities.</p>
Person(s) responsible	Kwabena Owusu Ansah, Prisons co-coordinator and 3 Community mobilizes/coordinators
Timeline:	In December 2004, we supplied sanitary materials to Remand prisoners in Dormaa Ahenkro and footballs to Sunyani and Nsawam prisons to foster prison sport competition (football) and in subsequent years, various community sports (football) were held. These are activities are run every year to sensitized the communities on our objectives, particularly the need to invest in their children's education which is prima face for their marketability in the job arena and a way of preventing teenage pregnancies.
Measurement	A measurement standard is to keep updated on the attitude of the ex-convicts along side building better opportunities in livelihood training opportunities for them. However, the youth ones who otherwise are not seen could build on their potentials in football to support themselves and dependants in future.
<b>Objective #2:</b>	To promote an education system that integrates knowledge, academics and 'on the job' training such as apprenticeships and internships which prevent teenage pregnancy and increase the awareness of HIV/Aids
Specific activities	<ul style="list-style-type: none"> <li>• Evening classes</li> <li>• Skill Training</li> <li>• Music and Dance</li> <li>• HIV/AID awareness workshop</li> <li>• Community farming</li> </ul>
Person(s) responsible	Sarah Andrews
Timeline	The beneficiary will have three months from the date of the being registered by ACRO Ghana for the training to select a livelihood skill training program accredited by ACRO Ghana Program. The program should not last more than one year. While the workshop will be conducted 3times each in all selected communities and the evening classes will be a continuous program for primary 1 to primary 6
Measurement	Firstly, to conduct survey to determine the understanding of HIV/Aids and measure the rate in teenagers' pregnancy. Secondly, keep the record in the increase in higher school education graduates mostly among women for their empowerment.
LONG TERM PLAN	
<b>Objective #3:</b>	To facilitate and improve the provision of micro-credit to the youth with particular reference to women.
Specific activities	<ul style="list-style-type: none"> <li>• Entrepreneurship Development: This is the extension work for the community farming by establishing the farm land for the beneficiary and assist with a small loan with little interest.</li> </ul>
Person(s) responsible	Benjamin Doku
Timeline	This will be achieved within the next two (2) years (2012)

## 6.0 COMMUNITY PARTICIPATION

One of the most important components of the program is the mutual understanding that our program has with the communities leaders. We currently conclude with the Kasoa community leaders in Central Region of Ghana of incurring a 400 Acres of land.

### 6.1. Benefiting Community

Within the ACRO Ghana outline program, over 200 people will actively participate in the project among the project beneficiaries. The project beneficiaries will be involved in the following activities

1. Farming cultivation: Vegetable farming, production of teak tree
2. Women entrepreneurship: hand work learning (unskilled work)

A very important aspect of the program is the training and development program for the parents of the beneficiaries. We would evaluate and accredit these programs as well as assist the parents in job placement. We will make effort to keep in close touch with the participating community through a yearly workshop and seminar. We also look forward to the future when some of our beneficiaries, through our guidance, will be valuable assets of their own communities.

## 7.0 BENEFICIARIES: Who will benefit from this project?

ACRO Ghana has a number of beneficiary focuses that are key to the program's success, our target beneficiaries are:

- Children and youth who are overcoming stressors in their lives, such as poverty, discrimination, addictions, and academic life, are the primary marketing focus of ACRO Ghana. Mentoring programs foster positive changes through peace, equality of sexes, development, poverty reduction, self-discipline, skill development, and friendship.
- Families (men and women) are also the marketing focus when adult mentors are able to help youth work on solutions for their family stresses, and provide an objective but caring sounding education. As a result, many youth and their families report improved relations at home.
- Marketing will also attracts mentors to ACRO Ghana because they care about youth and their community. The typical mentor-youth relationship demands a commitment that must be sold to the potential mentor. For most mentors, this experience changes their lives, taps their inner resources, and challenges their convictions and beliefs.
- Inmate who are left uncared for, whom the court has shown lack of interests towards the "post sentencing" period and more so those who are discharged from prisons.
- Ultimately, ACRO Ghana is marketed as a critical social support system for the young people. ACRO Ghana impacts on deprived communities' services serves as model for others to improve lives and communal resources for increased productivity and development.

**Table 4.0: Beneficiary Analysis, 2009-2013**

<b>Beneficiary Analysis</b>						
		2009	2010	2011	2012	2013
	Growth Rate					
Rural Children (0-14yrs)	3%	4,756,102	4,884,517	5,016,399	5,151,842	5,290,942
Rural Youth (15-64yrs)	3%	5,274,467	5,416,878	5,563,134	5,713,339	5,867,599
Inmates	11%	14,270	15,682	17,407	19,322	21,447
Rural parents	3%	6,218,932	6,386,843	6,559,288	6,736,389	6,918,272
Total	2.71%	16,263,629	16,703,920	17,156,228	17,620,892	18,098,260

### 7.1. Beneficiary Segmentation Strategy

ACRO Ghana' beneficiary are nonprofit to the organization, however we make sure any investment breaks even to the development of the society. We plan to target this group for several important reasons. First, we are a nonprofit organization with minimal margin on our sales which increases our overall turnover making us better positioned to serve the needs of deprived in the society.

Secondly, we believe our organization will be better able to remain focused on our primary objective: serving at-risk youth in deprived communities and give hope to the hopeless ex-convicts.

The beneficiaries are important to ACRO Ghana overall strategy which includes; young people aged 5 to 17years that are up-coming and those who have developed destructive habits that will lead down a path of hopelessness within the deprived communities. ACRO Ghana has created series of mentoring programs that pair the young person with a trained mentor who will assist him or her in developing the habits and perspective that will lead to success and hopefulness in the future. The second group of the beneficiary is the ex-convicts, who when released from the prison thinks they have no hope, however, ACRO Ghana will reintegrate them back into the system with the following tools: Integrate sports like football etc, skill training and community farming to provide income for their daily needs. And finally, our beneficiaries are the parent (men and women) within the less privilege communities.

For ACRO Ghana to concrete these, several tools are being used which are:

- Sport
- Community farming
- HIV/AIDS awareness workshop
- Music and Dance
- Evening classes
- Recreational activities

ACRO Ghana is meeting and intends to meet these needs by pooling various contacts and financial resources, including grants, loans to help these businesses thrive and grow. The strategy is to focus on these needs, modify base on developed technology and advancement in the society and follow through with actionable results and recommendations.

## 7.2. Strategy and Implementation Summary

The major key marketing strategy for ACRO Ghana is *SPORT* activities as a means to drive the reintegration program and knowledge acquisition by the children and the beneficiaries at large. There are four focuses to ACRO Ghana's program implementation:

- The second is the harmonious working relations with the communities, leaders and parents within the deprived communities to assess needs and find solutions to problems.
- The third is the recruitment and training of mentors/staff.
- First is the creation of a network of contacts with Prisons and the Courts.
- Lastly is the development of fundraising strategies: involvement of investors, individual or group philanthropy to seek grant etc.

*ACRO Ghana* has begun an extensive fundraising campaign to meet our outlined programs. We anticipate that we will be able to manage our recurrent expenses through the membership contributions, pursuit of in-kind donations from businesses and individuals, the sale of print stationery to school children, sale of re-cycle bicycles imports from Switzerland, bulk purchases, and the produce and sale of products.

## 8.0 NEED AND JUSTIFICATION

### 8.1. What is the need?

As at 2008, 14,128 were in Ghana prison, with a projection of 14,270 for 2009 (this shows 1% increment as against 2008 which has been the trend since 2007 (54% population rate) while 2008 (59% population rate). With these, ACRO Ghana projected rehabilitating 10% of the ex-convicts within the 3 geographical areas (Dormaa Ahenkro in the Brong Ahafo region, Kukuo near Tamale in the Northern region and Domenase, Gomoa District in the Central region) covered by ACRO Ghana by:

- Organizing Sport for ex-convicts acceptance into the society and create awareness to prevent crime and other anti social behavior predominately amongst the youth.
- Community farming
- HIV/AIDS awareness workshop
- Music and Dance
- Evening classes
- Entrepreneurship (training and establishment)

This will be extended to the less privilege and women in general to add value to the society and improve on themselves, details in table 4.0

Fundraising will be generated through grants, an individual or group/corporate philanthropy grants from Investors, Foundations which support NGOs, Member contributions and retained surplus will help continue funding for the organization.

However, for this plan, there are 2 phases which are:

1. We are seeking for a grant of \$25,000 for year 2010 and other subsequent years (2010 to 2014, see table 5) to sponsor ACRO Ghana to fund the short term activities organized for the beneficiaries and the outdoor challenge course/training that all participants take part in.

2. Negotiate with potential investors for the seed cash needed to commence the 2nd phase of this plan that is the long term plan. It is expected that \$89,286  $\approx$  GH¢125,000 needs to be raised to start the phase. It is expected that no more than 30% ROI will be given to investor.

It is possible that some financing may be provided by an active investor or partner in exchange for some level of ownership in the production of Teak trees business, an agreement with an investor or partner can be reached.

## 8.2 Who are the current beneficiaries?

Since the start of the program in 2004, the following programmes has been achieved with great recompense

2004 – 12.2009	Sports and developments	1403 Beneficiaries
2004 - 12.2009	Prisons	unspecified number benefited from Sanitary and Sports equipments
2006 – 12.2009	Parents of beneficiaries	70 women and men

## 9.0 PROJECT BUDGET

ACRO Ghana resources for 2008 was GH¢20,282.17 with the total expenditure to be GH¢19,981.07. The stable core funding is from Ghana Aids MSHAP, Tamale community, Domenase community, foreign donation, founder's Cash & Cash equivalent and other cash credits. At the moment we are seeking for the total of GH¢25,000 from investors to cater for the short term goals for the following programs for the first year and subsequent years (details in table 5.0):

- To support child education by supplemental school programmes by employing sporting events to attract pupils into the after School Evening Studies. It is expected that by 2011, 1,200 Junior Secondary School pupils would benefit from the basic literacy programme.
- To reduce juvenile crime by integrating ex-offenders into society by the use of sporting tools to create social harmony and thereby ease pressure of social exclusion which could lead to repeat crime. By project end date, it is projected that at least 20 juvenile ex-offenders would have been fully integrated into their communities with appropriate life skills.
- To reduce spread of HIV/AIDS pandemic by targeting the sexually active segment of the rural communities mobilized around sporting events for awareness creation aimed at prevention of pre-marital sex leading to teenage pregnancy and transmission of HIV/AIDS. 5,000 Junior and Senior Secondary School students would have been covered.

- To organize 30 HIV/AIDS workshops amongst at least 900 participants in a group of 30 each across the deprived communities with 56% of the total population living in the rural area.
- To teach basic literacy skills to 500 beneficiaries by December, 2010
- The program would encourage at least 25 girls to take part in "BRAGORO" a traditional method of teaching girls to abstain from pre-marital sex
- Those taking part in the evening classes would have higher passes in their class tests.
- To work with parents and guidance to reduce child domestic duties in the evening to have more time for learning.
- Each community would have a farm either tilling of the land, planting of vegetable, teak tree for sales or animal/fish rearing.
- To establish young boys and girls who are more valuable in skilled work like seamstress, mechanic etc

Yet anticipated growth from these funding sources is estimated to be only 20% over the next five years. The targets are private donations, business sponsorships and fundraising campaigns. By 2011, estimated funding should be GH¢26,250.

The long term goal is to set up community micro finance service in the communities where the supposedly entrepreneur can have access to cultivate their farm, buy tools for their work etc. The target is to reduce the percentage rise in Prison populace by 10% by the year 2014.

To acquire 400 acres of land for the production of Teak trees which will be apportioned to ACRO child parents for food crop cultivation and with the services of the Forestry department interspersed with the Teak trees to have the trees on the land when food crop is harvested.

In 5 years, we hope that our beneficiaries would have made positive contributions to their communities. And also hope to have the project plan program as a continuing program for ACRO Ghana with more sponsors and support from all around the globe.

**Table 5.0: Project Budget (Short Term Plan), 2010-2014**

<b>Budget Items</b>						
	Budget (in USD)	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
<b>1. Training Costs (not including employees) - 20% of grant</b>						
Parents Training & Development Programs	\$13,814.30	2500	2625	2756.4	2894.1	3038.8
Children Training	\$13,814.30	2500	2625	2756.4	2894.1	3038.8
<b>Total</b>	<b>\$27,628.60</b>	<b>5000</b>	<b>5250</b>	<b>5512.8</b>	<b>5788.2</b>	<b>6077.6</b>
<b>2. Dance and Music Programs Costs - 10%</b>						
Go Dancing cultural program	\$4,144.14	750	787.5	826.92	868.23	911.49
Happy Communities sport programs	\$4,144.14	750	787.5	826.92	868.23	911.49
Prison Sports programs	\$5,525.72	1000	1050	1102.56	1157.64	1215.52
<b>Total</b>	<b>\$13,814.30</b>	<b>2500</b>	<b>2625</b>	<b>2756.4</b>	<b>2894.1</b>	<b>3038.8</b>
<b>3. Workshop &amp; Conferences Costs - 15%</b>	<b>\$20,721.45</b>	<b>3750</b>	<b>3937.5</b>	<b>4134.6</b>	<b>4341.15</b>	<b>4558.2</b>
<b>4. Education Cost (Evening classes) - 20%</b>	<b>\$27,628.60</b>	<b>5000</b>	<b>5250</b>	<b>5512.8</b>	<b>5788.2</b>	<b>6077.6</b>
<b>5. Community Farming costs - 25%</b>	<b>\$34,535.75</b>	<b>6250</b>	<b>6562.5</b>	<b>6891</b>	<b>7235.25</b>	<b>7597</b>
<b>6. Personnel (employees &amp; other admin) -10%</b>	<b>\$13,814.30</b>	<b>2500</b>	<b>2625</b>	<b>2756.4</b>	<b>2894.1</b>	<b>3038.8</b>
<b>Total Grant Budget</b>	<b>\$138,143</b>	<b>\$25,000</b>	<b>\$26,250</b>	<b>\$27,564</b>	<b>\$28,941</b>	<b>\$30,388</b>