

# Simeon Resource and Development Center for Men, Inc.



*Simeon Resource & Development  
Center for Men Inc.*

## General Information

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### **Nonprofit**

### **Address**

### **Phone**

### **Web Site**

### **Facebook**

### **Twitter**

### **Email**

Simeon Resource and Development Center for Men, Inc.

1201 20th Street

407-836-6730

[simeonresource.org](http://simeonresource.org)

[williamslarry1688@yahoo.com](mailto:williamslarry1688@yahoo.com)

## Mission & Impact

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### Statements

#### **Mission**

The agency's mission is to partner with the community to alleviate disparities among at risk individuals in central Florida, in health, education, employment and incarceration through education, health and social programs.

#### **Background**

Simeon Resource and Development Center for Men, Inc. (Simeon), a 501 c (3) community-based nonprofit organization, has been serving low-income persons in the Orange County and surrounding area since 2002. The agency's mission is to partner with the community to alleviate racial and ethnic disparities among at risk individuals in central Florida, in health, education, employment and incarceration through education, health and social programs. Our overarching goal is to assist individual in accessing much needed services. Simeon currently serves 16 unduplicated customers a week. Our clients are diverse including African American, Caribbean, Caucasian, Asian, youth, males and females. The agency provides an array of social and educational services including medical and housing referrals, Access services (DCF), and employability skills training and placement and health education. Simeon executive director and current staff have the skills, experience and appropriate credentials to administer this project. For the last twenty-eight (28) years, Executive Director, Larry K. Williams, MS, has dedicated his professional endeavors to the development of programs to address social issues in Orange County, Florida. Formerly the director of the Office of Minority Health at the Orange County Health Department, Mr. Williams brings a successful record of developing effective projects and programs to address identified health and social needs of at-risk populations. He has a Master of Science degree in Counseling and Psychology; is a certified male health educator through the Office of Population Affairs, is a certified career development facilitator and a certified financial literacy trainer; a mental health counselor intern; and has developed, written and managed

local, state and federal grant projects and programs, in excess of \$3,000,000. Simeon has worked with Holden Heights Front Porch on numerous community driven projects and has an existing working relationship with all partner organizations.

### **Impact**

1. The Holden Heights Family Health Initiative improved health outcomes of 1,200 Black and Hispanic residents in Orange County. The project provided outreach, education and referrals for ancillary services. Participants had a decrease in BMI, increase in consuming vegetables and whole grains. Participants also increase their knowledge. 2. Check Your Pressure is a grassroots pilot program that received seed money from Central Florida Foundation and in-kind donations of 100 blood pressure cuffs from the American Heart Association, Simeon implemented Self-Management Blood Pressure program targeting at risk population. 100 hard to reach individuals in underserved communities of 32805/32839. With the success achieved through the initial cohort Simeon is seeking additional funding to expand the program. 3. Serving Our Seniors an initiative funded by the City of Orlando, to decrease barriers to services for seniors residing in low-income neighborhoods. Informational sessions were conducted at civic, religious and social organizations. 312 seniors and assessed and received referrals for identified services by the case manager. A final report highlighted the disparities among this population as food insecurity, financial insecurity, utility assistance and in need of a medical home. 4. Bob Barker Foundation provided a grant that afforded staff an opportunity to serve fathers who are currently incarcerated in a Florida Department of Corrections facility. 120 fathers completed a parenting curriculum and demonstrated an increase in knowledge and an intent to change behavior. Additionally, the Florida Department of Corrections approved the curriculum, as an official program of the system. All inmates who participate in the twelve-week session, will receive acknowledgement from Florida Department of Corrections. Upon release, participants were provided case management and referral services. 5. Citizen Safety Task Force Funding to address violence among youth residing in 32801, 32805, 32839 and 32811. Participants receive education and wrap around services. In 2023, 122 individuals were reached and receive services. 6. Receive funding from Orange Blossom Trail Development Board to hire an office manager to all the programs.

### **Needs**

Our target community is Holden Heights, which has both city and county jurisdiction, and is approximately 1.5 square miles, with just over 87 acres of vacant land. Our target community population is 3,000, of which 33.4% white, black 53.4% and other 13.2%. The Holden Heights community is known today as an area where illicit activities such as prostitution, drug and child trafficking are common. This area has suffered from lack of investment for many years. Due to this disinvestment, along with vacant buildings, absentee homeowners and poorly managed hotels and apartment complexes, and the well-connected street system, criminals find plenty easy opportunity. Crime data for the years 2014-2016, from the City of Orlando and Orange County shows that crime has increased in the area and surrounding areas by 6%, while crime activity in Orange County as a whole has decreased 3% in the same time period. According to the Orlando Police Department, in Holden Heights from 2014 - 2016 there was a 50% increase in murder & non-negligent manslaughter. The other significant increase was auto theft which saw a 39% increase for the same reporting period. The Orange County Sheriff Department shows a 17% increase in auto burglary for the same reporting period in Holden Heights. A recent 2017 market analysis of the area was commissioned by Orange Blossom Trail Development Board and the most striking results according to the report, was the number of jobs that were actually imported to the area, and how few of those jobs were held by area residents. The jobs were in service-related industries-sales, hospitality, food related services or maintenance. The lack of resident employment in these fields indicates opportunities for more directed support for job readiness and job placement programs. According to the Economic Innovation Group (EIG), more than 50 million live in economically distressed communities. The report finds one-fifth of the US zip codes to be in economic distress. Holden Heights (32805) and neighboring zip codes 32839 and 32809 were considered three areas that received high distressed codes. The 32805 is the number-one distressed zip code in Orange County, with a score of 94.4. The glaring numbers from the distress chart indicates the number of residents without a high school diploma (26%), adults not working (53%) and the highest distress score in the county at 94.9. There are 1,288,126 residents in Orange County, Florida, of which Whites comprise

65.4 percent of the population, Blacks 20.8, and Hispanics 29.2. Females comprise 50.8 of the population followed by males at 49.2. The poverty level for Orange County is 17.3% and for Florida it is 16.1%. The unemployment rate is virtually the same at less than 5%. However, data for Holden Heights, the focal community, is strikingly different. The Capita income is 24,448, poverty level is 38.0%, and uninsured rate for Holden Heights is 24.61%. Fifty-three percent of the adults living in Holden Heights are unemployed and only 15% have a high school diploma. According to Orange County Community Health Improvement Plan 2017, Cancer and heart disease rank the top two leading causes of death in Orange County and Florida and stroke ranks third. Cancer rate 2016: Orange County 155.4 compared to Florida 155.4; heart disease for the same time period, Orange 154.4 which is slightly lower than Florida at 155.3. Other variables that contribute to the disparities in Orange County inc

### **Statement from CEO/Executive Director**

Simeon Resource and Development Center for Men, Inc. (SRDC), was founded in 2002, to address the key socio-economic disparities that affect at-risk individuals. This spirit of brotherhood and service is exemplified each day by many success stories that prove our mission is possible. One story in particular is about Arnold, who was referred to our program but was not serious about his future. We worked with and assisted him in completing financial aid and the admissions application to Valencia College. Arnold graduated with an Associate of Science degree in Horticultural Science and an Associate of Arts degree in General Studies. Arnold now owns a thriving lawn service business and is hiring others. This work is possible through people committed to second chances. As I reflect back on the last thirteen years (2008 - 2021), I am so grateful to the many organizations and individuals who have provided extraordinary support including, City and County Commissioners, City of Orlando, Florida Department of Health - Orange County, Orange County Community Action Division, Orange County Public Schools/Orange Technical College, Orlando Community and Youth Trust, Holden Heights Front Porch, University of Central Florida (Criminal Justice Department and Center for Nonprofit Management) and a host of others. Our goal was to create success stories, so we can tell our story. A breakdown of 6,000 clients served since January 2008, the majority of our clients are racial and ethnic minorities: 80% African American (Black), 15% Hispanic, 3% Caucasian and 2% Asian. Seventy-five percent (75%) self-identify as male, and 20% self-identify as female. We have hundreds of success stories from clients who move from a state of dependence to independence, from being inmates in correctional institutions supported by taxpayers, to becoming taxpayers. The miracles that move through SRDC are built on a limit budget annually. With more, we aim to do more and our future is only getting brighter. Thank you to all who support our efforts that enabled our success through life-changing action. Larry Williams Larry Williams, Executive Director Simeon Resource and Development Center for Men, Inc.

### **Statement from Board Chair**

The success of our clients is a testament to the commitment and compassion of our partner agencies, our financial supporters, our volunteers, and our staff. It hasn't always been easy. We've had to adjust our processes and make hard decisions. But the result of all that effort is undeniable. We are an agency that has yet to reach its full potential. We have a strategic plan, dedicated leaders and a team that is committed to the wellbeing of our community. That is a winning combination. -Frank.

## **Service Categories**

### **Primary Category**

### **Secondary Category**

Human Services - Alliances & Advocacy

Youth Development - Adult & Child Matching Programs

## Areas Served

Holden Heights Front Porch a which has both city and country jurisdiction and is approximately 1.5 square miles, with over 87 acres of vacant land. Our target community population is 3,000, of which 33.4% white, clack 53.4% and other 13.2%. The Holden Heights community is known today as an area where illicit activities such as prostitution, drug and child trafficking are common. This area has suffered from lack of investment for many years. Due to this disinvestment, along with vacant build In a specific U.S. city, cities, state(s) and/or region.

## Programs

### Holden Heights Family Health Initiative

#### Description

The goal of the Holden Heights Family Health Initiative is to improve health outcomes of 400 Black and Hispanic residents in Holden Height Front Porch. The program components include outreach and screening, health assessment and health education classes and referrals to medical and socioeconomic services.

Outreach/ Screening.

**Budget** \$125,000

**Category** Human Services - Family Services

**Population Served** Adults, At-Risk Populations, Females, Males, Poor,Economically Disadvantaged,Indigent

**Short Term Success** -A decrease in Body Mass Index

-An increase in fruits and vegetable

-An increase in physical activity.

**Long Term Success** Decrease in poverty among residents and an overall increase in health.

**Program Success Monitored By** -Pre and post assessments

-Utilization of social services

### SSCRP Fatherhood Initiative

#### Description

The program will serve 30 fathers residing in Orange County, Florida. Participants will be offered parenting classes and assistance in finding employment and other social services.

**Budget** \$45,000

**Category** Education - Parent & Teacher Groups

**Population Served** Adults, At-Risk Populations, Males, Immigrants, Newcomers, Refugees, Poor,Economically Disadvantaged,Indigent

**Short Term Success** Short success is an increase in parenting knowledge as demonstrated by pre/post assessment.

**Long Term Success** Participants will increase their parenting skills and so that their children develop their physical, emotional, intellectual, social and creative needs. His children trust and feel safe with him because he cares about and nurtures them through the use of proven parenting skills. Dad uses discipline to teach and guide his children, not threaten or harm them.

**Program Success Monitored By** Frequently conversation with parents.

n/a
<b>Description</b>  <b>Budget</b> <b>Category</b> <b>Population Served</b> <b>Short Term Success</b> <b>Long Term Success</b> <b>Program Success Monitored By</b>
Serving Our Seniors
<b>Description</b> The goal of Serving Our Seniors ( SOS) is to decrease the barriers to services for seniors residing in low-income neighborhoods in the City of Orlando. We conducted over 300 assessments of seniors and provided case management services for those seniors. We identified issues such as food insecurity, financial insecurity, lack of access to health care and personal safety as issues most important to them. <b>Budget</b> \$15,000 <b>Category</b> Human Services - Poverty Alleviation <b>Population Served</b> Adults, Aging, Elderly, Senior Citizens, At-Risk Populations <b>Short Term Success</b> Linking seniors to social services. <b>Long Term Success</b> Decreasing barriers and creating access to the basic services needed by this population. <b>Program Success Monitored By</b> We collect assessments, referrals and follow up on a monthly basis.
Project IMPAC
<b>Description</b> Project IMPAC is a grassroots educational program targeting 1,200 members of Black congregations in central Florida. The goal is to raise awareness regarding mental health and available resources and establish a referrals system for those needing and seeking assistance. Four graduate level professionals conduct workshops for both church leadership and congregation utilizing the Mental Health First Aid curriculum. Resource booths are also established to institutionalize information and resources readily available to members. <b>Budget</b> \$43,300 <b>Category</b> <b>Population Served</b> Adults, At-Risk Populations, Ethnic/Racial Minorities -- Other Specified Group <b>Short Term Success</b> An increase in awareness as documented by pre/posttests. <b>Long Term Success</b> Long term success in an increase in the number of individuals who seek and receive assistance without barriers relative to mental health. <b>Program Success Monitored By</b> We collect pre/posttest assessments, evaluation of the presentations and meeting with the presenter in an effort to provide continuous quality improvement.

## Program Comments

## Governance

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**Board Chair**  
**Company Affiliation**  
**Term**  
**Email**

### Board of Directors

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Mr Edward Carson		Voting
Ms. Valerie Curgil	retired	Voting
Mr. Kyle Higgins	Retired	Voting

### Board Demographics - Ethnicity

<b>African American/Black</b>	3
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	0
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Multi-Racial</b>	0
<b>Other</b>	0

### Board Demographics - Gender

<b>Male</b>	2
<b>Female</b>	1
<b>Unspecified</b>	

### Governance

<b>Board Term Lengths</b>	2
<b>Board Term Limits</b>	2
<b>Board Meeting Attendance</b>	100%
<b>Does the Organization have written Board Selection Criteria?</b>	Yes
<b>Does the Organization have a Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	10%
<b>Percentage Of Board Members Making In Kind Contributions</b>	20%
<b>Does the Board include Client Representation?</b>	Yes
<b>Number of Full Board Meetings Annually</b>	4

### Standing Committees

Board Governance

### Risk Provisions

Commercial General Liability

### CEO/Executive Director/Board Comments

N/A

## Management

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### Executive Director

#### Email

Larry Williams

williamslarry1688@yahoo.com

#### Term Start

January 2008

**Larry's Experience:** 30 years of experience in the field of Public Health, Management and Grant Writing.

### Staff

#### Number of Full Time Staff

3

#### Number of Part Time Staff

2

#### Volunteers

5

#### Contractors

2

#### Staff Retention Rate

100%

### Plans & Policies

#### Fundraising Plan?

Under Development

#### Strategic Plan?

Under Development

#### Years Strategic Plan Considers

3

#### When Strategic Plan Adopted?

#### Management Succession Plan?

Under Development

#### Policy and Procedures Plan?

Under Development

#### Nondiscrimination Policy?

Under Development

#### Whistle Blower Policy?

N/A

#### Document Destruction Policy?

Under Development

### Formal Evaluations

#### Is there a formal evaluation for...

##### CEO/Executive Director

Yes

#### Frequency

Bi-Annually

##### Senior Management

N/A

N/A

##### Non-Management

N/A

N/A

## Financials

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### Financials

#### Fiscal Year Start

2024-01-01

#### Fiscal Year End

2024-12-31

#### Projected Revenue

425000

#### Projected Expenses

400000

### Detailed Financials

#### Revenue and Expenses

<b>Fiscal Year</b>	<b>2021</b>	<b>2020</b>	<b>202</b>
Total Revenue	\$210,569	\$248,875	\$216,875
Total Expenses	\$210,045	\$114,630	\$197,672
Revenue Less Expense	\$524.00	\$134,245.00	\$19,203.00

#### **Revenue Sources**

<b>Fiscal Year</b>	<b>2021</b>	<b>2020</b>	<b>202</b>
Foundation and Corporation Contributions	\$0	\$0	\$0
Government - Federal	\$0	\$0	\$0
Government - State	\$189,315	\$110,363	\$187,875
Government - Local	\$0	\$0	\$0
Government - Unspecified	\$0	\$138,512	\$29,000
Individual Contributions	\$21,254	\$0	\$0
Indirect Public Support	\$0	\$0	\$0
Earned Revenue	\$0	\$0	\$0
Investment Income, Net of Losses	\$0	\$0	\$0
Membership Dues	\$0	\$0	\$0
Special Events	\$0	\$0	\$0
Revenue In-Kind	\$0	\$0	\$0
Other	\$0	\$0	\$0

#### **Expense Allocation**

<b>Fiscal Year</b>	<b>2021</b>	<b>2020</b>	<b>202</b>
Program Expense	\$210,045	\$0	\$197,672
Administrative Expense	\$0	\$114,630	\$0



Fundraising Expense	\$0	\$0	\$0
Total Revenue/Total Expenses	100%	217%	110%
Program Expense/Total Expenses	100%	0%	100%
Fundraising Expense/Contributed Revenue	0%	0%	0%

### Top Funding Sources

Fiscal Year	2021	2020	202
Top Funding Source & Dollar Amount	Government - State - \$189,315.00	State Government - \$110,363.00	State Government - \$187,875.00
Second Highest Funding Source & Dollar Amount	Individuals - \$21,254.00	Government unspecified - \$138,512.00	Government Unspecified - \$29,000.00
Third Highest Funding Source & Dollar Amount	\$0.00	\$0.00	\$0.00

### Assets and Liabilities

Fiscal Year	2021	2020	202
Total Assets	\$524	\$134,245	\$16,293
Current Assets	\$524	\$134,245	\$15,694
Long-Term Liabilities	\$0	\$0	\$0
Current Liabilities	\$0	\$0	\$0
Total Net Assets	\$524	\$134,245	\$16,293

### Endowment Info

**Do you have an endowment?**

No

### Capital Campaign Info

**Currently in a Capital Campaign?**

No

Solicitation Permit Info

**State Charitable Solicitations  
Permit**  
Yes