

ORIGINAL

PD-ABG-312

83228

AGENCY FOR INTERNATIONAL DEVELOPMENT
WASHINGTON, D.C. 20523

AUG 25 1988

Mr. Charles Curry-Smithson
Goodwill Industries of America
9200 Wisconsin Avenue
Bethesda, MD 20814-3896

Subject: PDC-0230-G-SS-6101-00

Dear Mr. Smithson:

Pursuant to the authority of the Foreign Assistance Act of 1961 as amended, the Agency for International Development (hereafter A.I.D. or Grantor) hereby grants to Goodwill Industries of America, (hereafter Grantee) the sum of forty-six thousand dollars, \$46,000, to provide partial support to Grantee in support of the program described in the Schedule (attached hereto) and in Attachment 2 entitled, "Program Description."

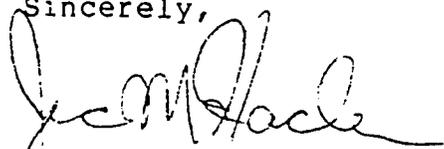
The estimated total cost of this grant through 9/30/89 is \$125,000. AID shall not be obligated to Grantee for costs incurred in excess of \$46,000 unless additional funds are made available (see Schedule).

This grant is effective and obligation is made effective as of the date of this letter and shall apply to commitments made by the Grantee in furtherance of program objectives for the estimated period from the date of this agreement to 9/30/89.

This grant is made to Grantee upon the condition that funds will be administered according to the terms and conditions set forth in the Schedule (Attachment 1), the Program Description (Attachment 2) and the Mandatory and Optional/standard provisions with which your organization has agreed (Attachment 3).

Please sign and return the original and six copies of this letter to acknowledge receipt of this grant.

Sincerely,



Jean Hacken
Grant Officer
Central Operations Branch
Office of Procurement

Attachments:

1. Schedule
2. Program Description
3. Standard Provisions



ACKNOWLEDGED:

Goodwill Industries of America

BY: *David M. Cooney*

TYPED NAME: David M. Cooney, Rear Admiral USN (Ret.)

TITLE: President and Chief Executive Officer

DATE: September 4, 1986

FISCAL DATA

PIO/T No.: 6381367
 Appropriation No.: 72-1161021.3
 Allotment No.: 643-38-099-00-69-61
 Budget Plan Code: E0AA86-13800-AG11
 Previous Obligation: \$ -0-
 This Obligation: \$46,000
 Total Obligation: \$46,000
 E.I. No.: 53-0196517
 DUNS No.: 074799800
 Technical Office: Elizabeth Hogan FVA/PVC

FUNDS AVAILABLE

S. J. Holland
 AUG 27 1986
 O/C 4190
 Program Acctg Fin Division
 Office of Financial Management

[Handwritten mark]

ATTACHMENT 1

Schedule

A. Purpose of Grant

The purpose of this grant is to provide partial support to the grantee's development program as described in Attachment 2 to this grant entitled, "Program Description."

B. Period of Grant

The effective date of this grant is the date on the grant cover letter. The estimated expiration date of this grant is September 30, 1989.

C. Amount of Grant and Payment

1. The estimated total cost of this Grant through September 30, 1989 is \$125,000. AID, however, shall not be obligated to reimburse the Grantee for costs incurred in excess of \$46,000, unless additional funds are made available. Subject to availability of funds and program priorities at the time of amendment, an additional \$79,000 may be provided under this Agreement/Grant.
2. Payment shall be made to the Grantee in accordance with procedures set forth in Attachment 3 - Optional Provision No. 2 entitled, "Periodic Advances."
3. Documentation required by the payment provision noted above shall be submitted to:

Agency for International Development
M/FM/PAFD
Room 623, SA-12
Washington, D.C. 20523

D. Budget

The following is the Budget for this grant, including local cost items, if authorized. Revisions to this plan shall be made in accordance with the Standard Provision providing for Budget Revision.

<u>Cost Element</u>	<u>Amount Obligated</u>	<u>Est. to Compl.</u>	<u>Total Estimated</u>
Seminars	\$8,700	\$22,000	\$30,700
Partnerships, Communication			
Media	21,700	39,000	60,700
Administration	<u>72,800</u>	<u>112,000</u>	<u>184,800</u>
	\$103,200	\$173,000	\$276,200
AID	46,000	79,000	125,000
Grantee	57,200	94,000	151,200

E. The Grantee will prepare and submit to the grant manager a semiannual program report and a final report/evaluation.

Semiannual reports will include:

1. A narrative description of the work undertaken during that six month period, illustrating successes and shortcomings of the project as originally designed and an updated work plan, if necessary.
2. A list of materials produced or collected for use in the course of the project.
3. A detailed financial expenditure report of A.I.D. and private matching funds, identifying disbursements by program activity.

Further guidance on the content and preparation of these reports will be furnished by the grant manager.

The first report will be submitted not later than six months from the date of grant initiation.

A Final report will be submitted twelve (12) months after the initiation of this grant or 9/30/89 whichever is later. The report should include the following information:

1. A detailed analysis of accomplishments, activities and financial expenditures for the grant year;
2. A comparison of actual accomplishments with the goals established for the period;
3. Reasons why established goals were not met; and

4. Other pertinent information including, when appropriate, analysis and explanations of cost overruns, or unusually high expenses.

One copy of the final report shall be submitted to the Grant Officer whose address appears on the grant cover letter.

Prior to the required final performance reporting date, events may occur that have significant impact upon the project. In such instances, the Grantee shall inform the Grant Officer as soon as the following types of conditions become known:

1. Problems, delays or adverse conditions that will materially affect the ability to attain program objectives, prevent the meeting of time schedules and goals, or preclude the attainment of project work activities by the established time period. This disclosure shall be accompanied by a statement of the action taken, or contemplated, and any assistance needed to resolve the situation.
2. Favorable developments or events that enable time schedules to be met sooner than anticipated or more work activities to be performed than originally projected.

F. Special Provisions

1. The Mandatory Standard Provisions are incorporated herein in full.
2. The Optional Standard Provisions which are checked are incorporated herein in full.

G. Overhead Rate

Pursuant to the Standard Provision of this grant entitled "Negotiated Overhead Rates - Nonprofit Organizations Other Than Educational Institutions" the following overhead rate is established:

<u>Rate</u>	<u>Base</u>	<u>Period</u>
29%	Direct Costs	1/1/85 until amended.

H. Advance Understanding on Ceiling Indirect Cost Rates and Final Reimbursement for Indirect Costs

Notwithstanding any other provision of this Grant to the contrary, for each of the Grantee's accounting periods during the term of this Grant including subsequent extensions thereto, the parties agree as follows:

35

1. The distribution base for establishment of final overhead rates is off-site direct labor costs.
2. Reimbursement for indirect costs shall be at final negotiated rates, but not in excess of the following ceiling rates:

<u>Category</u>	<u>Rate</u>
Overhead	29%

3. The Government shall not be obligated to pay any additional amount on account of indirect costs above ceiling rates established in this Grant. Final indirect costs exceeding in the rate(s) applied to the base(s) shown above shall be absorbed by the grantee and considered cost sharing.
4. This advance understanding shall not change any monetary ceiling, cost limitation, or obligation established in this Grant.

I. Closeout Procedures

This section prescribes uniform closeout procedures for this Grant.

1. The following definitions shall apply for the purpose of this section: -
 - a. Closeout. The closeout of a grant or agreement is the process by which AID determines that all applicable administrative actions and all required work of the grant or agreement have been completed by the recipient and AID.
 - b. Date of Completion. The date of completion is the date on which all work under grants and agreements is completed or the date on the award document, or any supplement or amendment thereto, on which AID sponsorship ends.
 - c. Disallowed Costs. Disallowed costs are those charges to a grant or agreement that AID or its representative determines to be unallowable in accordance with the applicable Federal cost principles or other conditions contained in the grant or agreement.
2. AID closeout procedures include the following requirements:

10

- a. Upon request, AID shall make prompt payments to a recipient for allowable reimbursable costs under the grant or agreement being closed out.
- b. The recipient shall immediately refund any balance or unobligated (unencumbered) cash that AID had advanced or paid and that is not authorized to be retained by the recipient for use in other grants or agreements.
- c. AID shall obtain from the recipient within 90 calendar days after the agreement all financial, performance, and other reports required as a condition of the grant or agreement. AID may grant extensions when requested by the recipient.
- d. The recipient shall account for any property acquired with AID funds or received from the Government in accordance with Attachment N of OMB Circular A-110 entitled, "Property Management Standards."
- e. In the event a final audit has not been performed prior to the closeout of the grant or agreement, AID shall retain the right to recover an appropriate amount after fully considering the recommendations on questioned costs resulting from the final audit.

A

AID 1360-1 (10-79)	UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY AGENCY FOR INTERNATIONAL DEVELOPMENT PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country Centrally Funded	Page 1 of Pages
		2. PIO/T No. 6381367	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
		4. Project/Activity No. and Title 938-0230 Biden Pell (Development Education)	
		Goodwill Industries of America	

DISTRIBUTION	5. Appropriation Symbol 72-1161021.3	6. Allotment Symbol and Charge 643-38-099-00-69-61 EDA86 13800 AG11
	7. Obligation Status <input checked="" type="checkbox"/> Administrative Reservation <input type="checkbox"/> Implementing Document	8. Project Assistance Completion Date (Mo., Day, Yr.)
	9. Authorized Agent AID/W	10. This PIO/T is in full conformance with PRO/AG Date _____
	11a. Type of Action and Governing AID Handbook <input type="checkbox"/> AID Contract (HB 14) <input type="checkbox"/> PASA/RSSA (HB 12) <input checked="" type="checkbox"/> AID Grant (HB 13) <input type="checkbox"/> Other	11b. Contract/Grant/PASA/RSSA Reference Number (if this is an Amendment)
	12. Estimated Financing (A detailed budget in support of column (2) is attached as attachment no. _____)	

		(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
Maximum AID Financing	A. Dollars		46,000		46,000
	B. U.S.-Owned Local Currency				

ORIGINAL

M/PM/PAFD

POSTED 7/30/86

FOR RESERVATION BY

13. Mission Reference

14a. Instructions to Authorized Agent

SER/AAM is requested to execute a grant agreement with Goodwill Industries of America, for the funding period July 1, 1986 through June 30, 1989. *Sep.*

The funding level of 46,000 is provided for expenditures during the first twelve months. Depending on availability of funds and program progress satisfactory to A.I.D., additional increments of funding will be provided not to exceed 125,000.

A budget and description of the grant program are attached.

14b. Address of Voucher Paying Office
AID/FM/PAFD
Washington, D.C. 20523

15. Clearances—Include typed name, office symbol, telephone number and date for all clearances.

A. The project officer certifies that the specifications in the statement of work are technically adequate	Phone No.	B. The statement of work lies within the purview of the initiating and approved agency programs	Date
FVA/PVC: Elizabeth Hogan <i>EH</i>	Date 5/15/86	FVA/PVC: Thomas McKay <i>TM</i>	5/15/86
C. _____	Date _____	D. Funds for the services requested are available	
FVA/PPE: Kathy Kosar		FM/PAFD: Richard Hemphill	

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to

Signature _____ Date _____

17. For the Agency for International Development

Signature *Louis C. Stamberg* Date 5/27/86

Title FVA/PPE: Louis C. Stamberg

AID 1390-1 (10-79) PIO/T	UNITED STATES INTERNATIONAL DEVELOPMENT COOPERATION AGENCY AGENCY FOR INTERNATIONAL DEVELOPMENT PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country Centrally Funded	Page 1 of 12 Pages
		2. PIO/T No. 6381367	3. <input checked="" type="checkbox"/> Original or Amendment No.
		4. Project/Activity No. and Title 938-0230 Biden Pell (Development Education) Goodwill Industries of America	

DISTRIBUTION	5. Appropriation Symbol 72-1161021.3	6. Allotment Symbol and Charge 643-38-099-00-69-61 EDAA86 13800 AG11		
	7. Obligation Status <input checked="" type="checkbox"/> Administrative Reservation	<input type="checkbox"/> Implementing Document		
	9. Authorized Agent AID/W	10. This PIO/T is in full conformance with PRO/AG Date		
	11a. Type of Action and Governing AID Handbook <input type="checkbox"/> AID Contract (HB 14)	<input type="checkbox"/> PASA/RSSA (HB 12)	<input checked="" type="checkbox"/> AID Grant (HB 13)	<input type="checkbox"/> Other

12. Estimated Financing (A detailed budget in support of column (2) is attached as attachment no. _____)					
Maximum AID Financing	A. Dollars	(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
			46,000		46,000
	B. U.S.-Owned Local Currency				

13. Mission Reference

14a. Instructions to Authorized Agent

SER/AAM is requested to execute a grant agreement with Goodwill Industries of America, for the funding period July 1, 1986 through June 30, 1989.

The funding level of 46,000 is provided for expenditures during the first twelve months. Depending on availability of funds and program progress satisfactory to A.I.D., additional increments of funding will be provided not to exceed 125,000.

A budget and description of the grant program are attached.

14b. Address of Voucher Paying Office
 AID/FM/PAFD
 Washington, D.C. 20523

15. Clearances—Include typed name, office symbol, telephone number and date for all clearances.

A. The project officer certifies that the specifications in the statement of work are technically adequate FVA/PVC: Elizabeth Hogan <i>E.H.</i>	Phone No. Date 5/15/86	B. The statement of work lies within the purview of the initiating and approved agency programs FVA/PVC: Thomas McKay 5/15/86
C. FVA/PPE: Kathy Kosar <i>K. Kosar</i>	Date 5/20/86	D. Funds for the services requested are available FM/PAFD: Richard Hemphill

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to

Signature _____ Date _____

17. For the Agency for International Development

Signature *[Signature]* Date 5/27/86

Title FVA/PPE: Louis C. Stamberg

12/11

AID 1350-1 (10-79) PIO/T	1. Cooperating Country Centrally Funded	2. PIO/T No. 9381367	Page 2 of 12 Pages
	4. Project/Activity No. and Title 938-0230 Biden Pell (Development Education)		

SCOPE OF WORK

18. THE SCOPE OF TECHNICAL SERVICES REQUIRED FOR THIS PROJECT ARE DESCRIBED IN ATTACHMENT NUMBER 2 HERETO ENTITLED "STATEMENT OF WORK".

19. SPECIAL PROVISIONS

- A. LANGUAGE REQUIREMENTS (SPECIFY) N/A
(IF MARKED, TESTING MUST BE ACCOMPLISHED BY AID TO ASSURE DESIRED LEVEL OF PROFICIENCY)
- B. ACCESS TO CLASSIFIED INFORMATION WILL WILL NOT BE REQUIRED BY TECHNICIAN(S).
- C. DUTY POST(S) AND DURATION OF TECHNICIANS' SERVICES AT POST(S) (MONTHS) N/A
- D. DEPENDENTS WILL WILL NOT BE PERMITTED TO ACCOMPANY TECHNICIAN.
- E. WAIVER(S) HAVE BEEN APPROVED TO ALLOW THE PURCHASE OF THE FOLLOWING ITEM(S) (COPY OF APPROVED WAIVER IS ATTACHED)
- F. COOPERATING COUNTRY ACCEPTANCE OF THIS PROJECT (APPLICABLE TO AID/W PROJECTS ONLY)
 - HAS BEEN OBTAINED
 - HAS NOT BEEN OBTAINED
 - IS NOT APPLICABLE TO SERVICES REQUIRED BY PIO/T
- G. OTHER (SPECIFY)

20. BACKGROUND INFORMATION (ADDITIONAL INFORMATION USEFUL TO AUTHORIZED AGENT)

Grantee's proposal is attached.

21. SUMMARY OF ATTACHMENTS ACCOMPANY THE PIO/T (INDICATE ATTACHMENT NUMBER IN BLANK)

- 1 DETAILED BUDGET IN SUPPORT OF INCREASED FUNDING (BLOCK 12)
- n/a EVALUATION CRITERIA FOR COMPETITIVE PROCUREMENT (BLOCK 14)
- n/a JUSTIFICATION FOR NON-COMPETITIVE PROCUREMENT (BLOCK 14)
- 2 STATEMENT OF WORK (BLOCK 18)
- _____ WAIVERS) (BLOCK 19) (SPECIFY NUMBER)

AID 1350-1 (10-79)	1. Cooperating Country Centrally Funded	2. PIO/T No. 6381367	Page 3 of 12 Pages
	4. Project/Activity No. and Title 938-0230 Bider Pell (Development Education)		

22. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities

Charles Curry-Smithson
9200 Wisconsin Ave.
Bethesda, Maryland 20814-3896

B. Cooperating Country Liaison Official

(301) 530-6500

n/a

C. AID Liaison Officials

The A.I.D. project officer is Elizabeth Hogan, FVA/PVC
Telephone: 703-235-8420 A.I.D., Rm. 239 SA-8
Washington, D. C. 20523

LOGISTIC SUPPORT

23. Provisions for Logistic Support

A. Specific Items <i>(Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")</i>	IN KIND SUPPLIED BY		FROM LOCAL CURRENCY SUPPLIED BY		TO BE PROVIDED OR ARRANGED BY SUPPLIER
	AID	COOPERATING COUNTRY	AID	COOPERATING COUNTRY	
(1) Office Space					X
(2) Office Equipment					X
(3) Housing and Utilities					X
(4) Furniture					X
(5) Household Equipment <i>(Stoves, Refrig., etc.)</i>					X
(6) Transportation in Cooperating Country					X
(7) Transportation To and From Country					n/a
(8) Interpreter Services/Secretarial					n/a
(9) Medical Facilities					X
(10) Vehicles (official)					X
(11) Travel Arrangements/Tickets					X
(OTHER SPECIFY) (12)					n/a
(13)					
(14)					
(15)					

B. Additional Facilities Available From Other Sources

APO/FPO

PX

COMMISSARY

OTHER (Specify, e.g., duty free entry, tax exemption)

Goodwill Industries of America

Goodwill Industries of America are 174 community-based, nonprofit, voluntary organizations which are linked with 43 affiliated organizations in 30 other countries. They are engaged in the vocational rehabilitation, or preparation for productive work, of people with disabilities -- estimated to be one out of 10 of the world's population.

The purpose of Goodwill's Education for Partnership Program is to increase the recognition of the commonality of interests between the rehabilitation community in the U.S. and those in developing countries, by involving U.S. Goodwills in concrete activities to aid to in understanding the root causes of hunger, poverty and disability in the world, and to contribute to international development efforts.

The three-year project will provide selected local Goodwill personnel -- lay Board members, executive directors, staff members, volunteers and participants in Goodwill rehabilitation programs -- with opportunities to learn about the needs of developing countries and the development assistance activities of U.S. PVOs, and to enter into a "Partner Goodwill" relationship with Goodwill organizations in developing countries.

The project will include 72 seminars on international development, a slide-sound presentation tailored to the Goodwill audience and made available to other interested organizations, an executive training module, articles, and other means of education. Over a three-year period, the project will have resulted in the following outcomes:

- Between 16 and 24 U.S. Goodwills will be involved in effective partnerships with an equal number of Goodwills in developing countries.
- Over 6,000 Goodwill personnel will have participated in an international development seminar
- A slide-sound production will be in use, in addition to other means of communication
- The populations of 24 U.S. cities will have heard more about international development through the news media.

Reporting and Evaluation Requirements

The Grantee will prepare and submit to the grant manager semi-annual program reports and a final report/evaluation. Reports will reflect progress made in achieving the stated goals and objectives as specified in the Program Description.

- A narrative description of the work undertaken during that six month period, illustrating successes and shortcomings of the project as originally designed and an updated workplan if necessary.

- A list of materials produced or collected for use in the course of the project.

- A detailed financial expenditure report of A.I.D. and private matching funds, identifying disbursements by program activity.

Further guidance on the content and preparation of these reports will be furnished by the grant manager.

The first report will be submitted not later than six months from the date of grant initiation to be followed by a final report/evaluation. This ~~final~~ report/evaluation, to be submitted 12 months after the initiation of this grant, will include a detailed analysis of accomplishments, activities and financial expenditures for the grant year.

IV. BUDGET1. First Year Functional Program Budget

<u>Activity/Line Item</u> <u>Expense</u>	<u>SOURCE</u>			
	<u>Local</u> <u>Goodwills</u>	<u>GIA</u>	<u>AID</u>	<u>Total</u>
<u>Seminars</u>				
Seminar rooms, refreshments	\$1,200	\$	\$	\$ 1,200
Logistics - program liaison person (6 x 100 hours x \$10/hour)	3,000		3,000	6,000
Materials - handouts		300		300
Equipment/audiovisual rental	600	600		1,200
		<u>900</u>		
<u>Partnerships</u>				
Coordination - program liaison person (6 x 100 hours x \$10/hour)	3,000	-	3,000	6,000
Accommodations, meals for international visitors (12 x \$75/day x 4 days)	3,600	-		3,600
Local transportation for visitors	600	-		600
<u>Communication Media</u>				
Professional photography (\$250/day x 10 days)		1,250	1,250	2,500
Photographer travel (air fare and per diem)		2,700		2,700
Editing and Production		3,850	2,450	6,300
		<u>7800</u>		

6381367

Activity/Line Item Expense	SOURCE			
	Local Goodwills	GIA	AID	Total
Administration - GIA				
Salaries -				
Program Coordinator International Department Director (1/4 time)	12,300	17,700		30,000
		X 2920 ind 22833 5133		
U.S. Travel/Lodging - Program Coordinator (average \$650/trip x 12 trips)	6,000	6,000		12,000
Indirect costs - telephone, postage, etc. provided by GIA			7,800	7,800
		23,000	5133 9700	23,000
TOTALS	\$12,000	\$45,200	\$46,000 \$ 46,333	\$103,200

2. Second and Third Year Functional Program Budget

Activity/Line Item Expense	SOURCE			
	Local Goodwills	GIA	AID	Total
Second Year:				
Seminars (at 6 additional U.S. Goodwills)	\$ 5,000	\$ 1,000	\$ 4,000	\$ 10,000
Partnerships (6 previous and 6 additional)	10,000		6,000	16,000
Administration - GIA		31,000	31,000	62,000
TOTALS	\$15,000	\$32,000	\$41,000	\$ 88,000
Third Year:				
Seminars (at 6 additional Goodwills)	6,000	1,000	5,000	12,000
Partnerships (12 previous and 6 additional)	15,000		8,000	23,000
Administration - GIA		25,000	25,000	50,000
TOTALS	\$21,000	\$26,000	\$38,000	\$ 85,000

18/5

	SOURCE			Total
	Local Goodwills	GIA	AID	
<u>Three Year Totals</u>				
First Year	12,000	45,200	46,000	103,200
Second Year	15,000	32,000	41,000	88,000
Third Year	21,000	26,000	38,000	85,000
TOTALS	\$48,000	\$103,200	\$125,000	\$276,200

3. Line Item Narrative Description

International Development Seminars:

Planning, logistics - program liaison person: all local arrangements for seminars, 4 seminars at each Goodwill, 6 Goodwills during first year. Value of time devoted to seminar arrangements estimated at 100 hours per Goodwill at \$10.00/hour. Half of value of program liaison person's time to be paid to local Goodwill by AID grant funds.

Room, refreshments: Cost of seminar room and refreshments provided by each local Goodwill.

Materials - handouts: Cost of educational materials to be distributed at each seminar.

Equipment, audiovisual rental: Cost of renting movie projector and selected films for each seminar.

Partnerships:

Coordination - Program liaison person: Value of time devoted to all activities (other than seminars) involving the International Partnership Program at each of 6 Goodwills. Estimated at 100 hours per Goodwill at \$10.00/hour. Half of value of program liaison person's time to be paid to local Goodwill by AID grant funds.

Accommodations, meals for international visitors: Estimated at two visitors per Goodwill at value of \$75 per day for an average four-day period.

Local transportation for visitors: Estimated value of local transportation provided international visitors, \$100 per Goodwill.

Slide-Sound Program:

Professional Photography: Cost of hiring a professional photographer to shoot slides of local Goodwill activities in three countries for use in production of a slide-sound program for use in the seminars, executive training and other GIA programs, and by interested community groups.

19/6

Photographer Travel: Cost of travel to 3 overseas Goodwills - Caribbean, Central and South America.

Editing: Value of GIA Communications Specialist editing work at \$12/hour x 25 hours.

Production: Cost of recording, editing and reproducing the slide-sound program.

Administration:

Salaries, Benefits - Program Coordinator: Cost of employing a full-time staff person by GIA to coordinate the program. Starting salary of \$25,000 with benefits package valued at \$5,000.

- International Department Director: 1/4 time cost of current Director to supervise and assist Program Coordinator during year one, and 1/8 time during year two.

U.S. Travel Lodging/Program Coordinator: Travel costs of Coordinator for seminars, follow-up at 6 Goodwills. Average cost of \$350 round trip air fare with 4 days at each Goodwill at \$75/day per trip, with 2 trips per Goodwill.

Indirect Costs: GIA's latest (1-1-85) indirect cost rate approved by AID is 29% of modified direct program costs, which excludes specific assistance to individuals and awards and grants. A copy of the indirect cost rate agreement is attached (Appendix E).

4. Budget Particulars

- a. GIA is requesting from AID a total of \$125,000 over a three-year period, out of the Program's total cost of \$276,200 over the same period.
- b. Goodwill Industries' cost (\$151,200) will come from the participating local U.S. Goodwills (\$48,000) and the remainder (\$103,200) from GIA's national office revenues generated by membership dues, corporate and personal donations.
- c. No other funding has yet been received from other sources, but foundation funding will be sought.

WORK PLAN - FIRST YEAR

1. Activity: International Development Seminar

a. Goals:

To increase the knowledge and awareness of groups of individuals associated with local Goodwill Industries organizations in selected U.S. cities, of the relationship between hunger, poverty and disability in developing countries.

To increase their recognition of global interdependence and the commonality of interests between the rehabilitation communities in the United States and in developing countries, and the role of and benefits to the United States in promoting international development.

To increase their knowledge and awareness of the international development assistance activities of U.S. organizations, and how they as groups and individuals might support or become involved in these activities.

b. Objectives:

Implementation Schedule
1st Q 2nd Q 3rd Q 4th Q

(1) Design basic core seminar, with modifications for 4 target groups:

- Establish training objectives.
- Determine training methodologies.
- Identify and obtain appropriate educational materials.
- Design evaluation component.

(2) Select six target U.S. Goodwills:

- Select Goodwills and identify Program liaison person at each.
- Establish international program committee in each Goodwill.
- Do initial planning to adapt the core seminar to the localities.

(3) Test seminar at one Goodwill:

- Assess local needs and adapt core seminar.
- Identify and recruit local resource persons.
- Promote media coverage.
- Conduct pre-training and seminar.
- Evaluate seminar and modify accordingly.

(4) Conduct seminars at remaining 5 Goodwills.

2. Activity: Goodwill Partnerships

a. Goal:

To establish mutually beneficial and lasting linkages between local Goodwills in the United States and their "partner" Goodwills in developing countries.

b. Objectives:

Implementation Schedule			
1st Q	2nd Q	3rd Q	4th Q

(1) Establish six partnership structures:

- Establish criteria for participation in partnership program.
- Select six overseas Goodwills to "twin" with the six U.S. Goodwills.
- Designate local liaison persons and establish partnership program committees.
- Collaboratively develop plan of partnership activities.

(2) Initiate informational exchange regarding each Goodwill and its programs.

(3) Arrange consultations and training visits by personnel of the overseas Goodwills to their U.S. partners.

3. Activity: Communication Media

a. Goal:

To increase the knowledge and awareness of groups of individuals associated with local Goodwill Industries in selected U.S. cities regarding the relationship between hunger, poverty and disability in developing countries, through the development of (1) a slide-sound program for use in the seminars and other Goodwill programs, (2) a module for GIA's executive training program, and (3) two articles for GIA's "Executive Forum" publication.

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b. Objectives:

Implementation Schedule			
1st Q	2nd Q	3rd Q	4th Q

(1) Develop slide-sound program:

- Develop themes.
- Select representative Goodwills in three developing countries to be featured.
- Contract professional photographer to take pictures.
- Write script.
- Produce and copy program.

(2) Produce module for executive training program.

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(3) Write two articles for publication.

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