

WELCOME TO

The People's Academy

CHANGING THE LIVES OF INNER CITY RESIDENTS THROUGH TRADES EDUCATION



REQUEST FOR PROPOSALS
City of Boston - Department of Neighborhood Development
436 WARREN STREET
7-9 QUINCY STREET
20-22 GLENBURNE STREET

Roxbury

PROPOSED USE

PRE-APPRENTICE TRAINING & HOUSING

SUBMITTED TO
CITY OF BOSTON

Department of Neighborhood Development
26 Court Street Boston MA 02108
ATTN: Christopher Rooney, Development Officer
christopher.m.rooney@boston.gov
(617) 635-0493

SUBMITTED BY
THE PEOPLE'S ACADEMY, INC

8 Sumner Park
Dorchester MA 02125
ATTN: T. Michael Thomas, President
tm.thomas@peoplesacademyinc.org
617.571.7244

DATE

APRIL 13, 2020

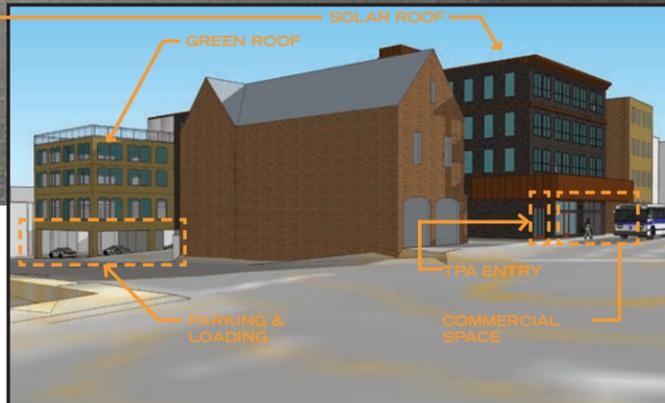
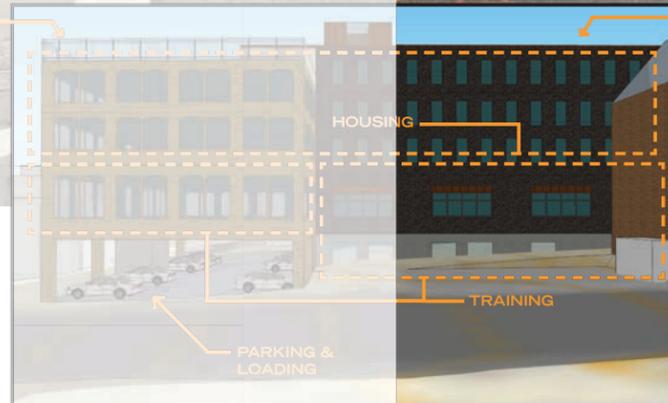
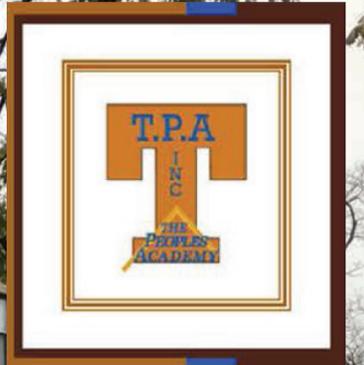
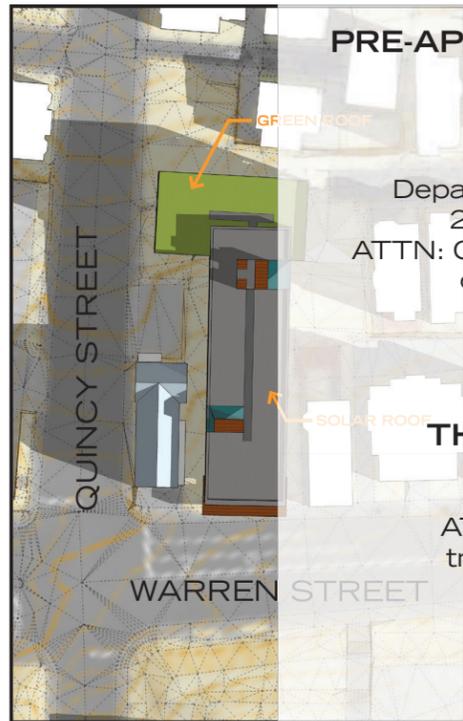


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- A. COMMUNITY SUPPORT - LETTERS & SIGNATURES

The People's Academy (TPA) is a non-profit organization whose purpose is to empower Boston's inner-city residents by providing pre-apprenticeship training in numerous trades such as fabrication and installation of metal, particularly copper, carpentry, roofing and welding. The People's Academy strives to provide viable employment opportunities for disenfranchised individuals using a 1-2 year residential pre-apprenticeship model. We are committed to providing an environment that prepares students for self-sufficiency and community improvement.

The People's Academy has operated out of the home of the President, T. Michael Thomas, located at 8 Sumner Park in Dorchester, for the past seven years. Without a dedicated building or significant fundraiser, TPA has been in an extended pilot program stage. Thomas has invested his own funds in a sustained effort to launch this school. He has over 300 testimonials that TPA's model impacts lives in a major way. Students have gone on to pursue careers in the building trades, join unions and/or start their own businesses.

Imagine a One Stop Shop. The People's Academy residential center will be the first residential pre-apprenticeship/ career model in the City of Boston. TPA will provide 49 affordable SRO units with a 24-hour security residence for 48 people. We will provide services for 24 men and 24 women from ages 18+ who are seeking to enhance/ transform all areas of their lives. Women will reside on the second floor and men on the third floor. In order to insure safety for each designated resident there will always be one security staff/ one residential assistant available 24 hours occupying the remaining room.

Safety is our top priority so that students can focus and benefit from the many resources offered. Some of the additional resources/support offered will address physical/mental health, social/emotional support, education, skill-based trades and employment, financial literacy, and permanent housing.

Our philosophy is that once the essential needs such as food, clothing and shelter are met then individuals can truly focus on what's necessary to be a productive member of not only our community, but society. TPA would like to add on to Housing A Changing City: Boston 2030. This will not only enhance the City of Boston, but the BEAUTIFUL people that make Boston what it is today, GREAT!!

JUDGE LESLIE E. HARRIS

A retired Associate Justice of the Suffolk Juvenile Court, appointed September 10, 1994.

Judge Harris received his Bachelor of Arts from Northwestern University, his Masters of Arts from Boston University, and his Juris Doctorate from Boston College Law School.

He has taught third and fourth grade, high school and college courses. He served as a street worker for the Chicago Community Centers, working with street gangs and as a camp counselor. He has been a Director for the METCO program in Melrose Ma., a probation officer for Suffolk Superior Court, a licensed Social Worker, and a Hearing Examiner for the Brookline Rent Control Board and a Public Defender at the Roxbury Defenders Office of the Committee for Public Counsel Services and Chief of the Juvenile Division of the Suffolk County District Attorney's Office for District Attorney Ralph Martin.

He has served on many commissions, boards, and advisory groups for the courts and the community.

He is the recipient of many honors and awards, including the Wendell Phillips High School Hall of Fame, the Distinguished Alumni Award from Boston University, the David Nelson Public Interest Award from Boston College Law School, Service Award from the Ten Point Coalition, the Hero Amongst Us Award from the Boston Celtics and Herald News Paper, the Distinguished Alumni Award from the Boston College Black Law Student Association, an Embracing the Legacy award from the Robert F. Kennedy Children's Action Corps, and the Lifetime Achievement Award from Boston College Law School.

Judge Harris is a frequent speaker at community events and graduations.

Judge Harris and his wife Beverly are the proud parents of three wonderful children and make their home in Roxbury.

DOROTHEA M. JONES

Resides in Roxbury with her spouse.

In addition to her commitment to The Peoples Academy, Ms. Jones is an active and engaged member of the following:

Roxbury Strategic Master Plan Oversight Committee, Executive Committee

Massachusetts Democratic State Party, State Committee Member, Co-Chair of the Affirmative Action Outreach Committee, Executive Committee Member

Urban League Guild, President

Community Advisory Board, Alzheimer's Research and Treatment, Member

Northeastern University Task Force, Member

Roxbury Presbyterian Church, Member

MARTHA R. BAGLEY, ESQ.

A trial attorney practicing in Boston with a focus in the area of family law and civil litigation. Prior to founding the Bagley Law, P.C. she learned the practice of law, trial skills and the importance of community service during her tenure at Bagley & Bagley, P.C. in Boston where she practiced for many years. An active member of the Bar, Attorney Bagley is a member of the Boston and Essex Bar Associations, and is the Secretary/Treasurer of the Boston Port and Seamen's Aid Society. Additionally she serves as an Advisor to East Boston Savings Bank and is a Director of the Meridian Charitable Foundation. Attorney Bagley also serves on the Board of The People's Academy, a charity which teaches individuals metal working skills and provides assistance with Union admission. She has served on the Board of Editors of Massachusetts Lawyers Weekly (2005 - 2008; 2012 - 2015), the Executive Committee of the Boston Inn of Court (2000 - 2008) and in March of 2005 was admitted to the University of Oxford Round Table.

Attorney Bagley was named the North Shore Women's Bar Association's Lawyer of the Year in 2014 for her advocacy on behalf of women and children, a Top Women of Law in 2014 for her charitable work and has been selected as a Super Lawyer for 5 years. Attorney Bagley received her BA from Boston College in 1985, a Graduate Certificate in Politics from Boston College in 1988 and her JD from New England Law in 1994.

In order for each individual to benefit from all resources, our licensed/qualified staff members will conduct Health, Academic, Career and Vocational, Employment preparedness, and Social/Emotional Assessments

- **Health Assessments** - Two Licensed clinicians/psychiatrists will conduct an overall physical and mental health assessments so that we can provide needed services. Guarantee that every resident has health insurance, updated physicals, attend workshops to promote healthy eating habits, well-being for mental health (individual/group counseling/therapy), and support groups for men and women.
- **Academic Assessments** - TABE (Test of Adult Base Education) will be used to determine each resident's grade level for math and reading. Trained staff members will conduct assessment to ALL residents/members. TPA residents/members that are below a grade level of 7th grade will be given additional services to get them up to speed. GED certification will also be offered.
- **Career and Vocational assessment** - CAI (Career Assessment Inventory) will be conducted by a Resident Counselor and shared with a Career Coach. This assessment helps residents to identify and shape goals. We will provide workshops for resume building and information for different career interests.
- **Employment Preparedness** assessment to prepare residents to gain employment. Resident Counselor and Residential Assistant will conduct assessment and share with Career Coach. They will set up mock interviews and assist with dress for success. Workshops will be provided to teach how to advocate for themselves in a work environment, and how to navigate issues within the workplace.
- **Social/Emotional** assessment to provide staff with adequate information on how each individual feels about interacting in a one to one vs group setting. This will constantly be monitored. Resident Counselor/Assistant will assist with each resident to set realistic goals to reconnect with family and friends. Trained staff will lead co-ed and same sex groups to discuss every day topics such as parenting, dating, etc. Community meal planning/ gathering will be mandatory once a week.

Once each assessment is conducted and documented. TPA will provide support services which will include an individual service plan (ISP). TPA will work with each participant to create an ISP. This will serve as their road-map throughout the first 12 months of the program. The plan is created during the first two months of the program. Participants must pass the TPA assessment period. Guidance is given when selecting a particular trade/ employment goal. A plan will have 7 steps that will be monitored by the Career Coach. They are:

- 1) The employment goal
- 2) Objectives associated with achievement of the goal
- 3) TPA Counselor responsibilities
- 4) Participant responsibilities
- 5) Criteria to be used to determine progress toward achieving the employment goal
- 6) An assessment of the anticipated need for post-employment services
- 7) Assistance with permanent housing (includes providing resources to become a first-time home buyer)

The goal for TPA pre-apprenticeship job training program is to have the participant job ready in 9 to 12 months. The core competencies that participants will receive are in six areas. They are employability, industrial safety, physical strength and aptitude, math for trades, construction introduction and overview, and construction practical applications and certifications. These competencies are measured at the end of each unit.

TPA curriculum includes three phases: life skill assessment and preparedness, career development, and on the job training. TPA uses the pre-apprenticeship training model. At the end of the first-year training program, TPA program participants will have learned the necessary skills to re-enter the workforce as an employee or become an entrepreneur. Participants will also gain stackable building trade credentials.

The TPA pre-apprenticeship training model will be taught in the classroom and workshop. Experience has shown us that participants demonstrated a greater knowledge of material taught, and there were fewer accidents, illness and injuries. We also saw that this method of teaching produced good employee to employer working relationships. Overall, morale in the training program was improved and barriers to entry reduced.

Mock models will be built in the workshop and detailed instruction given. TPA training allows program participants to learn fabrication and installation of all types of metals (or selected trade). The program participants will maintain a regular daily schedule from 7:00 a.m. to 4:30 p.m. When projects are available, students will have on-site job training. TPA will provide stipends to help program participants financially while in training. By the end of the program, participants will be able to fabricate and install all metal and copper components and/or be ready for union placement within selected trade.

TPA curriculum is broken up into three phases. They are outlined below:

Phase I – Life Skills Assessment - this initial phase will help TPA and the participant determine what it takes to be successful in the building trades industry. These assessments will show program participants what their strengths and weakness are and what area of improvement is needed to continue with the training program.

Phase II – The Career Development - During this phase participants will learn from the Construction Manager how to create and apply metal, trade-related vocabulary, building trades standards, and best practices. Program participants that complete Phase II and are leading into Phase III are eligible to take a written NOCTI exam (National Occupational Competency Testing Institute) giving them a Workforce Competency Credential.

Phase III – Job Placement – in this final phase, TPA will work with program participants to help them learn how to navigate re-entry into the workforce. Classes and activities will help participants develop the necessary business soft skills needed to compete and stay employed. Participants are also paired with industry mentors. Professional association memberships are introduced and encouraged. Program participants will have access to computers and instructors to assist them with applications.

Phase I – Life Skills

Months 1 - 2

- a) Assessments and Team building - TABE, CAI, EPA, and HAS
- b) Developing of Individual Service Plan - ISP
- c) Industry Credentialing - OSHA 10, CPR, First Aid
- d) Industry Introduction – Construction Math, Building Construction Technology, Building
- e) Information Modeling and Safety Management

Phase II – The Career Development

Months 3 – 4

Construction Practical Applications

Standards for Achievements 320 hours and 80% written assessment proficiency

- a) Intro to miter joints (definition, purpose, fabricating), fabricating bends, Intro to soldering, tools training and practice laying, marking, cutting and bending of sheet metal

Months 5 - 6

Construction Practical Applications

Standards for Achievements 320 hours and 80% written assessment proficiency

- a) Field measurements how-to using field measurements to fabricate in shop, Intro to seams, Fabricating, Gutters, Downspouts, Flashing, Panels

Months 7 – 10

Construction Practical Applications

Standards for Achievements 480 hours and 80% written assessment proficiency

- a) Installation of Gutters & Downspouts, Flashing & Panels, Fabricating & Installing, Center Drains, Vent Pipes, Chimney Caps, Wall Caps, Drip Edge

Phase III – Job Placement

Months 11 – 12

- a) Business Skills Workshop – introduction to interpersonal skills, social skills, communication skills, attitudes, and teamwork and leadership abilities

- b) Career One Stop Exploration – learning how to explore various job postings and application support and presentation

- c) Team Building Workshops including community service activities

- d) Mock Interviews with Staff/ Board members

- e) Program participants peered with mentors

- f) Application referral and placement monitoring

- g) NOCTI Workforce Competency Credential written exam

Technical, practical and vocational education has a unique role to play in the future job market. By participating in the TPA pre-apprenticeship training model, participants will have the edge in a competitive jobs market by providing them with the skills, experience and clear progression routes they need to succeed. Vocational qualifications can aid progression along career paths or facilitate an entire career change.

Participants will be updated about industry standards and opportunities during morning meetings, as well as office and site postings. The Executive Director along with the Employer Liaison will network with other community organizations and the local union to learn about openings and requirements. The Career Coach will work alongside the Executive Director and Employer Liaison to update the participants' ISP. Updated ISP will be discussed with participants at scheduled progress meetings. Job development is the responsibility of the Founder/Master Teacher, who has 20 years of experience in the field.

Local community organizations and local unions regularly hold career fairs and workshops. Participants in the TPA program will attend workshops and fairs as they become available.

This final phase of year one will work with program participants to help them learn how to navigate re-entry into the workforce. Classes and activities will help participants develop the necessary "soft" business skills needed to compete and stay employed. Participants are also paired with industry mentors and professional association memberships are introduced and encouraged. Program participants will have access to computers and services to assist them with applications both online and offline.

TPA Individual Employment Service Plan or job development timeline is as follows:

Month 1-2

Life skills assessments phase - during this phase program participants will be assessed, and credentials earned. The TPA ISP states that program participants must complete assessments and pass credentialed exam before moving into phase two. The (ISP) Individual Service Plan will be created with the Career Coach and the participants. Participants will do their own research and presentation on industry positions. Participants will have the opportunity to attend a seminar with professionals from Local 17 and Local 103 about opportunities in the field. After this seminar is completed, participants will enter phase II and simultaneously begin to prepare for the union apprenticeship of their choice. Participants will have completed 320-430 training hours depending on their ISP.

Month 3- 10

Career development phase – participants will spend 8 months in career development. Program participants will earn hands on training during this phase. This phase is critical, and program participants are assessed again by taking the NOCTI workforce competency credential. Participants will have completed 1,120 hours.

Month 11 – 12

Job Placement – during this phase there are a series of workshop and team building exercises to help participants mentally get ready for the next step. Participants can choose between attending a community college degree program, entrepreneurship, or employment. Participants will have the opportunity to practice interviewing with our employer partners. As part of our Memorandum of Agreement, employers will provide feedback on strengths and weakness to TPA. Participants will be matched with opportunities in their field of training. Participants will receive up to 250 hours of support and job referral services.

Job placement support and academic placement is continuous both during the program and after graduation. The Career Coach, along with instructors, will assist with application, and researching of jobs and placement. Referrals will be made to the Local 17 Union and Local 103 Union.

Our employer partners will help to shape the outcome of the participants during the seminars they present in phase I and phase III. Participants will have an opportunity to get direct feedback from questions asked.

The People's Academy will take 2 years to complete. Within those two years, we will provide other services, as well, such as:

- Financial Literacy- Banking, Budgeting, Saving and Investing
- Permanent housing
- Volunteer/Give Back to Your Community program

A GRASSROOTS ORGANIZATION TRAINING
A NEIGHBORHOOD CORPS OF BUILDING TRADESMEN



THE PEOPLE'S ACADEMY, INC.

BUSINESS PLAN

Trade Apprenticeship and Job Creation

Prepared by:
T.Michael Thomas, President
&
Tanisha Stephney (Executive Director)

April 2020

THE PEOPLE'S ACADEMY, INC.

BACKGROUND- City of Boston Objective

The People's Academy objective is to develop a multi-year business plan and financial support for the non-profit. The plan will provide clear and specific organizational goals, details on the operations and costs needed to achieve those goals and the resources and revenue need to develop and sustain the non-profit.

MISSION

The People's Academy (TPA) is a non-profit organization whose purpose is to empower Boston's inner-city, at risk residents by training them in the trades such fabrication and installation of metal, particularly copper, carpentry, roofing and welding. The People's Academy strives to provide viable employment opportunities for disenfranchised individuals using a 1-2 years residential pre-apprenticeship model. We are committed to provide an environment that prepares for self-sufficiency and community improvement.

VISION

Imagine a One Stop Shop. The People's academy residential center will be the first residential pre-apprenticeship/ career model in the City of Boston. TPA will provide 49 affordable SRO units with 24hour security residency for 48 people. We will provide services for 24 men and 24 women from ages 18+who are seeking to enhance/ transform all area of their lives. The females will reside on the second floor and men on the third floor. In order to insure safety for each designated resident there will always be one security staff/ one residential assist available 24 hours occupying the remaining room.

TPA's facility will focus on the mental, physical, emotional and spiritual being while providing a skill setting for them to become employable by learning a trade/career. TPA will be in an environment that will provide resources to enhance self- development yet with a huge sense of community building.

THE PEOPLE'S ACADEMY, INC.

The students will maintain a regular daily and weekly schedule (M-F 7:30-4:30). When projects on homes and buildings are available (50 percent of the time), students will work on projects either off or on-site locations in the shop during the day. Students will also attend classes 2-3 evenings per week, learning techniques of assigned trade. First year students will be taught the basics and second year they will acquire advanced training while mentoring first year students. Assistant instructors will include successful graduates of the program. The students, while enthusiastic about the work they are completing they will see how it makes a difference in the community and in the City of Boston. Students will earn a living wage and perhaps for the first time and have the ability to support themselves and their families. Graduates from prior years continue to get contractual assignments, start their own businesses or stay in the neighborhood and continue to contribute back to their community.

In 2021, The People's Academy will operate on a budget of about \$720K within the first year. Ideally, \$500K will be allocated for payment for salaries and benefits necessary to run the facility. Staff will consist of Head Instructor, Executive Director, an operations director, resident counselor, 2 resident asst., an administrative asst., and a development (fundraising) committee. About \$120K will be allocated to cover general operating expenses such as utilities, supplies, transportation, furniture, and on-going equipment. Approximately \$100K will cover students' stipends to allow them to continue their studies and set some financial goals.

It is anticipated that funding will come from Construction Contracts, Manufacturing and Building Materials, Private donations, Fundraising and Grants.

Current Status

The People's Academy has operated out of the home of the President T. Michael Thomas, located at 8 Sumner Park in Dorchester for the past seven years.

According to tax returns, TPA bought in 80,000 in 2019. Although TPA has long since been established as a 501 c3, it has lacked funding and infrastructure to develop the program further. The acquisition of a building is a crucial first step in making TPA operational in the community. We currently have 4 students who attend daily, yet our waiting list has over 50 applicants that we can't service to due to lack of space. Throughout many years TPA has had over 100 graduates who have gone to pursue different career pathways. Many of our students pursued their trade by joining the unions or starting their own business.

THE PEOPLE'S ACADEMY, INC.

GOALS FOR THE FIRST THREE YEARS

OVERALL GOALS

2021

In 2021, TPA expects to have 50 students enrolled in its First-Year training cycle. TPA will provide sources of income and on-the-job assignments for the students. According to the levels of training student will earn paid contracts in numerous trades especially the copper trade. We will have majority projects that will consist of fabrication and installations of all types of metals for homes, historical buildings, and businesses.

TPA needs to acquire building of approximately 60,000 sq. ft, close to public transportation (subway or bus routes) in the Boston area. The new building would be the first step in involving a wider community in the establishment and running TPA.

Once land is secured, TPA's has strong potential supporters as well as verbal commitments. We have strong verbal commitments, yet Due to COVID-19 written agreements were delayed. One of the donors/philanthropist verbal committed to a donation of \$5,000,000. We are continuously fundraising as well as obtaining contractual work assignments that could average up to \$500,000 per contract. The overall goal is to raise \$30million plus to construct and support the 1 first cycle of operation. Another goal is to create a development plan and hire a Development Director in order to determine sources of income for the second and third years and beyond.

2022:

In 2022, TPA goal is to have 15-20 students who complete first cycle of program for assigned trade employed and permanent housing. We will continue to complete contractual assignments, fundraising, and donations.

2023:

In 2023, TPA Goal is to have 50 students graduating/ receiving Pre-apprenticeship. We will assist with steady employment/career development/securing permanent housing. Depending on current economy status and monies being obtained this will determine how we will support students moving forward.

THE PEOPLE’S ACADEMY, INC.

WHAT IS LINED UP?

Support

The Peoples academy will receive financial funding from Philanthropists, Construction contracts/Manufacturing/ Building Materials, Private Donations, Grants, and Fundraising.

Within our 20 years of operation we have built and maintain relationships with other non-profit organizations/ re-entry programs such as New Beginnings, PACC (People Affecting Community Change), The Louis D Brown Peace Institute, TRS Transitional Remedies Solutions and Family Justice Healing Center that have the same purpose and pledge to serve our communities. TPA will also continue to enhance our relationships with Boston Police District C-11, Massachusetts Department of Correction, Massachusetts Probation Service (Office of Community Corrections), Dorchester Courthouse and Dedham Courthouse, Minority Police Association, and The Black Fireman Association. Our relationships with contractors, unions, training programs and academic institutions will allow us to service a diversified population.

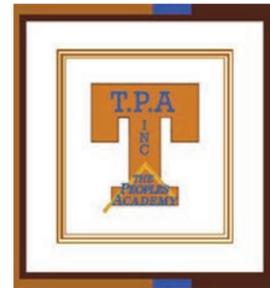
THE PEOPLE’S ACADEMY, INC

APPENDICES

BUDGET GOALS FOR FIRST THREE YEARS

REVENUES	2021
Construction Contracts, Manufacturing and Building Materials	500,000
Private Donations	120, 000
Grants	100,000
Fundraising	50,000
Total	770,000
Expenses	
Administrative Overhead	300,000
Salaries (staff & stipends for the students)	200,000
Insurance	100,000
Construction Materials /Equipment	80, 000
Furniture	40,000
Hand Tools	30,000
Computers	10,000
Utilities	7,000
Transportation/ Maintenance /Insurance	
Total	767,000

A GRASSROOTS ORGANIZATION TRAINING
A NEIGHBORHOOD CORPS OF BUILDING TRADESMEN



THE PEOPLE'S ACADEMY, INC.

OPERATIONAL PLAN

Trade Apprenticeship and Job Creation

Prepared by:
T.Michael Thomas, President

&
Tanisha Stephney (Executive Director)

April 2020

THE PEOPLE'S ACADEMY, INC.

The People's Academy is the only one of its kind in The Commonwealth of Massachusetts. TPA is a two-year apprenticeship program with a goal to enroll and graduate 30-40 students both men and women for 1- 2 years depending on trade chosen. The 1-2 year program will provide affordable SRO units based on income, first come first serve basis or lottery.

ALL members will participant in MANDATORY Assessment. Each individual will meet with a licensed/qualified staff members that will conduct Health, Academic, Career and Vocational, Employment preparedness, and Social/Emotional Assessments.

Once each assessment is conducted and documented. TPA resident assistant will provide support services which will include an individual service plan (ISP). The assigned staff will assist each participant to create an ISP. This will serve as their road-map throughout the first 12 months of the program. The plan is created during the first two months of the program. Participants must pass TPA assessment period. Guidance is given when selecting a particular trade/ employment goal. Listed Below are the 7 steps plan that will be monitored by the career coach.

- 1) The employment goal
- 2) Objectives associated with achievement of the goal
- 3) TPA Counselor responsibilities
- 4) Participant responsibilities
- 5) Criteria to be used to determine progress toward achieving the employment goal (mandatory Financial Literacy Program)
- 6) An assessment of the anticipated need for post-employment services
- 7) Assistance with permanent housing (resources provide to become a first-time home buyer)

For the first 3 months, it will be mandatory for every participant to meet with Resident assistant once a week and every other week thereafter. They will have to meet with Resident Counselor once a month or as needed. The resident counselor will manage ISP and make sure students are staying on task according to ISP. For any disciplinary acts, it is mandatory for all participants to have a meeting with executive director and resident counselor and any said individuals involve.

THE PEOPLE'S ACADEMY, INC.

The program participants will maintain a regular daily schedule from 7:00 a.m. to 4:30 p.m. If assessment determine that they need academic support, such as GED this will be offered in the evenings. Besides the day to day training led by head instructors for all trades, there will be projects available students will provide more on-site job training. They will also be allowed to work on off- site projects once they have completed their 90-day training or assigned/supervised by the head instructor to do so. When projects on homes and buildings are available, (this is about 50 percent of the time) each student will work on a project on-site, or in the shop either mornings or afternoons. Students will also be required to attend classes 2-3 evenings per week, to learn the theoretical aspects of the trade. **TPA will provide stipends to help program participants financially while in training.** Students will be evaluated weekly and will have mandatory meetings every 30 days or as needed with head instructor.

Depending on trade assigned they can complete program within a 1-2 year time span. By the end of the program, program participants will be able to fabricate and install all metal and copper components and/or be ready for union placement within selected trade and/or become self-employed.

Residents will be responsible for meals 6 days out of the week and 1 day we will have a mandatory community meal. This will give residents a time to connect with peers and staff in a more comfortable setting. This is a perfect time for students to learn more about other cultures through food. Community meals will be prepared by assigned residents.

According to students' ISP (Individual Service Plan), will determine what additional groups will be mandatory. There will be a mandatory community meeting weekly. Other groups meeting will be as requested or needed according to the needs of the students. It is mandatory for all students to participate in Financial Literacy program that will be offered by East Boston Savings Bank.

TPA's main goal is provide a safe environment that will embrace, enhance and empower all areas of life one student at a time.

DIVERSITY & INCLUSION PLAN

The People's Academy goal is to build our organization's capability to execute the long-range inclusion plan by

- Creating a Diversity/Inclusion Standing Committee to keep track and make sure that 50 percent of all participants reside in Boston.
- Evaluate our diversity/inclusion initiative to make sure more than 10 percent of work hours in each trade go to women. Half of our residents will be women who show interest in learning a trade.
- Increase the number of people from diverse and underserved populations using our supportive services to make sure 25 percent of the total employee work hours in the trade must go to people of color.

The People's Academy philosophy flows very easily with our diversity and inclusion plan. The beauty of the proposed land represents a strong diverse community. We want our employees, students, clients, and vendors to look like and represent the community we serve, while welcoming new faces that we can learn from. One way we would like to embrace the many different cultures within the community is by educating and celebrating each other daily. We will work hard to provide a community where everyone respects diversity and inclusion, while finding the space to find and accept their own creative way of being.

We will also offer Diverse (different) trades, to educate and provide students with options. They will be in an environment where students can master a trade, as well as learn something different.

Our model is community building. Constantly working together to develop or maintain the community is a primary goal so we can be proud to say its our community. We will continuously embrace and empower diversity, while including everyone.

HOUSING AFORDABILITY PLAN

The People's Academy residency will be based on 100% community benefit affordable housing to 20 men and 20 Women. Each student will be provided a single or double capacity room. Final placement will be determined by mandatory assessment provided by assigned residential assistant.

This will assist the City of Boston to obtain the goal to have 6,500 City assisted low income housing according to the Housing A changing City: Boston 2030. Our students will become employed and also contribute to the workforce. The goal is to have 44, 000 work force units by 2030.

We are excited that TPA will be a part of being the Change our City is destined to see. Imagine a residential, trade, and workforce facility all in one.

501.C.3 CERTIFICATE

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: FEB 13 2013

THE PEOPLES ACADEMY INC
C/O THADEUS MICHAEL THOMAS
423 BROOKLINE AVE STE 322
BOSTON, MA 02125

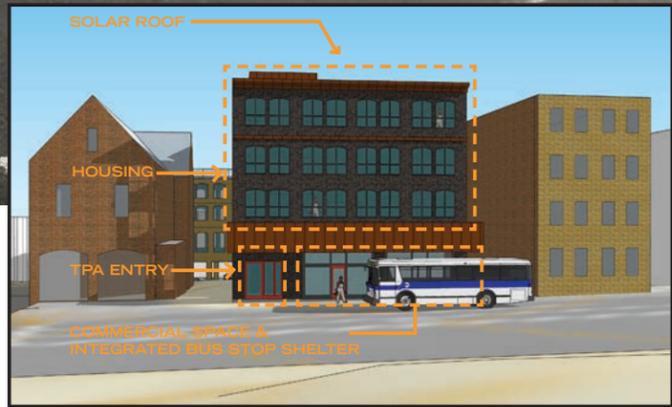
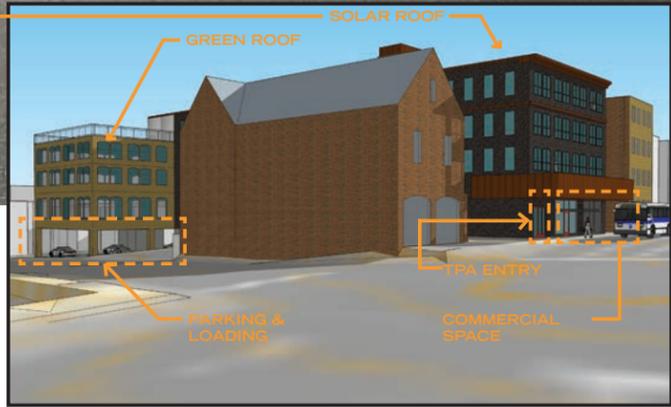
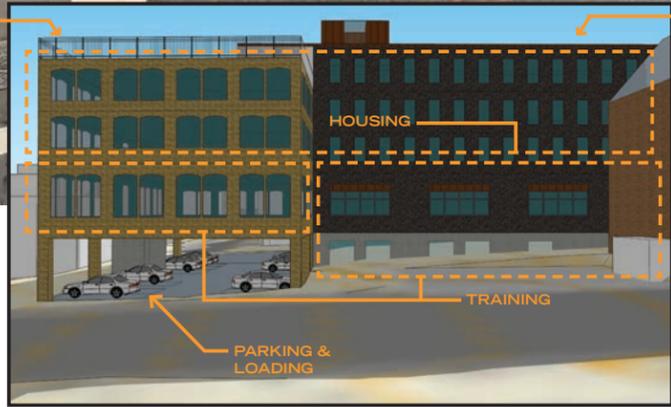
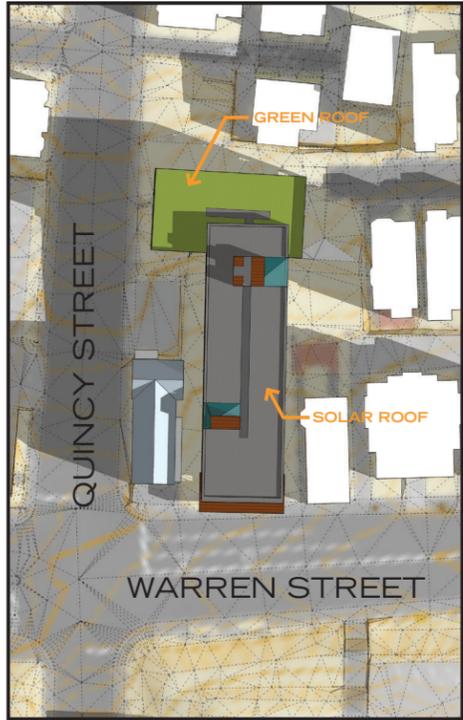
Employer Identification Number:
27-4698742
DLN:
17053055403012
Contact Person:
SHEENA L BREWER ID# 31270
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
170(b)(1)(A)(ii)
Form 990 Required:
Yes
Effective Date of Exemption:
December 29, 2011
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.



COMMUNITY ENGAGEMENT - The development team agrees to work closely with the community to resolve any future issues that may arise as the development project moves forward.

MBE & WBE - Significant emphasis has been made to ensure that maximum opportunities are afforded to local, small and disadvantaged businesses, as well as people of color and women, in the areas of job creation and training, business development and the procurement of goods, services and construction services in association with construction projects.

USE - This proposal is to create a mixed-use development in direct support of the community. It consists of construction related job training, life skills assessment, career development and supportive programs to prepare local residents for employment. TPA shall link with local union apprentice programs in the sheet metal and related trades.

HOUSING - The intent is to engage a housing partner to operate the residential component of the development (upper three floors). Individuals shall receive education and support allowing them to pursue their life interests with families, employers, and be self-sufficient members of their communities.

PARKING - Eleven on-site spaces shall be provided, along with dedicated bicycle storage and off-street loading. The proposed program intends to minimize any increase in traffic, as the occupants both live and train in the same building.

DESIGN - The new structure is intended to be contextual with the existing neighborhood in terms of height, scale, massing and materials. The height of the proposed building is four (4) stories along Warren Street and steps down to address the scale of the residential neighborhood to the South.

ENERGY EFFICIENCY - Our goal is to exceed LEED requirements and build to the “Passive House” standard, resulting in an ultra-low energy building that requires very little energy for space heating or cooling. We will also provide constant fresh air, create a super energy efficient envelope, use durable materials, engineer precise mechanical systems, purchase energy efficient products (appliances/equipment/lighting), install a green roof and solar voltaic panels (to generate on-site reusable power).

TRAFFIC - The proposed program intends to minimize any increase in traffic, as the occupants both live and train in the same building. Others will be encouraged to use public transportation, bicycles, and walking.

EXCAVATION - The proposed building shall not include any excavation activities that could undermine the structural integrity of the foundations of abutting properties.

DRAINAGE - The proposed building shall appropriately address any drainage issues that impact abutters.

NOISE - The proposed occupants shall reasonably limit noise impacts in order to minimize any adverse effects on the quality of life of the immediate abutters.

RODENT CONTROL - The proposed construction shall provide rodent control baiting for parcels abutting the development site.

LEASABLE COMMERCIAL SPACE - On Warren Street at an existing bus stop location. The preferred use of this space is to be determined with community input.



PRE-APPRENTICE TRAINING**PRE-APPRENTICE HOUSING****LEASABLE COMMERCIAL SPACE****AMENITIES**

Workshops & Machine Room

Classrooms, Offices, Meeting rooms & Breakroom

In-House Support [Health, Academics, Vocational, Employment, Social/Emotional].

Green Roof & Solar Voltaic Roof

Integrated Bus Stop & Shelter

11 Parking Spaces

Off-Street Loading

Bicycle Storage

Integrated Bus Stop Shelter

APPROACH

Provide a facility with reduced operation and maintenance costs. Engage the Roxbury & Dorchester community. Provide training, housing and support for the local community. Rise as a symbol of The People's Academy.

Create a 'passive-house' building that integrates with the lives of the inhabitants, the greater community and global stewardship.

SITE CONSIDERATIONS

The orientation of the new facility promotes community engagement by locating a supportive commercial space along Warren Street. The front facade engages the streetscape by replicating the setbacks of the neighboring structures. The upper levels are dedicated to residential uses (inclusive of a green roof deck) and the massing steps down to address the scale of the residential neighborhood to the South. The building offers a public amenity with its integrated bus stop canopy.

SUSTAINABILITY - PASSIVE HOUSE

A voluntary standard for energy efficiency in a building, which reduces the building's ecological footprint. It results in ultra-low energy buildings that require little energy for space heating or cooling.

Constant Fresh Air: This structure will incorporate both passive and mechanical ventilation. Operable windows are strategically placed to promote passive air movement by way of cross-ventilation. An Energy Recovery Ventilation system (**ERV**) will provide constant fresh air during heating & cooling seasons. The ERV transfers energy between the fresh air entering the structure and stale air exiting. This feature actively minimizes the need for mechanical heating or cooling, resulting in a healthier interior environment with minimal energy consumption.

Super Efficient Envelope: Advanced construction techniques, effective insulation, and high performance windows and doors will be orchestrated to create a sophisticated envelope. The wall section is strategically designed to optimize the overall energy conservation of the structure while at the same time keeping the initial investment vs. lifetime fuel use in check. The structure will incorporate advanced building science to control moisture, air infiltration and thermal bridging.

Durable Materials: The material choices throughout are selected based on their ability to contribute to the durability, longevity and ultimate performance of the structure.

Precise Mechanical Systems: The heating, air-conditioning and ducting systems will be engineered to optimize performance. Oversized systems can perform as poorly as undersized systems. Therefore, matching the reduced loads, necessitated by the energy efficient envelope, is critical to the ultimate performance of the structure.

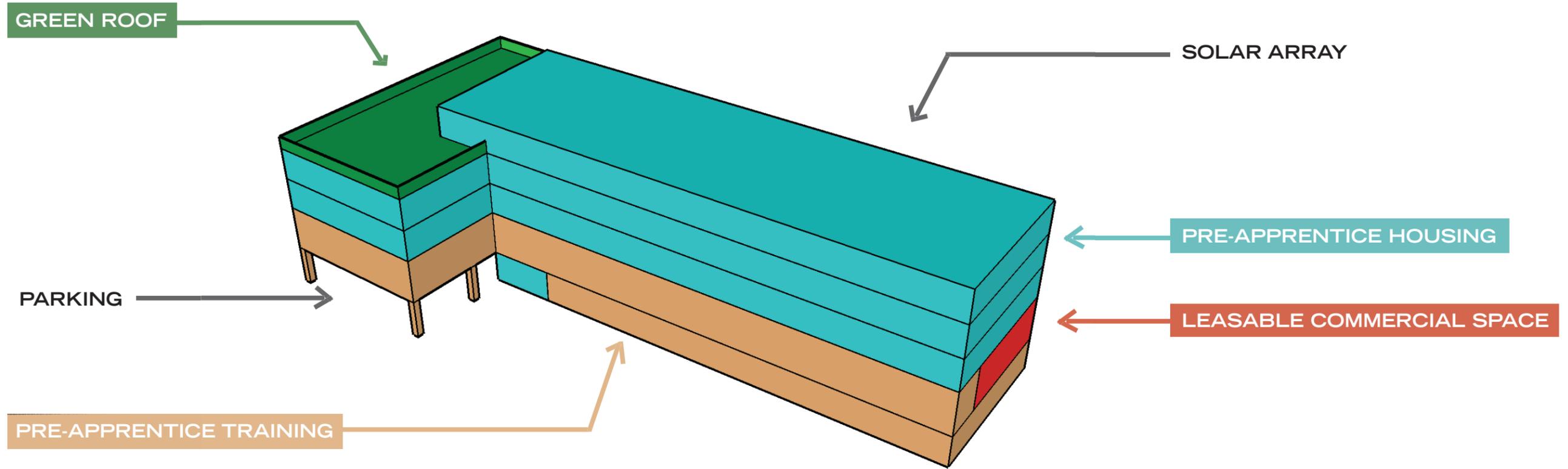
Energy Efficient Products: Appliances, lighting and plumbing fixtures will be selected based on their low energy and water usage.

Green Roof: With provisions to allow for residents to create their own vegetable/flower garden.

Other Green Aspects: Building in dense urban location close to public transportation, bike share (hubway), car share (zipcar), local sourcing of materials, recycling & composting.

	2020												2021												2022												2023
	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	DEC	APRIL	
Response to DND			★																																		
Selection by DND						★																															
Schematic Design / Design Development																																					
City of Boston/Environmental Regulatory Process																																					
Permitting Approvals/Appeal Period																																					
Development of Construction Documents																																					
Finalize Funding Commitments																																					
Submit for Building Permit																																					
Close on Financing																																					
Construction - (14 Months)																																					
Construction Complete / Occupancy																																				★ (4/1/23)	





Floor Level	Training		Commercial		Housing		Common		Mech/Utility	Total	Height	Parking	FAR	Notes
	TPA	SF	(tbd)	SF	(tbd)	SF	Comon	SF	SF	SF				
Lower Level (TPA + Parking)	1	5,000				0	1	500	2,000	7,500	(10'-0")	11		common = residential lobby commercial = leasable commercial space common = kitchen, living, bathrooms, game common = kitchen, living, bathrooms, game common = kitchen, living, bathrooms, game
First Floor (TPA + Commercial Space)	1	9,100	1	2,000		0			1,000	12,100	14'-0"			
Second Floor (Pre-apprentice Housing)		0			18	6,600	2	4,500	1,000	12,100	10'-0"			
Third Floor (Pre-apprentice Housing)		0			18	6,600	2	4,500	1,000	12,100	10'-0"			
Fourth Floor (Pre-apprentice Housing)		0			13	4,300	1	2,400	1,500	8,200	10'-0"			
Total	2	14,100	1	2,000	49	17,500	6	11,900	6,500	52,000	45'-6"	11	2.74	

(*) 3.900 sf green roof not included in area

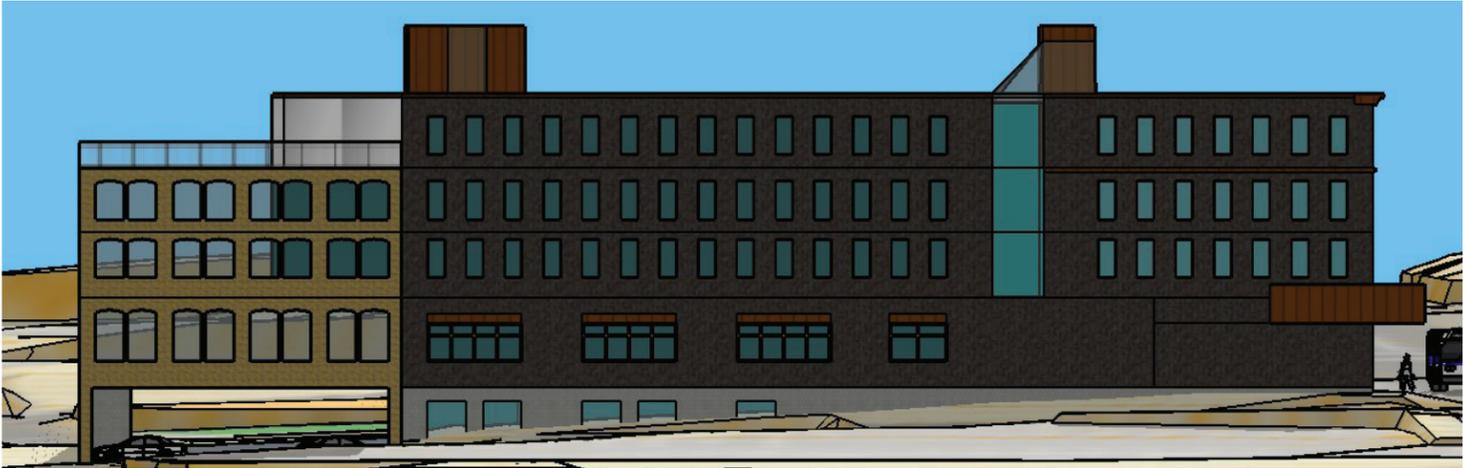
Address	Thoroughfare	Parcel ID	Neighborhood	Area SF	Zoning	Site Type:	Comments	Notes
436 Warren Street	Warren Street	1202831000	Roxbury	11,060	MFR	Conveyed	Mixed context	
79 Quinncy Street	Warren Street	1202833000	Roxbury	3,100	MFR	Conveyed	Mixed context	
20-22 Glenburne Street	Warren Street	1202849000	Roxbury	4,794	MFR	Conveyed	Mixed context	
Total				18,954				



NORTHWEST AXONOMETRIC



EAST ELEVATION



NORTH ELEVATION



GREEN ROOF

SOLAR ARRAY

PRE-APPRENTICE HOUSING

PRE-APPRENTICE HOUSING

PRE-APPRENTICE TRAINING

PRE-APPRENTICE TRAINING

PARKING & BIKE STORAGE

VIEW FROM QUINCY STREET



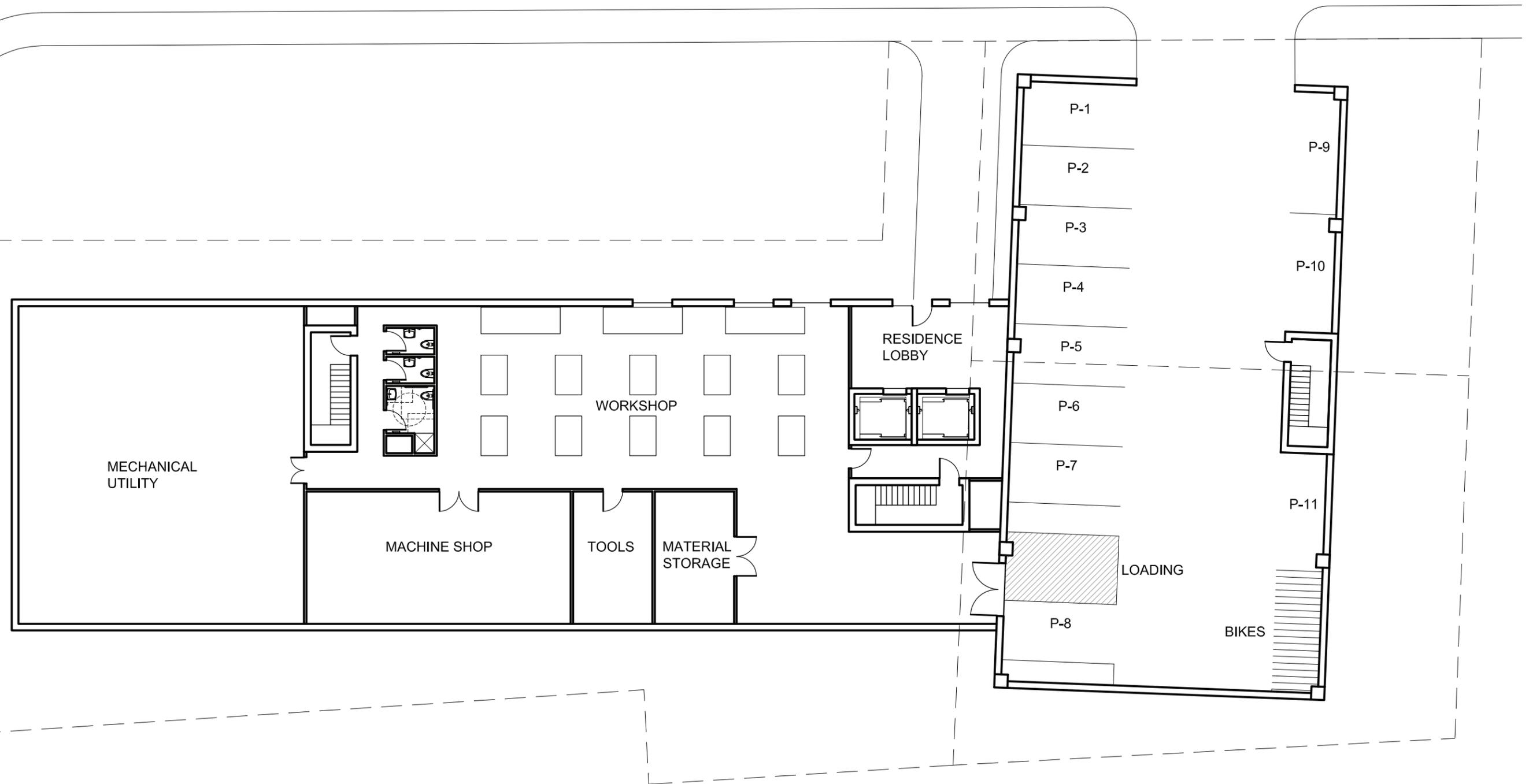
WEST ELEVATION



SOUTH ELEVATION

QUINCY STREET

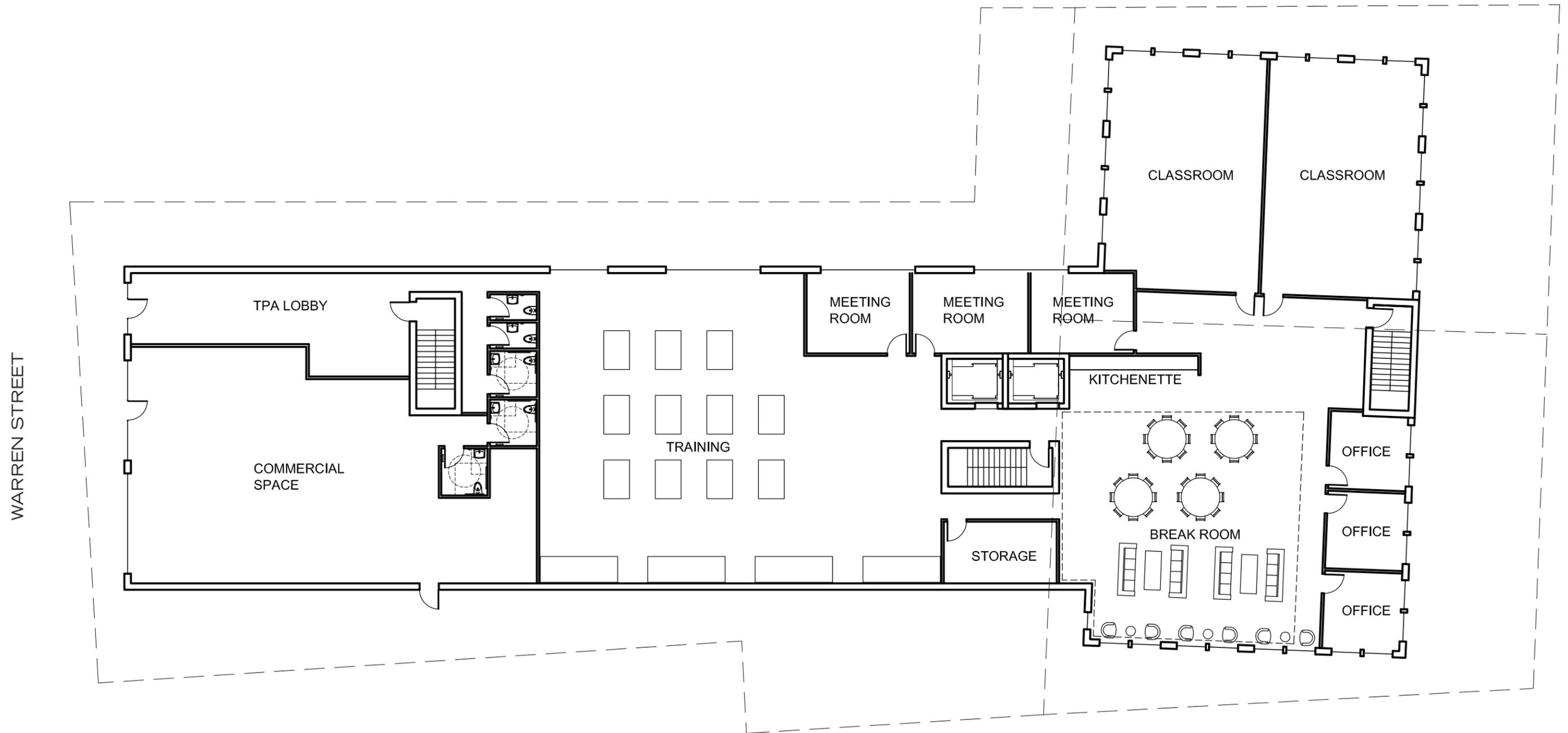
WARREN STREET



1/16" = 1'-0"

LOWER LEVEL FLOOR PLAN

QUINCY STREET

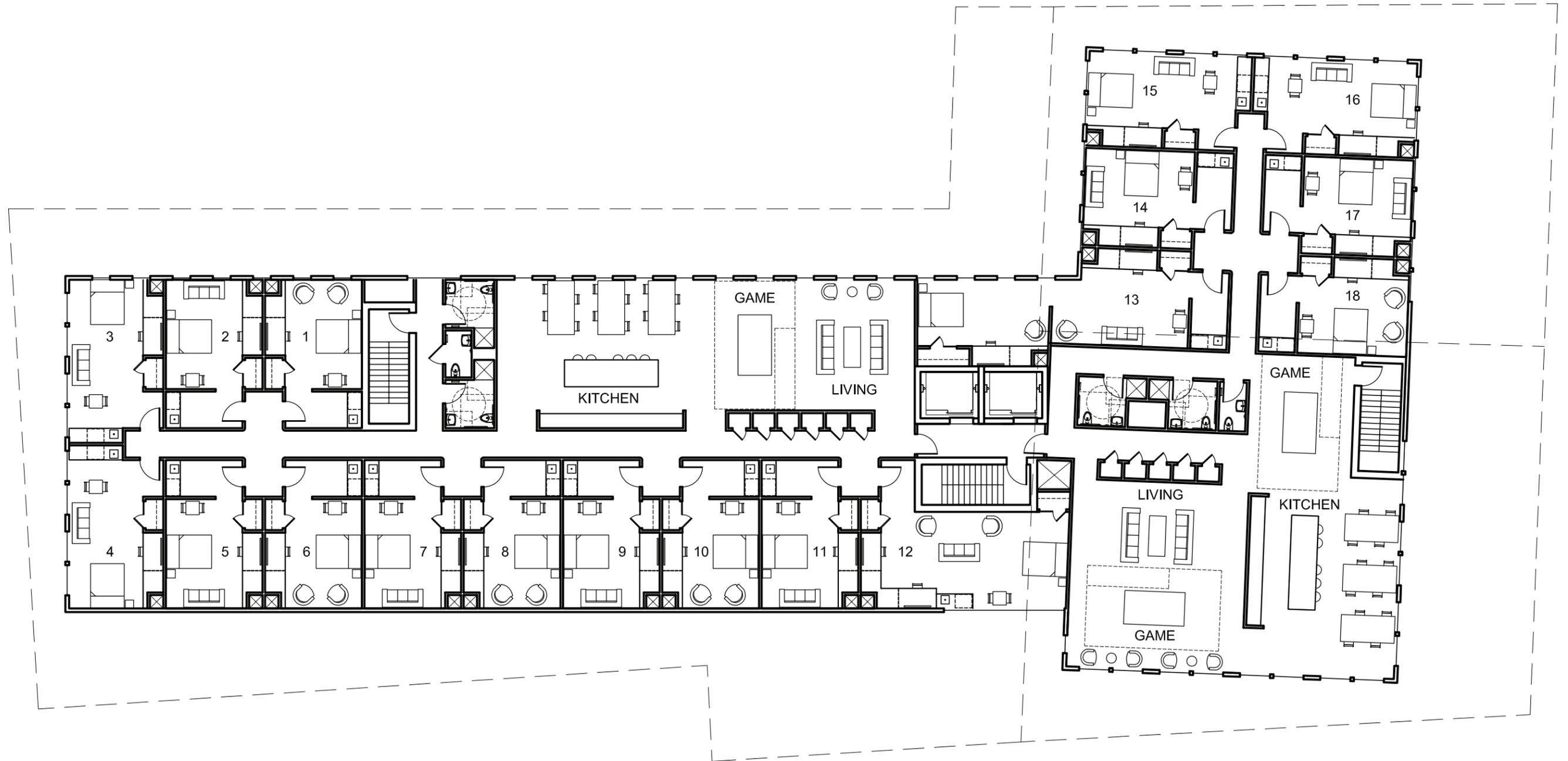


1/16" = 1'-0"

FIRST FLOOR PLAN

QUINCY STREET

WARREN STREET

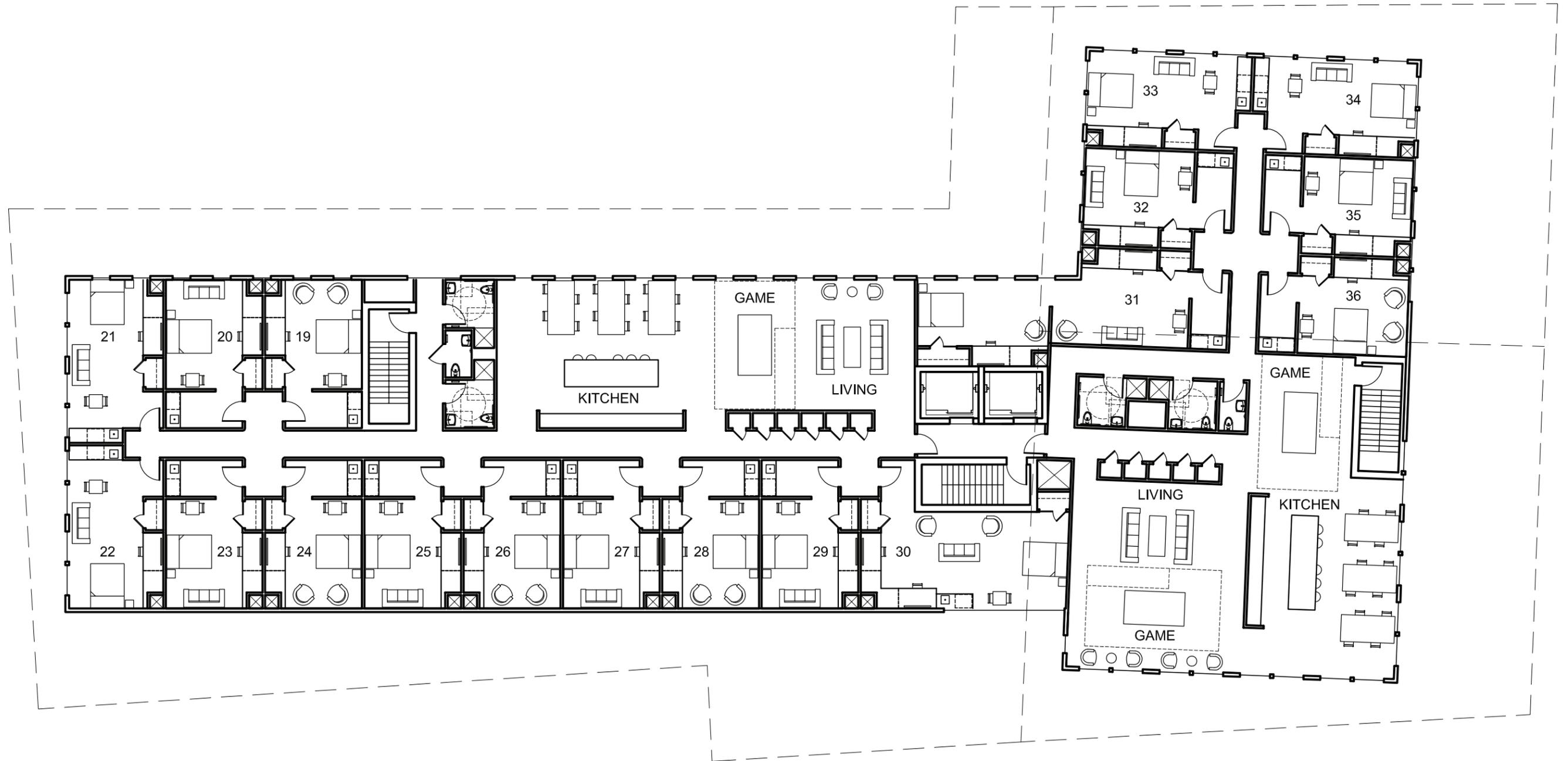


1/16" = 1'-0"

SECOND FLOOR PLAN

QUINCY STREET

WARREN STREET

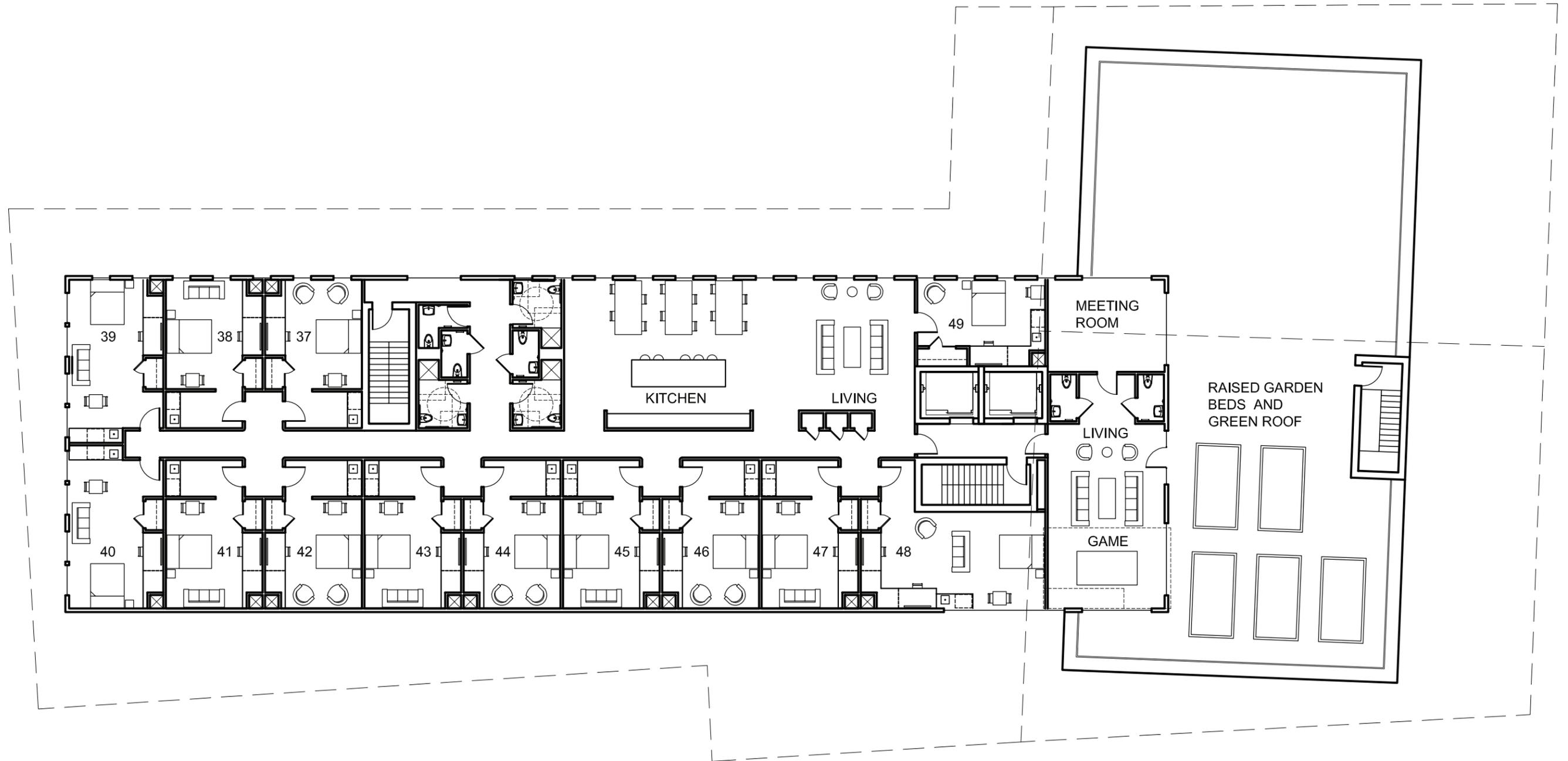


1/16" = 1'-0"

THIRD FLOOR PLAN

QUINCY STREET

WARREN STREET

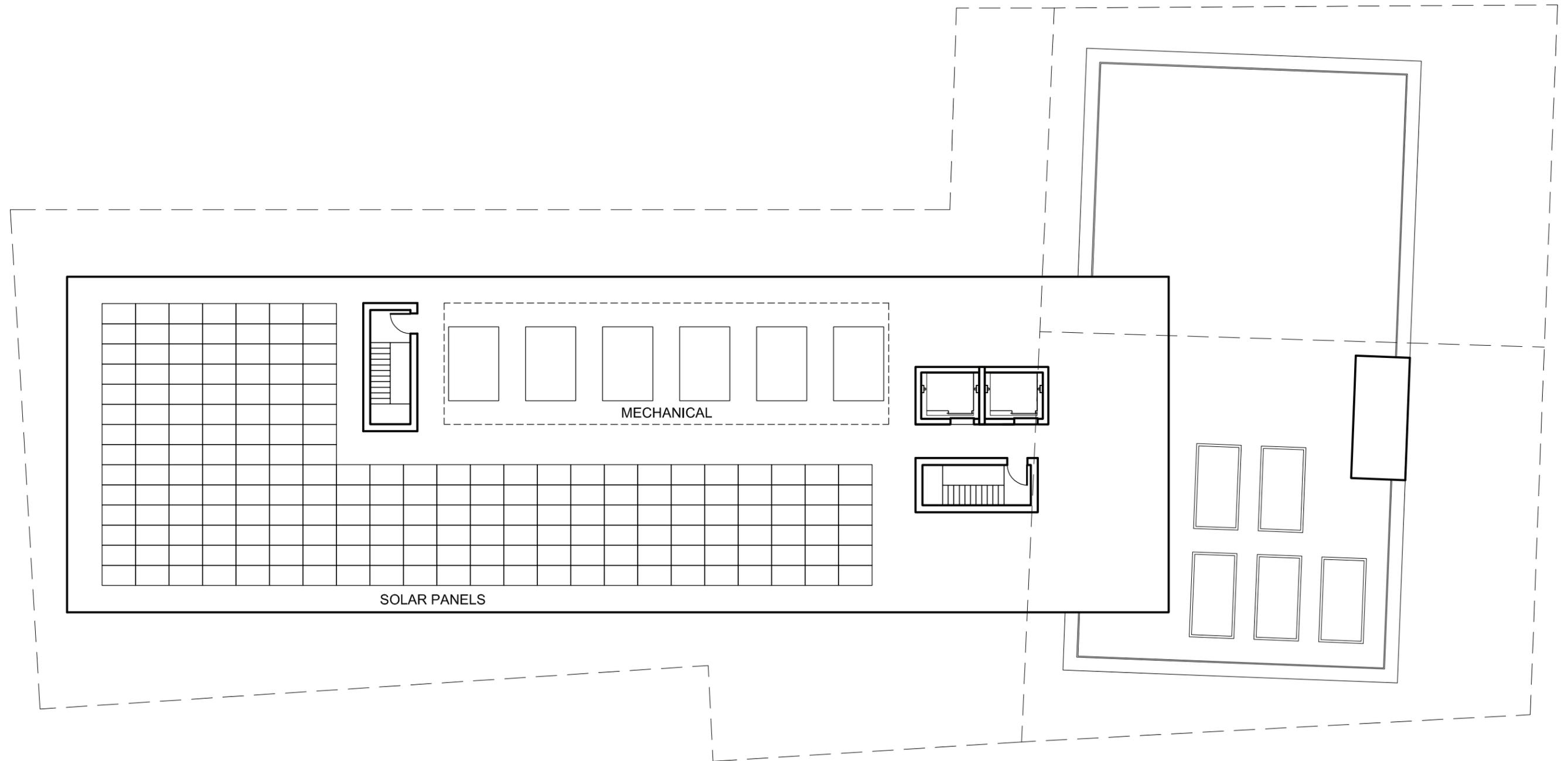


1/16" = 1'-0"

FOURTH FLOOR PLAN

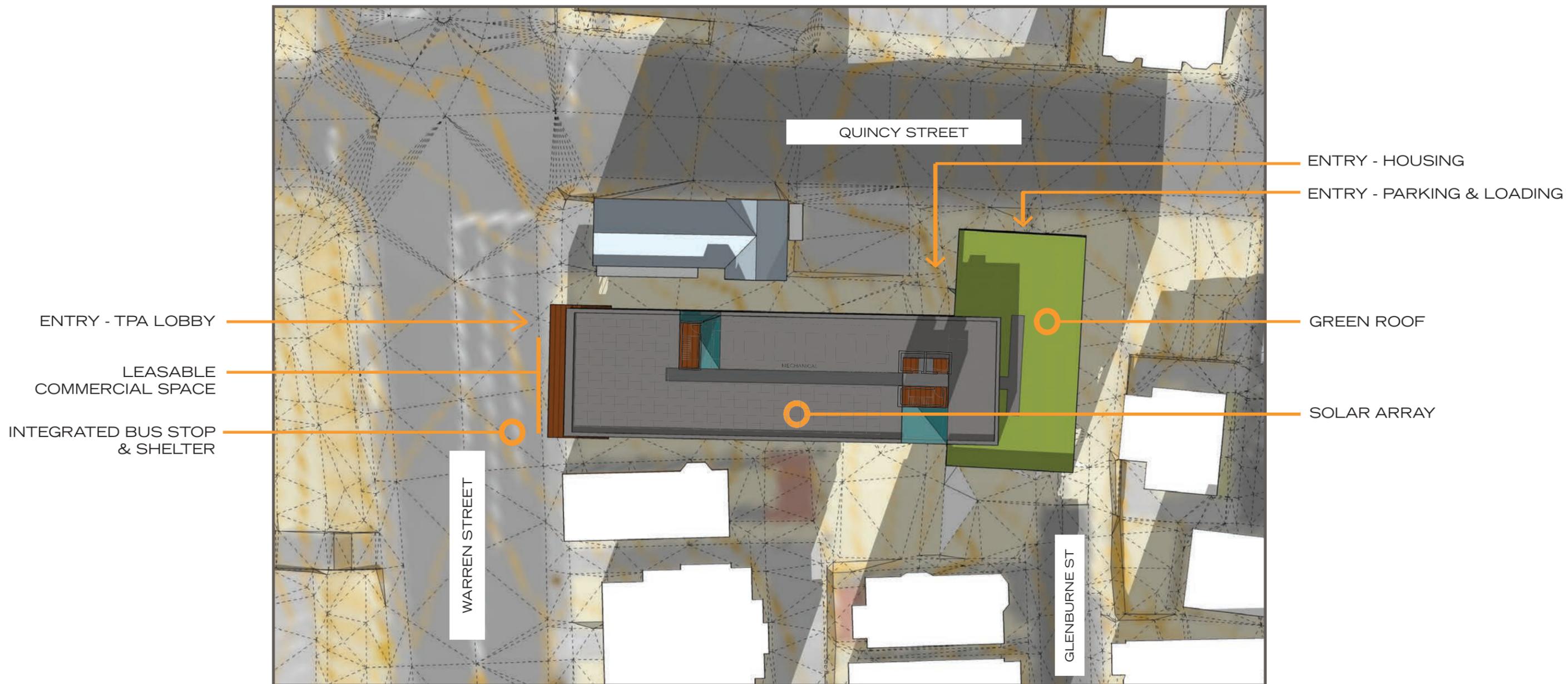
QUINCY STREET

WARREN STREET



1/16" = 1'-0"

ROOF PLAN



SITE PLAN

SITE PLAN

TEAM

DEVELOPMENT TEAM

PROJECT

The People's Academy

PRE-APPRENTICE TRAINING & HOUSING

436 Warren Street
Roxbury MA 02121

SITE CIVIL & TRANSPORTATION



NITSCH ENGINEERING

2 Center Plaza Suite 430
Boston MA 02108
617 338 0063
www.nitscheng.com

OWNER



THE PEOPLE'S ACADEMY, INC

8 Sumner Park
Dorchester MA 02125
617.571.7244
www.peoplesacademyinc.org
T Michael Thomas
tm.thomas@peoplesaacademyinc.org

CODE CONSULTANT



JENSEN HUGHES ASSOCIATES, INC.

3610 Commerce Drive Suite 817
Baltimore MD 21227
410 737 8677
www.jensenhughes.com

ARCHITECT



KENNARD ARCHITECTS

141 Dorchester Avenue R204
Boston MA 02127
617.292.8989
www.kennardarchitects.com
Stephan Stefanoff
steve@kennardarchitects.com

MEP / FP ENGINEER



VANERWEIL

274 Summer Street
Boston MA 02210
617 423 7423
www.vanderweil.com

PROJECT MANAGEMENT



COMPASS PROJECT MANAGEMENT, INC

One Edgewater Drive Suite 204
Norwood MA 02062
508 589 5061
www.compasspminc.com
Christy Murphy
cmurphy@compasspminc.com

ENVIRONMENTAL GEOTECHNICAL



HALEY & ALDRICH

465 Medford Street Suite 2200
Boston MA 02129
617 886 7400
www.haleyaldrich.com

CONSTRUCTION



DELLBROOK / JKS

One Adams Place
859 Willard Street
Quincy MA 02169
781 380 1675
www.dellbrookjks.com

LEGAL TEAM



WESTON & PATRICK

84 State Street Suite 11
Boston MA 02109
617 742 9310
www.westonpatrick.com

STRUCTURAL ENGINEER



Siegel Associates

860 Walnut Street
Newton MA 02459
617.244.1612
www.siegelassociates.com

PERMITTING CONSULTANT



FORT POINT ASSOCIATES

31 State Street
3rd Floor
Boston MA 02109
617 357 7044
fpa-inc.com



Supporting education and innovation.

The People's Academy (TPA) is a non-profit organization whose purpose is to empower Boston's inner-city at-risk residents by training them in the trades of fabrication and installation of metal, particularly copper. The People's Academy strives to provide viable employment opportunities for disenfranchised youth/adults, while making a commitment to self-sufficiency and neighborhood/community improvement.



THE FIRM

Kennard Architects was built upon a singular notion: *the details envisioned during design must be ushered through to the completion of construction.* It is all about what gets built. Ultimately, the services we provide determine where you will live and work, what you will see, touch and experience day in and day out, for years to come. To achieve exemplary results, we maintain an intimate working environment of dedicated, well-seasoned professionals paired with a high level of principal involvement.



Principal Architect Joseph Kennard received his Masters of Architecture degree from *Harvard University Graduate School of Design* in 1992 and his Bachelor's degree from State University of New York at Buffalo where he graduated Magna Cum Laude in 1989. He is a member of the American Institute of Architects and the Boston Society of Architects.

Founded in 1999 in Boston's Fort Point Channel neighborhood, Kennard Architects has earned a reputation for creating refined, environmentally conscious and visually striking designs.

The firm has been recognized by the *American Institute of Architects New England regional council, Boston Society of Landscape Architects, American Institute of Architects Rhode Island, Boston Globe, Boston Globe Magazine, Boston Home Magazine, Boston Magazine, Boston Business Journal, Design New England Magazine, Improper Bostonian, Builders Association of Greater Boston, This Old House Magazine, HGTV, Design Within Reach, Newton Historical Society and Cambridge Historical Commission.*



Timothy J. Bonfatti, Project Director
tbonfatti@compasspminc.com | 508.359.6111



Tim began Compass Project Management, Inc. to provide results-oriented project management services to owners in the healthcare and education sector. Tim is a 25 year veteran of the design and construction industry who has been a leading force in the area of public construction. He has managed over \$700 million worth of projects that have been completed on time and on budget and all of which have been completed without major litigation. Tim is a past Chairman of the Associated General Contractors and a member of the Board of Overseers of the Boston Architectural College. He is also a member of the Medfield School Committee and the Medfield Permanent Building Committee.

EXPERIENCE

Compass Project Management, Inc., Medfield MA | 2009 to Present
Founder, President and CEO

RF Walsh Project Management Inc./RF Walsh Co., Inc., Boston MA | 2000 to 2008
Principal and COO

Gilbane Building Company, Inc., Providence, RI | 1999 to 2000
Senior Project Manager

A. Bonfatti & Co., Inc. and Bonfatti / McAlpine JV., Norwood, MA | 1987 to 1999
Vice President, A. Bonfatti & Co., Inc.
Managing Partner, Bonfatti / McAlpine, JV.

EDUCATION

Suffolk University Law School, Boston, MA JD, *cum laude* 1985

University of Massachusetts, Dartmouth, MA BS, Construction Engineering 1982

MEMBERSHIPS / ASSOCIATIONS

Massachusetts Bar

Associated General Contractors, Chairman, 2009

Boston Architectural College Board of Overseers 2006 to present

Medfield School Planning and Building Committee, Chairman since 1999

Medfield School Committee, Member, 2006 to present; Chair - 2010

Medfield Municipal Building Committee, Member, 2006 to present



Christy J. Murphy, Senior Project Manager
cmurphy@compasspminc.com | 617.293.2966



OVERVIEW

Christy has over 16 years of experience in the construction industry with extensive Institutional and Healthcare project portfolios as well as experience managing large, complex multi-use development projects. Working in both Union and Open Shop environments, Christy has a vast understanding of construction projects.

Since joining RF Walsh in 2002, Christy has risen rapidly in the construction industry having served as senior project manager and project executive for Walsh Bros., J.K. Scanlan Co., Gilbane Building Co., and Timberline Construction in addition to her time at RF Walsh. In a relatively short period of time, Christy has shown an unusual ability to understand that the building industry is not just about bricks and mortar; it is about understanding a client's needs and being driven to see them met. She provides an entrepreneurial energy to her work including a strong understanding of the mission behind each of her projects.

Christy has provided either construction or program management services on complex projects to prominent Massachusetts institutions including Boston College, Suffolk University, Dimock Community Health Center, Cape Cod Healthcare, Southcoast Hospitals Group, Catholic Charities, Animal Rescue League of Boston, Boston College High School, MIT, Massachusetts General Hospital, Newton-Wellesley Hospital and Beacon Capital Partners for Channel Center from project concept through phase one construction.

Christy has been a member of the Plymouth Building Committee since 2008.

EDUCATION

Boston University, Boston, MA

Independent Concentration Architectural Engineering

Northeastern University

Construction Management Courses

Boston Architectural Center

Architectural & Drafting Course

LICENSES/CERTIFICATIONS

AGC Young Contractor's Institute

LEED Accredited Professional

MA Unrestricted Construction Supervisor's License

OSHA 10-Hour Certification

MCPPO Certification

HOME / OUR COMPANY

OUR COMPANY

Dellbrook | JKS brings the industry’s best talent and expertise to your most challenging projects. Our seasoned team maintains a firm commitment to excellence at every step, working together with you and providing unparalleled service.

In this section, learn more about our philosophy of partnering with our clients, our commitment to excellence, our generational experience and about our exceptional team.

- [Our Firm](#)
- [Our Team](#)
- [Awards](#)
- [Careers](#)
- [News](#)



THE CENTRAL BUILDING, 332 MAIN STREET | WORCESTER, MA



3521 WASHINGTON STREET | BOSTON, MA



LEDGEVIEW | WRENTHAM, MA



THE ABERDEEN | BOSTON, MA



LANDING 53 APARTMENTS | BRAINTREE, MA



22 FEDERAL STREET – NANTUCKET CULINARY CENTER & CORNER TABLE CAFE | NANTUCKET, MA



99 TREMONT STREET | BRIGHTON, MA



181 WASHINGTON STREET UNION SQUARE APARTMENTS | SOMERVILLE, MA



WEST OF CHESTNUT | QUINCY, MA



MOUNT PLEASANT HOME | JAMAICA PLAIN, MA



197 WASHINGTON STREET – UNION SQUARE CONDOMINIUMS | SOMERVILLE, MA



MASHPEE WAMPANOAG GOVERNMENT CENTER | MASHPEE, MA

MIXED USE

CONSTRUCTION LEADERS

Mixed-use construction projects must balance and deliver on the varied needs of the occupants they serve; meticulous planning is a necessity. Dellbrook | JKS has a proven track record of delivering outstanding results on our mixed-use projects throughout Boston & New England.



HOME

OUR SERVICES

PROJECTS

ABOUT US

MEDIA

CONTACT US



Siegel Associates is a full-service structural consulting firm founded by Steve Siegel in 1991. Our offices are located in the Boston suburb of Newton, MA and also in Spartanburg, SC. We work with architects, developers, institutions, building owners, insurance companies, and attorneys. Our focus is on technical competence, appropriate solutions, and client service.

Do What You Love.

We love buildings and the construction process. We specialize in steel frame, wood frame, historic renovations, and masonry facades. We have assembled a team of skilled and dedicated professionals who have a deep appreciation for great building design. We bring our enthusiasm, knowledge, and experience to every project we take on.

Start at Yes.

Our job is to help our clients realize their objectives. We don't say that something cannot be done; rather, we ask good questions and listen well. We explain the options and trade-offs, and then recommend solutions. The best buildings are the result of excellent collaboration between owner, architect, engineer, and contractor, all working towards yes.

Build to Last.

We work hard to protect the building owner's investment. We put time and effort up front to create the most structurally efficient, least cost construction. As well, we build durable relationships through respect, reliability, and competence. The result is a reputation that we believe to be every bit as strong as the structures we design.



Building better communities with you

PRINT PAGE [social media icons]

ABOUT US SERVICES PROJECTS NEWS & INSIGHTS CAREERS CONTACT US Site Search

- Airports
- Bridges
- Commercial
- Health Care
- Higher Education
- K – 12 Schools
- Multi-Family Housing**
 - Dalton Street Mixed-Use Development
 - Millennium Tower
 - The Homes at Old Colony
 - The Edge
 - The Kensington
 - Archstone Avenir at North Station
 - The Carruth
 - Washington-Beech Housing
 - Saint Polycarp Village
 - Maverick Landing
 - Orchard Park
- Museums / Cultural Institutions
- Peer Reviews
- Planning
- Public / Government / Municipal
- Recreational
- Transportation
- Utilities

Multi-Family Housing



Dalton Street Mixed-Use Development
Boston, MA



Millennium Tower
Boston, MA



The Homes at Old Colony
South Boston, MA



The Edge
Allston, MA



The Kensington
Boston, MA



Archstone Avenir at North Station
Boston, MA



The Carruth
Boston, MA



Washington-Beech Housing
Boston, MA



Saint Polycarp Village
Somerville, MA

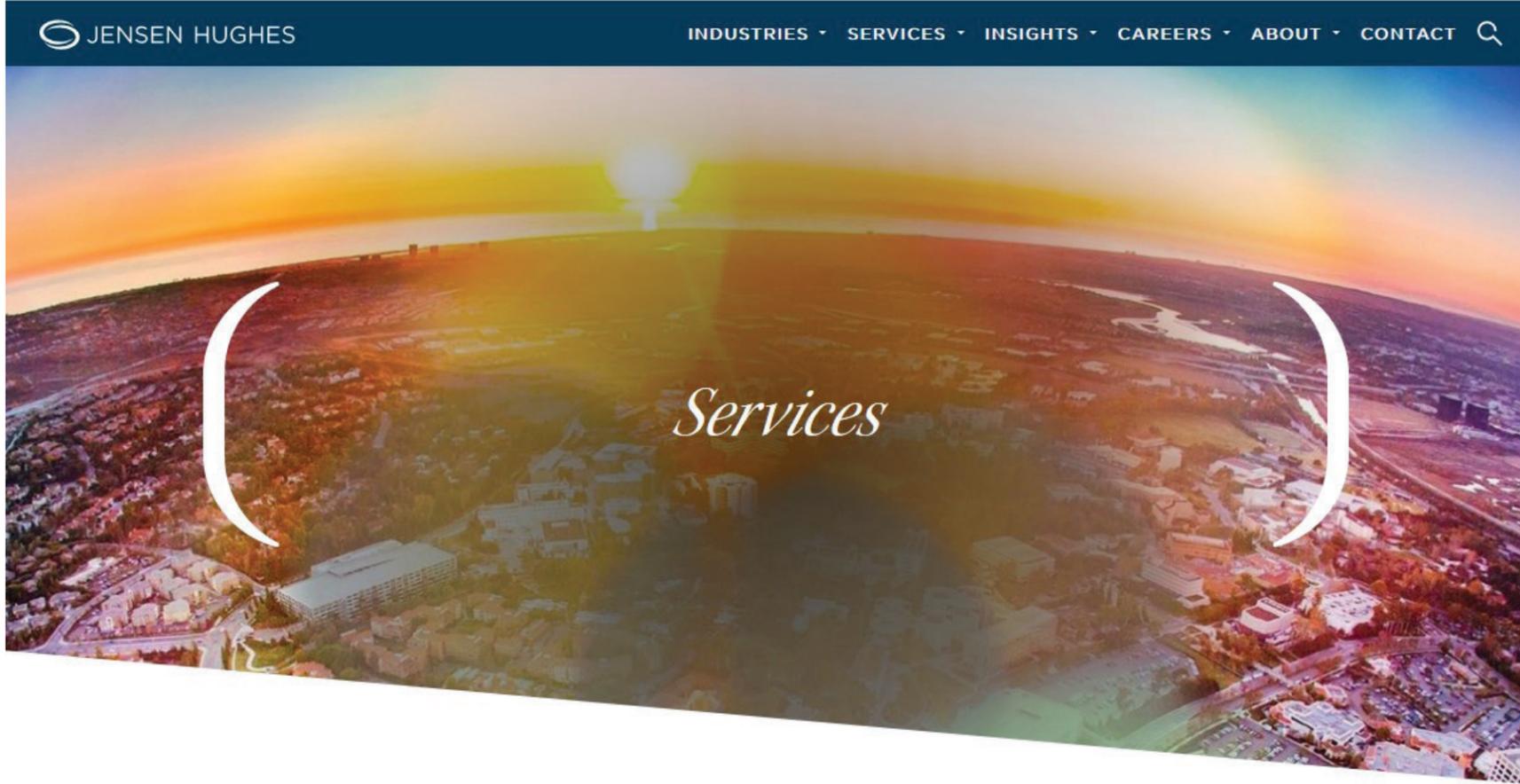


Maverick Landing
Boston, MA



Orchard Park
Roxbury, MA

Sustainable Project



WHAT WE DO

Combining innovative strategies with deep functional expertise and technology know-how, our services span across the entire value chain of fire & building safety, security, risk, forensics and emergency management.



FIRE + BUILDING SAFETY

Our services includes code-and performance-based design to help establish safety goals and demonstrate regulatory compliance.

[+ READ MORE](#)



RISK + HAZARDS

We are industry leaders in risk and hazard analysis, applying results in the framework of real-world decision-making process.

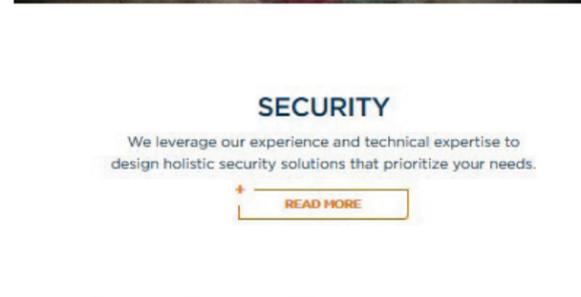
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EMERGENCY MANAGEMENT

Create a comprehensive emergency management strategy, including action plans, mass notification systems & post-event response

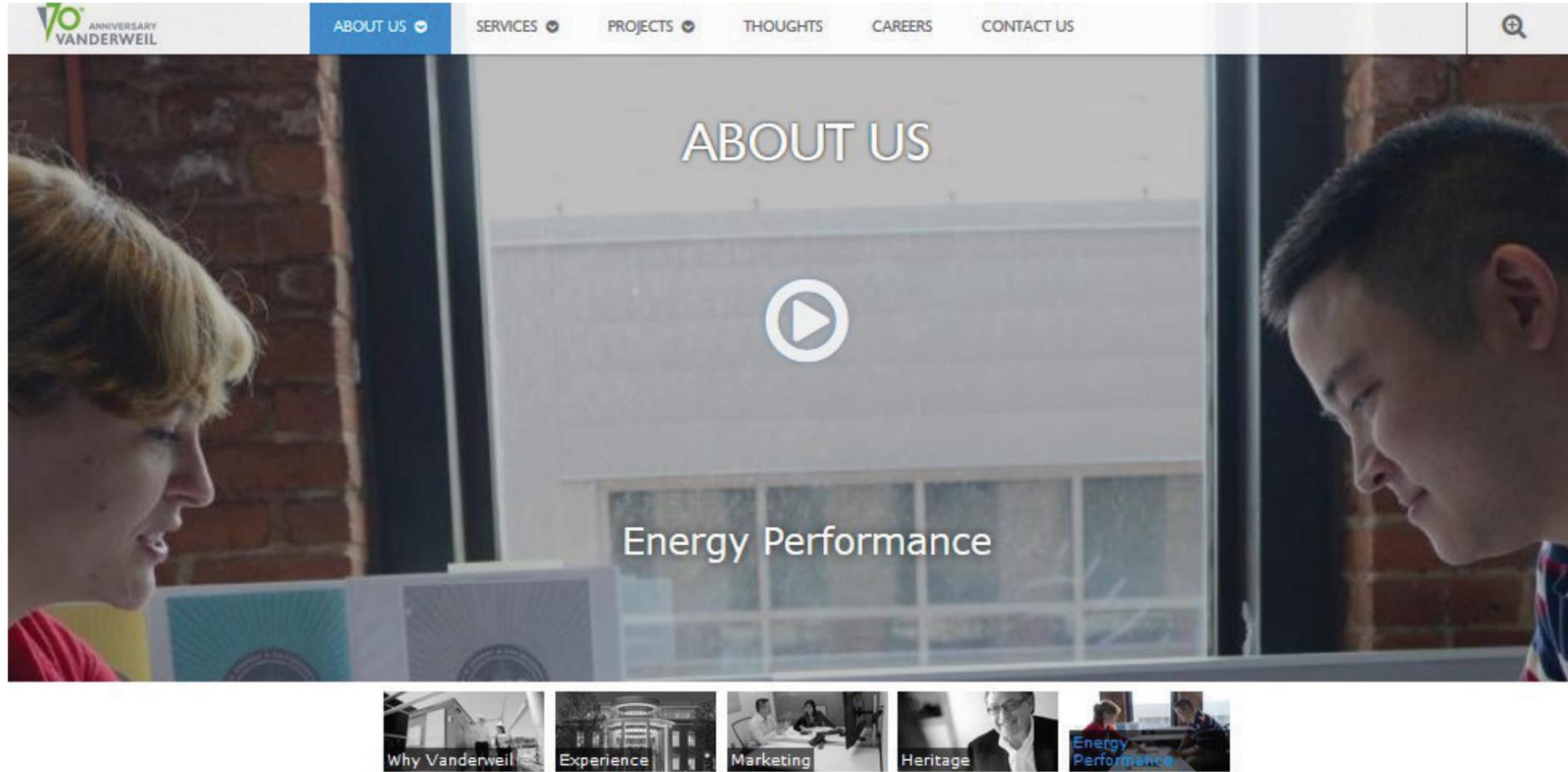
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SECURITY

We leverage our experience and technical expertise to design holistic security solutions that prioritize your needs.

[+ READ MORE](#)

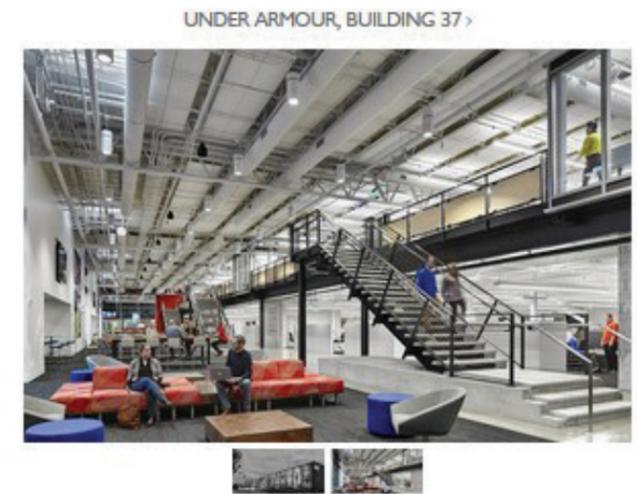
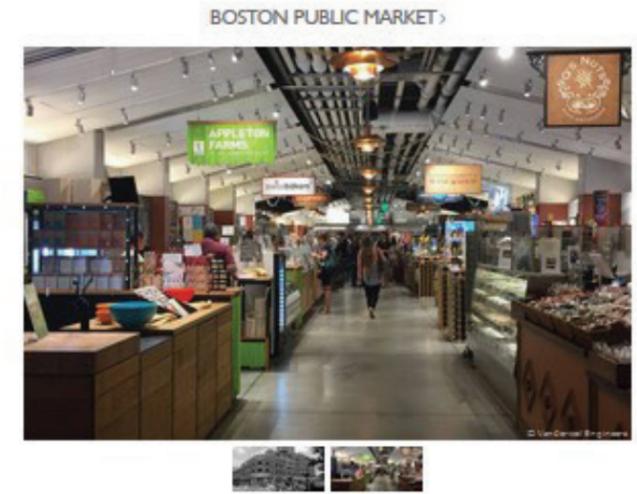
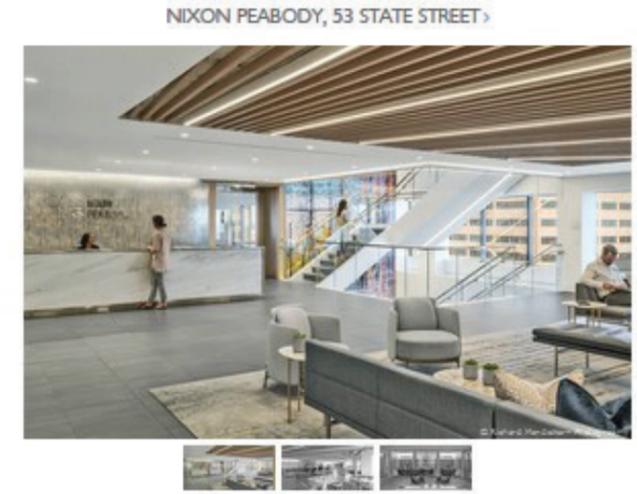


OUR FIRM

Raimund Vanderweil was born in 1907 and emigrated to the U.S. from Austria in 1938. He had an MSME degree and several years of experience in his father's mechanical contracting business. After several jobs at various engineering firms, in 1950 he opened his own office, R. G. Vanderweil Engineers. Over the first ten years the firm did a great variety of projects. The typical project types were schools, churches and temples, hospitals, and residential. Today, Vanderweil Engineers is a 400-person firm specializing in mechanical, electrical, plumbing, fire protection and technology services engineering and construction/commissioning support for buildings, central heating and chiller plants, power generation, and transmission and distribution projects. Vanderweil is one of the largest and most experienced engineering firms in the country.

OUR PHILOSOPHY

Vanderweil Engineers believes that design has the unique opportunity to use technical expertise to create innovative solutions to current and future demands on the built environment. We believe that a collaborative effort with our design partners will enable intrinsic sustainable design, wherein buildings operate intuitively, flexibly, and resiliently. Vanderweil's engineering teams are creative partners that generate solutions that bring an owner's vision to life. We strive to ensure that every building is resource efficient and performs as designed to reduce the global impact of the built environment. Our goal is to create designs that exceed owner expectations, to bring innovative solutions to the design table, and to create buildings that are at the highest performance standards for efficiency, health, safety, productivity and comfort.





About Us

HOME / ABOUT US

We look for novel approaches for a better result.

From a foundation of technical excellence, Haley & Aldrich seeks to create more value for our clients while reducing their overall project costs. We use novel approaches to engineering and environmental challenges, including more efficient processes and new ways of applying technology. In some cases that means not doing things the way they are usually done in our industry, or the way our clients typically approach a project.

We also innovate in our practice by looking beyond the technical challenges to consider how various stakeholders impacted by a project will measure success. We consider the needs of various regulatory agencies as well as the impact on the environment, communities, and neighborhoods. We factor those needs with our deep understanding of the value our clients desire to create for their organizations and stakeholders. In this "whole-system approach," the more stakeholders who are satisfied, the more successful and more sustainable a project will be.

Core to how we operate is our commitment to having our best people on the most challenging opportunities, and the right people doing the right work—safely. To do this, we've built one team that works together across all U.S. geographies to solve complex problems above and below ground. We serve clients from multiple offices across the country while providing consistent and seamless delivery.



Haley & Aldrich helped our client remove organizational roadblocks hindering new global operating model implementation

Confidential mining company
Global



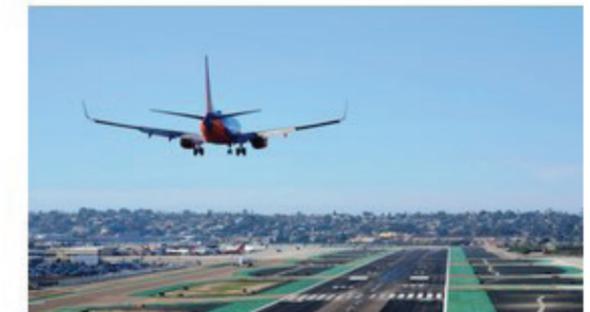
Client meets regulatory deadline and saves \$2.5 million in capital costs through innovative TCE treatment design and holistic project management

Confidential client
California



Unconventional approach helps CC&F win first-ever Region 1 EPA approval for residential redevelopment on Superfund site

Cabot, Cabot & Forbes
Woburn, Mass.



Regional airport taps Haley & Aldrich to elevate environmental stewardship and build green initiatives

San Diego Regional Airport Authority
California



WESTON | PATRICK
A Professional Association Since 1897

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AN EVOLVING TRADITION OF EXCELLENCE

Weston Patrick enjoys a long heritage of successful service to businesses and individual clients. Beginning with the associated practices of Thomas G. Weston and Henry B. Patrick more than 100 years ago, our members continue the tradition of working in their own distinct practices within the Weston Patrick association, while having access to a pool of in-house legal talent to consult as needed.

The members of Weston Patrick have developed and continue to be recognized for their expertise in a wide variety of legal specialties. The collegial environment in our association enables its members to gather and apply the right resources to solve our clients' needs. Our clients appreciate our effectiveness and unflagging devotion to the pursuit of their goals.

Since 1897, our association has continuously evolved to meet the ever-changing needs of our clients. Weston Patrick's continued tradition of independence, collaboration, innovation, and foresight has served our clients well from the age of the fountain pen through to our current digital age.

CORPORATE, GENERAL BUSINESS, NON-PROFITS

The Corporate and General Business Practice Group at Weston Patrick offers expert legal services to business entities and non-profit organizations in all stages of development, ranging from advising start-ups on entity formation to handling all manner of typical and complex transactions that allow our clients to achieve their greatest growth potential. Client relationships are enhanced with access to our **tax**, **estate planning**, **real estate** and **litigation** practices, allowing us to provide a truly comprehensive legal representation to emerging and mature businesses.



About Us

FPA's team of highly experienced professionals counsels its clients on approaches to planning and development projects, providing advice on effective strategies to facilitate approvals and manage public review and community participation processes.

Our diverse team provides expertise in fields such as planning, historic preservation, landscape architecture, transportation, architecture, real estate development, and law and delivers powerful and time and cost-saving insight for your project.

FPA's senior professionals dedicate their personal attention to every project to ensure effective relationships with public officials and agencies, private property owners, advocacy organizations, neighborhood associations, and other interest groups.

In 2018, Fort Point Associates, Inc. was acquired by Tetra Tech, an international leader in consulting, engineering, and technical services. With 20,000 employees located in 450 offices worldwide, Tetra Tech's technical expertise greatly complements our own and bolsters our ability to offer comprehensive solutions to clients' needs. Although acquired in full, FPA continues to operate as Fort Point Associates, Inc., a Tetra Tech Company, a stand-alone entity within the Tetra Tech organization.

Project Permitting

Understanding the complex regulatory requirements and identifying a plan of action to ensure projects are permitted in a time and cost-efficient manner is one of our key strengths. We have extensive experience working with federal, state, and local agencies and have developed effective strategies to obtain permits, approvals, and compliance documents to allow projects to move forward without delay.

Jamie M. Fay, AICP, CEP, President
(617) 357-7044 x204 jfay@fpa-inc.com

Kenneth Fields, Senior Project Manager
(617) 357-7044 x203 kfields@fpa-inc.com

Richard Jabba, AICP, Senior Planner
(617) 357-7044 x208 rjabba@fpa-inc.com

Judith T. Kohn, RLA, Vice President
(617) 357-7044 x211 jkohn@fpa-inc.com

Katie T. Moniz, P.E., AICP, CFM, LEED AP, Senior Project Manager
(617) 357-7044 x209 kmoniz@fpa-inc.com

Katie Moore, LEED AP, Environmental Planner
(617) 357-7044 x205 kmoore@fpa-inc.com

Cara Pattullo, AICP, Environmental Planner
(617) 357-7044 x207 cpattullo@fpa-inc.com

Charlotte Shade, Environmental Planner
(617) 357-7044 x206 cshade@fpa-inc.com

Emma Troller, Environmental Planner
(617) 357-7044 x200 etroller@fpa-inc.com



The Lenny Zakim Fund

c/o DLA Piper
33 Arch Street, 26th Floor
Boston, MA 02110-1446

(617) 406-6036
Fax (617) 406-6136

www.theleennyzakimfund.org

August 26, 2016

Virginia "Autumn" Bowers
People's Academy Inc., The
241 Lexington Street, Apt 21-1B
Woburn, MA 01801

Dear Virginia "Autumn",

I am pleased to inform you that The Lenny Zakim Fund reviewed The People's Academy Inc.'s proposal and placed the grant into final consideration for this round of funding. **We will be in touch with you in the next several months** to schedule a site visit, meeting, or a phone call to follow up and learn more about your organization.

Final decisions will be made in January 2017, and you will be notified whether or not you have received a grant then. If awarded, the grant will be received at the Award Ceremony in early February 2017. Please feel free to call me if you would like to, and accept our best wishes for continued success in your excellent work.

Yours truly,

Jude Goldman
Executive Director



August 29, 2016

T. Michael Thomas
The People's Academy, Inc.
8 Sumner Park
Dorchester, MA 02125

RE: Expression of Financial Support, The People's Academy

Dear T. Michael,

Pursuant to my letter to you of March 2, 2016, in which P-3 Partners, LLC offered its support of the work you are doing through the People's Academy, I want to enhance that position by offering specific financial support.

To that end, I want to pledge the sum of \$200,000 toward this endeavor. However, our ability to commit to this pledge is contingent on securing our approvals from the Boston Redevelopment Authority and closing on our construction loan. I anticipate that these two milestones will be completed by the third quarter of 2017.

Our commitment to your program is sincere and I hope that this letter is indicative of the same.

Very truly yours,

Barry E. Feldman
Managing Member

300 Walnut Ave * Roxbury, MA 02119 * 617-442-8614
222 Newbury Street- 4th Floor * Boston, MA 02116 * 617-982-6962



Massachusetts Association of Minority Law Enforcement Officers, Inc.

July 19, 2016

Mr. T. Michael Thomas, President
Peoples Academy, Inc.
8 Sumner Park
Suite 3
Boston, Massachusetts 02125

Re: Peoples Academy Inc.

Sir:

On behalf of the Massachusetts Association of Minority Law Enforcement Officers, Inc., I would like to commend you on your work in the community and your efforts to bring the Peoples Academy Training, a grassroots training organization which aspires to teach residents in the community a trade that will enable them to gain employment in the building trades, thereby creating jobs within our own community. It is our belief that the building site at Old Road and Ellington Street would be an excellent area for such a training program as this. It is accessible by public transportation and would be an asset to the community. At this time there is very little in place that will teach young men and women a trade with copper materials.

Young men and women are returning to society after incarceration with no employment prospects or programs to keep them focused on sobriety and staying out of prison. It is our belief that the Peoples Academy is that program that will assist these individuals and law enforcement.

Respectfully,

Denise DePina Reed, Chairperson
Massachusetts Association of Minority Law Enforcement Officers, Inc.
Board of Directors
61 Columbia Road
Dorchester, Massachusetts 02124



SHEET METAL WORKERS LOCAL UNION 17
J.A.T.C.

1181 ADAMS STREET
DORCHESTER, MA 02124-5710
TEL: (617)298-0850
FAX: (617)296-5835
e-mail: jhealy@lu17jatc.org
psmart@lu17jatc.org

JOHN HEALY
Training Coordinator

TRUSTEES:

LABOR:

JOSEPH BERGANTINO
ROBERT BUTLER
JAMES WOOL

MANAGEMENT:

JEFFREY CHASE
KEVIN GILL
DRIAN JOYCE

December 14, 2012

The People's Academy, Inc.
423 Brookline Avenue, Suite 322
Boston, MA 02215

To Whom It May Concern,

It is an honor and pleasure to write this character reference letter for T. Michael Thomas.

When Mr. Thomas was a member of the Sheet Metal Workers Local 17, he had an outstanding reputation and work ethic.

Mr. Thomas deserves the esteem and admiration of his associates. He stands as a shining example of our American way of life. He has conquered handicaps of poverty, he knows what it means to struggle and be underprivileged, and he has devoted himself to helping the less fortunate members of his community. I am happy to help him and look forward to working with him for the common good and for the welfare of the community for many years to come.

Without hesitation, I stand beside T. Michael Thomas. If the reader needs any further testimonials regarding him please be encouraged to call me.

Sincerely,

John Healy
Training Coordinator



SKILL THROUGH TRAINING





Boston Society of Vulcans of Mass., Inc.

PO Box 190736, Roxbury Massachusetts 02119 – 9998
Email: BOSVULCANS@AOL.COM
Phone: 617-436-0019 / Web Site: www.BostonVulcans.org

August 8, 2016

EXECUTIVE BOARD

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International Association of
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Urban League of Eastern
Mass.
Urban Public Safety
Coalition

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Stanley Moore

Honorary Member

John Wells

Director Sheila Dillon
Department of Neighborhood Development
26 Court Street
Boston, MA 02108

Director Dillon,

I am writing to express my organization's support for The People's Academy, Inc. (TPA) that is a non-profit organization established in 2008. We value TPA's program since it trains residents in trades while specializing in copper fabrication and installation. Their vision to "empower disenfranchised youth with a means to make a living while improving their surroundings" coincides with our goals of recruiting people of color from the inner city into the fire service.

We understand that The People's Academy is currently seeking to acquire the parcel at 14 Ellington/8 Old Road in Dorchester. We believe that The People's Academy is a great fit for our community to better our children and our neighborhoods by creating tangible skills for employment.

Thank you for your consideration of this matter and if you have any questions or concerns, please do not hesitate to contact me directly.

Sincerely,

Darrell Higginbottom
President, Boston Society of Vulcans of Mass., Inc.

EDENS
KEITH HAGUE
VICE PRESIDENT - CONSTRUCTION & DEVELOPMENT

21 Custom House Street, Suite 450
Boston, MA 02110
P 617.369.6609 | C 508.243.3816 | F 617.369.6699

Hello Rayka,
Per our discussion, there are three ways we can help support The Peoples Academy:

1. EDENS SPONSORED FUNDRAISING EVENT: Our marketing team, in conjunction with our public relations consultant, McDermott Ventures, is working on a local fundraising event to be scheduled in the next few months. 100% of proceeds for this event will be distributed to The Peoples Academy.
2. NEIGHBORHOOD JOBS TRUST: A fund in the amount of \$ \$275,000 will established by EDENS through a payment to the city per the Development Impact Project Exactions requirements. This fund allows local non-profit organizations to apply for funding through an application process. We will provide you with the details and timing of this fund so you can submit an application prior to the deadline.
3. CHARITABLE FUND: Per the South Bay community benefits package outlined in our Cooperation Agreement with the BRA, EDENS will be contributing \$20,000 per year for (40) years to a Charitable Fund. This fund will be managed by the BRA for annual distribution to local non-profit organizations through a Request for Proposal (RFP) process. The first \$20,000 distribution will be available first of second quarter of 2018. We will provide you with the details and schedule of this RFP process so you can submit an application prior to the first annual deadline.

I know none of the above three fulfil your immediate funding needs for your RFP proposal but we hope they will demonstrate our commitment to supporting your organization for its long term success.

If you have any questions or require any additional information, please let us know.

Sincerely,
Keith Hague

SHAMROCK ROOFING
1724 Washington Street
Walpole MA 02081
866 921 1650



FRANK BAKER
BOSTON CITY COUNCILOR
DISTRICT 3

January 18, 2019

Sheila Dillon, Chief
Department of Neighborhood Development
26 Court Street
Boston, MA 02108

Dear Chief Dillon,

I am writing to express my support for The People's Academy.

The People's Academy, Inc. (TPA) is a 501c3 non-profit organization which has been in operation since 2008. TPA's program trains residents in trades while specializing in copper fabrication and installation.

It is my understanding that The People's Academy is currently seeking to acquire the parcel of land at Warren and Quincy Street that would house TPA's new headquarters. In this building would be a training facility to train and help employ many residents of Boston, expanding T. Michael Thomas' vision, as well as affordable housing.

I believe that The People's Academy is precisely what our community needs for the betterment our children and our neighborhoods.

Thank you for your time, attention and careful consideration of this matter. If you have any questions or concerns, please do not hesitate to contact me directly.

Sincerely,

Frank Baker
Boston City Council, District 3

**BOSTON CITY HALL, ONE CITY HALL SQUARE, BOSTON, MASSACHUSETTS,
02201
617-635-3455 • FAX: 617-635-4203 • FRANK.BAKER@CITYOFBOSTON.GOV**



OFFICE OF JULIA MEJIA, CITY COUNCILOR
AT-LARGE

1 City Hall Square, 5th Floor, Boston, MA 02201
617.635.4217 | julia.mejia@boston.gov

Sheila Dillon
Department of Neighborhood Services
26 Court Street
Boston, MA 02108

February 5, 2020

Dear Chief Dillon,

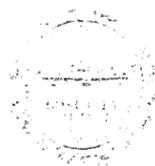
I am writing to express my support for The People's Academy and all of the great work that they do. Since their founding in 2008, TPA has offered an opportunity for young people to develop real world skills and a strong commitment to their neighborhoods.

Too often we dismiss the needs of young people, particularly those which some refer to "marginalized" or "in-crisis." What I respect about The People's Academy, founded and presided over by T. Michael Thomas, is that they see young people as having the capacity to achieve economic empowerment.

It is my understanding that The People's Academy is interested in acquiring the following parcels: **436 Warren Street, 20-22 Glenburne Street, 79 Quincy Street**. I am urging the City of Boston to strongly consider working in concert with Mr. Michaels' request and help The People's Academy find a permanent home.

Sincerely,

Julia Mejia
Boston City Council At-Large



ANNISSA ESSAIBI-GEORGE
BOSTON CITY COUNCILOR
AT-LARGE

To Whom It May Concern:

I write this letter in support of The People's Academy, Inc. (PTA), a non-profit, pre-apprenticeship program focused on the building trades in Boston, Massachusetts and an opportunity for at-risk youth and unemployed adults.

The founder, T. Michael Thomas, discovered an overwhelming need for such a program in the City of Boston and has been funding this program since its beginning. The mission of TPA is to provide training and mentoring to men, women and at-risk youth making them employable in the building trades.

TPA would like to gather community support to ask the City of Boston to turn over land at Warren and Quincy Streets that would house TPA's new headquarters. This building would be a training facility and will include affordable housing. With this new facility TPA would have the space to train and help employ many more residents of Boston, expanding T. Michael's vision of working together with homeowners to help maintain their property for low cost and high quality. 100% of TPA's creations goes back into this much needed program for expansion.

With this land TPA will be making a difference in the Boston area by giving residents a chance to become employable and help turn their lives around.

Sincerely,


Annissa Essaibi-George
Councilor At-Large
City of Boston

BOSTON CITY HALL, ONE CITY HALL SQUARE, BOSTON, MASSACHUSETTS, 02201
617-635-4376 • FAX: 617-635-4203 • A.E.GEORGE@BOSTON.GOV



KIM JANEY
BOSTON CITY COUNCILOR
DISTRICT 7

Shiela Dillon
Department of Neighborhood Development
26 Court Street
Boston, MA 02108

February 13, 2019

Dear Chief Dillon,

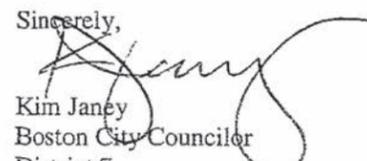
I write in strong support of the People's Academy. This non-profit organization empowers disenfranchised youth with a means to make a living while improving their surroundings. I applaud the organization's mission and its founder, Mr. T. Michael Thomas, who has worked continuously to provide a space for young people to gain valuable experience in the building trades and in developing valuable life skills.

This program will help steer "at-risk youth" towards economic growth and self-sufficiency, which will build a greater sense of community within our neighborhoods and position these individuals for jobs as skilled craftsmen/women. I overwhelmingly support this program because it gives individuals who live in impoverished communities a second chance at life.

The People's Academy has identified city-owned parcels of land at 436 Warren Street, 20-22 Glenburne Street, and 79 Quincy Street as potential headquarters right in the community that they are serving.

I ask the City of Boston to give strong consideration to Mr. Thomas' request to purchase the land and to offer assistance in finding a permanent location. Please feel free to contact me with any questions.

Sincerely,


Kim Janey
Boston City Councilor
District 7

BOSTON CITY HALL, ONE CITY HALL SQUARE, BOSTON, MASSACHUSETTS, 02201
617-635-2510 FAX: 617-635-4203 KIM.JANEY@BOSTON.GOV



MICHAEL F. FLAHERTY
 BOSTON CITY COUNCIL AT-LARGE

February 13, 2019

Chief Sheila Dillon
 Boston Department of Neighborhood Development
 26 Court Street
 Boston, MA 02108

Dear Chief Dillon:

I am writing to express my support for The People's Academy's ("TPA") proposal to acquire the parcel of land located at Warren/Quincy streets. In their proposal, The People Academy seeks to use this land to develop their new headquarters – which will continue to provide training and mentoring to at-risk individuals who are seeking professional opportunities in the building trades industry.

Boston, as we see now, is going through an era of rapid growth and development. However, there are communities that are being left behind or overlooked. Construction is flourishing, and it is my strong belief that all of our communities should benefit from this. Given that TPA empowers residents seeking an opportunity to be part of this development boom, more residents are seeking their services – hence the need for a new facility that suits the ongoing and progressing needs of the organization. Further, TPA's founder, Mr. T. Michael Thomas, has established the foundation to successfully manage and maintain a facility that will allow for competent training – and in this proposal, he looks to bring the added benefit of onsite affordable housing.

I am proud to support the work of The People's Academy and I applaud T. Michael Thomas, the Board of Directors, and the apprentices who continue to make sure that Boston is a city that works for everyone, and that we are a city that continues to be a better place to live, work and raise a family. I humbly request that you approve their proposal to develop a new facility on the parcels located at Warren/Quincy streets.

Regards,

Michael F. Flaherty

Boston City Hall - 5th Floor, Boston, MA 02201 • (617) 635-4205 • FAX: (617) 635-4203 • michael.flaherty@boston.gov



Timothy H. McCarthy
 Boston City Councillor
 District 5

February 4, 2019

To Whom It May Concern

I am writing to fully support The Peoples Academy's request to the City of Boston to acquire land at Warren and Quincy Street in Boston for the purpose of housing The People's Academy's new headquarters.

TPA, Inc. is a non-profit organization that offers both at risk youth, and unemployed adults, who live in impoverished communities a second chance at life. The primary goal is to pass on the gifts and skills of its founder, T. Michael Thomas, who has spent more than twenty years in the building trades union, perfecting his skills as a master craftsman, specializing in the use of copper in fabrication and installation. Mr. Thomas has transferred these skills into a bold cutting edge initiative. The TPA intends to train individuals with skills that will enable them to facilitate dual career paths, and position these individuals for jobs as skilled craftsmen in the building trades industry providing opportunity for economic growth and self-sufficiency.

With the acquisition of this land TPA will be able to expand on their program to give Boston Area residents a chance to become employable and turn their lives around. This building would be a training facility and affordable housing units.

I strongly support The Peoples Academy's request for acquisition of the land at Warren and Quincy Street and if you have any questions don't hesitate to contact me at 617-635-4210.

Sincerely,

Timothy McCarthy
 Boston City Councillor
 District 5

Boston City Hall • One City Hall Square • Boston • Massachusetts • 02201
 Tel.: 617-635-4210 • Fax: 617-635-4203
 E-mail: timothy.mccarthy@boston.gov

PRINTED ON RECYCLED PAPER





ED FLYNN
BOSTON CITY COUNCILOR
DISTRICT 2

Department of Neighborhood Development
26 Court Street,
Boston, MA, 02108

February 12, 2019

To Whom It May Concern:

I'm writing to support the People's Academy's request to acquire the city-owned parcels at 436 Warren Street, 20-22 Glenburne Street, and 79 Quincy Street. These parcels would be used for housing the People's Academy's new headquarters, and would allow the Academy to expand its services and programs, giving more men, women, and at-risk youths the opportunity to learn skills that will give them gainful employment.

The People's Academy provides a pre-apprenticeship program that trains people to be ready for employment in the building trades industry. Through training and mentoring, participants in the program would be able to gain skills to have employment in the booming building industry and become self-sufficient. The Academy is led by T. Michael Thomas, who has spent more than twenty years in the building trades union, who envisions the Academy to be an initiative that includes business, education, and the arts. The Academy's mission is a noble one that aims to offer residents pathways to economic prosperity, and the expansion of their headquarters would be an important step in realizing that vision.

I support the People's Academy's request for acquiring the parcels for their headquarters, and I respectfully ask that you give it a full consideration. Please feel free to reach out to my office if you have any questions.

Sincerely,

Ed Flynn
Boston City Councilor
District 2

Boston City Hall, One City Hall Square, Boston, Massachusetts, 02201
617-635-3203 Fax: 617-635-4203 ed.flynn@boston.gov



MICHELLE WU
BOSTON CITY COUNCIL

Department of Neighborhood Development
26 Court Street
Boston, MA 02108

February 13, 2019

To Whom It May Concern:

I am writing to offer my wholehearted support of The People's Academy in requesting to acquire the city-owned parcels of land at 436 Warren Street, 20-22 Glenburne Street, and 79 Quincy Street for the purpose of housing their new headquarters. This new facility would enable the Academy's mission to serve a greater amount of men, women, and at-risk youth.

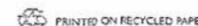
TPA provides training and mentoring through their unique pre-apprenticeship program that leads to employment in the building trades industry. Under the leadership of T. Michael Thomas, participants also strengthen their work ethic and community pride. I have had the pleasure of visiting their current location and meeting with several graduates who spoke highly of their experiences in the program. The proposed facility would provide both affordable housing and training space, creating a safe and supportive environment to continue the work of uplifting and empowering the community.

I fully support the request of The Peoples Academy to use this parcel as a space to help residents turn their life around. Please feel free to reach out if you have any questions.

Sincerely,

Michelle Wu
Boston City Councilor
At-Large

BOSTON CITY HALL, ONE CITY HALL SQUARE, BOSTON, MASSACHUSETTS, 02201
617-635-3115 • FAX: 617-635-4203 • MICHELLE.WU@BOSTON.GOV





ANDREA J. CAMPBELL
BOSTON CITY COUNCILOR
DISTRICT 4

February 22, 2019

Chief Sheila Dillon
Department of Neighborhood Development
26 Court Street
Boston, MA 02108

Dear Chief Dillon,

I write in strong support of the People's Academy. This non-profit organization empowers disenfranchised youth with a means to make a living while improving their surroundings. I applaud the organization's mission and its founder, Mr. T. Michael Thomas, who has worked for years to provide a space for young people to gain valuable experience in the building trades and in developing valuable life skills.

This program helps steer "at-risk youth" towards economic growth and self-sufficiency, which positions these individuals for jobs as skilled craftsmen/women. Opportunities like these are desperately needed for many of our families to break free from cycles of poverty, begin a promising career journey, and build wealth.

The People's Academy has identified city-owned parcels of land at 436 Warren Street, 20-22 Glenburne Street, and 79 Quincy Street as potential headquarters directly in the community that this organization serves.

I join my colleague Councilor Janey of District 7 in asking the City of Boston to give strong consideration to Mr. Thomas' request to purchase the land and to offer assistance in finding a permanent location for the People's Academy.

Sincerely,

Andrea J. Campbell
Boston City Council President, District 4

BOSTON CITY HALL, ONE CITY HALL SQUARE, BOSTON, MASSACHUSETTS, 02201
617-635-3131 FAX: 617-635-4203 • ANDREA.CAMPBELL@BOSTON.GOV



The Commonwealth of Massachusetts
House of Representatives
State House, Boston 02133-1054

February 13th, 2019

Elizabeth "Liz" Miranda
State Representative of the 5th Suffolk District (Dorchester, Roxbury)
State House
24 Beacon St., B2
Boston, MA 02133

Chief Sheila Dillon
Department of Neighborhood Development
26 Court Street
Boston, MA 02108

Dear Chief Dillon,

I am writing to express my support for The People's Academy. The People's Academy, Inc. (TPA) is a 501c3 non-profit organization which has been in operation since 2008. They currently serve as a pre-apprenticeship program for at-risk youth and men returning to society.

TPA's program trains residents in trades while specializing in copper fabrication and installation. It is my understanding that The People's Academy is currently seeking to acquire the parcel of land at 436 Warren Street, 20-22 Glenburne Street and 79 Quincy Street that would house TPA's new headquarters. In this building would be a training facility to train and help employ many residents of Boston, expanding T. Michael Thomas' vision, as well as affordable housing.

I believe that The People's Academy is exactly what our community needs to increase skills building in the trades, expanded vocational training and offer pathways for economic mobility. I support their request for acquiring vacant parcels to further their vision.

Thank you for your time, attention and careful consideration of this matter. If you have any questions or concerns, please do not hesitate to contact my office directly.

Sincerely,

Elizabeth "Liz" Miranda
State Representative of the 5th Suffolk District



SENATOR NICK COLLINS
First Suffolk District

The Commonwealth of Massachusetts
MASSACHUSETTS SENATE

STATE HOUSE, ROOM 410
BOSTON, MA 02133-1053
TEL. (617) 722-1150
FAX (617) 722-2191
WWW.MASENATE.GOV

February 27, 2019

Chief Sheila Dillon
Boston Department of Neighborhood Development
26 Court St
Boston MA 02108

Re: **The People's Academy**

Dear Chief Dillon,

Please accept my letter of support for The People's Academy and their proposal to acquire the city owned parcels located at 436 Warren Street, 20-22 Glenburne Street and 79 Quincy Street to build much needed housing and job training space.

The People's Academy is a nonprofit organization that offers a second-chance for at risk youth and unemployed adults. This pre-apprenticeship program trains and mentors participants that will help them become skilled craftsmen in the building and trades industry and provides preparation for employment in the trades. Granting the People's Academy this parcel of land will help the program reach its full potential and expand the trade school to rebuild the infrastructure by working with homeowners and contractors.

Thank you for your consideration of The People's Academy. If I can be of any further assistance on their behalf please do not hesitate to contact me.

Sincerely,

Nick Collins
State Senator



OFFICE OF JULIA MEJIA, CITY COUNCILOR
AT-LARGE

1 City Hall Square, 5th Floor, Boston, MA 02201
617.635.4217 | julia.mejia@boston.gov

Sheila Dillon
Department of Neighborhood Services
26 Court Street
Boston, MA 02108

February 5, 2020

Dear Chief Dillon,

I am writing to express my support for The People's Academy and all of the great work that they do. Since their founding in 2008, TPA has offered an opportunity for young people to develop real world skills and a strong commitment to their neighborhoods.

Too often we dismiss the needs of young people, particularly those which some refer to "marginalized" or "in-crisis." What I respect about The People's Academy, founded and presided over by T. Michael Thomas, is that they see young people as having the capacity to achieve economic empowerment.

It is my understanding that The People's Academy is interested in acquiring the following parcels: **436 Warren Street, 20-22 Glenburne Street, 79 Quincy Street**. I am urging the City of Boston to strongly consider working in concert with Mr. Michaels' request and help The People's Academy find a permanent home.

Sincerely,


Julia Mejia
Boston City Council At-Large

PROPOSAL FORM

SUBMITTED TO: DEPARTMENT OF NEIGHBORHOOD DEVELOPMENT
BID COUNTER
26 COURT STREET, 10TH FLOOR
BOSTON, MASSACHUSETTS 02108

DATE RECEIVED BY DND: _____

SUBMITTED BY: NAME: Thadeus Michael Thomas

ADDRESS: 8 Sumnar Park Dorchester, MA C

TELEPHONE: 617-571-7244

EMAIL: tm.thomas@peoplesacademyinc.org

Under the conditions set forth by the Department of Neighborhood Development, the accompanying proposal is submitted for:

Property Address: 439 Warren Street, 20-22 Glenburne Street. 79 Quincy Street

For this proposal to be properly evaluated all questions must be answered by the Proposer. The Awarding Authority (the Department of Neighborhood Development) will regard all responses to questions and all submissions as accurate portrayals of the Proposer's qualifications and any discrepancy between these statements and any subsequent investigation may result in the proposal being rejected.

- i. The name(s) and address(es) of all persons participating in this application as principals other than the undersigned are:

Use separate sheet and attach if additional principals are involved.

- ii. The applicant is a/an:
501C 3 Non Profit Corporation
 (Individual/Partnership/Joint/Venture/Corporation/Trust, etc.)

A. If applicant is a Partnership, state name and residential address of both general and limited partners: _____

B. If applicant is a Corporation, state the following:

Corporation is incorporated in the State of: Massachusetts
 President is: Thadeus Michael Thomas
 Treasurer is: Rubin Lopes
 Place of Business: 8 Sumner Park, Dorchester

C. If applicant is a Joint Venture, state the names and business addresses of each person, firm or company that is a party to the joint venture:

A copy of the joint venture agreement is on file at: _____ and will be delivered to the Official on request.

D. If applicant is a Trust, state the name and residential address of all Trustees as:

Trust documents are on file at _____
 And will be delivered to the Official on request.

- iii. Bank reference(s): East Boston Savings
- iv. If business is conducted under any title other than the real name of the owner, state the time when, and place where, the certificate required by General Laws, c.110, §5 was filed:
- v. Number of years organization has been in business under current name:
7
- vi. Has organization ever failed to perform any contract? No Yes/No

If answer is "Yes", state circumstances): _____

We propose the following purchase price:

vii. AUTHORIZATION:

The undersigned certifies under penalties of perjury that this proposal has been made and submitted in good faith and without collusion of fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Thaddeus Thomas
Signature of individual submitting proposal

Founder
Title

The Peoples Academy, Inc
Legal Name of Organization

Dated at: BOSTON MA

This 9th day of APRIL, 2020

NAME OF ORGANIZATION: The Peoples Academy, Inc

BY: Thaddeus Thomas

TITLE: Founder

i. ATTESTATION:

I THADDEUS THOMAS being duly sworn deposes and says that (he/she) is the FOUNDER of THE PEOPLE ACADEMY, INC and that all answers to foregoing questions and all statements contained herein are true and correct.

Subscribed and sworn before me this 9th day of APRIL 2020

Notary Public: Charles P. Smith
CHARLES P. SMITH
Notary Public

My Commission Expires: May 10, 2024
Commonwealth of Massachusetts
My Commission Expires May 10, 2024 (Year)

NOTE: This proposal form must bear the written signature of the applicant.



Project Summary Form

Project Name: The People's Academy

Project Street Address(es): 436 Warren Street, 7-9 Quincy Street, 20-22 Glenburne Street

Developer: unknown

Types of Units: Family Individuals Elderly Special Needs

Other? (Describe) _____ Commercial Yes No

Number of Units 49 Number of Affordable Units 49 Homeless Units _____

Number of Units	SRO	Studio	1-Bdr	2-Bdr	3-Bdr	4-Bdr	Total
<30% AMI	49						49
<60% AMI							0
<80% AMI							0
Market							0

Rents	SRO	Studio	1-Bdr	2-Bdr	3-Bdr	4-Bdr
<30% AMI	49					
<60% AMI						
<80% AMI						
Market						

Housing Budget

TDC: \$ _____ TDC Per Unit: \$ _____
 Hard Cost/sf \$ _____ Hard Cost/unit \$ _____
 Operating Exp/unit \$ _____ Reserves/unit \$ _____
 Developer Fee and Overhead \$ _____

Funding Sources: (Check all that apply)

DND – HOME <input type="checkbox"/>	DHCD-HOME <input type="checkbox"/>	DHCD-CIPF <input type="checkbox"/>	Others: <input type="checkbox"/>
HSNG BOSTON 2030 <input type="checkbox"/>	DHCD-HSF <input type="checkbox"/>	9% LIHTC <input type="checkbox"/>	CPA Fund <input type="checkbox"/>
NHT <input type="checkbox"/>	DHCD-HIF <input type="checkbox"/>	4% LIHTC <input type="checkbox"/>	<input type="checkbox"/>
IDP <input type="checkbox"/>	DHCD-TOD <input type="checkbox"/>	New Market TC <input type="checkbox"/>	<input type="checkbox"/>
FHLB <input type="checkbox"/>	DHCD-CATNHP <input type="checkbox"/>	Historic TC <input type="checkbox"/>	<input type="checkbox"/>
AHTF <input type="checkbox"/>	DHCD-CBH <input type="checkbox"/>	MA State TC <input type="checkbox"/>	<input type="checkbox"/>
MTC Grants <input type="checkbox"/>	DHCD-FCF <input type="checkbox"/>	HUD-Section 202 <input type="checkbox"/>	<input type="checkbox"/>



April 9, 2020

To Whom It May Concern:

This letter is to inform the RFP application review board that due to the horrific pandemic of COVID-19 State of the Emergency Shutdown, certain documents were unable to be completed by responsible parties.

Once the State of Emergency is lifted we will work diligently to submit documents.

Please refer to this letter in lieu of the missing documents.

Thank you,



Thadeus Thomas

Exhibit 15A: Qualified Non-Profit Certification

NOTE: This form is necessary only for Low-Income Housing Tax Credit projects.

I, Thadeus Thomas, as Founder of
(name) (title)
The Peoples Academy, inc (the "Non-Profit Organization"),
(non-profit organization)
 sponsor of the proposed low-income housing tax credit project known as
 _____ (the "Project") do hereby certify that:
(name of project)

- (1) The Non-Profit Organization will own an interest in the Project (directly or through a partnership).
- (2) The Non-Profit Organization will materially participate (on a regular, continuous and substantial basis within the meaning of Internal Revenue Code 469(h)) in the development and operation of the Project throughout the tax credit compliance period.
- (3) If the Non-Profit Organization's ownership of an interest in the Project or participation in the development and operation of the Project, as set forth in condition (1) and (2) above, will be through a corporation in which the Non-Profit Organization holds stock, 100% of the stock of such corporation will be held by one or more qualified non-profit organizations at all times during the period such corporation is in existence.
- (4) The Non-Profit Organization is described in Internal Revenue Code section 501(c)(3) or (4) and is exempt from tax under Section 501(a). (A true copy of the Non-Profit Organization's tax-exempt ruling from the IRS is attached hereto.)
- (5) One of the exempt purposes of the Non-Profit Organization's is the fostering of low-income housing. (A true copy of the Non-Profit Organization's Articles of Organization is attached hereto.)
- (6) The Non-Profit Organization is not affiliated with or controlled by a for-profit organization (other than affiliation with the Non-Profit Organization's for-profit subsidiary, wholly controlled by one or more non-profit organizations).
 - (a) No officer or director of the Non-Profit Organization is an officer, director or controlling shareholder of a for-profit organization which will receive, or of which any officer, director or controlling shareholder will receive, any fees, payments or direct economic benefits for the provision of management, development or construction services for the Project.
 - (a) No officer or director of the Non-Profit Organization is an officer, director or controlling shareholder of a for-profit organization which will receive, or of which any officer, director or controlling shareholder will receive, any fees, payments or direct economic benefits for the provision of legal or architectural services for the Project, except where the Non-Profit Organization, as Project Sponsor, will demonstrate (to DHCD's satisfaction) that the fees for such services are reasonable and determined on a competitive, arm's length basis.

Signed, under the penalties of perjury, this 9 day of April, 20020

Thadeus Thomas
(signature)

**This certification must be executed by a duly authorized officer of the Non-Profit Organization.*

Exhibit 15B: Release And Indemnification Agreement

This Low-Income Housing Tax Credit Release and Indemnification Agreement (this "Agreement") is made and entered into this 9 day of April, 2000, by and between the Commonwealth of Massachusetts acting by and through the Department of Housing and Community Development ("DHCD"), and the Massachusetts Housing Finance Agency ("MHFA") and _____ and its successors and assigns (the "Owner").

WHEREAS, pursuant to Executive Order 291, DHCD, as successor to the former Executive Office of Communities and Development ("EOCD"), is designated the State Housing Credit Agency authorized to administer the State Housing Credit Ceiling and carry out all of the provisions of Section 42 of the United States Internal Revenue Code as amended (the "Code") relative to the Low-Income Housing Tax Credit ("Tax Credits") on behalf of the Commonwealth; and

WHEREAS, pursuant to an Assignment of Authority MHFA carries out certain provisions of Section 42 of the Code on behalf of DHCD, as successor to EOCD, relative to those rental housing projects which are financed with the proceeds of tax-exempt bonds subject to the Commonwealth's volume cap and issued by the MHFA ("Bond Project"); and

WHEREAS, the Owner has applied to MHFA for an allocation of Tax Credits to the rental housing development located in Boston (City/Town) of Massachusetts, known or to be known as The People's Academy (the "Project"); and

WHEREAS, DHCD and MHFA rely or have relied upon figures submitted by the Owner as to the eligible basis and qualified basis of the Project and other information submitted by the Owner in reviewing a request for, or making an allocation of Tax Credits, and the Owner agrees to release and indemnify DHCD and MHFA from any claim, loss, demand or judgment as set forth herein;

NOW, THEREFORE, in consideration of MHFA's review of a request for, or making an allocation of Tax Credits to the Project, and of other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, DHCD, MHFA and the Owner agree as follows:

1. The Owner assumes all responsibility for all calculations and figures relating to the determination of the eligible basis and qualified basis of the Project and agrees that the amount of Tax Credits which has been or may be allocated to the Project is calculated by reference to the figures submitted by the Owner in its application as to the eligible basis and qualified basis of the Project.

2. The Owner agrees to forever release, indemnify and hold harmless DHCD and MHFA, jointly and severally, and their agents, officers, representatives and employees from and against any and all damages, claims, losses, liabilities, judgments, costs or expenses, of any kind or nature, including, without limitation, attorney's fees, litigation and court costs, amounts paid in settlement, amounts paid to discharge judgment, and any loss from judgment from the Internal Revenue Service, directly or indirectly resulting from, arising out of, or related to DHCD or MHFA's consideration, approval or disapproval of the Owner's request for an allocation of Tax Credits, DHCD or MHFA's allocation of Tax Credits to the Project or the recapture of Tax Credit dollars by the Internal Revenue Service.

3. This Agreement shall be effective as of the date of the Owner's application to MHFA for an allocation of Tax Credits to the Project and shall be binding upon the Owner and its successors and assigns and inure to the benefit of DHCD and MHFA and their respective successors and assigns.

IN WITNESS WHEREOF, intending to be bound hereto as to a sealed instrument, the parties have caused this Release and Indemnification Agreement to be executed by their duly authorized representatives on the date first written above.


Witness


Owner/Applicant
By: its

Department of Housing and Community Development
By: its

Massachusetts Housing Finance Agency
By: its

"One Stop2000" Affordable Housing Finance Application

Exhibit 15C: Certification as to Period of Project Affordability

I, Thadeus Thomas (name), as (title) of Founder, T.P.A. (sponsor) do hereby certify that the (name of project) shall remain affordable for the period of time indicated below. I understand that the length of this commitment affects the scoring of the application of the above-referenced project in that a longer period of affordability will result in a higher number of points in the scoring of the application. I further understand that the period of time of affordability committed to at this time will be incorporated into the Tax Credit Regulatory Agreement for the project which is a binding agreement between the Commonwealth of Massachusetts, acting through the Department of Housing and Community Development and its successors and assigns, and the Developer.

The period of affordability committed to for the above-referenced projects is as follows (please initial the appropriate blank):

- Thirty (30) years
- Forty (40) years
- Fifty (50) years
- In perpetuity

Thadeus Thomas
(Print Name)

Thadeus TH
(Signature)

4-9-2020
(Date)

"One Stop2000" Affordable Housing Finance Application

Exhibit 15D: Certification on Payment of State and Federal Withholding Taxes

I, Thadeus Thomas (name), as (title) of the Founder of The Peoples Academy (sponsor) do hereby certify under the pains and penalties of perjury that all State and Federal withholding taxes are current for the above-referenced sponsor.

Thadeus Thomas
(Print Name)

Thadeus TH
(Signature)

4-9-2020
(Date)

STATEMENT OF PROPOSER'S QUALIFICATIONS FORM

All questions must be answered. All information must be clear and complete. Attach additional pages, if needed.

1. Name of proposer: Thadeus Michael Thomas
2. Names and titles of principals: _____

3. Names of authorized signatories: Thadeus Michael Thomas
4. Permanent main office address: 8 Sumner Park, Dorchester, MA 02125

Phone: 617-571-7244 Fax: _____ Email: tm.thomas@peoplesacademyinc.org
5. Date organized: Feb 2013
6. Location of incorporation: 439 Warren Street, 20 -22 Glenburne Street, 79 Quincy Street
7. Number of years engaged in business under your present name: 7
8. List at least three private or public agencies that you have supplied/provided with similar services to that in this solicitation:
 - a. Edens Development
 - b. Dennis Morson
 - c. Shamrock Roofing

Has organization ever failed to perform any contract? YES NO
If YES, attach a written declaration explaining the circumstances.

AUTHORIZATION: The undersigned certifies under penalties of perjury that this proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Thadeus Thomas
Signature of individual submitting proposal

Founder
Title

The Peoples Academy
Legal Name of Organization

4-9-2020
Date

PRELIMINARY DEVELOPMENT BUDGET FORM

PROPOSER'S NAME: The People's Academy

Complete this Preliminary Development Budget or you may substitute another form that provides substantially equivalent information. Note: Total of Uses of Funds should equal Total of Sources of Funds.

USES OF FUNDING	AMOUNT
Acquisition - Land	\$ 400.00
Site Prep/Environmental	\$ 1,500,000.00
Construction	\$ 19,343,371.00
Construction Contingency	\$ 967,169.00
Architect(s) and Engineer(s)	\$ 2,901,506.00
Development Consultant	\$ 386,867.00
Survey and Permits	\$ 386,867.00
Legal	\$ 50,000.00
Title and Recording	\$ 25,000.00
Real Estate Taxes	\$ 40,000.00
Insurance	\$ 150,000.00
Construction Loan Interest	\$ 250,000.00
Construction Inspection Fees	\$ 686,318.00
Other: Utility Company Backcharges	\$ 100,000.00
Other: Owner's Project Manager (Regulatory/Design/Construction - No Onsite)	\$ 773,735.00
Other: FF&E	\$ 400,000.00
Other: Advertising/Community Outreach/BRJP Union Sponsorships	\$ 20,000.00
Other:	\$ 0.00
Soft Cost Contingency	\$ 386,867.00
Developer Overhead	\$ 0
Developer Fee	\$ 0.00
TOTAL: ALL USES	\$ 28,368,100.00

SOURCES OF FUNDING	AMOUNT	Committed
Sponsor Cash In Hand	\$	<input type="checkbox"/>
Additional Sponsor Fundraising	\$	<input type="checkbox"/>
Philanthropic Funding - TPA Preliminary Commitments Received to Date	\$ 5,000,000.00	<input type="checkbox"/>
Philanthropic Funding	\$	<input type="checkbox"/>
Bank Loans	\$	<input type="checkbox"/>
Donated Materials/Services:		
Other: (Combination of Funding Sources)	\$ 23,368,100.00	<input type="checkbox"/>
Other:	\$	<input type="checkbox"/>
TOTAL ALL SOURCES:	\$ 28,368,100.00	

If any of the above-listed funding sources are already in hand or have been committed subject to designation/conveyance by DND, check off the right-hand box under "Committed".

Explanatory notes:
Prior to the COVID-19 order from the Governor, The People's Academy had several meetings schedules with multiple donors and supporters to finalize the funding plan for the project. At this time, there are multiple verbal commitments that need to be finalized in a joint meeting. This will be completed in conjunction with the development of the design and completion of the City of Boston regulatory process.

PRELIMINARY OPERATING BUDGET FORM

PROPOSER'S NAME: Thadeus Thomas

Provide a Preliminary Operating Budget on the form provided below. You may substitute another form that provides substantially equivalent information.

Explanatory notes:

SOURCES OF FUNDS: ANNUAL OPERATING INCOME	AMOUNT
Construction Contracts, Manufacturing and Building Materials	\$ 500, 000
Private Donations	\$ 120, 000
Fundraising	\$ 100, 000
Grants	\$ 50, 000
	\$
	\$
	\$
	\$
	\$
	\$
	\$
ANNUAL OPERATING INCOME: ALL SOURCES	\$ 770, 000

Committed

-
-
-
-
-
-
-
-
-
-

If any of the above-listed funding sources are already in hand or have been committed subject to completion of the new facility, check off the right-hand box under "Committed".

USES OF FUNDS: ANNUAL OPERATING COSTS	AMOUNT
Administrative Overhead (Head Instructor, Executive Director, Safety Advisor etc.)	\$ 300, 000
Salaries and Wages (staff + students stipends)	\$ 200, 000
Insurance	\$ 100 ,000
Hand Tools	\$ 40, 0000
Construction Materials	\$ 40, 0000
Hlgh Power Tools/ Heavy Equipment	\$ 40, 0000
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
ANNUAL OPERATING COSTS: ALL SOURCES	\$ 720, 000

Continued on next page

DEVELOPMENT TIMETABLE FORM

PROPOSER'S NAME: The People's Academy

Assuming that you are designated on 7/1/20 , indicate below your target dates for achieving these key development milestones.

MILESTONE	DATE
Designs Complete	October 2021
Apply for Permit(s)	November 2021
Zoning Relief Anticipated?	[TBD]
All Development Financing Committed	November 2021
Permit(s) Issued	November 2021
Financing Closed	December 2021
Construction Begins	January 2022
Construction Complete	April 2023

CONSTRUCTION EMPLOYMENT STATEMENT FORM

PROPOSER'S NAME: The People's Academy

How many full time employees does your firm currently have?
 Under 25 25 -99 100 or more

Are you a Boston-based business? YES NO
Boston Based: where the principal place of business and/or the primary residence of the Proposer is in the City of Boston.

Are you a Minority-owned Business Enterprise? YES NO
 If yes, are you certified as such by the State Office of Minority and Women Business Assistance (SOMBWA)? YES NO

Are you a Woman-owned Business Enterprise? YES NO
 If yes, are you certified as such by the State Office of Minority and Women Business Assistance (SOMBWA)? YES NO

RESIDENT, MINORITY AND FEMALE CONSTRUCTION EMPLOYMENT

DND encourages MIHI builders to seek to achieve the following construction employment goals:

- Boston Residents 50% of project hours**
- Minority 25% of project hours**
- Female 10% of project hours**

These are targets, not requirements, but proposals that provide better evidence of their ability to achieve these targets will be more highly ranked. Explain what actions you will undertake to promote employment of these groups:

Our development team has significant experience and a positive track record with implementing proactive measures to maximize the employment of Boston residents, people of color, and females. This also speaks directly to the Mission of the People's Academy. Our OPM was on the development team for the Catholic Charities Yawkey Center at 185 Columbia Rd, which was obtained from DND in a similar process to this. Since then Compass has managed several capital projects for Boston University including the ongoing Dental School project. The key strategies to be employed will be leveraging the relationships that T. Michael has with Union Business Agents and trade groups, early communications with the community and continuous outreach, & daily workforce tracking to allow for corrective action early.

If you have additional information demonstrating your capacity to achieve these employment targets, you may provide this information on a separate sheet clearly labeled at the top with "Supplementary Construction Employment Statement" and the Proposer's name. *Note: if you are, according the US Dept. of Housing & Urban Development, a Section 3 certified vendor, this will be considered strong evidence of capacity to achieve DND's employment goals.*

If you have completed any development projects in the last five years that have required employment reporting through the City's Office of Jobs & Community Services, please list the most recent here: Boston Univ. projects - Ctr for Integrated Life Sciences, Myles Standish Dorm, & Dental School

DocuSign Envelope ID: 490A7A12-C3CF-440F-9FC0-DB81C6BA404B

City of Boston (COB) – Property Affidavit Form

Instructions: List all City of Boston properties currently owned, or previously foreclosed upon for failure to pay real estate taxes or other indebtedness, by the applicant or by any other legal entity in which the applicant has had or now has an ownership or beneficial interest. If there are any past due amounts owed to the Department of Neighborhood Development, the Inspectional Services Department, the Treasury Department and/or the Boston Water and Sewer Commission, such **must be paid in full** before: (1) a vote request can be presented to the City of Boston Public Facilities Commission concerning the sale of property to the applicant or any other business entity in which the applicant has an ownership or beneficial interest; OR (2) the commitment of funding to the applicant or any other business entity in which the applicant has an ownership or beneficial interest. Public Facilities Commission votes are not to be requested until the Property Affidavit has been approved and the Legal Unit has signed the Property Clearance Form.

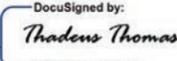
Upon approval, the Property Affidavit will be valid for ninety (90) calendar days from the date it is signed by the Applicant.

For any additional properties that do not fit on this form, attach a spreadsheet. Do not use another property affidavit form. Only one signature page is to be submitted. All entries made on this form must be typed in the form fields provided below.

Applicant: Thadeus Thomas

List Addresses of Boston Properties Owned:	PARCEL ID NUMBER
not applicable	
Boston Properties Previously Foreclosed Upon by COB:	PARCEL ID NUMBER
not applicable	

I declare under pains and penalties of perjury that the foregoing representations are true, accurate, complete and correct in all respects.

Thadeus Thomas  4/10/2020
 Print Name and Title Autho Signature Date

Applicant Contact (If different from above) 617-571-7244 Telephone Number

OFFICIAL USE ONLY (Fax the completed form to DND at 635-0262. Delinquency Reported: (If Yes (Y) state the amount owed):

Boston Water & Sewer Commission Y \$ _____ N
 Signature and Date: _____

Notes: _____
Department of Neighborhood Development Y \$ _____ N
 Signature and Date: _____

Notes: _____
Public Works Department Y \$ _____ N
 Signature and Date: _____

Notes: _____
Treasury Department Y \$ _____ N
 Signature and Date: _____

Notes: _____

DND Contact Division Program Phone: ext.

Approved by a vote of the Public Facilities Commission on August 23, 2012.

AFFIDAVIT OF ELIGIBILITY FORM

Developer's Name: The People's Academy, Inc Thadeus Thomas

Any person submitting an application for under this RFP must truthfully complete this Affidavit and submit it with their application.

- 1. Do any of the principals owe the City of Boston any monies for incurred real estate taxes, rents, water and sewer charges or other indebtedness?
No
- 2. Are any of the principals employed by the City of Boston? If so, in what capacity? (Please include name of principal, name of agency or department, and position held in that agency or department).
No
- 3. Were any of the principals ever the owners of any property upon which the City of Boston foreclosed for his/her failure to pay real estate taxes or other indebtedness?
No
- 5. Have any of the principals ever been convicted of any arson-related crimes, or currently under indictment for any such crime?
No
- 6. Have any of the principals been convicted of violating any law, code, statute or ordinance regarding conditions of human habitation within the last three (3) years?
No

Signed under the pains and penalties of perjury this

9 day of APRIL, 2020

SIGNATURE: Thadeus Thomas

TITLE: Founder

ORGANIZATION: The Peoples Academy Inc

ADDRESS: 8-Summer Park

Conflict of Interest Affidavit Form

The undersigned hereby certifies, under the pains and penalties of perjury, that neither they, nor those with whom they have business ties, nor any immediate family member of the undersigned, is currently or has been within the past twelve months, an employee, agent, consultant, officer or elected or appointed official of the City of Boston Department of Neighborhood Development. For purposes of this affidavit "immediate family member" shall include parents, spouse, siblings, or children, irrespective of their place of residence.

I declare under penalties of perjury that the foregoing representations are true, correct, accurate, complete and correct in all respects.

WITNESS:

BORROWER:

Janidra Stepheny

Thomas Thomas

THE COMMONWEALTH OF MASSACHUSETTS

Suffolk, ss.

APRIL 9th 2020

Then personally appeared the above named THOMAS THOMAS ^{CPB}, (title) of (organization) and executed the foregoing instrument and acknowledged the foregoing instrument to be (his/her) free act and deed as (title) aforesaid and the free act and deed of (organization), before me.

Charles P. Smith

Name:
Notary Public

My Commission Expires:

CHARLES P. SMITH
Notary Public
Commonwealth of Massachusetts
My Commission Expires
May 10, 2024



CHAPTER 803 DISCLOSURE STATEMENT FORM

In compliance with Chapter 60, Section 77B of the Massachusetts General Laws as amended by Chapter 803 of the Acts of 1985, I hereby certify that I have never been convicted of a crime involving the willful and malicious setting of a fire or of a crime involving the fraudulent filing of a claim for fire insurance; nor am I delinquent in the payment of real estate taxes in the City of Boston, or being delinquent, an application for the abatement of such tax is pending or a pending petition before the appellate tax board has been filed in good faith.

This statement is made under the pains and penalties of perjury this 9 day of 4 2020
Month Year

Thomas Thomas

Proposer Signature

Co-Proposer Signature (If Applicable)

DISCLOSURE STATEMENT FOR TRANSACTION WITH A PUBLIC AGENCY CONCERNING REAL PROPERTY M.G.L. c. 7C, s. 38 (formerly M.G.L. c. 7, s. 40J)

The undersigned party to a real property transaction with a public agency hereby discloses and certifies, under pains and penalties of perjury, the following information as required by law:

(1) REAL PROPERTY: 436 Warren Street, 20-22 Glenburne Street, 79 Quincy Street.

(2) TYPE OF TRANSACTION, AGREEMENT, or DOCUMENT: purchase

(3) PUBLIC AGENCY PARTICIPATING in TRANSACTION: City of Boston

(4) DISCLOSING PARTY'S NAME AND TYPE OF ENTITY: The People's Academy 501(c)3 Non-Profit Organization

(5) ROLE OF DISCLOSING PARTY (Check appropriate role): Lessor/Landlord, Lessee/Tenant, Seller/Grantor, X Buyer/Grantee, Other (Please describe):

(6) The names and addresses of all persons and individuals who have or will have a direct or indirect beneficial interest in the real property excluding only 1) a stockholder of a corporation the stock of which is listed for sale to the general public with the securities and exchange commission, if such stockholder holds less than ten per cent of the outstanding stock entitled to vote at the annual meeting of such corporation or 2) an owner of a time share that has an interest in a leasehold condominium meeting all of the conditions specified in M.G.L. c. 7C, s. 38, are hereby disclosed as follows (attach additional pages if necessary):

NAME: Thadeus Thomas RESIDENCE:

(7) None of the above-named persons is an employee of the Division of Capital Asset Management and Maintenance or an official elected to public office in the Commonwealth of Massachusetts, except as listed below (Check "NONE" if NONE):

X NONE

NAME: POSITION:

DISCLOSURE STATEMENT FOR TRANSACTION WITH A PUBLIC AGENCY CONCERNING REAL PROPERTY M.G.L. c. 7C, s. 38 (formerly M.G.L. c. 7, s. 40J)

(8) The individual signing this statement on behalf of the above-named party acknowledges that he/she has read the following provisions of Chapter 7C, Section 38 (formerly Chapter 7, Section 40J) of the General Laws of Massachusetts:

No agreement to rent or to sell real property to or to rent or purchase real property from a public agency, and no renewal or extension of such agreement, shall be valid and no payment shall be made to the lessor or seller of such property unless a statement, signed, under the penalties of perjury, has been filed by the lessor, lessee, seller or purchaser, and in the case of a corporation by a duly authorized officer thereof giving the true names and addresses of all persons who have or will have a direct or indirect beneficial interest in said property with the commissioner of capital asset management and maintenance. The provisions of this section shall not apply to any stockholder of a corporation the stock of which is listed for sale to the general public with the securities and exchange commission, if such stockholder holds less than ten per cent of the outstanding stock entitled to vote at the annual meeting of such corporation. In the case of an agreement to rent property from a public agency where the lessee's interest is held by the organization of unit owners of a leasehold condominium created under chapter one hundred and eighty-three A, and time-shares are created in the leasehold condominium under chapter one hundred and eighty-three B, the provisions of this section shall not apply to an owner of a time-share in the leasehold condominium who (i) acquires the time-share on or after a bona fide arms length transfer of such time-share made after the rental agreement with the public agency is executed and (ii) who holds less than three percent of the votes entitled to vote at the annual meeting of such organization of unit owners. A disclosure statement shall also be made in writing, under penalty of perjury, during the term of a rental agreement in case of any change of interest in such property, as provided for above, within thirty days of such change.

Any official elected to public office in the commonwealth, or any employee of the division of capital asset management and maintenance disclosing beneficial interest in real property pursuant to this section, shall identify his position as part of the disclosure statement. The commissioner shall notify the state ethics commission of such names, and shall make copies of any and all disclosure statements received available to the state ethics commission upon request.

The commissioner shall keep a copy of each disclosure statement received available for public inspection during regular business hours.

(9) This Disclosure Statement is hereby signed under penalties of perjury.

Thadeus Thomas (signature) PRINT NAME OF DISCLOSING PARTY (from Section 4, above) Thadeus Thomas (signature) 4-9-2020 AUTHORIZED SIGNATURE of DISCLOSING PARTY DATE (MM / DD / YYYY) Thadeus Thomas Founder (signature) PRINT NAME & TITLE of AUTHORIZED SIGNER

EXHIBIT

“A”

COMMUNITY SUPPORT - LETTERS & SIGNATURES

[UNDER SEPARATE COVER]