

Contestant Capacity: Organizational Background. Global e-Talent Network 7.0, LLC dba, Small Business Innovation Ranch™ (SmBIR™), is a consulting firm committed to making wealth creation accessible, affordable, and actionable for the historically underserved. Our mission is to help others start where they are, use what they have, and do what they can to create jobs and improve the livelihoods and opportunities for themselves, their families, and their community. We specialize in providing innovative education and training for social organizations and small business enterprises offering innovated entrepreneurship training. SmBIR™ is our Entrepreneurship and Leadership Management curricula providing effective tools for creating, strengthening and supporting current and future entrepreneurs. The effectiveness is rooted in our tested experiential-learning methodologies. We have developed an evidenced-based small business acceleration curriculum that is specifically designed for underserved communities and historically underutilized businesses.

Needs Assessment. During our collaborative field action learning research with returning citizens they identified three critical root causes (i.e. support, housing, & jobs) to reduce the 57% re-arrest rate within 1 year, Eastside Promise Zone, Bexar County, San Antonio, Texas. The intent of the Small Business Innovation Acceleration Camp™ is to equip the formerly incarcerated with a new mental model to learn, think, and build profitable business models that can increase the likelihood of economic success and help address the root causes.

Background of Management Team. Myra Evans-Manyweather, Lt Col USAF (Retired), **CEO, Co-Founder and President**, 210-269-2834, mmanyweather@e-talent7.net. She is a 20-year veteran of the USAF. Her book, *Start Where You Are: My Journey from Childhood Poverty to Passionate Entrepreneur*, highlights her personal journey to entrepreneurship and inspires others to start where you are, grow your gifts/talents and build your dreams. For the past three years, Myra has served as the Social Entrepreneur Business Advisor for Nehemiah Reentry Community Project, a faith based collaboration of networks to measure the effectiveness of reentry providers as a recovery support service.

Performance Innovator/Action Learning Research Designer & Facilitator. Lloyd A. K. Wiltz is Co-Founder, Chief Innovation Officer. Lloyd's gifts and talents include experiences encompassing strategic operations, organization program integration, performance improvement, process improvement, and project design, implementation and sustainment which comprises of the healthcare industry, city government, and federal government. He has served in the capacity of an Executive Performance Management Advisor, Executive Compensation Strategy Advisor, Executive Performance/Process Improvement Advisor, Executive Facilitator, Program Manager, and Project Manager. He has also served in the capacity as a Human Resource Manager, Nurse Manager, and Healthcare Administrator. Mr. Wiltz is currently a Certified Technology Commercialization Innovator, Certified Training Professional, Certified Compensation Prof., Global Remuneration Prof., & LSSBB (US Army).

Reentry/Curriculum Advisor: Doshie Piper, PhD is an Assistant Professor of Criminal Justice at the University of the Incarnate Word. Dr. Piper research currently focusses on community corrections. Her research is influenced by her service commitment to the, the Bexar County Re-Entry Council, the Bexar County Faith Based Re-Entry Committee, San Antonio Criminal Justice Action Coalition and the Nehemiah Community Reentry Project. Dr. Piper has worked with the Nehemiah Community Re-Entry Project a faith based collaboration of networks to measure the effectiveness of faith based reentry providers as a recovery support services.

Operations Manager: Tyrone Darden earned his Bachelor's degree in Criminal Justice and his Master's degree in Special Education from Southwest Texas. Mr. Darden is a certified teacher. He has taught for Adult Basic Education for 8 years George Gervin Youth Center (GGYC). He has also been involved in grant writing, workforce development, a Youth Build grant, and a reentry grant while at GGYC. Tyrone has worked with low socioeconomic at risk populations for 16 years and secured over \$10 million in federal, state and local funding for service programming.

Entrepreneurial Education Delivery Solution: Participant Recruitment Plan: In collaboration with the Nehemiah Community Reentry Project, SmbIR™ will take a strategic approach toward recruiting formerly incarcerated individuals. Nehemiah is committed to connecting formerly incarcerated populations to reentry service providers. Nehemiah has a relationship with over 50 agencies providing services, resources and opportunity specifically to the formerly incarcerated population and their families. For example, Chrysalis Ministries, San Antonio Fighting Back, Inc., Texas Department of Criminal Justice Region 4 Parole and Pardons Department, Bexar County Community Supervision and Correction Department (CSCD), Ministry of the Third Cross (MOTC), Church of the Reconciliation Open Table, H.O.M.E. Intervention Services, Gang Rehabilitation in Progress (G.R.I.P.), Fatherhood Matters Inc., and Crosspoint Inc.

The Nehemiah Project has discovered the most optimal way to recruit participants. As a starting point eligibility requirements will be clear and recruitment efforts focused on the target population to ensure that all partners comprehend desired program outcomes for eligible participants promoting positive gains, program continuity and service sustainability. The first step in the recruitment process once awarded will be outreach. Within the first 90 days of award SmbIR™ in collaboration with the Nehemiah Project will begin connecting with agencies that have both direct and indirect interaction with the formerly incarcerated.

During the Outreach Phase, program candidate profiles will be captured via text for information sharing and notifications (cell phone numbers for push notifications and live calls for surveys and profile updates), email entries for email blasts and both paper and electronic surveys through program partners and the program website. All info will be compiled, formulating a database which will be the foundation of the recruitment process. Beyond the Outreach Phase, SmbIR™ in collaboration with The Nehemiah Project will continue leveraging relationships with organizations that service the formerly incarcerated simultaneously planning program registration fairs throughout the Greater San Antonio/Bexar County Area at partner sites.

Classroom instruction. The 90-day Small Business Innovation Acceleration (ACE) Camp™ curriculum is based on research, theory, and practice. Further, it is specifically created to help small business leaders and 4-8 teams [per co-hort] design evidenced-based business models/plans that are market ready.

The goal is to restore families and reduce recidivism. Our focus is to reduce the 57% re-arrest rate within 1 year and decrease the average cost [\$20,075] to care for someone incarcerated in Bexar County and Texas. As part of the Nehemiah Re-Entry Project, we developed a logic model to identify inputs, activities, outputs, and results.

Weeks	Activities	Action-Focused Results
Week-1*	IDEA Acceleration Camp™	
2-Day Sprint	Assessments	
½ Day	Emotional Intelligence (EQ)	Emotion-focused conversations (EFC)
	Leadership	Leader collaboration
	Personality	1-page Coaching Action Plan
½ Day	Visionary Results (Step 1)	Vision Model: Purpose, Vision, Mission, and Core Values
	Shared Understanding (Step 2)	Systems model: Core business systems mapping of suppliers, inputs, process, outputs, stakeholders, and customers.
1-Day	Performance Gap (Step 3)	Performance model: Problem statement development, performance gap analysis, SMART goal, and root cause analysis.
Week-2*	IDEA Acceleration Camp™	
½ Day	<i>Desirability risk assessment</i>	Coaching: Vision, Systems, & Performance model(s)
½ Day	Storytelling-pitch Event	Peer-to-Peer & Mentor-Protégé performance feedback

Weeks	Activities	Action-Focused Results
Week-3*	IDEA Acceleration Camp™	
½ Day	SMB Action Planning	SMB Action Building
½ Day	Collaborator Match-Fit (Step 4)	Team Model: SMB Teaming Assessment
Week-4*	IDEA Acceleration Camp™	
1 Day	SMB Action Planning	SMB Action Building
Week-5*	IDEA Acceleration Camp™	
2-Day Sprint	Useful Design (Step 5)	Design Model
Day 1	Design	Customer Persona Canvas
Day 2	Prototype	Product/Service Pre-Design
Week-6*	IDEA Acceleration Camp™	
½ Day	<i>Repeatability risk assessment</i>	Coaching: Product/Service design
½ Day	Storytelling-pitch Event	Peer-to-Peer & Mentor-Protégé performance feedback
Week-7*	IDEA Acceleration Camp™	
½ Day	Value-added Solution (Step 6)	Customer needs assessment
½ Day	Cloud-based SMB Planning	Register/Activate Planning Tool
Week-8*	IDEA Acceleration Camp™	
1 Day	Service Modeling (Step 7)	1-page business model
	<i>Feasibility risk assessment</i>	Coaching: Value proposition(s) & business model
Week-9*	IDEA Acceleration Camp™	
2-Day Sprint	Customer Story (Step 8)	
Day 1	Development	Customer Journey Map
	<i>Scalability Risk Assessment</i>	Coaching: Customer development
Day 2	Marketing	1-page Marketing Model + Lifecycle Mgt Map
Week-10*	IDEA Acceleration Camp™	
	<i>Viability Risk Assessment</i>	Coaching: Marketing model
½ Day	Market Scenarios (Step 9)	Strategy & Execution Model
½ Day	Storytelling-pitch Event	Peer-to-Peer & Mentor-Protégé performance feedback
Weeks-11/12*	IDEA Acceleration Camp™	
2- Days	SMB Planning	SMB Building & Execution

*Weekly (Tuesdays & Thursdays) we will host Action Learning Labs™ and NapkINNOvation™ Emotion-focused Coaching & Lessons Learned. Labs: 10 Types of Innovation, Collaboration Learning, Team Development, Action Learning, Change Management, Action Research, Value Proposition, and Customer Engagement.

Online courses and supplemental activities. We will partner with Acumen and Udemy to offer each co-hort team relevant learning opportunities that will drive deeper action learning research, design, and practice.

Mentoring. We will partner with Bexar County SWMBE Program to offer a Mentor/Protégé one or two-year commitment where the Protégé, mentors, NehemiahAspire Challenge team, and the County Mentor Protégé Program Manager work together to help develop the Protégé firm's marketing, operations and financial performance strategy. We will work closely with SWMBE leadership to create other mentor-protégé channels to support aspiring entrepreneurs in different markets/industries.

Community connections. The Nehemiah Aspire Challenge team will partner with LaunchSA to provide access for participants. The three programs are as follows: (1) Business Networking Boot Camp; (2) Start Smart; and, (3) Venture Challenge.

Access to micro-lending. Access to micro-funding will be in partnership with the LiftFund, more importantly we will deposit \$32,000 of the Aspire Challenge funding to a proven Microloan Management Services® (MMS®) account which will be a web-based, comprehensive solution for small business microloan [30% or up to \$4,000] origination.

This partnership will allow us to increase lending efficiency, enabling program scalability, and improve portfolio quality through standardized risk assessments. MMS® accelerates turnaround time on loan applications and reduces defaults rates. This will ultimately give the Nehemiah Returning Citizens Program peace of mind by offering continuity of centralized micro funding operations, secured data at reduced prices by aggregating the volume of applications submitted for the Nehemiah Aspire Challenge.

MMS® functions includes the following: (1) Online loan application on our website; (2) paperless loan origination software; (3) Automated preliminary review based on the information from the application, the credit report, and an analysis of past borrower repayment data; (4) Access to LiftFund underwriting; and, (5) Automated closing documents.

Connections to capital and funding opportunities. We will partner with the Women Business Center to offer a financial clinic with follow-on matchmaking events capital providers, local lenders and small business funders.

Storytelling-pitch events. We will partner with LaunchSA host pitch events known as 1 million cups. Every week two local entrepreneurs present their business ideas to an audience of fellow entrepreneurs, advisors and mentors via a 6-minute, live presentation with audience feedback and questions.

Presenters gain invaluable, supportive insight to help foster their business, and have the opportunity to network with members of the San Antonio entrepreneurial community. Audience participants hear about exciting business concepts and engage with presenters in a casual, responsive environment.

Lastly, we will collaborate with LaunchSA to establish a monthly storytelling [or pitch] event at each risk assessment decision gate (e.g. desirability, repeatability, feasibility, scalability, and viability) for the Nehemiah Aspire Challenge participants.