

History

Salmon Fund was founded in April 2019 by Micheal Salmon. After having started and successfully ran a small construction company, Woodandmortar LLC, for two years in the heart of urban Kansas City Metro, Micheal noticed a number of negative trends amidst his tradespeople, community members, and property owners. Tradespeople did not have the resources to succeed in the workplace such as regular transportation for their commutes and connectivity via smart device for both work functions and communication. Community members did not trust incoming property management which caused property damage and theft. Lastly, property owners were regularly more concerned with the bottom line and the bottom dollar over the safety and well being of the tenants residing in the properties they owned.

Micheal launched the Salmon Fund nonprofit with the intent to fund the development of Wyandotte County using endemic tradespeople, bridge relationships between existing nonprofits to unite the community, and remove bare minimum property management systems. Located in the center of targeted rehabilitation areas, Salmon Fund headquarters is the training ground for beginning participants as well as our materials warehouse. The Salmon Fund aims to secure \$787,660 in investments managed in cryptocurrency escrow - SMN Tokens - to provide complete transparency and tracking throughout the Urban Improvement and Trust program. These funds will be allocated towards permanent home acquisition, tradesperson labor and construction, then transferred to participants seeking program completion. At the end of four years, each participant will have accumulated enough SMN tokens to acquire their permanent home deed. Along with upgrading a dilapidated area, we believe trade education and property maintenance will be the necessary motivation in keeping Wyandotte County beautiful.

Statement of Need

Wyandotte County, especially northeastern Kansas City, has been on the losing end of battle with low income. The median household income sits at \$39,326 and nearly a quarter - 24.3% - of the population lives below the federal poverty line. Without access to a living wage, safe and affordable housing and building vacancy issues become apparent. Affordable housing is out of reach when 43% of families in the county are afflicted by cost burden, the spending of more than the recommended 30% of their income on housing ¹. If a family can find affordable housing, the likelihood of it being safe is low with nearly one third of the houses in Wyandotte County afflicted by one or more of the following: incomplete plumbing facilities, incomplete kitchen facilities, high occupancy per room, or high lead exposure¹. The county suffers fiscally for these problems with 10% of all properties in a tax delinquent state and more than 6,000 homes alone standing vacant with no account for empty storefronts and industrial properties ².

The overlapping areas disproportionately affected by these issues reside in the zip codes 66101-66105. Residents in these areas are predominately non-white with 30.7% identifying as Black or African American and 36.8% identifying as Hispanic or Latino³. People in these groups are not limited to income and expense barrier however, with many citing lack of transportation, constrained educational access, communication barrier,s and landlord conflicts as limitations to increasing their access to safe and affordable housing.

¹ Collie-Akers, V., Bravo, J., Schultz, J., Obermeier, S., Sepers, C., Landry, S. "Wyandotte County Community Health Assessment." United Government of Wyandotte County, KS. March 2018

² McDowell, S. "Unified Government targets thousands of vacant homes, hoping to clean up Wyandotte County neighborhoods." *fox4kc.com*. May 30, 2017.
<https://fox4kc.com/2017/05/30/unified-government-target-thousands-of-vacant-homes-hoping-to-clean-up-wyandotte-county-neighborhoods/>

³ "American Community Survey." American Fact Finder. United States Census Bureau, 2017.
<https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>

Trade Mentorship Program

The Salmon Fund is designed to help the disenfranchised tackle the barriers that stand between them and success. We provide the resources to start a remodeling career by giving each participant a smart device and a vehicle. The ability to maintain their career is supported with continued training through a micro-credentials, mCred, online platform and affordable housing. Unfit, vacant properties are acquired by Salmon Fund, renovated by the participants through their employment, and given to qualifying participants to live in upon property completion at a fixed rate rent. From the time the participant receives their affordable housing to program completion, an estimated four years, the participants will gain trade experience, finance management assistance, continued education through provided NCCER curriculum, and internal leadership opportunities. The final incentive is keeping the affordable home with no strings attached, by which we mean a no mortgage, no rent, full ownership of the home the participant remodeled and is already living in.

Qualifications	General Labor	Core Curriculum	Specialization	Completion
<ul style="list-style-type: none"> - Ability to safely lift 50 pounds - Ability to work 40hrs/week - Unemployed - Not a college graduate - Not a homeowner - Not registered as a sex offender 	1 - 30 Days: <ul style="list-style-type: none"> - Complete the Participant Agreement - Complete the Safety mCred - Display readiness to learn remodeling trade - Display punctuality - Receive smart device - Base pay \$10/hr 	2 - 4 Months: <ul style="list-style-type: none"> - Complete each of the four mCred's: <ul style="list-style-type: none"> -- Framing -- Drywall/Texture -- Painting -- Tile/Stone - Increase base pay by \$1/hr with each completed mCred - Begin process to obtain a vehicle 	4+ Months: <ul style="list-style-type: none"> - Complete one of the following mCred's: <ul style="list-style-type: none"> -- Carpentry -- Electrical -- Plumbing - Increase base pay by \$4/hr with completed mCred - Begin process for fixed rent affordable housing placement 	4 Years: <ul style="list-style-type: none"> - Leadership opportunities with Salmon Fund - NCCER curriculum access - No strings homeownership of current house - Work experience in remodeling trade for external employment opportunities

Cryptocurrency and Trust

Our app is the Salmon token, cryptocurrency which acts as a public database for all our monetary transactions. When we issue an SMN token, it represents 10 cents on the USD. We have created 10 million SMN tokens in private circulation managed in our secure digital wallet. Once distributed, the owner has full control of SMN token management. When tokens are in private circulation, they cannot be manipulated and only Salmon Fund can initially distribute them. Salmon Fund holds the source wallet with all 10 million tokens and contractually distributes them which creates a system of trust. The value of a SMN token will never change based on 1 token = 10 cents USD. Less than 20% of people trust charities⁴. Using distributed ledgers to track transactions, cryptocurrencies to transfer funds, and smart contracts to ensure donations are spent correctly, we are determined to make the nonprofit sector more transparent. Every transaction can be publicly traced via blockchain with the added bonus of attaching data similar to the memo line on a personal check.

Private Utility Token amounts can never be manipulated and the network is unhackable to date. A digital wallet is the only required software needed to hold SMN tokens; for usability and ease of entry, we direct our participants to Metamask. All funds are distributed via Metamask in SMN tokens and withdrawals can be made after a request has been submitted and mailed via check to the withdrawers registered address. These requests can be in paper form or always accessible to the participant online at

⁴ "Do People Trust Charities? Study by BBB's Give.org Uncovers Pitfalls." *BBB Give.org*, Oct 25 2018.
<http://www.give.org/news-updates/2018/10/25/do-people-trust-charities-study-by-bbb-s-give.org-uncovers-pitfalls>

the Salmon Fund website. Annually, Salmon Fund performance will be evaluated based on project completion, material management, and participant withdrawal. Excess funds exceeding 15% waste, will be redistributed to all wallet holders not exceeding 15% account interest.

Timeline			
June 2020	December 2020	December 2021	December 2024
- 10 participants in the Trade Mentorship Program - 3 safe and affordable homes completed	- 20 participants in the Trade Mentorship Program - 10 safe and affordable homes completed	- 40 participants in the Trade Mentorship Program - 20 safe and affordable homes completed - 10 endemic trade leaders	- 120 participants in the Trade Mentorship Program - 100 safe and affordable homes completed - 25 endemic trade leaders

2020 Budget Totals							
Labor	Operation	Insurance	Advertisements	Vehicles	Property	Utilities	Totals
\$332,000	\$119,800	\$25,500	\$7,200	\$53,200	\$240,000	\$9,960	\$787,660

Project Evaluation

The Urban Improvement and Trust's program will be evaluated on three primary levels. The participant information as a group, individual participant data, and community impact - property and material - will be reviewed. The analysis will include fidelity of implementation, cost effectiveness, social impact, and community response. The external evaluator will collect and analyze program documentation, metrics, focus group and interview data, and direct contact with participants where permitted. Dr. Peter Witham is acting as the lead independent reviewer to conduct a formative and summative evaluation. Reporting will include quarterly and annual reports over the course of four years.

Staff and Organizational Information

Micheal Salmon - President	Dr. Peter Witham - Consultant	KC United - Adrian Roberson	Village Initiative Inc. - Randy George & Chanelle McKinley	YouthBuild - Spark Bookhart & Sara Bookhart
Urban Improvement and Trust developer supervising program direction and housing acquisitions	Lead independent reviewer providing quarterly based summative evaluations and focus groups	Assist Salmon Fund with advertising, marketing, and executing quarterly, community focused events	Primary point of contact for participants and provide a holistic approach to ex-offenders, addicts, and their families on a day to day basis	Ensure material logistics and vet future Salmon Fund leaders for construction team management whom completed the YouthBuild program
Crycella Freitag - Commissioner	Luis Estrada - Subcontractor	Mario Hernandez - Subcontractor	Joseph Hempfling - Subcontractor	Cabrin Mills - Subcontractor
Lead program developer for Trade Mentorship Micro-Credentials (mCred)	Licensed electrician	Licensed plumber	General carpentry	Licensed realtor