

**STRATEGIC ACTION PLAN  
for SUSTAINABILITY**

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**1<sup>st</sup> AMENDMENT**

**1<sup>st</sup> VOTE**



exploring civic engagement with high school girls

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**January 2021 - January 2025**

*Board Approved: December 10, 2020*

*“1st Amendment - 1st Vote, Inc offers non-partisan civic engagement participation for high school teens who identify as girls. We focus on girls’ leadership development in the effort to create a ‘pipeline’ of young women ready, willing and able to run for office in their adulthood. As a result, we expect to achieve gender parity in US elected office at local, state and national levels.”*

Melina Carnicelli  
Board President & Program Founder

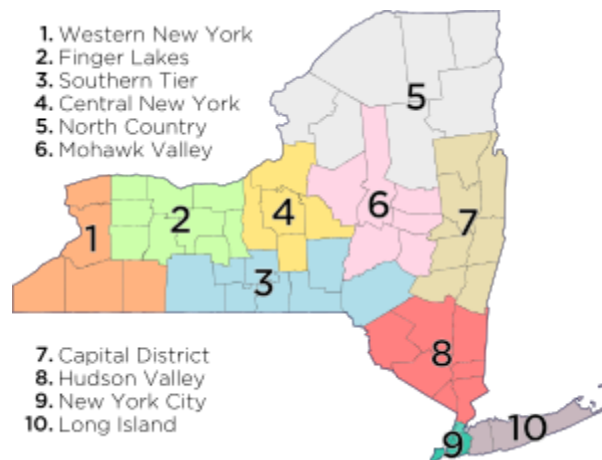


### **1st Amendment-1st Vote, Inc**

intends to expand to all 10 economic regions of NYS by 2025.

Current Service Area (2021):

Capital District, CNY, Finger Lakes, Southern Tier, WNY



This four-year action plan sets course for successfully achieving the intended expansion, thereby civically engaging 1000 high school girls per calendar year in New York State, and laying framework for expansion into bordering states (VT, PA, MA, CT, OH) by 2030 and nationally to remaining states, thereafter.

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## **WHY CRAFT THIS STRATEGIC ACTION PLAN**

To:

- Attain our ambitious mission through an actionable/achievable “road map” with “effective routes” that guide us through to 2025.
- Build organizational capacity via effective infrastructure:
  - strong representative leadership via diverse BOD and executive layer
  - inclusive workforce
  - effective/supportive human resources
  - adequate materials and supplies
  - secure finances
  - effective marketing/public relations
  - frequent, open/honest, consistent communications
  - productive partnerships.
- Contract with an organizational consultant to guide R&D of infrastructure necessary to build capacity as a nationally recognized not-for-profit fulfilling our mission and moving closer and closer to our vision.
- Secure sustainable annual funding streams to implement our mission each year.
- Secure nationally-recognized/major grant funding, e.g., *Equality Can't Wait Challenge*.
- Communicate efficiently and effectively to existing stakeholders, prospective program partners, and potential funders.



## **THE ORGANIZATION**

*Headquartered on traditional territory of the Cayuga Nation of the Haudenosaunee (Iroquois)/Six Nations Confederacy.*

1st Amendment-1st Vote, Inc  
88 Burtis Point Road  
Auburn, New York 13021  
315-277-0271

[1sta1stv@gmail.com](mailto:1sta1stv@gmail.com)

[www.1sta1stv.org](http://www.1sta1stv.org)

Incorporated (December 03, 2018)  
EIN: 83-3241105 DUNS: 04 1026577

IRS 501(c)3 status (April 10, 2019)  
NYS Tax Exempt: 273522

### **Board of Directors:**

Melina Carnicelli, *President*; (Educator, retired; Elected Official, former; Entrepreneur)  
Karen King, *Vice-President*; Erie County Commissioner of Public Advocacy; (Higher Ed)  
Anthony Barbaro, *Treasurer*; (CFO retired)  
Christine Alexander, Educator, Innovation Tech High School  
Luke Carnicelli, Educator, Principal, Junior/Senior High School  
Sheri Dozier-Owens, Regional Director NYS Comptroller's Office (CNY)  
Mario Gutierrez, Attorney, WHMB Law  
Linda Hall, Human Resources Consultant  
Anne Herron, Educator, Higher Ed (retired & serving as Interim Provost)  
Melissa Killeleagh, Arbonne Consultant  
Debra McCormick, City Councilor, Auburn NY  
Emily McCarter, Educator, Spanish Language  
Trina Newton, Educator, Superintendent of Schools (retired)  
Nathan Richardson, Frederick Douglass Historian & Educator  
Amy Tormey, Educator, English to Speakers of Other Languages  
Morgan Wright, Student, Hobart and William Smith Colleges; 1st A-1st V Alumna

### Demographics/Board of Directors:

- Gender Identity: 12 female/4 male
- Race/Ethnic Origin/Identity: 3 Black/African American; 1 Latino American; 1 Native/Alaska American; 11 White American
- Age range: 20 years - 70+ years
- Career/Background: Educator (9); Attorney (1); Finance Executive (1); HR Professional (1); Elected Official (2); Student (1); Historian (1); Entrepreneur (3); Government-appointed Professional (2)

## **TIMELINE and GENERAL INFORMATION**

2017: Think Tank Meetings; Program Research and Development

January 2018: Pilot Program (CNY & WNY cohort)

January 2018 - April 2019: Under Auspice of Fiscal Sponsor,  
(FRIENDS of Women's Rights National Historical Park)

December 03, 2018: IRS Notification/1st Amendment-1st Vote, Inc

January-October 2019: Annual Program Roll-Out

April 2019: IRS Determination Letter; ID83-3241105; 501(c)3 status

April 6, 2019: Organizational Board Meeting

January-March 2020: Annual Program Roll-Out

March 16, 2020-2021:

- in-person programming halted due to COVID-19 pandemic; resume date TBD
- virtual sessions via ZOOM
- grant writing
- strategic plan development
- program expansion to Capital District

2021 NYS Regions Served:

- CNY; WNY; Rochester-area; Southern Tier; Capital District
- Students / Region: 30
- Budget / Region: \$15,000 (approx)

Funding Sources (Cash & In-kind):

Private Grants; Corporate Underwriting; Foundations; NYS Government;  
*PROJECT ALLIES* (Businesses; Organizations; Individuals)

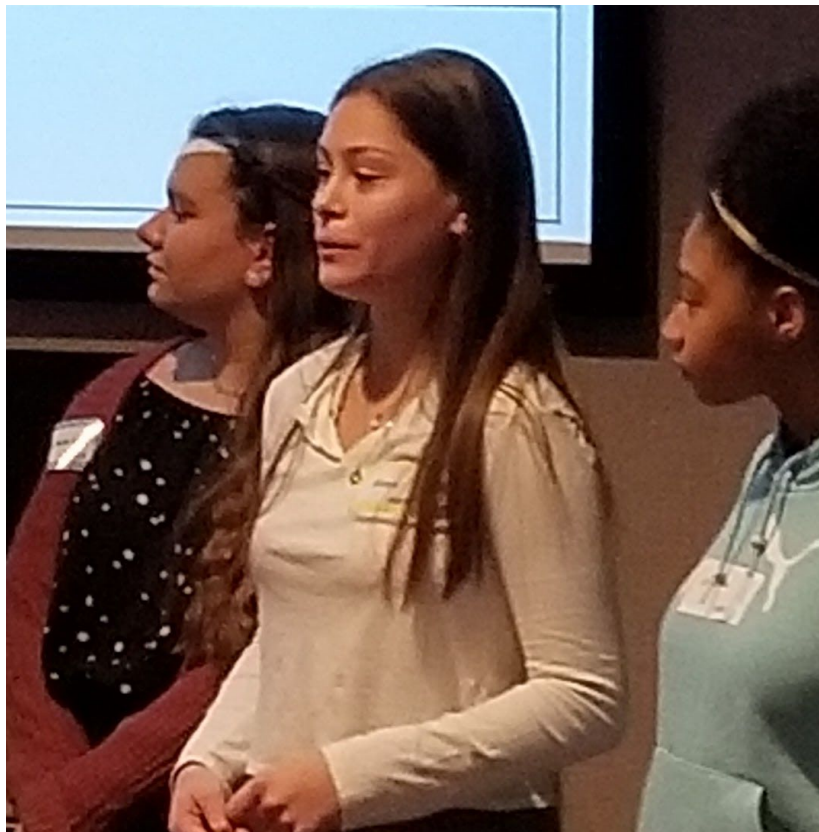
Annual Program Components (on-site and/or virtual):

1. Winter/Spring SEMINAR: 1 full-day (each region)
2. Summer: Student FIELD TRIP (by region) to CNY Women's Rights Corridor
3. LEADERSHIP ACTION SUMMIT: 2-day conference (all regions/full annual cohort)



## **2021 GOALS**

- Timely Finance/Admin Services (monthly accounting/government filings)
- Recruit three (3) new Board members: 1 Certified Public Accountant and 2 students (current or former program participants)
- Achieve gender balance and racial/ethnic diversity on Board of Directors
- Maintain all school districts (24) from the 2020 participating regions (CNY, WNY, Rochester-area, Southern Tier)
- Add NYS Capital District to roster of participating regions (3-5 school districts)
- Serve 150 students/2021 cohort
- Contract with 50% of participating school districts to utilize BOCES Coser funding
- Underwrite 50% of program cash-cost/student for all participating school districts
- Budget: \$61,530/cash contributions; \$12,548/in-kind contributions
- Funding Sources:
  - 2020 Roll-over due to pandemic
  - Foundation Grants
  - Corporate Underwriting
  - NYS Government;
  - Project Allies: Individuals, Businesses, Organizations





## **2022 - 2025 GOALS**

- Review/Update Strategic Action Plan, annually
- Incrementally add remaining NYS economic districts (5) to participating regions
- Engage part-time *Program Administrator* (employee or consultant)
- Secure new office space (shared)
- Contract with 50% of participating school districts to utilize BOCES (NYS Board of Cooperative Services) Coser funding
- Underwrite 25-50% of program cash-cost/student for participating school districts
- Annual Cash Budget/\$100,000 for program, admin compensation, overhead
- Annual In-Kind Budget/TBD, annually
- Board of Directors: renew/recruit for new terms/achieve gender balance among its diverse members
- Expand outside New York State starting in 2025



## **PURPOSE and STUDENT OBJECTIVES**

1st Amendment-1st Vote, Inc is the unique, non-partisan seminar and conference opportunity for high school girls to imagine themselves engaged in the political process as leaders and candidates for elected office in their adulthood.

THE PROBLEM: Women are 51% of the US population and occupy approximately only 25% of publicly-elected seats in our representative democracy at the local, state and national levels. Men are over-represented as government leaders (74.5% male to 25.5% female) creating a 24.5% gender gap in elected office in the US.

Resource: CAWP Rutgers <https://www.cawp.rutgers.edu/>

“Without Women There Is No Democracy” by Jennifer Piscopo, Occidental College and Shauna Shames, Rutgers.

<http://bostonreview.net/politics-gender-sexuality/jennifer-m-piscopo-shauna-l-shames-wi-thout-women-there-no-democracy>

1st A-1st V students will imagine themselves in elected office and/or in professional government-related positions, and they will:

- Know and appreciate historic significance of Indigenous Women to the American Democracy
- Know and appreciate historic significance of Women of Color to the American Democracy
- Understand “sense of place” historic Seneca Falls, NY holds regarding women’s rights movement in America
- Understand the connection/pathways between 1st and 19th Amendments of US Constitution
- Recognize need and history of work necessary for passage of proposed 28th Amendment to the US Constitution, the EQUAL RIGHTS AMENDMENT (ERA)
- Learn process of HOW and WHEN to register to vote and cast informed ballots
- Deeply value free, fair, and safe elections
- Become aware of voter suppression in America and methods used to suppress the vote; become aware of laws and efforts to overcome voter suppression

- Become aware of fundamentals necessary to mount a political campaign on the local level, including campaign financing
- Hold the vision for gender parity in elected office as reason to continue with program throughout their high school years; plan to participate in related programs in college and/or in their community
- Articulate and plan a CHANGE ACTION at their high school to benefit the school community. Implementation: some time between 1stA-1stV SEMINAR and October LEADERSHIP ACTION SUMMIT
- Engage in focused discussions with women who are current and/or former elected officials on the local, state and national levels



*WNY Women in Elected Office, 2020*

- Secure an internship/civic engagement experience in/near their local community, e.g., in a local government office; for a local election campaign; on a community-action / grassroots endeavor for which she has a passion; on a local LWV and/or local GOTV effort.

## **HOW CULTURE CHANGE HAPPENS**

Culture is made up of customs, attitudes, and beliefs unique to each group of people. In US institutions, male leadership has been dominant since the inception of our democratic experiment, and efforts to elevate the status of women in American society has been ongoing since this “experiment” began. We need only to embrace the leadership example of Haudenosaunee women for the last 1000 years and be reminded of Abigail Adams’ earnest protest to her husband...“remember the ladies,” in a letter to him and other members of the Continental Congress in March, 1776. In more recent times, the abolitionist movement and the subsequent persistence of women’s rights movements resulted in the passage of Amendment XIX in 1920; and active second wave feminist women and men have realized significant social strides since the 1960s. Yet, the struggle continues today to embed the ERA into the US Constitution, 97 years after it was introduced to our nation in Seneca Falls, NY by Alice Paul in 1923.

### **Processes of Change**

“All Cultures are inherently predisposed to change and, at the same time, to resist change. There are dynamic processes operating that encourage the acceptance of new ideas and things while there are others that encourage changeless stability...there are three general sources of influence or pressure that are responsible for both change and resistance to it:

1. forces at work within a society
2. contact between societies
3. changes in the natural environment

Within a society, processes leading to change include invention and culture loss. Inventions may be either technological or ideological...Culture loss is an inevitable result of old cultural patterns being replaced by new ones...Within a society, processes that result in the resistance to change include habit and the integration of culture traits. Older people, in particular, are often reticent to replace their comfortable, long familiar cultural patterns. Habitual behavior provides emotional security in a threatening world of change. Religion also often provides strong moral justification and support for maintaining traditional ways...Male and female roles do not exist independent of each other. This sort of integration of cultural traits inevitably slows down and modifies cultural changes. Needless to say, it is a source of frustration for both those who want to change and those who do not.”

Resource: [https://www2.palomar.edu/anthro/change/change\\_2.html](https://www2.palomar.edu/anthro/change/change_2.html)

The process of change, when intentional, requires persistence and patience with the understanding that desired change usually occurs in small increments over a longer period of time than initially expected. 1st A-1st V aligns with **Kurt Lewin's Change Theory...Unfreezing, Changing, Refreezing:**

- **Creating the perception that change is needed (Unfreezing)**  
*(1st A-1stV works with teen girls at the time they begin to lose confidence in themselves as leaders/change-makers; the program encourages teen girls to imagine themselves as teen leaders and in elected office, their rightful place, as adults)*
- **Moving toward the new and desired behaviors (Changing)**  
*(1st A-1stV requires each student to work with classmates and designated teacher-mentors to craft and implement a plan for desired change at their respective high school, including a presentation of findings to the school community)*
- **Solidifying the new behaviors as the norm (Refreezing)**  
*(1st A-1stV requires participants to commit to follow-up action/s in their home school and community to visibly demonstrate their leadership skills)*



## **MEASURING SOLUTIONS ON WOMEN'S POWER AND INFLUENCE**

1<sup>st</sup> A-1<sup>st</sup> V, through its collaborative relationship with participating high schools, is changing the ***institutional culture*** within the school building. By establishing a non-partisan, actively connected cohort of students who participate during one or more of their high school years, the very culture of the school is positively impacted; 1<sup>st</sup> A-1<sup>st</sup> V becomes part of the school's mission and legacy.

1. **Obstacles to power and influence**: Under-representation of women as government leaders is addressed through core competency attainment and experiential learning opportunities thereby creating a path for access and full participation in the political process.
2. **Solution**: Create a "pipeline" of diverse young women prepared to have their voices heard and to fully participate in the political process from registering to vote, to casting informed ballots, to running for office, to leading/serving as publicly elected officials. At the end of their program experience, teens who identify as girls, have been "coached" in the very processes of campaign development, running for office, government-career choices, and governance.
3. **Unique**: 1<sup>st</sup> A-1<sup>st</sup> V offers 14-17 year-old students opportunities to interact and learn directly from current and former elected officials who are women and participate in workshops, internships,\* and related conference/capacity-building opportunities. 1<sup>st</sup> A-1<sup>st</sup> V combines an accurate history of women's suffrage and social movements in the US with information and initial skills-prep needed to campaign, lead, and take a seat at the governance table. 1<sup>st</sup> A-1<sup>st</sup> V builds social and cultural capital by offering various opportunities for students to imagine themselves as leaders in government. Over the years, 1<sup>st</sup> A-1<sup>st</sup> V cohorts, themselves, become a unique network of opportunity to reduce over-representation of males in US elected offices at all levels.

[Philanthropists Must Invest in an Ecology of Change](https://ssir.org/articles/entry/philanthropists_must_invest_in_an_ecology_of_change)

[https://ssir.org/articles/entry/philanthropists\\_must\\_invest\\_in\\_an\\_ecology\\_of\\_change](https://ssir.org/articles/entry/philanthropists_must_invest_in_an_ecology_of_change)

**\*NOTE:** A graduate student from the University at Buffalo School of Global, Gender and Sexuality Studies is currently serving an internship with 1st Amendment-1st Vote. Inc. Her year-long research project: Identify motivating factors for civic engagement and activism (beyond formal program) among 1st Amendment-1st Vote alumnae.

## **PROGRAM**

1st Amendment-1st Vote, Inc creates experiential learning opportunities for high school teens, who identify as girls, to be active leaders engaged in the American political process and it provides students with a foundational tool kit to run for elected office.

**MISSION:** 1st Amendment-1st Vote, Inc is a non-partisan seminar and conference opportunity for high school girls to imagine themselves engaged in the political process as government leaders and candidates for elected office.

**VISION:** Gender parity in US elected office at the local, state and national levels.

**VALUES/ECOSYSTEM:** 1st Amendment-1st Vote honors and encourages...

- Diverse Student Voices
- Prepared Young Woman Voters as Candidates for Elected Office and Government Leadership
- Equal Representation by Women in US Elected Office.

**ABOUT 1st Amendment-1st Vote & PHOTO GALLERY:** <https://1sta1stv.org/about-1>

## **STRENGTHS:**

We are a unique entry point into the “pipeline” of diverse young women imagining themselves in/preparing for government leadership at the municipal level, in the Statehouse, in Congress, and as POTUS. Our program is rooted in inclusion and valuing diversity in all forms, and we consistently encourage each student to share her voice at every opportunity. Each year, we welcome students to enjoy program participation with a widely diverse group of girls from various high schools in their geographic region and throughout NYS state. Fact-based program content and experiential learning activities are annually updated and informed by Humanities experts, student evaluations, and current and former women in elected public office. 1st A-1st V enjoys wide-spread acclaim among participating school districts, specifically because the program aligns with and enhances required NYS Social Studies Standards. The program is consistently viewed by educational leaders as an important and necessary extra-curricular opportunity for teen girls to explore and deepen their understanding of community leadership for change via the political process in a democracy, and for teen girls to know and believe that political leadership is their rightful and equal place in American society.

## OPPORTUNITIES:

1. As an effective and sustainable “early-term” organization, 1st A-1st V can reasonably expect to build on early success to achieve mid-term and long-term goals for expansion, deliver service to every region in NYS by 2025, and reach every region of the US by 2035.
2. Program components and administration are easily replicable throughout NYS as evidenced by initial program expansion from two to five regions within the first two years of program implementation. This informs successful replication from state-to-state over a 10-year period (2025-2035).
3. In 2019, 1st Amendment-1st Vote, Inc affiliated as a program provider with Erie 1 and Erie 2 BOCES (Board of Cooperative Educational Services) in Western New York, thereby allowing school districts across NYS to cross-contract via their local BOCES organization for program fee reimbursement (when implemented by 1st A-1st V) for participation.
4. Cultural shift toward funding diversity, equity and inclusion (DEI) initiatives positions 1st A-1st V to apply for major grants from organizations and foundations holding gender parity in public leadership/decision-making as an imperative for the 21st century.
5. Increased affiliation/partnerships with individuals and organizations dedicated to youth leadership development and grounded in DEI.



## CHALLENGES:

1. Funding support for professional staff salary & benefits
2. Gender balance on Board of Directors
3. Instituting program fees to participating school districts
4. Expansion to one additional NYS region per year (2021-2025)



## **EXPECTED STRATEGIC OUTCOMES and ACTIONS**

- 75% of participating school districts remain on-board for at least three consecutive years.
- 100% of participating districts pay up to half of program cost per student.
- 50% of NYS participating school districts take advantage of BOCES Coser program reimbursements.
- 80% of participants report a positive experience and recruit 1 new student for the following year.
- 90% of participating school districts report a positive planning experience with effective/efficient communication from 1st A-1st V organizers.
- 50% of students pursue a related course of study in college.
- 25% of students continue participation in a related civic engagement program in college.
- 100% of participants commit to and complete follow-up activities.
- On-going viable “pipeline” of diverse young women ready, willing and able to participate in democracy as a candidate for elected office and/or in a professional government-related career/position.
- Students engage in internships as a result of program participation.
- Effective track participants through high school, college and beyond.
- At least 10% of participants who complete the program run for office in adulthood.



## **FINANCES**

Program Budget: 2021 (Appendix I)

Mature Budget Model 2025 (Appendix II)

### **Budget Rationale 2025 (1000 students served):**

1<sup>st</sup> Amendment-1<sup>st</sup> Vote, Inc is an evolving organization initially composed of committed volunteers. In its third year of operation (2021), 175 students were served and the Board began to build a sustainable organization to meet future demands of an organization serving the entire New York State. 1<sup>st</sup>A-1<sup>st</sup>V now provides its service to all 10 regions of New York State offering programming to 100 students in each of the 10 regions.

We are an organization with an annual budget of \$576,000 to serve 1000 students, at a per-student cost of \$576; 70% of our budget expense is directed to deliver student programming; 30% consists of general and administrative expenses. The \$576,000 budget for FY2025 provides for a skeleton organization to sustain and grow. But, to fulfill our national vision, we must sustain an annual projected budget beyond 2025 of as much as \$2M.

1<sup>st</sup> Amendment-1<sup>st</sup> Vote, Inc has a 21-person volunteer board of directors with a lean staff consisting of CEO, Program Manager, and Office Manager/Accountant.

We charge a program fee of \$250 per student to participating school districts (10-12 students/school district) and secure grants and donations to complete our budget.

Objective: To secure sufficient assets and renewable revenue sources to allow 1<sup>st</sup> Amendment-1<sup>st</sup> Vote, Inc to fund the annual action plan.

### Strategy:

1. Hire a development consultant to secure annual grants of at least \$30K to support agency infrastructure and \$50K to execute program objectives.
2. Negotiate with state and federal legislators to acquire a “member item” for budget sustainability, to champion our cause with NYSED, and to establish a renewable annual consulting contract to support the mission.
3. Apply for grant funding outlining financial sustainability to underwrite school districts for a portion of 1<sup>st</sup> A-1<sup>st</sup> V program fees.
4. Maintain vendor status with NYS BOCES organizations for fee reimbursements directly to participating school districts.

## **RELATED MARKET RESEARCH**

Rutgers University's Eagleton Institute of Politics and its Center for American Women and Politics maintains a comprehensive database of leadership programs for girls and historical sites related to women's history in the U.S. The listing includes over 200 programs with varying missions and sponsored by nonprofit organizations, such as Hope Community, American Legion Auxiliary, historical centers and sites, Girl Scouts of America, and educational institutions for elementary, middle, high school and college-aged girls. Only 17 programs are listed for high school girls with a civic-leadership focus, while almost 40 programs are centered on general leadership training for girls. The list also includes seven (7) listings for civic-leadership training that is gender-neutral. The majority of the listings consist of field trips, exhibits, and/or available documents and materials for training.

Of the 17 programs for high school girls focused on civics and the development of future public and/or political leaders, only two (2) are located in New York State: Bella Abzug Leadership Institute (9th-college) and Eleanor Roosevelt Center at Val Kill (9th-12th). The Abzug Institute serves NYC and the tri-state area with in-school and after-school programs, summer programs, and a one-day debate training program ([abzuginstitute.org](http://abzuginstitute.org)), and the Roosevelt Center runs a nine-day summer leadership institute for girls from the U.S. and around the world ([ervk.org](http://ervk.org)).

The non-profit IGNiTE National, is noted several times (different state locations) on the database; we view 1<sup>st</sup> Amendment-1st Vote, Inc as a "pipeline feeder" to IGNiTE and other like-organizations focused on girls and young women, such as I KNOW POLITICS-Running Starts joint program with International IDEA, UN Development Programme, Inter-parliamentary Union, and US Entity for Gender Equality and Empowerment of Women.

Given the information available through Rutgers University's Center for American Women and Politics, it appears that 1<sup>st</sup> Amendment-1st Vote, Inc is uniquely positioned to fill the civic education gap in NYS public education regarding the type of embedded civic-leadership training it provides.

## **RESOURCES/AFFILIATIONS**

Unladylike2020 [www.unladylike2020.org](http://www.unladylike2020.org)

Rutgers University Center for American Women and Politics <https://cawp.rutgers.edu/>

HONORARY ADVISORS <https://1sta1stv.org/about-1>

Elected Officials (current & former)

Global Gender and Sexuality Studies, University at Buffalo, Buffalo, New York

Girl Scouts

<https://msmagazine.com/2020/08/05/new-girl-scouts-badges-emphasize-importance-of-civic-engagement/>

Civic Engagement/Democracy Programs for Youth

National Women's Hall of Fame <https://www.womenofthehall.org/>

Humanities NY/National Endowment for the Humanities

Women's Rights National Historical Park

Historical Re-enactors

IGNITE National <https://www.ignitenational.org/>

WCNY/PBS Affiliate

Camp Congress

Brookings Institute

<https://womenmovingmillions.org/all-in-for-her/>

Women4Change Indiana <https://www.women4changeindiana.org/>

NYS Civic Readiness Initiative (NYS Education Department)

Alabama Public TV

OFF THE SIDELINES (Sen Kirsten Gillibrand) <https://offthesidelines.org/stories/>

<https://voterunlead.org/>

The Leadership Council for Women in National Security <https://www.lcwins.org>

## **FREQUENTLY ASKED QUESTIONS**

### ***WHY is 1st AMENDMENT-1st VOTE for GIRLS ONLY?***

Research shows at the current pace women are elected to public office in America, it will take decades to reach gender parity on the local, state and national levels. This timeline is unacceptable as females currently represent 50.8% of the US population.

For 2021, 394 males (73.6%) and 141 females (26.4%) serve the US Congress in the House of Representatives (117) and Senate (24). When gender parity in elected office is reached (50% female to 50% male), the program will open to high school boys, as well. Culturally and politically, we believe elected office is a rightful place for women at the same rate as men.



### ***How is 1st A-1st V, Inc funded?***

- Private Foundations
- Publicly-funded Grants & Underwriting
- Corporate & Individual Contributions
- NYS BOCES Coser Reimbursement Program Eligibility
- In-kind Donations

### ***Describe the most recent student cohort (2020).***

Total Students: 120

- New York State regions served: CNY, Rochester-area, Southern Tier, WNY (24 districts)
- Priority: 10th and 11th graders representing a diverse student population

***How many students can participate from each high school?***

- 5-8 girls per high school

***What does the program cost per student (2021)?***

- **NO COST** to school district or students
- \$410/student covered by 1st A-1st V, Inc

***Starting in 2022, what is the cost to school districts for participation?***

- Each school district is responsible for partial payment of program cost/student (est: up to \$250/student)
- If participating via BOCES Coser:
  - depends on each district's reimbursement aid ratio
  - half (50%) of any cost gap incurred by a district is covered by 1st A-1st V, Inc
- Student transportation to/from program venues
- Staff: per diem substitute for chaperone release time, if necessary

***How are students recruited for program participation?***

- Each high school recruits and selects students who identify as girls
- 1st A-1st V requires a diverse group of girls from each high school
- Individual students must demonstrate leadership, in some way, and demonstrate positive, personal characteristics representative of their high school

***What are required program dates & components for students and chaperones?***

- Program covers a calendar year (January-October)
- 45-minute in-school orientation meeting with program facilitator (Jan, Feb or March)
- Full-day instructional SEMINAR (off-site / Feb, March or April)
- FIELD TRIP to Historic Seneca Falls, Birthplace of Women's Rights in America (Sept)
- Two-day LEADERSHIP ACTION SUMMIT (venue TBD; overnight stay / October)

***Does student participation require time away from school?***

**YES.**

- One (1) full-instructional day for SEMINAR (February, March, April or May);
- One (1) full day for FIELD TRIP visit to Historic Seneca Falls (September)
- Two (2) full days for LEADERSHIP ACTION SUMMIT, includes overnight stay (October)

**Does 1st A-1st V align with NYS Standards/Themes/Participation-In-Government course?**

**YES.**

- NYS Social Studies Standards address: Foundations of American Democracy; Civil Rights and Civil Liberties; Rights, Responsibilities and Duties of Citizenship; Political and Civic Participation; and Public Policy....all are built into 1st Amendment-1st Vote's program content
- Program content is presented via the instructional SEMINAR, FIELD TRIP visit to Historic Seneca Falls, and LEADERSHIP ACTION SUMMIT where students finalize and present their school-level Action Plan for Real Change
- ACTION SUMMIT: students engage in a simulation addressing strategic campaign roles for a local elected office including the "candidate's" 3-minute stump speech focusing on a local environmental or community "hot button" issue

**Are there follow-up opportunities for participants?**

**YES.** Opportunities may vary from year-to-year, such as:

- Serve on 1st Amendment-1st Vote, Inc Board of Directors as student member
- Serve a volunteer internship at Women's Rights National Historical Park, Erie County Commission on the Status of Women, or other related affiliation
- Recruit one classmate for the following year's program; and/or serve as a program presenter at her school
- Volunteer in her community on a presidential, Congressional or local candidate's campaign for elected office
- Represent 1st A-1st V as a PROGRAM AMBASSADOR at educational conferences, public events, video tapings, interviews, webinars, etc
- Cite program participation on college and work applications



<b>APPENDIX I - 2021 Operating Budget/150 Students</b>			
	1st Amendment-1st Vote, Inc		
	Anthony Barbaro, Treasurer		
	Dec-20		
<b>PROJECT EXPENSES</b>		<b>Cash</b>	<b>In-Kind</b>
Staff @ venue	\$822.00	\$0.00	\$822.00
Staff Fringe @ venue	\$342.00	\$0.00	\$342.00
Volunteers	\$6,250.00	\$1,000.00	\$5,250.00
Scholar Honoraria	\$7,500.00	\$7,500.00	\$0.00
Student lodging (Oct Summit)	\$5,812.00	\$5,812.00	\$0.00
Transportation	\$12,500.00	\$12,500.00	\$0.00
Venue & Media (rental fees)	\$5,000.00	\$3,300.00	\$1,700.00
Photo/Videography	\$2,500.00	\$1,250.00	\$1,250.00
Marketing/Print Materials	\$2,500.00	\$2,500.00	\$0.00
Meals (student lunch, snacks)	\$6,000.00	\$6,000.00	\$0.00
Educational Materials	\$13,500.00	\$13,500.00	\$0.00
Office Supplies	\$1,200.00	\$1,200.00	\$0.00
Program Evaluation	\$1,000.00	\$0.00	\$1,000.00
NWHF Entrance Fee \$3/student	\$450.00	\$450.00	\$0.00
Legal Fees	\$1,100.00	\$1,100.00	\$0.00
Website/Social Media	\$750.00	\$246.00	\$504.00
Administrative	\$1,792.00	\$1,792.00	\$0.00
Insurance Fees	\$1,700.00	\$1,700.00	\$0.00
<b>SUBTOTAL</b>	<b>\$70,718.00</b>	<b>\$59,850.00</b>	<b>\$10,868.00</b>
<b>Indirect / Operating Expenses</b>			
Overhead (office expenses)	\$3,360.00	\$1,680.00	\$1,680.00
<b>TOTAL</b>	<b>\$74,078.00</b>	<b>\$61,530.00</b>	<b>\$12,548.00</b>

(students & presenters)

Natl Women's Hall Fame

3% of cash budget

office space

**2021 Prg CASH Cost / Student \$410.00**

**REVENUE**

Cash-on-Hand a/o 11.30.2020 40,815.57  
 Grant Awards 2021/confirmed \$2,000.00 Erie Canalway Heritage Corridor (virtual tours)  
 \$5,000.00 Humanities NY Action Grant (virtual tours)

**TOTAL 47,815.57**

Fundraise/Capital District \$15,000.00



## 2021 BUDGET DETAILS

- 5 NYS regions/150students/25 school districts;
- Program cost/region: \$14,815.60 (61,530/cash; 12,548/in-kind)
- Each regional cohort (30 students) attends 3 events per calendar year:  
SEMINAR; FIELD TRIP to HISTORIC SENECA FALLS; LEADERSHIP ACTION SUMMIT
- Honoraria: educational content writing; presentations/facilitations; historic reenactors
- Program requires r/t bus transport for students to venues
- Leadership Action Summit requires one (1) overnight stay for out-of-region students
- Some venues are in-kind or reduced fee donations of space & staff time
- Cash requirement on volunteer-line for "thank you" gifts
- Administrative-line covers costs related to board meeting expenses and mileage
- Legal fee covers annual retainer
- Other expenses, self-explanatory
- Board of Directors members provide volunteer on-site participation at planned events; members provide volunteer service, as needed, within their area/s of expertise

### **Projected Cash Sources/PLAN A (\$61,530):**

<b>\$2050</b>	BOD Participation (100%): 5 students @ \$410/student
<b>\$10,250</b>	Individual Donors/Project Allies: 25 @410/each (cost/student)
<b>\$7500</b>	Donors (individuals / businesses / orgs) 5@\$1500 each
<b>\$41,730</b>	Corporate Foundations & Major Grants
<b>TBD</b>	Roll-over (2020) due to COVID-19 program postponement

### **Projected Cash Sources/PLAN B (\$61,530):**

<b>\$2050</b>	BOD Participation (100%): 5 students @ \$410/student
<b>\$10,250</b>	Individual Donors/Project Allies: 25 @410/each (cost/student)
<b>\$7500</b>	Donors (individuals / businesses / orgs) 5@\$1500 each
<b>\$15,450</b>	CONTRACT: NYS BOCES Coser Program: 150 students @ \$103/student
<b>\$15,450</b>	CONTRACT: participating districts: 25 @\$618/district (\$103/student x 6)
<b>\$10,830</b>	Corporate Foundations & Major Grants
<b>TBD</b>	Roll-over (2020) due to COVID-19 program postponement

### **Projected Cash Sources/PLAN C (\$61,530):**

<b>\$2050</b>	BOD Participation (100%): 5 students @ \$410/student
<b>\$6150</b>	Individual Donors/Project Allies: 15 @ \$410/each (cost/student)
<b>\$6000</b>	Donors (individuals / businesses / orgs) 4@\$ 1500 each
<b>\$15,450</b>	CONTRACT: NYS BOCES Coser Program: 150 students @ \$103/student
<b>\$15,450</b>	CONTRACT: participating school districts: 25 @ \$618/district (\$103/student x 6)
<b>\$16,430</b>	Corporate Foundations & Major Grants
<b>TBD</b>	Roll-over (2020) due to COVID-19 program postponement

**APPENDIX II Strategic Action Plan**  
**Proforma Budget at Maturity 2025**  
 1st AMENDMENT-1ST VOTE, Inc

**Assume 1000 students per year**

<b>REVENUE</b>		
Fees and contracts at \$250/student	\$250,000	
Grants	\$276,000	
Donations/contributions	\$50,000	
Total Revenue		\$576,000
<b>EXPENSES</b>		
PROGRAM @ \$400/student		\$400,000
		volunteers, honoraria, lodging, meals, materials, evaluation, photo/video, marketing, transportation, venue space
<b>GENERAL and ADMINISTRATIVE</b>		
Salaries and fringe	\$150,000	1 CEO/fund developer, \$50K; 1 prg mgr, \$40K; 1 office mgr/bookkeeper,\$30K; fringe & tax, 25%
IT services and website	\$2,000	
Legal	\$2,000	
Audit	\$1,000	
Office rent/phone	\$10,000	
Supplies	\$3,000	
Insurance	\$3,000	
Other	\$5,000	
Total G&A		\$176,000
<b>TOTAL EXPENSES</b>		<b>\$576,000</b>
<b>SURPLUS/DEFICIT</b>		<b>\$0</b>

## APPENDIX III

### Record Number of Women in US Elected Offices November 2020\*

#### Vice President Elect KAMALA HARRIS Acceptance Speech, November 8, 2020



The Vice President is part of the Executive Branch of the United States Government, ready to assume the Presidency should the need arise. KAMALA HARRIS will be the United States' first female vice president and the highest-ranking female elected official in U.S. history. She was the third female major party vice presidential nominee in United States history, following Democrat Geraldine Ferraro in 1984 and Republican Sarah Palin in 2008.

[https://en.wikipedia.org/wiki/List\\_of\\_female\\_United\\_States\\_presidential\\_and\\_vice-presidential\\_candidates](https://en.wikipedia.org/wiki/List_of_female_United_States_presidential_and_vice-presidential_candidates)

...



Rep Jahana Hayes (D-CT)

**117<sup>th</sup> CONGRESS**  
January 3, 2021 to January 3, 2023  
<https://cawp.rutgers.edu/women-in-117th-congress>



Rep Abby Finkenauer (R-IA)

\*As of 11.19.20, at least 141 (105D, 36R) women will serve in the 117th Congress:  
117 in HOUSE / 89D & 28R and 24 in SENATE / 16D & 8R  
CONGRESS: 73.6% men to 26.4% women (gender gap:23.6%)

There are 5 congressional races featuring women candidates that remain too close to call and one race that will be decided by a runoff election, Jan 5, 2021.

2021: State Governors: 41 men; 9 women (18% women); Lt. Governors/2<sup>nd</sup> in Command: 17 women (34%)

**SOURCE:** *Center for American Women and Politics (CAWP), a unit of the Eagleton Institute of Politics at Rutgers University.* Find the most current data on women in the 2020 elections, along with interactive data visualizations and historical comparisons, [Election 2020 Results Tracker](#).