



**FULTON
COUNTY**

CONTRACT DOCUMENTS

FOR

REQUEST FOR PROPOSAL 25RFP020325C-MH

2025 COMMUNITY SERVICES PROGRAM

FOR

DEPARTMENT OF COMMUNITY DEVELOPMENT

OF

FULTON COUNTY, GEORGIA

CONTRACT AGREEMENT

THIS AGREEMENT (“Agreement”), entered into this **1st day of January 2025**, by and between **FULTON COUNTY**, Georgia (hereinafter referred to as “Fulton County” or “County”), a political subdivision of the State of Georgia, acting by and through its Community Development Department’s Youth and Community Services Division (“YCS”), and **Innovative Solutions for Disadvantage and Disability, Inc.** (hereinafter referred to as “Contractor”), a corporation organized as a nonprofit, tax exempt 501(c) (3) agency, authorized to conduct business within the state of Georgia (hereinafter collectively referred to as the “Parties”).

WITNESSETH

WHEREAS, as part of its official functions, Fulton County is authorized to exercise the power of taxation pursuant to Art. IX, Section IV., Par. I of the Constitution of the State of Georgia of 1983, and to expend such funds raised by the exercise of said powers for public purposes as declared in Art. IX, Section IV., Par. II of the Constitution; and

WHEREAS, Contractor has in its employ personnel, and under its supervision, facilities and resources by which it can render to Fulton County and the citizens thereof certain services authorized by the aforementioned Constitutional provision; and

WHEREAS, Contractor has agreed to render services to the citizens of Fulton County, and the County has appropriated funds for those services; and

WHEREAS, the parties desire to execute a formal agreement for the services to be rendered by Contractor, and said services shall be defined, and consideration to be paid for such services by Fulton County for the successful performance of the services, and shall be enumerated.

The Agreement was approved by the Fulton County Board of Commissioners on **May 21, 2025, BOC#25-0398**.

NOW, THEREFORE, in consideration of the premises, payment of the sum hereinafter set forth and the performance of the services described herein, it is mutually agreed as follows:

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ARTICLE I - PARTIES AND TERM:

(a) Fulton County, through its YCS, retains Contractor, and Contractor accepts retention by Fulton County to render the services as hereinafter defined and required; to perform such services in a manner and to the extent required by the parties herein; and as may be hereafter amended or extended in writing by mutual agreement of the parties.

(b) The Chairperson of the Board of Directors for the Contractor or authorized representative (hereinafter "Board Chair") represents that she/he is authorized to bind and enter into contracts on behalf of Contractor, including this Agreement.

(c) Nothing contained in this Agreement shall be constructed to be a waiver of Fulton County's sovereign immunity or any individual's official or qualified good faith immunity.

(d) This Agreement will remain in effect from **01/01/2025**, until midnight **12/31/2025**.

(e) Fulton County shall have the right to suspend immediately Contractor's performance hereunder on an emergency basis under this Agreement whenever necessary, in the sole opinion of Fulton County, to avert a life threatening situation or other sufficiently serious deficiency.

ARTICLE II - SCOPE OF CONTRACTOR'S DUTIES:

Upon execution of this Agreement, the Contractor will provide the following services for Fulton County:

SCOPE OF WORK:

Community Services Program (CSP)

CSP Service Category: Senior Services

CSP Funding Priority(ies):

Children and Youth: Not Applicable

Disabilities: Not Applicable

Economic Stability: Not Applicable

Health and Wellness: Not Applicable

Homelessness: Not Applicable

Senior Services: 1. To provide gap services to older adults that aligns with the Strategic Priorities of Fulton County Government, 2. To increase access to services that enable older adults to remain in the

community and age in place,3. To improve health outcomes for older adults

Innovative Solutions for Disadvantage and Disability, Inc., 2025 Empowering Kinship Families: Strengthening Support Services in Fulton County will provide services at the following locations at specified times during the contract period of **01/01/2025** through **12/31/2025**:

Start and end date of programming for which CSP funds will be used:

Start date: 01/01/2025

End date: 12/31/2025

Service Delivery Site(s):

Name of Program Site	Program Location (complete physical address)	Program City	Program State	Program Zip code	Fulton County District of the program (Facility) location	District(s) of Fulton County Residents Served by the program (facility) location
Innovative Solutions for Disadvantage and Disability Offices	2302 Parklake Dr NE	Atlanta	GA	30345	NA	1,2,3,4,5,6
Fulton County Public Library - Metropolitan Branch	1332 Metropolitan Parkway	Atlanta	GA	30319	5	1,2,3,4,5,6
In Homes of Fulton County Kinship Caregivers	Any address in Fulton County	Any City in Fulton County	GA	Any Fulton County Zip Code	6	1,2,3,4,5,6

Approach and Design:

Innovative Solutions for Disadvantage and Disability, Inc., 2025 Empowering Kinship Families: Strengthening Support Services in Fulton County will provide services to **400** clients that reside in Fulton County, with CSP funding.

Innovative Solutions for Disadvantage and Disability, Inc., 2025 Empowering Kinship Families: Strengthening Support Services in Fulton County **will provide the following activities and services in Fulton County with CSP funding:**

1. Specific Activities and Services supporting CSP Senior Services Funding Priorities

A. Providing Gap Services to Older Adults Aligned with Fulton County’s Strategic Priorities (Health and Human Services)

Project GRANDD addresses a critical service gap for senior kinship caregivers, particularly those raising children with disabilities in Fulton County. Older adults in this role experience higher stress levels, financial strain and health challenges, making targeted support essential. Project GRANDD strengthens their capacity to successfully parent a second time while ensuring their own health, stability, and independence.

Specific Direct Services and Activities provided by Project GRANDD:

- **Comprehensive Intake and Needs Assessment** using the Family Needs Scale (FNS – Winterberry Press) to evaluate family strengths and service needs.
- **Personalized Care Plans** developed collaboratively with each family guides service delivery and ensures needs are met.
- **Case Management** provides service coordination, resource navigation, advocacy and ongoing support.
- **Monthly Support Groups** for grandparents, children and teens to reduce social isolation and provide peer-to-peer support.
- **Parenting Education** using evidence-based curriculums to strengthen caregiver confidence and skills.
- **In-Home Academic Tutoring** for children who struggle academically due to trauma, disabilities or school disruptions.
- **Respite Care Services** to prevent caregiver burnout and provide opportunities for self-care.
- **Guardianship and Legal Services** to help grandparents obtain legal custody and access essential benefits for the children.
- **Special Education Advocacy** assisting caregivers to navigate IEPs (Individualized Education Programs) and 504 Plans ensuring children receive educational support.
- **Material Assistance** - food, clothing, school supplies, beds, bedding, diapers, rent and utility payments to ease financial burdens.
- **Family Outings** to cultural and recreational venues, fostering positive bonding experiences and reducing

stress.

- **Informational Newsletters and Resource Emails** providing up-to-date information on community resources, financial aid, health services and parenting support.

B. Increasing Access to Services That Enable Older Adults to Remain in the Community and Age in Place

Project GRANDD ensures that senior caregivers remain independent, stable and engaged in their communities while raising children. Without support, many would face financial crisis, housing instability or health decline, making aging in place unsustainable. Our program directly increases access to critical services that promote longevity and community stability.

Key Services Supporting Aging in Place:

- **Case Management & Service Coordination** – Ensuring caregivers can access housing assistance, food programs, transportation and healthcare services.
- **Emotional and Peer Support** – Monthly support groups and individual assistance to reduce stress, anxiety and isolation.
- **Financial Relief and Stability** – Emergency assistance with rent, utilities, food and essential household needs to help seniors maintain stable housing.
- **Educational Workshops & Information Sharing** – Equipping caregivers with knowledge on financial management, navigating public benefits and community resources.
- **Respite Care** – Providing temporary relief that allows older adults to rest, attend medical appointments or manage personal responsibilities while ensuring children are cared for.

C. Improving Health Outcomes for Older Adults

The physical, emotional and mental well-being of kinship caregivers is directly tied to their ability to provide stable care for their grandchildren. Seniors in caregiving roles experience higher rates of chronic illness, depression and stress-related conditions, requiring targeted health interventions. Project GRANDD's services are designed to identify health concerns early, connect caregivers to appropriate services and promote overall well-being.

Health-Focused Activities and Services:

- **Health Assessments & Goal Setting** – Identifying caregivers' physical and mental health needs as part of our intake and care plan development process.
- **Healthcare Navigation & Case Management** – Assisting seniors in accessing medical care, mental health counseling and chronic disease management services.
- **Health Education & Wellness Workshops** – Education on nutrition, stress reduction, physical activity and mental well-being.
- **Newsletter & Resource Distribution** – Regularly disseminating health information on preventative care, Medicare updates and available wellness programs.
- **Respite Services** – Giving caregivers time to focus on their own health needs, attend medical appointments and

engage in self-care through the provision of respite care for children with disabilities.

Impact & Outcomes of Activities and Services:

- **Improved Physical & Mental Health** – Seniors maintain better overall health and reduced stress, allowing them to continue caregiving longer.
- **Increased Healthcare Access** – Caregivers can address health concerns early, preventing emergency medical crises.
- **Greater Stability & Aging in Place** – Ensuring that seniors remain in their homes and communities, avoiding institutionalization or displacement.

Conclusion: The Essential Role of Project GRANDD:

Project GRANDD is a proven, comprehensive model that provides essential gap services, improves access to aging-in-place supports and enhances the health of senior caregivers in Fulton County. By funding Project GRANDD, Fulton County can ensure that older adults raising grandchildren receive the resources needed to thrive—ultimately preventing crises, improving family stability and enhancing long-term well-being.

2. How activities and services are accomplished

Project GRANDD operates a structured, client-centered approach to ensure that senior kinship caregivers receive comprehensive, timely and effective support. Our process includes intake, assessment, service delivery, continuous case management and quality assurance to maximize impact for both caregivers and children.

A. Client Intake and Initial Engagement

Kinship caregivers are referred to Project GRANDD through partner agencies or self-referral.

- The Program Director conducts an initial intake within three business days using the GA Division of Aging Services' Kinship Program Intake Form.
- Client demographic and service information is entered into our Apricot 360 Client Relationship Management (CRM) system.
- The family is added to our newsletter and email distribution lists to stay informed about available resources and invited to participate in group services.
- Immediate referrals are provided when possible, and families are placed on a waitlist until a case manager is available.
- New participants receive a welcome packet outlining program services, expectations and the grievance process to ensure transparency.

B. Case Management & Individualized Service Planning

Once assigned to a case manager, families receive a comprehensive in-home visit within one week, then:

- Clients complete liability release forms, and the case manager reviews the welcome packet to ensure they understand the full scope of available services.
- The FNS assessment tool is administered using motivational interviewing techniques to identify health, financial, educational, legal and social needs.
- A personalized care plan is developed collaboratively with the caregiver, defining measurable goals such as:
 - Legal guardianship to access benefits like SNAP.
 - Support group attendance to reduce stress.
 - Health improvements such as scheduling overdue medical appointments.
- Case managers provide referrals and direct assistance to help caregivers achieve their goals.
- Follow-ups occur weekly or monthly, based on caregiver needs. Annual reassessments evaluate progress and determine continued service eligibility.

C. Support Groups & Educational Workshops

Project GRANDD facilitates monthly support groups to provide emotional support, education and peer networking. These sessions are open to anyone and:

- Are offered in-person for adults, children and teens (with child care for children under 8) and virtually for adults to remove transportation barriers.
- Are led by case managers and the program director, with logistical support from the program manager.
- Feature guest speakers presenting on kinship legal issues, health issues, self-care and special education law and other relevant topics.
- Include light meals and \$5 travel stipends to encourage participation.

D. Parenting Education

- To strengthen caregiver confidence and skills, evidence-based parenting classes are offered:
- Delivered in group settings and individual in-home formats by trained case managers.
- Utilize curricula such as Parenting the Second Time Around and 1-2-3 Magic.
- Participants receive manuals, handouts and pre/post assessments to measure knowledge gains.
- Attendance incentives include refreshments, \$5 travel stipends and grocery store gift cards upon completion.

E. Academic Support for Children

- To address academic challenges, Project GRANDD offers in-home tutoring for children who are not performing at grade level:
- Services are provided through In-home Tutors – Atlanta, staffed by qualified educators.
- Case managers assess educational needs and document tutoring services.
- The Program Director supervises the service and conducts quality assurance.

F. Respite Care for Caregivers of Children with Disabilities

Recognizing the intensive caregiving demands on seniors raising children with disabilities, respite services are available:

- Provided through Your Respite Care, a specialized provider.
- Case managers document caregiver needs and coordinate service delivery.
- The Program Director oversees provider performance and ensures quality control.

G. Guardianship Assistance & Legal Support

Legal guardianship enables caregivers to make critical educational, medical, and financial decisions for the children in their care.

- Case managers identify guardianship needs during intake or caregiver interactions.
- Assistance is provided through an MOU with Atlanta Legal Aid Society or through ISDD-funded legal services when necessary.
- The Program Director liaises with attorneys and ensures case oversight.

H. Material Assistance for Essential Needs

To alleviate financial strain, material assistance is available for families with incomes at or below 200% of the federal poverty level:

- Assistance is provided for food, clothing, school supplies, beds, rent, utilities and other urgent needs.
- Clients submit an application with supporting documentation to their case manager, who reviews it with the Program Director.
- The Executive Director makes final funding decisions, ensuring fiscal responsibility and resource availability.

I. Family Bonding & Community Engagement

To strengthen kinship family relationships, Project GRANDD organizes annual family outings (dependent on funding availability).

- Events are planned by the Program Manager, with input from caregivers and staff.
- Outings are publicized via newsletters, email communications, and direct case manager outreach.
- Staff and volunteers assist with event logistics to ensure an inclusive, stress-free experience.

J. Ongoing Communication & Resource Distribution

To keep caregivers informed and connected, Project GRANDD provides:

- Monthly newsletters (delivered by mail or email, per client preference) with updates on services, events, and external resources.
- Resource emails covering healthcare, financial aid, legal updates and parenting tips.
- Content is curated by the Program Manager and supervised by the Program and Executive Directors to ensure

relevance and accuracy.

A Comprehensive, Client-Centered Approach

Project GRANDD delivers a structured, responsive and holistic service model that ensures senior kinship caregivers receive timely, impactful and sustainable support. Through intake, assessment, case management, direct services and ongoing quality assurance, we empower caregivers to achieve stability, improve health outcomes and successfully raise their grandchildren while aging in place.

3. Three Fulton County “Health and Human Services” Key Performance Indicators Addressed

- 1). Percentage of residents who experience food insecurity
- 2). Number of residents who have access to home based and community based services for seniors and people with disabilities.
- 3). Number of people who receive permanent supportive housing and support services

4. Three CSP Funding Priorities Addressed

1. Providing Gap Services to Older Adults Aligned with Fulton County’s Strategic Priorities (Health and Human Services)
2. Increasing Access to Services That Enable Older Adults to Remain in the Community and Age in Place
3. Improving Health Outcomes for Older Adults

5. Community Collaborative Relationships to assist in addressing the need

ISDD has established strong collaborative partnerships with key organizations to enhance service delivery, expand resources and improve outcomes for kinship caregivers raising children with special needs. These partnerships enable efficient referrals, priority access to critical services and specialized support. A few of these relationships are:

Legal, Financial, and Social Services

1. Atlanta Legal Aid Society (ALAS) – Provides free legal assistance and training for kinship caregivers. ISDD has an MOU with ALAS, ensuring priority assistance for Project GRANDD referrals and ALAS refers caregivers seeking legal support through its Relative Caregiver Legal Hotline to Project GRANDD.
2. Atlanta Regional Commission (ARC) – Supports ISDD through financial assistance and technical resources for senior kinship caregivers, networking opportunities with aging services providers and referrals through Empowerline to connect families to ISDD and additional aging services.
3. United Way of Greater Atlanta – Provides funding and resources to support kinship families and networking opportunities to strengthen partnerships within the nonprofit sector.

Fulton County DFCS Kinship Navigator Program – Assists kinship caregivers in accessing benefits such as TANF, Medicaid and SNAP and provides referrals to Project GRANDD for additional support

Basic Needs & Material Assistance

5. Atlanta Community Food Bank – Supplies food assistance for kinship families through an extensive pantry network.
6. Furniture Bank of Metro Atlanta – Provides essential furniture items, including beds, for kinship families lacking basic household necessities.
7. Foster Care Support Foundation – Offers clothing and essential items for children in kinship care.
8. Helping Mamas – Provides diapers and baby supplies

Educational & Developmental Support

9. In-home Tutors Atlanta – Provides academic support and tutoring for children performing below grade level, focusing on reading and math skills.
10. Bobby Dodd Institute – Offers specialized educational programming and individualized transition plans for children with disabilities.

Healthcare & Mental Health Services

11. Marcus Autism Center – Referrals to ISDD, provides autism screenings and interventions.
12. Emory Neurological Exposures Clinic – Conducts fetal alcohol and other exposure screenings, with referrals to Project GRANDD for further support.
13. Chris180 – Offers mental health counseling and behavioral health services for children in kinship care.

A Strong, Multi-Faceted Network of Support

Through these strategic collaborations, ISDD en

Designation of CSP Funds:

Based on the awarded amount of **\$40,000.00**, the CSP funds are designated according to the following cost categories: Administrative, Operational, and Direct Services.

Administrative Expenditures CSP funds that are spent on indirect personnel expenses such as salaries, salary fringe, and benefits for executive / management, accountant, administrative support, etc. Includes direct and indirect charges for administration of the grant (**Note: Not more than 5% of total grant award can be used for administrative costs.**)

Operational Expenditures- CSP funds used to conduct agency/ organizational functions that are secondary to program service delivery such as: auditor, grant writer, consultants, insurance office/ warehouse lease or mortgage expenses, office supplies (pens, toner, paper, etc.), agency's utility expenses, staff transportation expenses, marketing/catalogs, etc. Not to include indirect or direct personnel expenses. **(Note: Not more than 25% of total grant award can be used for operational expenditures.)**

Direct Service Expenditures- CSP funds utilized to provide services directly to agency/program participants such as payments made on behalf of participants for rent, utilities, food, shelter, transportation (rentals, gas, and parking, bus drivers, participant's public transportation costs, etc.), scholarships and day care vouchers, salaries and fringe benefits for direct service personnel (Case Managers, Educators, Subcontractors, etc.), program supplies (educational/instructional materials, paper, pencils, markers, etc.) directly consumed by participants. Program materials that may be pertinent to the scope of services of a funded program and that aid in contractor meeting contracted program outcomes are included in this definition (i.e. children's story books, educational games, puzzles, and flash cards).

Throughout the contract period, program expenditures will be monitored (via performance reports) to ensure that funding is utilized as contracted.

Cost Category	Designation of CSP Funding Award
Administrative (5% Admin max of total funds awarded.)	\$2,000.00
Operational (25% Operational max of total funds awarded.)	\$10,000.00
Direct Services	\$28,000.00
<i>Total</i>	\$40,000.00

Explanation of Funding Details:

1. CSP Funding by Cost Category

Fulton Grant Budget

	Administrative	Operational	Direct Service
Printing			

Background Check			
Staff Development			
Marketing			
Postage			
Office Supplies			
Dues and Subscriptions			
Travel Expense			
Insurance			
Accounting/Audit	\$2,000		
Facility Expense		\$10000	
Program Supplies			
Family Outings			
Client Travel Stipends			
Meeting Expense			
Client Relationship Management			
Homework Assistance			
Client Support			
Salaries			\$28000
Fringe Benefits			
Total	\$2,000	\$10,000	\$28,000

2. Expenditures by Reporting Period

	Jan – Jun	July- Dec	Total
Printing	\$0	\$0	\$0
Background Check	\$0	\$0	\$0
Staff Development	\$0	\$0	\$0
Marketing	\$0	\$0	\$0
Postage	\$0	\$0	\$0
Office Supplies	\$0	\$0	\$0
Dues and Subscriptions	\$0	\$0	\$0
Travel Expense	\$0	\$0	\$0
Insurance	\$0	\$0	\$0
Accounting/Audit	\$2,000	\$0	\$2,000
Facility Expense	\$10,000	\$0	\$10,000
Program Supplies	\$0	\$0	\$0

Family Outings	\$0	\$0	\$0
Client Travel Stipends	\$0	\$0	\$0
Meeting Expense	\$0	\$0	\$0
Client Relationship Management	\$0	\$0	\$0
Homework Assistance	\$0	\$0	\$0
Client Support	\$0	\$0	\$0
Salaries	\$28,000	\$0	\$28,000
Fringe Benefits	\$0	\$0	\$0
Total	\$40,000	\$0	\$40,000

3. Use of CSP Funds to Address Fulton Kinship Family Challenges

A \$40,000 grant from Fulton County enables Project GRANDD to provide essential gap services that address the unique challenges kinship caregivers and children face. The budget is strategically allocated across administration, operations, and direct services, ensuring efficient program delivery and maximum impact for kinship families.

Direct Services to Kinship Families – \$28,000

The majority of the requested funding (\$28,000) directly supports kinship families by providing:

- Salaries & Fringe Benefits (\$28,000) for case management

Operational Costs – \$10,000

These funds sustain the infrastructure necessary for Project GRANDD to effectively serve Fulton kinship families:

- Facility Expenses (\$10,000) – Covers rent and utilities for service locations where caregivers receive case management, training and support.

Administrative Costs – \$2,000

- Accounting & Audit Fees (\$2,000) – Ensures compliance with grant reporting and fiscal accountability.

Budget Allocation

The budget is structured with a higher allocation in the first half of the year because this grant represents only 30% of the total annual budget for serving Fulton County kinship families. With 64% of the remaining funding for the program already committed from other sources, Project GRANDD is financially positioned to sustain services throughout the contract year.

By allocating \$40,000 in the first half of the year and \$0 in the second half, the program can:

- Launch services without delays and provide immediate support to families in need.
- Ensure a strong start in program implementation, preventing service disruptions.
- Leverage additional committed funding to maintain program stability in the latter half of the year.

This approach maximizes the impact of Fulton County’s investment while ensuring that services continue seamlessly for kinship families.

Program Performance Measures:

Innovative Solutions for Disadvantage and Disability, Inc. agrees to track and report program performance to the Fulton County Department of Community Development.

County Defined Performance Measure(s):

Children and Youth: Not Applicable

Disabilities: Not Applicable

Economic Stability: Not Applicable

Health and Wellness: Not Applicable

Homelessness: Not Applicable

Senior Services: 1. Number of seniors who receive access to services not provided through Fulton County Department of Senior Services ,2. Number of seniors who report increased self-sufficiency resulting from in-home services,3. Number of seniors who report an increase in viability to maintain independence

The following program measures/ Key Performance Indicators (“KPI’s”) will be utilized to track and report program outcomes for the Fulton County residents supported with CSP funding, during the funding period 01/01/2025 through 12/31/2025:

1. Methods to achieve County defined performance measures

#1 – Number of Seniors who receive access to services not provided through Fulton County Department of Senior Services

Project GRANDD is dedicated to ensuring that senior caregivers raising children have access to comprehensive support beyond the services provided by Fulton County Department of Senior Services. By addressing critical service gaps, we ensure caregivers have access to essential resources that promote stability and self-sufficiency.

Steps & Strategies:

1. Holistic Case Management & Personalized Support – In-depth assessments, individualized care plans and hands-on assistance in securing services not available through the County.
2. Direct In-Home Services – Parenting education, tutoring, respite care and material assistance to meet the daily needs of senior caregivers and the children in their care.
3. Legal & Educational Advocacy – Assistance with legal matters, guardianship support and advocacy for Individual Education Plans (IEP) and 504 Plans ensuring children receive appropriate educational accommodations.
4. Support Groups for Caregiver Well-Being – Regular opportunities for caregivers to share experiences, receive peer support and manage stress.
5. Financial & Healthcare Navigation – Guidance on Medicaid, SNAP, housing assistance and healthcare access offering direct support with applications and follow-ups.
6. Emergency & Crisis Intervention – Immediate assistance including emergency financial aid and respite care to prevent crises from escalating.

Evaluation Tools:

- Individual Care Plan Goal Attainment – Measures progress in caregivers' stability and ability to continue providing care
- Kinship Care Participant Survey – Assess caregiver satisfaction and service impact on well-being
- Case Management Reports – Analyze service needs and refine program offerings to address unmet gaps

By providing direct, hands-on support that extends beyond county services, Project GRANDD ensures senior caregivers have the resources and assistance needed to successfully raise the children in their care.

#2 – Number of Seniors who Report increased self-sufficiency resulting from in-home services

Project GRANDD empowers senior caregivers raising relative children by providing resources, knowledge and support

to maintain long-term caregiving stability. Increased caregiver self-sufficiency reduces the likelihood of children entering foster care.

Methods & Strategies:

1. Comprehensive Case Management – Ongoing assessments, individualized care plans with measurable goals and continuous support to address emerging challenges.
2. Targeted In-Home Services – Parenting education, tutoring and material assistance tailored to the needs of senior caregivers and the children in their care.
3. Respite Care Support – Relief to prevent caregiver burnout and enhance overall well-being.
4. Legal & Educational Advocacy – Assist with legal concerns and advocacy for Individualized Education Programs (IEP) and 504 Plans to support children's academic success.
5. Skill-Building & Empowerment – Financial literacy training, healthcare navigation support and stress management resources to strengthen caregivers' confidence and ability to provide stable care.

Evaluation Tools:

- Individual Care Plan Goal Attainment – Measures progress toward self-sufficiency using initial and follow-up assessments
- Parenting Education Pre- and Post-Assessments – Evaluates parenting knowledge and skill improvements
- Kinship Care Participant Survey – Feedback on perceived self-sufficiency and program effectiveness
- Case Management Survey Results – Analyze trends in service utilization and caregiver-reported outcomes

By implementing these strategies and tracking progress through validated tools, Project GRANDD ensures seniors have the necessary support to continue their vital caregiving role with confidence and stability.

#3 – Number of seniors who report an increase in viability to maintain independence.

Project GRANDD ensures that seniors raising children maintain their independence, so children are not relinquished to foster care. Assessments identify seniors needing assistance with activities of daily living, transportation and other essential needs. Case management provides information/referrals to ensure they receive support. Support groups offer vital emotional support that helps seniors continue caring for relative children.

Methods & Strategies:

- Case Management & Individualized Care Plans – Assessments, personalized care plans with measurable goals and ongoing case management to address caregivers' needs
- Support Groups for Emotional Well-Being – Reduce stress, provide peer support and strengthen caregivers' ability to continue their role

- Parenting Education & In-Home Support – Parenting classes, in-home tutoring and guidance to enhance caregiving skills and promote child well-being
- Respite Care & Direct Assistance – Short-term relief, legal assistance, material aid and advocacy for IEPs and 504 Plans to support caregivers and their children

Evaluation Tools:

- Family Needs Scale Assessments – Measures caregiver self-sufficiency and overall well-being
- Post-Group Likert Surveys – Evaluates the impact of support groups on caregiver stress and confidence
- Parenting Education Pre- and Post-Testing – Assesses improvements in caregiving knowledge and skills
- Kinship Care Participant Survey – Collects feedback on program effectiveness and unmet needs

By addressing both practical and emotional challenges, Project GRANDD ensures senior caregivers receive the support they need to remain independent and continue providing stable homes for relative children.

2. Major milestones and timeline

Monthly:

- Client intake within 3 business days of referral
- Case manager assignments for waitlisted clients
- In-home assessments scheduled within 1 week of assignment
- Annual re-assessments for clients
- Case managers provide ongoing referrals, resource connections and follow-ups
- Support groups for adults, children and teens (with childcare and travel stipends)
- Material assistance, respite care, tutoring, guardianship support and IEP/504 assistance
- Monthly newsletters and bi-monthly resource emails
- Data entry and service tracking in Apricot CRM
- Monthly stakeholder program reports

Quarterly:

1Q (January – March)

- Fulton County grant report submission
- 8-week Parenting A Second Time Around course delivered
- Annual Standards of Quality Self-Assessment conducted
- Kinship Care Participant Survey distribution

2Q (April – June)

- Survey analysis and service adjustments
- Standards of Quality progress review
- Family Fun Day & School Supply Drive planning
- Individual and group 1-2-3 Magic parenting classes
- Execution of Fulton County contract (if awarded)

3Q (July – September)

- Family Fun Day event and school supply distribution
- Case Management Satisfaction Survey
- Kinship Care Participant Survey
- Holiday Adopt-a-Family planning and fundraising
- Fulton County program report and invoice (if applicable)

4Q (October – December)

- Second Fulton County invoice (if applicable)
- Analysis of survey results for program adjustments
- Grandfamilies Leadership Training for three staff
- Adopt-a-Family gift and food donations collection and distribution

3. Data collection

Client data is collected through intake and care plan forms, along with standardized assessments and surveys, to evaluate Project GRANDD's impact and measure key performance indicators. Primary data collection tools include:

- Apricot 360 –client relationship management (CRM) for data collection, enables real-time outcome tracking and program evaluation for rigorous assessment of program effectiveness
- Family Needs Scale (FNS) – Validated assessment tool used to evaluate family needs for financial stability, emotional support, healthcare, childcare and access to community resources. Provides a structured framework to identify service gaps and tailor interventions to enhance family well-being
- Kinship Care Participant Survey – Measures participant satisfaction and service utilization. Assesses caregivers' stress levels, confidence in their parenting abilities, ability to handle problems and overall well-being. Evaluates whether caregivers feel capable of continuing to care for their grandchildren and if Project GRANDD has positively impacted their lives
- Case Management Satisfaction Survey – Assess client experiences and identify areas for improvement
- Program Exit Survey – Gauge satisfaction, gather feedback, and inform program enhancements
- Post-Event Surveys – Measure participant stress reduction, knowledge gained and obtain suggestions

for improvement

- Parenting Curriculum Pre- and Post-Tests – Assess changes in parenting knowledge and measure client satisfaction with the program

4.Three County Defined Performance Measures

1. Number of Seniors who receive access to services not provided through Fulton County Department of Senior Services
2. Number of seniors who report increased self-sufficiency resulting from in-home services
3. Number of seniors who report an increase in viability to remain independence

Agency Defined Performance Measure(s):

1. 80% of seniors report a decrease in stress levels as a direct result of participating in Project GRANDD activities.

Rationale: Lower stress levels enable caregivers to provide more stable, long-term care for their relative children.

Strategies:

- Peer support groups
- Individualized case management
- Comprehensive assessments and goal-driven care plans
- Parenting education tailored to kinship caregivers
- Family engagement activities (e.g., outings, in-home tutoring)
- Access to respite care and legal assistance
- Advocacy support for IEPs and 504 Plans
- Distribution of essential material assistance

Measurement Tools:

- **Family Needs Survey (FNS)** – Measuring self-reported stress levels
- **Post-group Likert surveys** – Measuring caregiver stress reduction
- **Parenting education pre- and post-tests** – Assessing knowledge gains
- **Kinship Care Participant Survey** – Capturing overall program impact on stress levels

2. At least 90% of senior caregivers demonstrate increased awareness and utilization of social service resources.

Rationale: Caregivers who effectively navigate social service systems are more likely to access needed support, reducing caregiving burdens and improving family stability.

Strategies:

- Facilitated peer support groups focused on resource-sharing
- Individualized case management and direct resource referrals
- Goal-driven care plan development
- Resource navigation training through case management, workshops and printed materials

Measurement Tools:

- **Case management notes** – Tracking resource referrals and caregiver follow-ups
- **Family Needs Survey (FNS)** – Measuring self-reported knowledge and access
- **Kinship Care Participant Survey** – Evaluating caregivers' confidence in resource utilization

3. At least 80% of senior caregivers report improved relationships with the children they are raising

Grandparents who feel that they have strong relationships with the children they're raising are more likely to continue to provide care for them.

Rationale: Strong caregiver-child relationships contribute to emotional stability and successful caregiving experiences.

Strategies:

- Parenting education programs focused on trauma-informed care and communication
- Peer support groups with facilitated discussions on relationship-building
- Monthly newsletters featuring best practices for kinship parenting
- Individualized case management to address family dynamics

Measurement Tools:

- **Parenting education pre- and post-tests** – Assessing knowledge and skill development
- **Post-group Likert surveys** – Evaluating perceived improvements in relationships
- **Case management notes** – Documenting progress in family interactions
- **Kinship Care Participant Survey** – Measuring overall relationship satisfaction

ADDITIONAL REQUIREMENTS

Failure to adhere to the terms of this Agreement, in addition to the requirements listed below, may result in one or all of the following; delayed disbursement or total loss of awarded funds, and / or ineligibility to receive an RFP award during the next funding cycle.

1. Contractor agrees to develop, in conjunction with Fulton County, a process of accepting and serving Fulton County residents referred by the Youth and Community Services Division of Fulton County Government.
2. As consideration for the County providing funding and the non-profit entity accepting same, the non-profit entity shall, upon the County's request, participate in County-sponsored events and activities on County property, when feasible. The non-profit agency shall use its best efforts to comply with the County's request provided that it is given at least one week's notice to do so. Failure to participate will be taken into consideration for future funding requested by the non-profit entity.
3. Contractor agrees to allow staff from the Fulton County Department of Community Development to conduct contract compliance site visits as necessary (announced or unannounced).
4. During the site visit, Contractor will be required to allow staff to monitor programming, as well as review client rosters / sign-in sheets and/ or Registration information that should include complete addresses of Fulton County residents served by this funding.
5. Contractor agrees to comply with the Operational Specifications outlined in **2025 Community Services Program 25RFP020325C-MH**.
6. Contractor agrees that advertising, promotions and other publicity in connection with the supported program(s) shall include the following acknowledgment: **"Funding provided in part by the Fulton County Board of Commissioners under the guidance of the Department of Community Development."**

Note: If your agency uses logos versus text, you may substitute the language above with the Fulton County Logo.

Reporting

It is the Contractor's responsibility to ensure accurate reporting of all information contained in the performance reports. Reports and supportive documentation that consistently include erroneous/ inaccurate data may result in a required reimbursement of funding and/or may negatively impact future funding.

7. Contractor will be required to submit completed performance reports (with deadlines of **(July 18, 2025,**

and January 16, 2026) to adhere to the requirements outlined in the Performance Report Instructions, as well as the format provided by the Fulton County Department of Community Development. Future funding will be affected if performance reports are not submitted by stipulated due dates.

8. Contractor will be required to provide demographic information concerning the Fulton County residents served, including, but not limited to age, race/ethnicity and gender.

9. Contractor will be required to report the number of UNDUPLICATED/NEW participants directly served through the Community Services Program funding. **Please note:** Failure to serve the total number of participants contracted to be served with CSP funding may result in reimbursement of CSP funding to Fulton County. Failure to reimburse the funding requested will result in the ineligibility to receive future funding.

10. Contractor will be required to submit unduplicated client rosters in a spreadsheet format that includes the complete residential addresses of the Fulton County residents served with CSP funding, and LEDGERS demonstrating how Community Services Program funds were expended for the specified reporting period.

Expenditure of Funds

11. Contractor is prohibited from utilizing CSP funds for capital expenditures. (A “capital expenditure” is defined as: any resource not completely consumed during the contract year, i.e. computers, printers, construction, vehicles, cell phones, etc.) Program materials that may be pertinent to the scope of services of a funded program and that aid in contractor meeting contracted program outcomes are excluded from the definition of “capital expenditure” (e.g., children's story books, educational materials, games, puzzles, and flash cards).

12. Community Services Program funds must be expended by December 31st of the contract year. All funds that are not spent by this date must be reimbursed to Fulton County Government within 30 days of written request. A Contractor’s failure to adhere to this requirement will result in one or more of the following: inability to receive future funding from Fulton County, and/or legal action against the agency to recoup funding that are not reimbursed by the deadline.

ARTICLE III - COMPENSATION FOR SERVICES

(a) Fulton County agrees to pay Contractor a maximum sum of **\$40,000.00**.

(b) Upon receipt and approval of Contractor’s invoice delineating projected expenditures for the first six months of the contracting period. Upon receipt and approval of said invoice, County shall pay Contractor the first six months of compensation provided for by this Agreement. The Contractor shall

provide Fulton County with a second invoice delineating projected expenditures for the remaining six months of the Agreement Term. Upon receipt and approval of said invoice, Fulton County shall pay Contractor the second six months of compensation provided by this Agreement. **A failure by Contractor to submit the invoice for the first and/ or second six months of the contracting period will constitute a breach of this Agreement.**

(c) If through any cause, Contractor shall fail to fulfill its obligation under this Agreement in a timely and proper fashion or in the event that any of the provision or stipulations of this Agreement are violated by Contractor, Fulton County shall thereupon have the right to immediately suspend or terminate this Agreement by serving written notice as defined herein upon Contractor of Fulton County's intent to suspend or terminate this Agreement. If the Agreement is terminated pursuant to this paragraph, Contractor shall be exclusively limited to receiving only the compensation for work performed in a manner satisfactory to Fulton County up to and including the date of the written termination notice.

(d) The Contractor agrees and understands that all expenditures must be consistent with the scope and purpose of this Agreement, and expenditures must be consistent with the guidelines and definitions established in **2025 Community Services Program 25RFP020325C-MH**, which is hereby incorporated by reference herein and made a part of this agreement. The County reserves the right to approve and reject payment for expenditures which are not consistent with the scope and purpose of this Agreement, and which the County determines are not consistent with the guidelines and definitions established in the Community Services Program RFP.

(e) The Contractor agrees and understands that Fulton County has the right to recover funds from Contractor for compensation received, pursuant to subsection (b) above if Contractor fails to perform the services outlined in Article II or does not perform such services to the satisfaction of Fulton County.

ARTICLE IV - RECORD KEEPING

(a) Contractor shall maintain accurate records of the expenditure and disposition of funds, and such records must be in accordance with good accounting practices, and made available for inspection and audit by Fulton County at a time mutually agreeable to parties and upon thirty (30) days' notice to contractor.

(b) All reports and communications, with supportive documentation consistent with contract provisions outlined in Article II, must be provided to Fulton County, in accordance with Article IV.

(c) A performance report, with supportive documentation consistent with provisions of the Agreement outlined in Article II, must be provided to Fulton County no later than **July 18, 2025 for the period January 1, 2025-June 30, 2025; and January 16, 2026 for the period July 1, 2025-December**

31, 2025.

(d) Contractor shall be responsible for sending staff representation to mandatory meetings that will be sponsored by the Fulton County Department of Community Development. Contractor will be notified in advance of said meetings.

(e) All notices, program reports and other communications required to be given under this Contract shall be sufficient if in writing and either delivered via e-mail, personally or sent by postage, prepaid, certified or registered United States mail, return receipt requested, or e-mail addressed as follows:

To Fulton County:

**Department of Community Development
c/o: Youth and Community Services Division
hsd.grants@fultoncountyga.gov
137 Peachtree Street, SW
Atlanta, Georgia 30303**

To Contractor:

**Innovative Solutions for Disadvantage and Disability, Inc.
2302 Parklake Drive NE Suite 110
Atlanta, Georgia 30345**

The Parties may only modify or update the above-referenced addresses during the term of this Agreement by providing formal notice to the other party of such a change pursuant to the terms of this provision.

(f) Contractor understands and agrees that, upon Fulton County's determination that Contractor is not or has not been in substantial compliance with any term of this Agreement with respect to the performance and provision of services at any single delivery site, Fulton County shall thereupon have the right to immediately suspend or terminate this Agreement upon written notice to Contractor. Contractor further understands and agrees that if Fulton County determines that Contractor is not or has not been in substantial compliance with any term of this Agreement with respect to the performance and provision of services at any single delivery site, Fulton County may request, and the Contractor shall provide, any and all additional reports, records or documentation Fulton County deems necessary to evaluate, assess and/or measure Contractor's overall level of performance under this Agreement, including Contractor's performance at other delivery sites.

ARTICLE V - INDEMNIFICATION

Contractor hereby covenants and agrees to indemnify and hold harmless Fulton County, its Commissioners, officers, and employees from all claims, losses, liabilities, damages, deficiencies, demands, judgments, or costs (including without limitation reasonable attorney's fees and legal expenses) suffered or occurred by such party, whether arising in tort, contract, strict liability or otherwise, including without limitation, personal injury, wrongful death or property damage arising in any way from the actions or omissions of Contractor, its directors, officers, employees, agents, successors and assigns in connection with its acceptance, or the performance, or nonperformance of its obligations under this Agreement; provided, however, that nothing herein shall be construed to preclude the Contractor from bringing suit against the County for breach of the terms of this Agreement.

ARTICLE VI – TERMINATION OF AGREEMENT FOR COUNTY'S CONVENIENCE AND FOR CAUSE

(a) This Agreement is effective on **01/01/2025**, and shall terminate on **12/31/2025**, unless earlier terminated in accordance with the provisions of this Agreement. Notwithstanding termination of the Agreement, Contractor is obligated to fulfill all of its obligations, including its reporting requirements.

(b) Notwithstanding the above provisions, Fulton County may terminate this Agreement for convenience, or Fulton County or the Contractor may terminate this Agreement at any time for any reason by giving written notice of the intent to terminate the Agreement thirty (30) days in advance, by certified mail, return receipt requested, with proper postage prepaid, or by hand delivery, to the other party at the physical address provided herein for notice. The termination shall become effective on the thirtieth (30th) day after the date of such written notice unless the parties otherwise agree in writing. If this Agreement is terminated pursuant to this paragraph, Contractor shall be exclusively limited to receiving compensation for the work satisfactorily performed up to and including the effective date of termination.

(c) Fulton County shall have the right to suspend immediately Contractor's performance hereunder on an emergency basis whenever necessary, in the opinion of Fulton County, to avert a life threatening situation or other sufficiently serious risk.

(d) In the event that this agreement is terminated by Fulton County or Contractor, following the Fulton County's determination that Contractor is not or has not been in substantial compliance with any provision of this agreement, Contractor agrees that Fulton County shall have the right to request repayment in full of all compensation paid to Contractor pursuant to Article III of this agreement. If Fulton County exercises its right under this subsection, Contractor agrees to and shall repay Fulton County all compensation paid to Contractor pursuant to Article III of this Agreement.

(e) In the event that this agreement is terminated by Fulton County or Contractor, following the

Fulton County's determination that Contractor is not or has not been in substantial compliance with any provision of this agreement, Contractor agrees that Fulton County shall have the right to terminate this Agreement between Fulton County and Contractor without penalty. Contractor acknowledges and agrees that Fulton County's right to terminate includes, but is not limited to, the right to withhold any and all future compensation due to Contractor pursuant to the terms of any and all other agreements between Fulton County and Contractor.

(f) In the event that this Agreement is terminated by Fulton County or Contractor, following Fulton County's determination that Contractor is not or has not been in substantial compliance with any provision of this Agreement, Contractor agrees that it shall not be eligible to either enter or to apply to enter into future contracts with Fulton County until it has addressed any and all areas of deficiency or non-compliance to Fulton County's satisfaction.

ARTICLE VII - INDEPENDENT CONTRACTOR STATUS

(a) Nothing contained herein shall be deemed to create any relationship other than that of an independent contractor between Fulton County and Contractor. Under no circumstances shall Contractor, its directors, officers, employees, agents, successors or assigns be deemed employees, agents, partners, successors, assigns or legal representatives of Fulton County.

Contractor acknowledges that **Innovative Solutions for Disadvantage and Disability, Inc.**, its directors, officers, employees, agents and assigns shall have no right of redress pursuant to the Personnel Rules and Regulations of Fulton County.

(b) The Contractor shall pay all sales, retail, occupational, service, excise, old age benefit and unemployment compensation taxes, consumer, use and other similar taxes, as well as any other taxes or duties on the materials, equipment, and labor for the work provided by the Contractor which are legally enacted by any municipal, county, state or federal authority, department or agency at the time bids are received, whether or not yet effective. The Contractor shall maintain records pertaining to such taxes as well as payment thereof and shall make the same available to Fulton County at all reasonable times for inspection and copying. The Contractor shall apply for any and all tax exemptions which may be applicable and shall timely request from Fulton County such documents and information as may be necessary to obtain such tax exemptions. Fulton County shall have no liability to the Contractor for payment of any tax from which it is exempt.

ARTICLE VIII - INSURANCE

Contractor agrees to obtain, maintain and furnish to Fulton County, a Certificate of Insurance (COI)

showing the required coverage during the entire term of this Agreement. All insurance limits are listed in the “Insurance and Risk Management Provisions” document, Attachment “A”, with Fulton County, Georgia added as an “Additional Insured”. The cancelation of any policy of insurance required by this Agreement shall meet the requirements of notice under the laws of the State of Georgia as presently set forth in the Georgia Code.

ARTICLE IX – AMENDMENTS AND MODIFICATIONS TO CONTRACT

(a) This Agreement constitutes the entire agreement between Fulton County and Contractor, and there are no further written or oral agreements with respect thereto, no variations, amendments or modifications of this Agreement, and no waiver of its provisions, shall be valid unless in writing and signed by Fulton County’s and Contractor’s duly authorized representatives.

(b) Modifications or amendments which require a change in compensation level must be approved by the Fulton County Board of Commissioners and Contractor; other modifications, amendments or variations may be agreed to in writing, between the Contractor and the Contract Administrator when the amount of this Agreement and its Term remain unchanged.

ARTICLE X - SUBCONTRACTING

Contractor shall not subcontract any part of the work covered by this Agreement or permit subcontracted work to be further subcontracted without prior written approval of Fulton County.

ARTICLE XI - ASSIGNABILITY

Contractor shall not assign or subcontract this Agreement or any portion thereof without the prior expressed written consent of Fulton County. Any attempted assignment or subcontracting by Contractor without the prior expressed written consent of Fulton County shall at the County’s sole option terminate this Agreement without any notice to Contractor of such termination. Contractor binds itself, its successors, assigns, and legal representatives of such other party in respect to all covenants, agreements and obligations contained herein.

ARTICLE XII - SEVERABILITY OF TERMS

If any part or provision of this Agreement is held invalid the remainder of this Agreement shall not be affected thereby and shall continue in full and effect.

ARTICLE XIII – PRECEDENCE OF AGREEMENT

In the event that any language in the Department of Community Development's Community Services Program RFP is in conflict with the language in this Agreement, this Agreement shall take precedence.

ARTICLE XIV - EQUAL EMPLOYMENT OPPORTUNITY

In accordance with Fulton County Code Sections 102-391 (Equal Opportunity Clause) and 154-3 (Policy of Equal Opportunity): (a): During the performance of this Agreement, the Contractor agrees as follows:

(1) The Contractor shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, national origin, or disability. As used herein, the words "shall not discriminate" shall mean and include without limitations the following:

Recruited, whether by advertising or other means; compensated, whether in the form of rates of pay, or other forms of compensation; selected for training, including apprenticeship; promoted; upgraded; demoted, downgraded; transferred; laid off; and terminated.

The Contractor agrees to and shall post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination clause.

(2) The Contractor shall in solicitation or advertisement for employees, placed by or on behalf of the Contractor; state that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex, sexual orientation, national origin, or disability.

(3) The Contractor shall send to each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding, a notice advising the labor union or workers' representative of the Contractor's commitments under the Equal Opportunity Program of Fulton County and under this Article, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(4) The Contractor and its subcontractors, if any, shall file Compliance Reports at reasonable times and intervals with Fulton County in the form and to the extent prescribed by the director. Compliance Reports filed at such times as directed shall contain information as to the employment practices, policies, programs and statistics of the Contractor and its subcontractors.

(5) The Contractor shall include the provisions of paragraphs (1) through of this equal employment opportunity clause and every subcontractor purchase order so that such provision shall be binding upon

each subcontractor.

ARTICLE XV - CAPTIONS

The captions are inserted herein only as a matter of convenience and for reference and in no way define, limit, or describe the scope of this Agreement or the intent of the provisions thereof.

ARTICLE XVI - GOVERNING LAW

This Agreement shall be governed in all respects, as to validity, construction, capacity, and performance or otherwise, by the laws of the State of Georgia.

ARTICLE XVII - JURISDICTION

This Agreement will be executed and implemented in Fulton County. Further, this Agreement shall be administered and interpreted under the laws of the State of Georgia. Jurisdiction of litigation arising from this Agreement shall be in the Fulton County Superior Courts. If any part of this Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null and void insofar as it is in conflict with said laws, but the remainder of this Agreement shall be in full force and effect.

Whenever reference is made in the Agreement to standards or codes in accordance with which work is to be performed, the edition or revision of the standards or codes current on the effective date of this Agreement shall apply, unless otherwise expressly stated.

**F. GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT**

Contractor's Name:	Innovative Solutions for Disadvantage and Disability, Inc.
Project No. and Project Title:	25RFP020325C-MH 2025 Community Services Program

CONTRACTOR AFFIDAVIT

By executing this affidavit, the undersigned contractor verifies its compliance with O.C.G.A. § 13-10-91, stating affirmatively that the individual, entity or corporation which is engaged in the physical performance of services on behalf of Fulton County Government has registered with, is authorized to use and uses the federal work authorization program commonly known as E-Verify, or any subsequent replacement program, in accordance with the applicable provisions and deadlines established in O.C.G.A. § 13-10-91.

Furthermore, the undersigned contractor will continue to use the federal work authorization program throughout the contract period and the undersigned contractor will contract for the physical performance of services in satisfaction of such contract only with subcontractors who present an affidavit to the contractor with the information required by O.C.G.A. § 13-10-91(b). Contractor hereby attests that its federal work authorization user identification number and date of authorization are as follows:

1189595

Federal Work Authorization User Identification Number (EEV/E-Verify Company Identification Number)

04/17/2017

Date of Authorization

Rainie B. Jueschke

Authorized Officer or Agent
(Name of Contractor)

I hereby declare under penalty of perjury that the foregoing is true and correct

Rainie B. Jueschke

Printed Name (of Authorized Officer or Agent of Contractor)


Signature (of Authorized Officer or Agent)

Executive Director

Title (of Authorized Officer or Agent of Contractor)

02/25/2025

Date Signed

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE

25 DAY OF February, 2025


Notary Public

My Commission Expires: 2/23/2027

[NOTARY SEAL]



* As of the effective date of O.C.G.A. 13-10-91, the applicable federal work authorization program is the "EEV/Basic Pilot Program" operated by the U.S. Citizenship and Immigration Services Bureau of the U.S. Department of Homeland Security, in conjunction with the Social Security Administration (SSA).



GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT

Contractor's Name:	Innovative Solutions for Disadvantage and Disability, Inc.
Project No. and Project Title:	25RFP020325C-MH 2025 Community Services Program

FORM G: SUBCONTRACTOR AFFIDAVIT

By executing this affidavit, the undersigned subcontractor verifies its compliance with O.C.G.A. 13-10-91, stating affirmatively that the individual, firm or corporation which is engaged in the physical performance of services under a contract with (name of contractor) on behalf of (name of public employer) has registered with and is participating in a federal work authorization program* [any of the electronic verification of work authorization programs operated by the United States Department of Homeland Security or any equivalent federal work authorization program operated by the United States Department of Homeland Security to verify information of newly hired employees, pursuant to the Immigration Reform and Control Act of 1986 (IRCA), P.L. 99-603], in accordance with the applicability provisions and deadlines established in O.C.G.A. 13-10-91.

1522290

Federal Work Authorization User Identification Number (EEV/E-Verify Company Identification Number)

3/19/2020

Date of Authorization

DEB GLORIA LLC

Authorized Officer of Agent
(Name of Subcontractor)

I hereby declare under penalty of perjury that the foregoing is true and correct

DENNIS FREEMAN

Printed Name (of Authorized Officer or Agent of Contractor)

Dennis Freeman
Signature (of Authorized Officer or Agent)

DIRECTOR, DEB GLORIA LLC

Title (of Authorized Officer or Agent of Contractor)

2/27/2025

Date Signed

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE

27th DAY OF February, 2025

Jodi M. Wright
Notary Public

My Commission Expires: 1/11/2028

[NOTARY SEAL]

JODI M WRIGHT
NOTARY PUBLIC
Cobb County
State of Georgia
My Comm. Expires Jan. 11, 2028

* As of the effective date of O.C.G.A. 13-10-91, the applicable federal work authorization program is the "EEV/Basic Pilot Program" operated by the U.S. Citizenship and Immigration Services Bureau of the U.S. Department of Homeland Security, in conjunction with the Social Security Administration (SSA).



INNOSOL-01

KCOOPER

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

6/6/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Siegel Insurance Inc 2987 Clairmont Rd Suite 425 Atlanta, GA 30329	CONTACT NAME: PHONE (A/C, No, Ext): (404) 633-6332		FAX (A/C, No): (404) 633-9388
	E-MAIL ADDRESS: info@siegelinsurance.com		
	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A : Philadelphia Insurance Company		18058
	INSURER B : Hanover (Allmerica Companies)		22292
	INSURER C : INSURER D : INSURER E : INSURER F :		

INSURED

Innovative Solutions for Disadvantage and Disability
2302 Parklake Drive Suite 110
Atlanta, GA 30345

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:	X		PHPK2647129-018	1/11/2025	1/11/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 \$
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			PHPK2647129-018	1/11/2025	1/11/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			PHUB897742-009	1/11/2025	1/11/2026	EACH OCCURRENCE \$ 2,000,000 AGGREGATE \$ Aggregate \$ 2,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y / N N	N / A	WHA4969629	2/5/2025	2/5/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Professional Liabili			PHPK2647129-018	1/11/2025	1/11/2026	Each Claim 1,000,000
A	Professional Liabili			PHPK2647129-018	1/11/2025	1/11/2026	Aggregate 3,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Additional coverage included on the Package Policy: Sexual/ Physical Abuse \$1,000,000 each claim and \$1,000,000 Aggregate Limit.

CERTIFICATE HOLDER

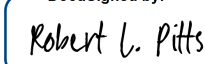
CANCELLATION

Fulton County Government 141 Pryor Street SW Atlanta, GA 30303	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE

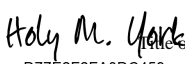
IN WITNESS THEREOF, the Parties hereto have caused this Contract to be executed by their duly authorized representatives as attested and witnessed and, as applicable, their corporate seals to be hereunto affixed as of the day and year date first above written.

OWNER:

FULTON COUNTY, GEORGIA

DocuSigned by:

BA715B1A26544E7
Robert L. Pitts, Chairman
Fulton County Board of Commissioners

CONTRACTOR:

**Innovative Solutions for
Disadvantage and Disability, Inc.**
VENDOR NAME
Signed by: Name of Signatory: Holly M. York

Title of Signatory: Executive Director
D77E2F2FA0DC459...
Authorized Signature

ATTEST:

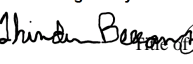
Signed by:

EEC476C4837648D...
Tonya R. Grier
Clerk to the Commission

(Affix County Seal)



ATTEST:

DocuSigned by: Name of 2nd Signatory: **Thindiwia Bellamy**

Title of 2nd Signatory: **Program Director**
1FE3F18989A5490...
Second Authorized Signature

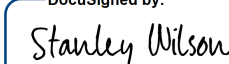
(Affix Corporate Seal, if applicable)

APPROVED AS TO FORM:

Signed by:

0EC92EDADEFB4B8...
Office of the County Attorney

APPROVED AS TO CONTENT:

DocuSigned by:

5E4D76DFB4A0450...
Stanley Wilson, Director
Fulton County Department of
Community Development

Please select RM or 2ND RM from the checkbox

RM	<input checked="" type="checkbox"/> 2ND RM
ITEM#: _____ RM: _____ REGULAR MEETING	ITEM#: 25-0398 2ND RM: 05/21/2025 SECOND REGULAR MEETING

Certificate Of Completion

Envelope Id: 9F7489F0-133C-4799-B776-C497B982A858

Status: Completed

Subject: Please DocuSign: 2025 CSP Contract-ISDD, Inc.-BOC Agenda#25-0398

Parcel ID:

Employee Name:

Source Envelope:

Document Pages: 35

Signatures: 6

Envelope Originator:

Certificate Pages: 7

Initials: 0

Cherie Williams

AutoNav: Enabled

Stamps: 1

141 Pryor Street

Envelopeld Stamping: Enabled

Purchasing & Contract Compliance, Suite 1168

Time Zone: (UTC-05:00) Eastern Time (US &

Atlanta, GA 30303

Canada)

Cherie.Williams@fultoncountyga.gov

IP Address: 100.16.226.226

Record Tracking

Status: Original

Holder: Cherie Williams

Location: DocuSign

6/15/2025 9:21:11 PM

Cherie.Williams@fultoncountyga.gov

Security Appliance Status: Connected

Pool: StateLocal

Storage Appliance Status: Connected

Pool: Fulton County Government

Location: Docusign

Signer Events

Signature

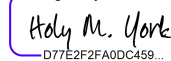
Timestamp

Holy M. York

hollyy@isdd-home.org

Security Level: Email, Account Authentication
(None)

Signed by:


D77E2F2FA0DC459...

Sent: 6/15/2025 9:27:24 PM

Viewed: 6/17/2025 9:57:21 AM

Signed: 6/17/2025 9:58:20 AM

Signature Adoption: Pre-selected Style

Using IP Address:

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Electronic Record and Signature Disclosure:

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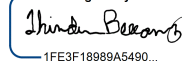
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Thindiwia Bellamy

bellamyt@isdd-home.org

Security Level: Email, Account Authentication
(None)

DocuSigned by:


1FE3F18989A5490...

Sent: 6/17/2025 9:58:22 AM

Resent: 6/20/2025 2:41:25 PM

Resent: 6/23/2025 9:05:54 AM

Viewed: 6/23/2025 9:15:42 AM

Signed: 6/23/2025 9:19:23 AM

Signature Adoption: Drawn on Device

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Electronic Record and Signature Disclosure:

Accepted: 6/23/2025 9:15:42 AM

ID: 536b01e8-e60d-4118-bc2b-8ce23aa4ee82

Mark Hawks2

mark.hawks@fultoncountyga.gov

Chief Assistant Purchasing Agent

Purchasing and Contract Compliance

Security Level: Email, Account Authentication
(None)

Completed

Using IP Address: 74.174.59.4

Sent: 6/23/2025 9:19:26 AM

Viewed: 6/23/2025 11:56:27 AM

Signed: 6/23/2025 11:56:36 AM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Signer Events	Signature	Timestamp
Stanley Wilson Stanley.Wilson@fultoncountyga.gov Director Stanley Wilson Security Level: Email, Account Authentication (None)	DocuSigned by:  5E4D76DFB4A0450... Signature Adoption: Pre-selected Style Using IP Address: 75.43.132.102	Sent: 6/23/2025 11:56:38 AM Viewed: 6/23/2025 2:19:06 PM Signed: 6/23/2025 2:19:12 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Lauren Hansford lauren.hansford@fultoncountyga.gov Security Level: Email, Account Authentication (None)	Completed Using IP Address: 24.99.91.51	Sent: 6/23/2025 2:19:16 PM Resent: 6/24/2025 9:46:12 AM Viewed: 6/24/2025 1:42:28 PM Signed: 6/24/2025 1:44:03 PM
Electronic Record and Signature Disclosure: Accepted: 6/24/2025 1:42:28 PM ID: 2423b417-e7ce-4d16-bab5-c8d5a27d8f9c		
David Lowman David.Lowman@fultoncountyga.gov Security Level: Email, Account Authentication (None)	Signed by:  0EC92EDADEFB4B8... Signature Adoption: Pre-selected Style Using IP Address: 74.174.59.4	Sent: 6/24/2025 1:44:05 PM Viewed: 6/24/2025 1:50:27 PM Signed: 6/24/2025 1:52:25 PM
Electronic Record and Signature Disclosure: Accepted: 6/24/2025 1:50:27 PM ID: 64d76ddc-1593-4324-82d2-acff4a8fc53b		
Nikki Peterson nikki.peterson@fultoncountyga.gov Chief Deputy Clerk to the Board of Commissioners Fulton County Government Security Level: Email, Account Authentication (None)	Completed Using IP Address: 66.56.23.82	Sent: 6/24/2025 1:52:28 PM Resent: 6/25/2025 1:09:43 PM Viewed: 6/27/2025 3:10:49 PM Signed: 6/27/2025 3:11:32 PM
Electronic Record and Signature Disclosure: Accepted: 11/27/2017 1:39:37 PM ID: b7ce88ee-0c66-4f3a-bfee-705e0af602d8		
Robert L. Pitts michael.oconnor@fultoncountyga.gov Fulton County Security Level: Email, Account Authentication (None)	DocuSigned by:  BA715B1A26544E7... Signature Adoption: Pre-selected Style Using IP Address: 68.208.197.4	Sent: 6/27/2025 3:11:37 PM Resent: 6/30/2025 11:57:18 AM Viewed: 6/30/2025 12:07:45 PM Signed: 6/30/2025 12:07:52 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Tonya Grier tonya.grier@fultoncountyga.gov Clerk to the Commission Fulton County Security Level: Email, Account Authentication (None)	Signed by:  EEC476C4837648D... 	Sent: 6/30/2025 12:07:55 PM Viewed: 7/1/2025 10:00:33 AM Signed: 7/1/2025 10:00:49 AM
	Signature Adoption: Uploaded Signature Image Using IP Address: 99.96.24.191	
Electronic Record and Signature Disclosure:		

Signer Events	Signature	Timestamp
Accepted: 3/16/2018 10:54:59 AM ID: f3f241e8-3027-4447-9476-6cf20ae25dd4		
Mark Hawks3 mark.hawks@fultoncountyga.gov Chief Assistant Purchasing Agent Purchasing and Contract Compliance Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	Completed Using IP Address: 45.20.200.178	Sent: 7/1/2025 10:00:53 AM Viewed: 7/9/2025 10:22:23 AM Signed: 7/9/2025 10:22:29 AM
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Atif Henderson Atif.Henderson@fultoncountyga.gov Fulton County Government Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 6/15/2025 9:27:23 PM Viewed: 7/9/2025 10:27:52 AM
Cherie Williams cherie.williams@fultoncountyga.gov Fulton County Government Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 6/15/2025 9:27:23 PM Resent: 7/9/2025 10:22:37 AM
Carlos Thomas carlos.thomas@fultoncountyga.gov Division Manager Fulton County Government Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 6/15/2025 9:27:24 PM Viewed: 7/9/2025 10:27:17 AM
Dian DeV Vaughn dian.dev Vaughn@fultoncountyga.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 7/9/2025 10:22:33 AM Viewed: 7/9/2025 10:27:50 AM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/15/2025 9:27:23 PM
Certified Delivered	Security Checked	7/9/2025 10:22:23 AM
Signing Complete	Security Checked	7/9/2025 10:22:29 AM
Completed	Security Checked	7/9/2025 10:22:33 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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Required hardware and software

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	Allow per session cookies

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