

Exhibit 64

Project Updates: Vicki Fennell

| Major Objective | Key Tasks | Person (s) Resp. | Start Date | End Date | Progress Made |
|--|--|--|------------|----------|--|
| Apply for the HFPG Organizing grant. Launch the Healthy Homes Project | Next: Create a BHCA Introductory Letter. Meet with George & George to create a post assessment & tracking system & implementation plan & schedule | George Webb & George Bowers ("technician") | | | 5/16/23: In progress. Date for completion by 1 st home assessment on 5/12/23 and sent to Esther on 5/24. |
| Obtain volunteers via Catch-a-Fire | | | | | Account set up. a) posted project for data collection plan b) ID areas in which we need help and c) scheduled a call with a volunteer. |
| Meet w/I. Charles re: 424 Homestead property | Need ongoing updates re: status | | | | Meeting occurred on 5/1/23. |
| "Audit" Emerging Leaders training | | | | | Participated in 1 st training on 4/26/23. |
| Meet w/ Murphy & Blumenthal re: funds similar to Bristol Works | | | | | Waiting to hear back from Senator McCrory (Stay |

| | | | | | | |
|------------------------------------|---|--|--|--|--|---|
| | | | | | | away from 6/5, & 6/7. |
| Help Jumpstart the BHCA Gala plans | | | | | | Met w/ Francine Austin on 5/25. She will prepare a presentation for 6/21 board meeting. |
| Determine title & beginning salary | Done! Will adjust salary as fundraising increases | | | | | In progress. Next meeting 5/23/23. |

Measurable Outcome:

| Major Objective | Key Tasks | Person (s) Resp. | Start Date | End Date | Progress Made |
|--|---|---|-------------------|-----------------|----------------------|
| Assist with the Operating Support Grant (and request the 1 time cash allocation) | | Vicki G. C. is lead | | | Goal: by 6/9/23 |
| Meet with Dr. Wm. Clark to get guidance on 1-1s | Meeting Scheduled for both Vicki (s) on _____ of June | | | | |
| Participate in COO Job announcement, press release, photo shoot, etc. | | Vicki F. take lead in writing announcement & press release. Francine on photo shoot. Need dates | | | |
| Conduct 1-1s with BHCA employees | | | | | |
| Meet with Sonserae re: performance appraisal process, Microsoft teams, etc. | | | | | |
| Obtain BHCA photo IDs. (Healthy Homes) | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| Lead in data & evaluation process | Discuss Key Tasks | | | | | |
| Policies | Social Media Communication: emails: internally/externally Protocol for student interaction. Update Employee Handbook. | | | | | |
| Training | Microsoft Teams | | | | | |
| Employee Recognition & Expectations/Needs | <ul style="list-style-type: none"> • Staff Outing (mental health) • Suggestion Box • Employee of Month • BHCA Employee Profile • Organizational & Employee Logic Model • Professionalism • Social Emotional & Trauma Informed | | | | | |
| Eversource-Energize CT Grant | Outreach | | | | | |

| | | | | | |
|--|-----------------------------|--|--|--|--|
| Capital Area Health Partnership (CAHP) | Regular meetings | | | | |
| Meeting with Trust | Re: Workers Comp renewal | | | | |
| Meeting w/ JoAnn Price | | | | | |
| Evaluation of ED | | | | | |

Get I-Solved training (Karen Watts)

Exhibit 65

From: Vicki Gallon Clark <clarkv@bluehillscivic.org>

Sent: Thursday, July 13, 2023 11:45 AM EDT

To: Ta'Janae Thompson <tajanethompson@shebatrailblazer.com>

CC: Victoria Fennell <fennellv@bluehillscivic.org>; Sonserae Cicero <Sonseraec@shebatrailblazer.com>

Subject: Re: BHCA Employee Handbook follow-up

Good morning Ta'Janae,

Thank you for your follow-up. Victoria Fennell, our Chief Operating Officer, will be your point of contact for the Employee Handbook revisions. Please resend the revisions that were already created. We also ask that you bear with us given this is our busiest season of the year.

Thank you for your partnership!

Vicki Gallon-Clark

On Mon, Jul 10, 2023 at 2:19 PM Ta'Janae Thompson <tajanethompson@shebatrailblazer.com> wrote:

Good afternoon, a while ago I sent some edits for the employee handbook. I'm doing a follow-up email to see if the updates have been made.

Best Wishes,

TaJan'e Thompson

Executive Associate

Society of Human Engagement & Business Alignment

S.H.E.B.A

W: 860.712.5396

W: www.shebatrailblazer.com



SHEBA

--
Vicki Gallon-Clark, MPA

Executive Director

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Exhibit 66

MODEL CONFLICT OF INTEREST POLICY

1. Definitions:

- a. "Interested Party" means a director or officer, or an immediate family member of a director or officer.
- b. "Related Party" means any party, group or organization to which an Interested Party has an allegiance or affiliation.

2. A potential conflict of interest exists when actions, contracts, transactions or other dealings between Blue Hills Civic Association (the "Corporation") and an Interested Party or a Related Party may result in a personal financial gain to the Interested Party. A potential conflict of interest may also exist when an Interested Party serves as director, officer, or staff member of an organization which competes with the Corporation or when an Interested Party or Related Party aids, financially or otherwise, such competing organization.

3. Although it is impossible to list every circumstance, the following activities by an Interested Party or a Related Party appear to involve a potential conflict and should be disclosed:

a. Outside Interests

- (i) To hold, directly or indirectly, a financial interest or any position in any concern with which the Corporation does business or that provides services in competition with the Corporation.
- (ii) To compete, directly or indirectly, with the Corporation in the purchase or sale of property or property rights, interests or services.

b. Outside Activities

- (i) To render services to any outside concern that does business with or competes with the Corporation.

c. Gifts, Gratuities, and Entertainment

- (i) To accept gifts, entertainment, or other favors from any concern that does, or seeks to do, business with the Corporation or is a competitor, under circumstances



that might influence the performance of the individual's duties for the Corporation.

4. It is improper for an Interested Party or a Related Party to disclose or use confidential or proprietary information relating to the Corporation for personal profit or advantage of the Interested Party or Related Party.
5. Initial and Annual Disclosure of Relevant Interests. Immediately upon election or appointment as a director or officer, all directors and officers shall disclose any relevant interest of an Interested Party or Related Party as they relate to such director or officer which may pose a potential conflict of interest. Said disclosure statements shall be updated at least annually.
6. Disclosure of potential conflicts of Interest: If any question may arise in the mind of any director or officer of the Corporation as to a potential conflict between his or her own individual interest, those of an immediate family member, or those of a Related Party and the interest of the Corporation, full disclosure of all facts pertaining to such potential conflict shall be made to the Board of Directors. Fact-gathering and subsequent review by the Board of Directors will determine whether or not an actual conflict exists or would occur.
7. Procedures for Addressing Potential Conflicts of Interest:
 - a. The Board of Directors of the Corporation (or a duly appointed Committee of the Board) shall investigate the potential conflict of interest.
 - b. The director or officer to whom the potential conflict of interest relates may offer factual information to the Board or Committee; but no such director or officer shall vote on such matter. The Board or Committee may, by majority vote, ask any such director or officer not to participate in any discussion relating to the conflict, or to leave the room in which such discussion is carried on; provided, however, that the interested Director may participate in any discussion regarding his or her exclusion.
 - c. Directors and officers to whom the potential conflict of interest relates shall not attempt to influence other Directors regarding such matter.
 - d. The Board or Committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest and for its own benefit and whether the transaction is fair and reasonable to the Corporation and shall make its decision as to whether the enter

into or allow the transaction or arrangement in conformity with such determination.

- e. The discussion on the potential conflict, and the vote thereon, shall be recorded in the minutes of the meeting of the Board or Committee.

Acknowledgment & Disclosure Statement:

I understand that as a Director or officer of the Blue Hills Civic Association, Inc. (BHCA), I have a responsibility to act in a manner that reflects the highest standard of ethical conduct and to avoid any activity or situation where my personal interest could conflict, or reasonably appear to conflict, with my responsibility to carry out my fiduciary duties to BHCA.

I certify that I have received, read and understand BHCA's Conflict of Interest Policy. I understand the purpose of this Policy is to protect the integrity of the mission and operations of BHCA. Upon becoming a Director or officer of BHCA, I will sign this form indicating that I have received, read and understand the Policy and make a full written disclosure of interests, relationships and holdings that could potentially result in a Conflict of Interest as that term is defined in the Policy. I will at least annually update my disclosure statement to accurately reflect potential Conflicts of Interest. I will also disclose any Conflict of Interest where I, my immediate family (i.e., spouse, parents, siblings and children), and/or companies in which I have a significant interest will receive a benefit, gain, or something of value. After disclosure, I understand I will not be permitted to participate in discussions to affect the decision of BHCA or vote on the matter related to the Conflict of Interest.

I understand this Policy is intended to supplement good judgment, and I will respect the letter and intent of the Policy.

Signature

Date

Printed Name

I, _____, am not aware of any conflict of interest.

I, _____, have a conflict of interest or potential conflict of interest as described below:

Signed and Dated

Exhibit 67



Code of Conduct Policy

Purpose

This policy affirms Blue Hills Civic Association belief in responsible social and ethical behavior from all employees. Blue Hills Civic Association expects its employees to maintain a high standard of conduct and work performance to make sure the business maintains its excellent reputation with the community and its partners. Good personal conduct contributes to a good work environment for all.

Principles

Our employees contribute to the success of our organization and that of our customers. Blue Hills Civic Association fully endorses that all employees are not deprived of their basic human rights.

Furthermore, our employees have an obligation to the business, our community, partners, customers, and themselves to observe high standards of integrity and fair dealing. Unlawful and unethical practices undermine employee and customer trust.

Scope

The code applies to all employees of Blue Hills Civic Association and associated entities, whenever you are identified as a representative of Blue Hills Civic Association. In some circumstances, this will include times when you are outside your immediate workplace or working hours, for example at work functions, out of hours work activities or when you are in the community on behalf of Blue Hills Civic Association.

Policy

Our code of conduct policy provides the framework of principles for conducting business, dealing with other employers, customers and suppliers. The code of conduct does not replace legislation, and if any part of it is in conflict, then legislation takes precedence. This policy is based on the following.

- Act and maintain a high standard of integrity and professionalism
- Act in Blue Hills Civic Association's best interest and value the company's reputation
- Be responsible and scrupulous in the proper use of Company information, funds, equipment and facilities
- Be considerate and respectful of the environment and others
- Exercise fairness, equality, courtesy, consideration and sensitivity in dealing with other employees, customers, and suppliers

- Maintain a safe workplace and do not conduct yourself in a way that might risk the health and safety of yourself or others
- Avoid apparent conflict of interests, promptly disclosing to a Blue Hills Civic Association senior manager, an interest which may constitute a conflict of interest
- Perform duties with skill, honesty, care and diligence
- Abide by policies, procedures and lawful directions that relate to your employment with Blue Hills Civic Association
- Immediately notify your managers if you are aware of a breach of law or Blue Hills Civic Association policy and procedure
- Any employee who in good faith, raises a complaint or discloses an alleged breach of the Code, whilst following correct reporting procedures, will not be disadvantaged or prejudiced. All reports will be dealt with in a timely and confidential manner.
- Understanding slander is a false oral statement that damages the reputation of another person or business, resulting in economic and personal loss, employees will always speak positively and professionally about customers, partners, suppliers, colleagues, and the organization.

Compliance

Blue Hills Civic Association expects cooperation from all employees in conducting themselves in a professional, ethical and socially acceptable manner of the highest standards. Failure to comply with the principles or the spirit of the code or the policy framework will be considered a serious breach of Blue Hills Civic Association policy and will be investigated. Breaches of the code or policy framework will result in disciplinary action, ranging from a verbal warning through to the termination of your employment for serious breaches.

While the code provides general guidance and minimum expectations regarding your conduct, no code or policy can ever cover every conceivable circumstance you may face. In everything you do, you are expected to listen to and act upon your conscience and help build and maintain Blue Hills Civic Association and your reputation.

Employee Acknowledgement _____ Date _____

Exhibit 68

From: shamika smith <shamikalsmith@gmail.com>
Sent: Thursday, March 20, 2025 1:35 PM EDT
To: Vicki Gallon Clark <clarkv@bluehillscivic.org>
Subject: Re: BHCA Conflict of Interest
Attachment(s): "Conflict of Interest Policy Updated 9-27-17 (1).doc"

Hi Ms. Vicki,

This includes the policy and the form for board to sign.

-Shamika

On Thu, Mar 20, 2025 at 1:14 PM Vicki Gallon Clark <clarkv@bluehillscivic.org> wrote:
Yes, please.

On Thu, Mar 20, 2025 at 1:11 PM shamika smith <shamikalsmith@gmail.com> wrote:
Hi Ms. Vicki,

Yes, it should be in there. Would you like me to send a copy over to you?

Shamika L. Smith LMSW
Program Manager
Gilead Community Services
26 Silver Street
Middletown, CT

On Thu, Mar 20, 2025 at 12:37 PM Vicki Gallon Clark <clarkv@bluehillscivic.org> wrote:
Good morning Shamika,

Do you have the Board's Conflict of Interest in your board portal?

Vicki

--

Vicki Gallon-Clark, MPA
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Shamika L. Smith LMSW
Program Manager
Gilead Community Services
26 Silver Street
Middletown, CT

Exhibit 69



June 7, 2024

Keon Berry
P.O. Box 4493
Hartford, CT 06147

Dear Keon:

The Blue Hills Civic Association (BHCA) is pleased to offer you the position of Community Outreach Coordinator. We believe your background and skill set make you a great match for this position.

Your starting rate of pay is \$40.00 per hour, with June 17th being your "official" start date.

As you and Brother Lovejoy discussed, *some* of your primary duties will include providing communication to our residents and other constituents, as well as being a project manager of the Outreach projects (you should refer to the full job description for reference). Additionally, you will co-lead the Tier 2 students this summer who are participating in the Summer Youth Employment and Learning Program (SYELP).

Sis. Chareen has prepared an orientation package for you. Additionally, Brother Lovejoy will ensure an onboarding process for you so you can become familiar with your team members.

We are excited about the knowledge and creativity you are bringing to our team. Feel free to let Bro. Lovejoy know if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Vicki Gallon-Clark". The signature is written in a cursive, flowing style.

Vicki Gallon-Clark
Executive Director

Cc: Silvia Noriega, Kelvin Lovejoy

Exhibit 70

From: Vicki Gallon Clark <clarkv@bluehillscivic.org>

Sent: Friday, October 04, 2024 4:00 PM EDT

To: Addvantage Framework <chessexcitement@gmail.com>

CC: Tom Sussman <sussmant@bluehillscivic.org>; Silvia Noriega <noriegas@bluehillscivic.org>

Subject: St. John's Full Gospel - Chess Program

Good afternoon Keon,

Senator McCrory told me today that he arranged to have your fund allocation to come from the Wilson-Gray YMCA. Therefore, I am retracting everything that I sent to you earlier.

Have a great weekend!

--

Vicki Gallon-Clark, MPA

Executive Director

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Exhibit 71

BLUE HILLS CIVIC ASSOCIATION (BHCA) Fraud Policy

BACKGROUND The corporate fraud policy is established to facilitate the development of controls that will aid in the detection and prevention of fraud against **BLUE HILLS CIVIC ASSOCIATION. (BHCA)** It is the intention of the **BLUE HILLS CIVIC ASSOCIATION (BHCA)** to promote consistent organizational behavior by providing guidelines and assigning responsibility for the development of controls and the conduct of investigations.

SCOPE OF POLICY This policy applies to any irregularity, or suspected irregularity, involving employees, as well as **BLUE HILLS CIVIC ASSOCIATION(BHCA)** consultants, vendors, contractors, outside agencies, and/or any other parties with a business relationship with **BLUE HILLS CIVIC ASSOCIATION (BHCA)**

Any investigative activity required will be conducted without regard to the suspected wrongdoer's length of service, position/title, or relationship to the Company.

POLICY **Senior Management** is responsible for the detection and prevention of fraud, misappropriations, and other irregularities. Fraud is defined as the intentional, false representation or concealment of a material fact for the purpose of inducing another to act upon it to his injury. Each member of the **Senior Management** team will be familiar with the types of improprieties that might occur within his area of responsibility, and be alert for any indication of irregularity.

Any irregularity that is detected or suspected must be reported immediately to the **Director of Finance.**

REPORTING

An employee who discovers or suspects fraudulent activity will contact the _____ **Unit** immediately. The employee or other complainant may remain anonymous. All inquiries concerning the activity under investigation from the suspected individual, his attorney or representative, or any other inquirer should be directed to the Investigations Unit or the Legal Department. No information concerning the status of an investigation will be given out. The proper response to any inquiries is: "I am not at liberty to discuss this matter." Under no circumstances should any reference be made as to "the allegation," "the crime," "the fraud," "the forgery," "the misappropriation," or any other specific reference.

The reporting individual should be informed of the following:

Do not contact the suspected individual in an effort to determine facts or demand restitution.

Do not discuss the case, facts, suspicions, or allegations with anyone unless specifically asked to do so by the Legal Department or _____ Unit.

CONFIDENTIALITY Any employee who suspects dishonest or fraudulent activity will notify the Director of Finance immediately, and should not attempt to personally conduct investigations or interviews/interrogations related to any suspected fraudulent act.

ACTIONS CONSTITUTING FRAUD

- Any dishonest or fraudulent act
- Misappropriation of funds, supplies, or other assets
- Impropriety in the handling or reporting of money of financial transactions
- Disclosing confidential and proprietary information to outside parties
- Accepting or seeking anything of material value from contractors, vendors, or persons providing services/materials to the Company. Exception: Gifts less than \$50 in value.
- Destruction, removal, or inappropriate use of records, furniture, fixtures, and equipment.

- Any similar or related irregularity

ACTING IN GOOD FAITH

Anyone reporting any irregularity that is detected or suspected must be acting in good faith and have reasonable grounds for believing the information provided. Allegations made maliciously or with knowledge of their falsity will not be tolerated. People making such allegations may be subject to institutional disciplinary action and/or legal actions by the individuals accused of fraudulent conduct.

WHISTLEBLOWER PROTECTION

Employees of the **BLUE HILLS CIVIC ASSOCIATION (BHCA)** may not retaliate against a whistleblower for reporting an activity which that person believes to be fraudulent or dishonest with the intent or effect of adversely affecting the terms or conditions of employment (including, but not limited to, threats of physical harm, dismissal, transfer to an undesirable job assignment, demotion, suspension, or impact on salary or wages)

A whistleblower is defined as an employer who informs a manager, supervisor, or Director about an activity which that person believes to be fraudulent or dishonest.

Whistleblowers who believe that they have been retaliated against may file a written complaint with the **DIRECTOR OF FINANCE**. Any complaint of retaliation will be promptly investigated by **Human Resources** and appropriate remedial measures will be taken if allegations of retaliation are proven. This protection from retaliation is not intended to prohibit managers or supervisors from taking action, including disciplinary action, in the usual scope of their duties and based on valid performance-related factors.

TERMINATION

If an investigation results in a recommendation to terminate an individual, the recommendation will be reviewed for approval by the designated representatives from **Human Resources** and, if necessary, by outside counsel, before any such action is taken.

ADMINISTRATION The Director of _____ is responsible for the administration, revision, interpretation, and application of this policy. The policy will be reviewed annually and revised as needed.

APPROVAL

CEO/Senior Vice President/Executive

Date

From: melody ellysse <melodyellysse@gmail.com>

Sent: Thursday, February 24, 2022 11:35 AM EST

To: Vicki Gallon Clark <clarkv@bluehillscivic.org>

Subject: Fraud policy/draft

Attachment(s): "BLUE HILLS CIVIC ASSOCIATION FRAUD POLICY.docx"

From: Vicki Gallon Clark <clarkv@bluehillscivic.org>

Sent: Monday, November 07, 2022 9:59 PM EST

To: Silvia Noriega <noriegas@bluehillscivic.org>; Danielle Middlebrooks <middlebrooksd@bluehillscivic.org>; Kelvin Lovejoy <lovejoyk@bluehillscivic.org>

Subject: Fwd: Please Save the Date of November 16th + More!

Attachment(s): "Culture Competence and Confidence - Training Overview.pdf"

Sorry for sending this to you just now; I had a late meeting tonight. We are going to be reviewing this tomorrow during our meeting. Hopefully you will be able to pull it up on your phones.

----- Forwarded message -----

From: **Sonserae Cicero** <sonseraec@shebatrailblazer.com>

Date: Mon, Nov 7, 2022 at 6:04 PM

Subject: Re: Please Save the Date of November 16th + More!

To: clarkv <clarkv@bluehillscivic.org>

Hi Vicki,

Thank you so much for trusting me with your team!

I have attached an overview of some of the topics we will focus on during our conversation next week. The video did not come through on the PDF, however, I've attached it below in the event you would like to share it. Please let me know if you have any questions.

[The Mix - Courage vs. Confidence Video](#)

Take Care,

Sonserae Cicero

CEO | President | Business Relationship Consultant

S.H.E.B.A Consulting, LLC | HR Leaders | HR Relationship Advisors

of {Society of Human Engagement and Business Alignment}

C: 860-990-4494

W: www.shebatrailblazer.com

Take care

From: Vicki Gallon Clark <clarkv@bluehillscivic.org>

Date: Monday, November 7, 2022 at 3:06 PM

To: Silvia Noriega <noriegas@bluehillscivic.org>, Karen Watts <wattsk@bluehillscivic.org>, Danielle Middlebrooks <middlebrooksd@bluehillscivic.org>, Adjovi Simpini <simpinia@bluehillscivic.org>, Jodian Daley <daleyj@bluehillscivic.org>, Kelvin Lovejoy <lovejoyk@bluehillscivic.org>, Dean Jones <jonesdean80@yahoo.com>, "jonesd@bluehillscivic.org" <jonesd@bluehillscivic.org>, Cherell Banks <banksc@bluehillscivic.org>, Parishe Smith <smithp@bluehillscivic.org>, Shakyra Asiam <asiams@bluehillscivic.org>, Tracyann Haye <hayet@bluehillscivic.org>, tracyann haye <tracyann.haye@gmail.com>, "vincenthatten@outlook.com" <vincenthatten@outlook.com>, "hattenv@bluehillscivic.org" <hattenv@bluehillscivic.org>, Raégan Byrd <RBYRD@hartford.edu>, Warren Hardy <warrenehardy@gmail.com>, "hardyw@bluehillscivic.org" <hardyw@bluehillscivic.org>, Chareen Lovejoy <lovejoyc@bluehillscivic.org>, George Webb <georgewebb@outlook.com>, "georgebowers96@icloud.com" <georgebowers96@icloud.com>, Dwayne Thomas <thomasd@bluehillscivic.org>

Cc: Sonserae Cicero <sonseraec@shebatrailblazer.com>

Subject: Please Save the Date of November 16th + More!

Good afternoon team,

I hope you had a great weekend and an even better day today!

Please save the date of Wednesday, November 16th. It is an early dismissal day at Weaver High School; we will use this day to launch the beginning of our professional development training conducted by Sonserae Cicero, our HR partner. We will have lunch from noon to 1 p.m. (this will include staff updates), followed by our training from 1 - 3 p.m. I am looking forward to this event and expect that all of you will be there and willing to fully engage.

I participated in several meetings with Dean Jones last week. In each one, he thanked the individuals in advance for adopting Weaver students. Are you making this a part of your daily conversations? Furthermore, when are you going to complete your "adoption"?

As you know, tomorrow is Election Day. I know I am "preaching to the choir" in reminding you to execute your civic duty by voting. However, you have an opportunity to encourage your families, friends, and others to engage in this critical election.

Last, but not least, our offices and schools will be closed this Friday, November 11 in observance of Veterans Day. I hope you enjoy this extended weekend.

Vicki

--



Vicki Gallon-Clark, MPA

Executive Director

BHCA

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□

Exhibit 72



SHEBA CONSULTING DEVELOPMENT TRAINING

CULTURE, COMPETENCE, AND CONFIDENCE

AGENDA

In today's training, we walk through a journey of discovery that consists of the below:

- Exploring Culture and defining it
- Developing Cultural Copetence
- Understanding the 5 Elements of Cultural Competence and the three steps needed to lean into owning cultural competence Through....
 - Compassion
 - Courage
 - Communication
- Expanding Courage and Confidence through the lenx of Cultural Competence
- Understanding EQ and how we show up within the workplace
- Personal Branding and its impact on core confidence and competence
- Immersion activity - role play - 30 Minute Group Think and Breakout Session
- Wrap Up



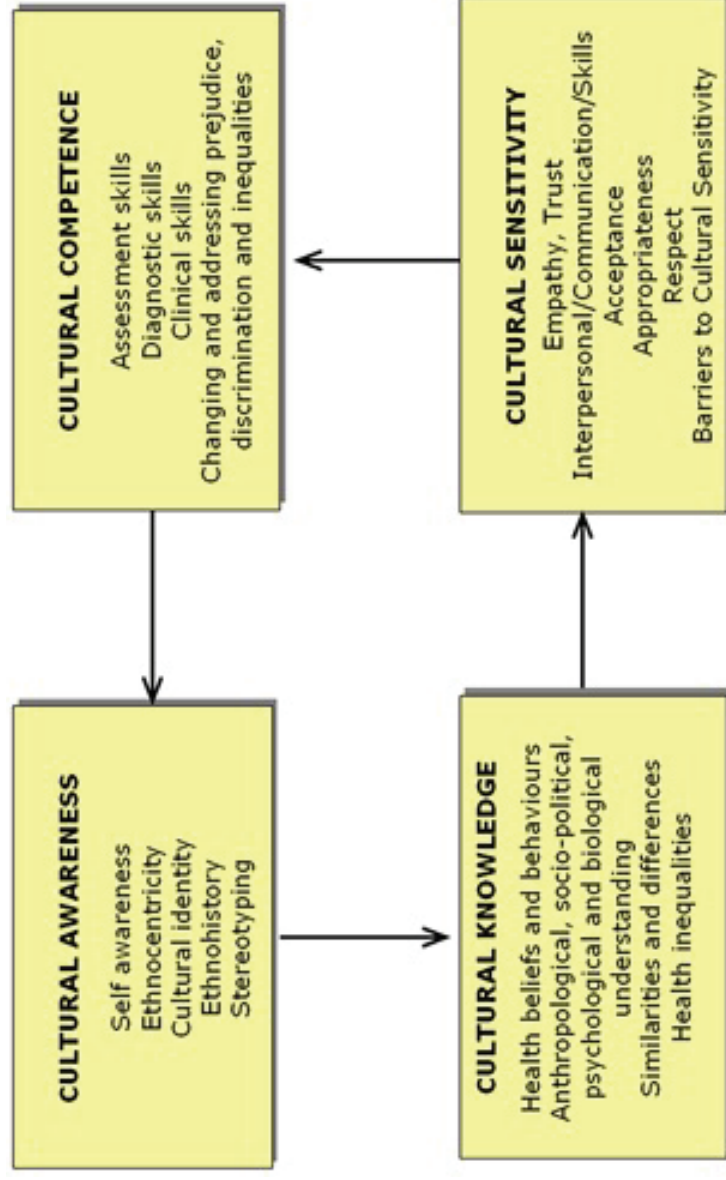
Five Elements of Cultural Competence

INDIVIDUAL LEVEL

- 1 acknowledge cultural differences
- 2 understand your own culture
- 3 engage in self-assessment
- 4 acquire cultural knowledge & skills
- 5 view behavior within a cultural context

CULTURE IN RELATION TO RACE, ETHNICITY, AND ANCESTRY

CULTURE PLAYS A CRITICAL ROLE IN THE PROCESS OF LEARNING



THE MIX – COURAGE VS. CONFIDENCE



IMMERSION ACTIVITY

Exhibit 73

From: Vicki Gallon Clark <clarkv@bluehillscivic.org>
Sent: Thursday, June 27, 2024 3:58 PM EDT
To: Kim Hawkins <kimh@hedcoinc.com>
CC: Sen. McCrory, Douglas <douglas.mccrory@cga.ct.gov>
BCC: donaldcanty6@gmail.com <donaldcanty6@gmail.com>
Subject: Request to Increase Loan Amount for Don's Kitchen

Good afternoon Kim,

This is a follow-up to our conversation in which I asked HEDCO to increase the loan amount for Don's Kitchen by another \$25,000 so that he can be positioned for his grand opening on July 15th. Don's Kitchen was the recipient of a grant through the Blue Hills Civic Association (BHCA) for \$25,000 to help with start-up costs. These funds were made possible through the diligent efforts of Senator McCrory, and were allocated through the Department of Economic and Community Development (DECD). Additionally, Senator McCrory has made sure that the funding for FY 2024-2025 to support multiple organizations will continue at a similar level. Therefore, Don's Kitchen will once again be the recipient of another \$25,000. To respond to any underwriting concerns, once funds are allocated, BHCA is willing to repay the \$25,000 directly to HEDCO on behalf of Don's Kitchen.

The bottom-line is this, we want to wholeheartedly support our community and businesses. We know that Black-led businesses did not have the extensive network and access that other businesses have. We know you understand and support these efforts as well.

Please let me know if you need any other information to make an affirmative decision for Don's Kitchen.

Sincerely,

--

Vicki Gallon-Clark, MPA
Executive Director
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