



# REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

# STRATEGIC GROWTH PLAN

# EMPOWER THE ZIP

RECONNECTING OPPORTUNITY YOUTH, AGES 16 TO 24, TO EDUCATION, CAREERS, AND COMMUNITY IN ANY ZIP CODE.



A NATIONAL MODEL, BUILT TO TRAVEL



# THE CASE FOR A NEW MODEL WHY THIS MATTERS NOW

---



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

**11%**

NATIONAL OPPORTUNITY  
YOUTH RATE, 2025

**THAT NUMBER HIDES ENORMOUS LOCAL VARIATION FROM UNDER 7 PERCENT  
IN THE STRONGEST METROS TO NEARLY 20 PERCENT IN OTHERS.**

**A NATIONAL ORGANIZATION CAN'T OUT-PLAN THAT VARIATION FROM ONE  
OFFICE. IT NEEDS A FRAMEWORK LOCAL CATALYSTS CAN RUN THEMSELVES,  
WITH CURRENT DATA, IN THEIR OWN ZIP CODE.**

---

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

**PART I —  
ORGANIZATION  
OVERVIEW**

## **PART I — ORGANIZATION OVERVIEW**

# **MISSION**

---



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

**EMPOWER THE ZIP REBUILDS HOPE WHERE IT HAS BEEN DAMAGED OR LOST. THE ORGANIZATION PARTNERS WITH UNDERSERVED COMMUNITIES ON THE SYSTEMS THAT SHAPE A YOUNG PERSON'S TRAJECTORY: EDUCATION, HOUSING STABILITY, JUSTICE SYSTEM INVOLVEMENT, AND WORKFORCE READINESS.**

---

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

**THE FOCUS IS GENERATIONAL: CHANGE THE CONDITIONS A YOUNG PERSON GROWS UP IN, AND THE NEXT GENERATION INHERITS A DIFFERENT STARTING POINT.**

# PREPARED FOR WHAT'S NEXT



THINK  
Critically



INNOVATE  
Boldly



LEAD  
Together

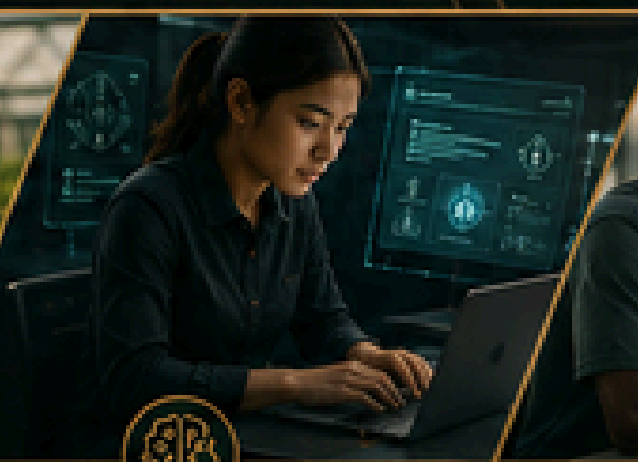


IMPACT  
The Future

REAL-WORLD LEARNING.  
REAL-FUTURE RESULTS.



AGRICULTURE



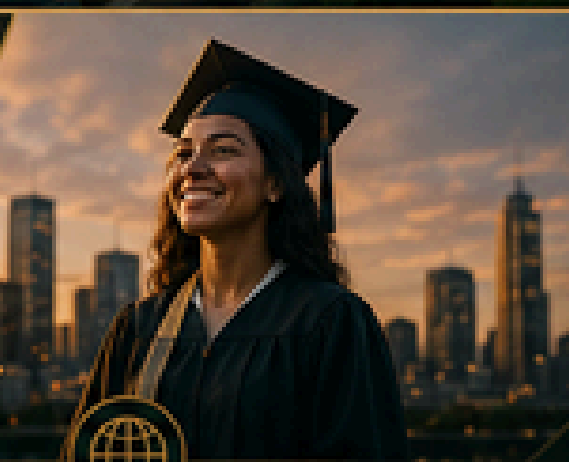
AI & TECHNOLOGY



ENTREPRENEURSHIP



LEADERSHIP



GLOBAL IMPACT

TODAY'S PREPARATION. TOMORROW'S LEADERS.



## PART I — ORGANIZATION OVERVIEW

# THE PROBLEM



**REGIMUS UNIVERSITY**

WHERE PURPOSE CATALYZES VISION

**4.3M**

**YOUNG PEOPLE NATIONALLY ARE  
ISOLATED FROM BOTH EDUCATION  
AND WORK**

**3×**

**MORE LIKELY FOR A YOUTH FROM A HIGH-  
POVERTY ZONE TO BECOME DISCONNECTED  
THAN A PEER FROM A LOW-POVERTY AREA**

**OPPORTUNITY YOUTH, AS DEFINED BY YOUTH.GOV: YOUNG PEOPLE AGES 16 TO 24 ISOLATED FROM BOTH EDUCATION AND WORK. THE RATE IS NOT EVENLY DISTRIBUTED, DUE TO RURAL AREAS AND HIGH-POVERTY ZONES RUN WELL ABOVE THE NATIONAL AVERAGE.**



# THE SOLUTION: DEPLOY CATALYSTS, NOT JUST PROGRAMS

| SCHOOL DISTRICTS                                                                             | HUD / HOUSING AUTHORITIES                                                      | JUVENILE JUSTICE                                                                             | FOSTER SYSTEM                                                                     |
|----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| WORKSHOPS TIED TO CAREER AND TECHNICAL PROGRAMS, AND SUPPORT FOR STUDENTS WITH DISABILITIES. | ONSITE WORKSHOPS AND SERVICES AT APARTMENT COMPLEXES AND PUBLIC HOUSING SITES. | PROGRAMMING INSIDE MUNICIPAL AND SCHOOL DISTRICT JUVENILE FACILITIES AND DIVERSION PROGRAMS. | ONSITE WORKSHOPS AT FACILITIES OR IN COMMUNITY SETTINGS FOR YOUTH IN FOSTER CARE. |

EMPOWER THE ZIP

A CATALYST IS A LOCAL LEADER, NOT A HEADQUARTERS EMPLOYEE . THE ONE WHO BUILDS AND HOLDS THESE RELATIONSHIPS.

## PART I — ORGANIZATION OVERVIEW

# NATIONAL STRATEGIC OBJECTIVES



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

- 01** ACTIVATE A DEFINED NUMBER OF NEW CATALYST ZIP CODES EACH YEAR, SEQUENCED BY DISCONNECTION RATE AND PARTNER READINESS.
- 02** DIVERSIFY REVENUE ACROSS GRANTS, CORPORATE SPONSORSHIP, AND INDIVIDUAL GIVING SO NO SINGLE SOURCE CAN STALL THE MODEL.
- 03** BUILD A REPORTING RHYTHM THAT LETS EVERY CATALYST SHOW, IN PLAIN NUMBERS, HOW MANY YOUTH WERE SERVED AND WHAT CHANGED.
- 04** MAINTAIN A NATIONAL BRAND AND LOCAL FLEXIBILITY AT ONCE: CONSISTENT PILLARS AND MESSAGING, LOCALLY CHOSEN TACTICS.
- 05** KEEP THE EIGHT STRATEGIC PILLARS UNDER REGULAR REVIEW SO THE MODEL ADAPTS AS YOUTH POLICY, FUNDING, AND TECHNOLOGY SHIFT.

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

PART I —  
ORGANIZATION  
OVERVIEW

PART II — MARKET & ENVIRONMENTAL ANALYSIS

# STRATEGIC PARTNERS PESTLE ANALYSIS



REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

|                                                                                                                                                             |                                                                                                                                                     |                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>POLITICAL</b></p> <p>POLITICAL RISK IS LOCAL — A CHANGE IN MAYORAL OR SCHOOL-BOARD LEADERSHIP CAN OPEN OR CLOSE PARTNERSHIP DOORS OVERNIGHT.</p>      | <p><b>ECONOMIC</b></p> <p>LOCAL LABOR MARKETS DRIVE WHICH PILLARS LAND HARDEST; FUNDING FOR YOUTH PROGRAMS COMPETES FOR THE SAME GRANT DOLLARS.</p> | <p><b>SOCIAL</b></p> <p>GROWING EMPLOYER ATTENTION REFRAMES YOUTH DISCONNECTION AS A LABOR-SUPPLY STORY. COMMUNITY TRUST IS EARNED LOCALLY AND DOESN'T TRANSFER.</p> |
| <p><b>TECHNOLOGICAL</b></p> <p>SHORT-FORM VIDEO NOW CARRIES MORE REACH THAN WEBSITES OR PRINT. FREE PUBLIC DATA TOOLS MAKE LOCAL EVIDENCE EASY TO PULL.</p> | <p><b>LEGAL</b></p> <p>501(C)(3) STATUS GOVERNS FUNDRAISING NATIONALLY, BUT LICENSING AND BACKGROUND-CHECK RULES VARY BY STATE AND COUNTY.</p>      | <p><b>ENVIRONMENTAL</b></p> <p>DISASTER-DRIVEN HOUSING INSTABILITY DISPROPORTIONATELY DISPLACES THE SAME FAMILIES MOST LIKELY TO PRODUCE OPPORTUNITY YOUTH.</p>      |

EMPOWER THE ZIP

REGIMUS

GOVERN. STEER. BUILD.

PART II — MARKET & ENVIRONMENTAL ANALYSIS



PART II — MARKET & ENVIRONMENTAL ANALYSIS

STRATEGIC PARTNERS SWOT ANALYSIS



REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

|                                                                                                                                                                           |                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>STRENGTHS</b></p> <p>A PROVEN, EVIDENCE-BASED EIGHT-PILLAR MODEL. A REPLICABLE DEPLOYMENT PROCESS, NOT A ONE-CITY PROGRAM. A BRAND BUILT AROUND LOCAL IDENTITY.</p> | <p><b>WEAKNESSES</b></p> <p>DEPENDENT ON THE QUALITY OF EACH LOCAL CATALYST. REVENUE CURRENTLY CONCENTRATED. TRUST AND PARTNERSHIPS TAKE REAL TIME TO BUILD.</p> |
| <p><b>OPPORTUNITIES</b></p> <p>GROWING EMPLOYER INTEREST IN OPPORTUNITY YOUTH AS A TALENT PIPELINE. BETTER PUBLIC DATA MAKES NEW-ZIP-CODE LAUNCHES FASTER.</p>            | <p><b>THREATS</b></p> <p>VOLATILE GRANT CYCLES CAN STALL EXPANSION. LOCAL POLITICAL TURNOVER CAN DISRUPT A PARTNERSHIP PIPELINE WITH LITTLE WARNING.</p>         |

EMPOWER THE ZIP

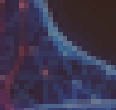
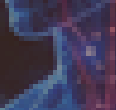
# REGIMUS

GOVERN. STEER. BUILD.

LEAD  
LEARN  
THRIVE  
INSPIRE

TMFI  
THE BLUEPRINT

Building Strong Leaders  
Inside and Out.



## PART III

# UNDERSTANDING OPPORTUNITY YOUTH

## **PART III — UNDERSTANDING OPPORTUNITY YOUTH**

# **WHO OPPORTUNITY YOUTH ARE, AND WHERE DISCONNECTION CONCENTRATES**

---

**THE TRANSITIONAL YEARS BETWEEN 16 AND 24 CARRY OUTSIZED WEIGHT FOR LIFETIME TRAJECTORY, WHEN MOST PEOPLE BUILD THE SKILLS, CREDENTIALS, AND RELATIONSHIPS THAT ANCHOR A CAREER.**

**LIFE FACTORS, ESPECIALLY WHERE A YOUNG PERSON LIVES AND HOUSEHOLD INCOME, SHAPE WHETHER THEY GET THE CHANCE TO PURSUE THAT PATH.**

**~19% DISCONNECTION IN RURAL AREAS, WHICH IS THE HIGHEST OF ANY REGION**

**8–9% IN NEW ENGLAND AND THE WEST NORTH CENTRAL STATES THE LOWEST**

---

**EMPOWER THE ZIP**

**DISCONNECTION CAN CONCENTRATE HEAVILY IN SPECIFIC ZIP CODES WHILE NEIGHBORING AREAS STAY WELL BELOW THE METRO AVERAGE.**



RACE, INCOME, AND POPULATIONS OFTEN MISSED



AMERICAN INDIAN AND ALASKA NATIVE YOUTH FACE THE HIGHEST DISCONNECTION RATES NATIONALLY; BLACK YOUTH RUN WELL ABOVE THE NATIONAL AVERAGE. INCOME COMPOUNDS THE EFFECT.

|                                                                                                                                  |                                                                                                                                                         |                                                                                                                                       |                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>YOUTHS LIVING WITH DISABILITIES</b></p> <p>~16% OF DISCONNECTED YOUTH REPORT A DISABILITY, VS. ~5% OF CONNECTED PEERS.</p> | <p><b>PREGNANT &amp; PARENTING YOUTHS</b></p> <p>A SIGNIFICANT SHARE OF THE POPULATION; DISCONNECTED YOUNG WOMEN ARE FAR MORE LIKELY TO BE MOTHERS.</p> | <p><b>YOUTH EXPERIENCING HOMELESSNESS</b></p> <p>INTERRUPTED SCHOOLING IS ONE OF THE STRONGEST PREDICTORS OF FAILURE TO GRADUATE.</p> | <p><b>SYSTEM-INVOLVED YOUTHS</b></p> <p>DETENTION RAISES RISK OF DISCONNECTION; BLACK YOUTH ARE INCARCERATED AT FAR HIGHER RATES DESPITE COMPARABLE OFFENSES.</p> |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|

EMPOWER THE ZIP



PART III — UNDERSTANDING OPPORTUNITY YOUTH

# RISK AND PROTECTIVE FACTORS



REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

## PROTECTIVE FACTORS TO BUILD

ACCESS TO WORK AND EDUCATION RESOURCES A STABLE,  
SECURE LIVING ENVIRONMENT CONSISTENT ADULTS WHO STAY  
INVOLVED EMOTIONAL REGULATION AND MOTIVATION

## RISK FACTORS TO WATCH FOR

PLACEMENT IN THE CHILD WELFARE SYSTEM CHRONIC  
ABSENTEEISM FAMILY INSTABILITY OR TRAUMA EXPOSURE  
PARENTAL UNEMPLOYMENT LEAVING SCHOOL WITHOUT A  
DIPLOMA

EMPOWER THE ZIP



## PART III — UNDERSTANDING OPPORTUNITY YOUTH

# HOW WE ENGAGE YOUTH



**REGIMUS UNIVERSITY**

WHERE PURPOSE CATALYZES VISION

## THE FIVE DEVELOPMENTAL RELATIONSHIPS

**EXPRESS CARE — SHOW ME YOU CARE ABOUT ME CHALLENGE**

**GROWTH — PUSH ME TO KEEP GETTING BETTER PROVIDE**

**SUPPORT — HELP ME COMPLETE TASKS AND GOALS SHARE**

**POWER — TREAT ME WITH RESPECT, GIVE ME A SAY EXPAND**

**POSSIBILITY — CONNECT ME TO PEOPLE AND EXPERIENCES**

## YOUTH AS LEADERS, NOT JUST BENEFICIARIES

**BRINGING CURRENT AND FORMER OPPORTUNITY  
YOUTH IN AS ADVISORS AND CO-DESIGNERS  
BUILDS REAL LEADERSHIP SKILL AND SHARPENS  
PROGRAMMING SHAPED BY LIVED EXPERIENCE.**

**TMFI'S YOUTH ADVISORY BOARD SEAT IS THE  
TEMPLATE EVERY PILLAR IS CHECKED AGAINST.**

**EMPOWER THE ZIP**

**REGIMUS**

GOVERN. STEER. BUILD.

PART III —  
UNDERSTANDING  
OPPORTUNITY YOUTH





Good  
Food  
Stronger  
People  
♥

HOMESTEAD  
TOGETHER  
♥

GRO  
PRESE  
COO



# REGIMUS

GOVERN. STEER. BUILD.

BUILD • EQUIP • EMPOWER

LEGACY  
WEALTH  
FREEDOM

## PART IV

# THE EIGHT STRATEGIC PILLARS

 **DIVERSIFY**  
YOUR INVESTMENTS

 **PROTECT**  
YOUR FUTURE

 **MULTIPLY**  
YOUR IMPACT

THE 5 PILLARS OF V

-  FINANCIAL LITERACY
-  INCOME STREAM
-  INVESTMENTS
-  TAX STRATEGIES
-  LEGACY & TRUST

 **FAMILY TRUST**  
PROTECT TODAY.  
EMPOWER  
TOMORROW.  
LEGACY FOREVER.

**REAL ESTATE INVESTING**  
**ENTREPRENEUR MINDSET**  
**BUSINESS OWNERSHIP**  
**THE POWER OF COMPOUNDING**

**TRUST**  
LOVE • LEADERSHIP • LEGACY

**FINANCIAL LITERACY**  
**BUILDING GENERATIONAL WEALTH**  
**SMART MONEY STRATEGIES**  
**ASSETS OVER LIABILITIES**

 **REGIMUS**  
UNIVERSITY

Our Family Plan  
☒ SAVE  
☒ INVEST  
☒ GROW  
☒ GIVE  
☒ BUILD LEGACY





# CONSTANT EVERYWHERE; SEQUENCED LOCALLY

|                                             |                                                          |                                                                      |                                                           |
|---------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------|
| <b>01</b><br>YOUTH DEVELOPMENT &<br>SUPPORT | <b>02</b><br>EARLY EDUCATION<br>DEVELOPMENT &<br>SUPPORT | <b>03</b><br>SYSTEMIC SOLUTIONS FOR<br>GENERATIONAL<br>DISCREPANCIES | <b>04</b><br>SELF-SUSTAINMENT<br>ECOSYSTEM<br>DEVELOPMENT |
| <b>05</b><br>HUMAN DEVELOPMENT<br>SUPPORT   | <b>06</b><br>GENERATIONAL TRAUMA<br>RECTIFICATION        | <b>07</b><br>EQUITY & CAPACITY<br>INVESTMENT FOR<br>COMMUNITIES      | <b>08</b><br>WORKFORCE CULTURAL<br>CATALYST DEVELOPMENT   |

**EMPOWER THE ZIP**

## PART IV — THE EIGHT STRATEGIC PILLARS

# PILLARS 1–4 IN PRACTICE

- 
- 01 YOUTH DEVELOPMENT & SUPPORT** SUPPORT EXISTING YOUTH-SERVING ORGANIZATIONS; BUILD OLDER-TO-YOUNGER MENTORSHIP ECOSYSTEMS.
- 
- 02 EARLY EDUCATION DEVELOPMENT** ANTI-BULLYING, SELF-WORTH, AND ONLINE-SAFETY RESOURCES FOR TEACHERS, HUD SITES, AND JUVENILE JUSTICE PROGRAMS.
- 
- 03 SYSTEMIC SOLUTIONS** TAILOR-MADE ACADEMIES INSIDE HUD AND OUT-OF-SCHOOL SETTINGS: STEAM, AGRICULTURAL TRACKS, FIELD TRIPS, MENTORSHIP.
- 
- 04 SELF-SUSTAINMENT ECOSYSTEMS** PARALLEL IN-SCHOOL AND OUT-OF-SCHOOL TRACKS: YOUTH LEAD THEIR OWN PROGRAM'S SOCIAL MEDIA AND LOCAL CAMPAIGN.
- 



REGIMUS UNIVERSITY  
WHERE PURPOSE CATALYZES VISION

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

PART IV — THE EIGHT  
STRATEGIC PILLARS

## PART IV — THE EIGHT STRATEGIC PILLARS

# PILLARS 5–8 IN PRACTICE

- |           |                                          |                                                                                                                   |
|-----------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| <b>05</b> | <b>HUMAN DEVELOPMENT SUPPORT</b>         | IDENTITY AND CONFIDENCE-BUILDING PROGRAMMING ACROSS HUD, SCHOOLS, FOSTER, AND JUVENILE JUSTICE PARTNERS.          |
| <b>06</b> | <b>GENERATIONAL TRAUMA RECTIFICATION</b> | BUILD EMPLOYER UNDERSTANDING THROUGH SHRM-PARTNERED TALKS; INTRODUCE YOUTH JOB PROGRAMS ONLY ONCE TRUST IS BUILT. |
| <b>07</b> | <b>EQUITY &amp; CAPACITY INVESTMENT</b>  | ENTREPRENEURIAL ECOSYSTEMS WITH LOCAL CHAMBERS AND COLLEGES; FINANCIAL LITERACY; SELF-EXPRESSION TRACKS.          |
| <b>08</b> | <b>WORKFORCE CULTURAL CATALYST</b>       | BOSS IN TRAINING CURRICULUM; CAREER AND JOB SHADOWING; MENTORSHIP PIPELINES GROUNDED IN A SHARED READING LIST.    |



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

PART IV — THE EIGHT  
STRATEGIC PILLARS





**REGIMUS**

GOVERN. STEER. BUILD.

**PART V**

**PREPARING FOR THE NEXT THIRTY YEARS**

PART V — PREPARING FOR THE NEXT 30 YEARS

# WHY THIRTY YEARS, NOT THREE



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

|                                                                            |                                                                        |                                                              |                                                                                  |
|----------------------------------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------|
| <div>170M</div> <div>NEW JOBS<br/>PROJECTED<br/>GLOBALLY BY<br/>2030</div> | <div>92M</div> <div>JOB<br/>DISPLACED IN<br/>THE SAME<br/>WINDOW</div> | <div>+78M</div> <div>NET JOB<br/>GAIN, PER<br/>THE WEF</div> | <div>39%</div> <div>OF WORKERS'<br/>CORE SKILLS<br/>EXPECTED TO<br/>CHANGE</div> |
|----------------------------------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------|

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

A 16-YEAR-OLD ENTERING THIS PIPELINE  
TODAY WILL STILL BE WORKING IN 2060.  
SOURCE: WORLD ECONOMIC FORUM  
(WEF), FUTURE OF JOBS REPORT 2025.

## PART V — PREPARING FOR THE NEXT 30 YEARS

# AI LITERACY AS A BASELINE SKILL, NOT A SPECIALTY TRACK

AI AND BIG DATA TOP THE WEF'S LIST OF FASTEST-GROWING SKILLS THROUGH 2030, AHEAD OF CYBERSECURITY AND GENERAL TECH LITERACY.

THE U.S. DEPARTMENT OF LABOR'S 2026 YOUTHBUILD AI FUNDING ROUND REQUIRES GRANTEES TO EMBED AI LITERACY DIRECTLY INTO PRE-APPRENTICESHIP PATHWAYS AND NOT OFFER IT AS A SEPARATE ELECTIVE.



## EMPOWER THE ZIP

**REGIMUS**  
GOVERN. STEER. BUILD.

PART V — PREPARING  
FOR THE NEXT 30 YEARS



# PART V — PREPARING FOR THE NEXT 30 YEARS

## EMERGING MARKETS TO TRACK



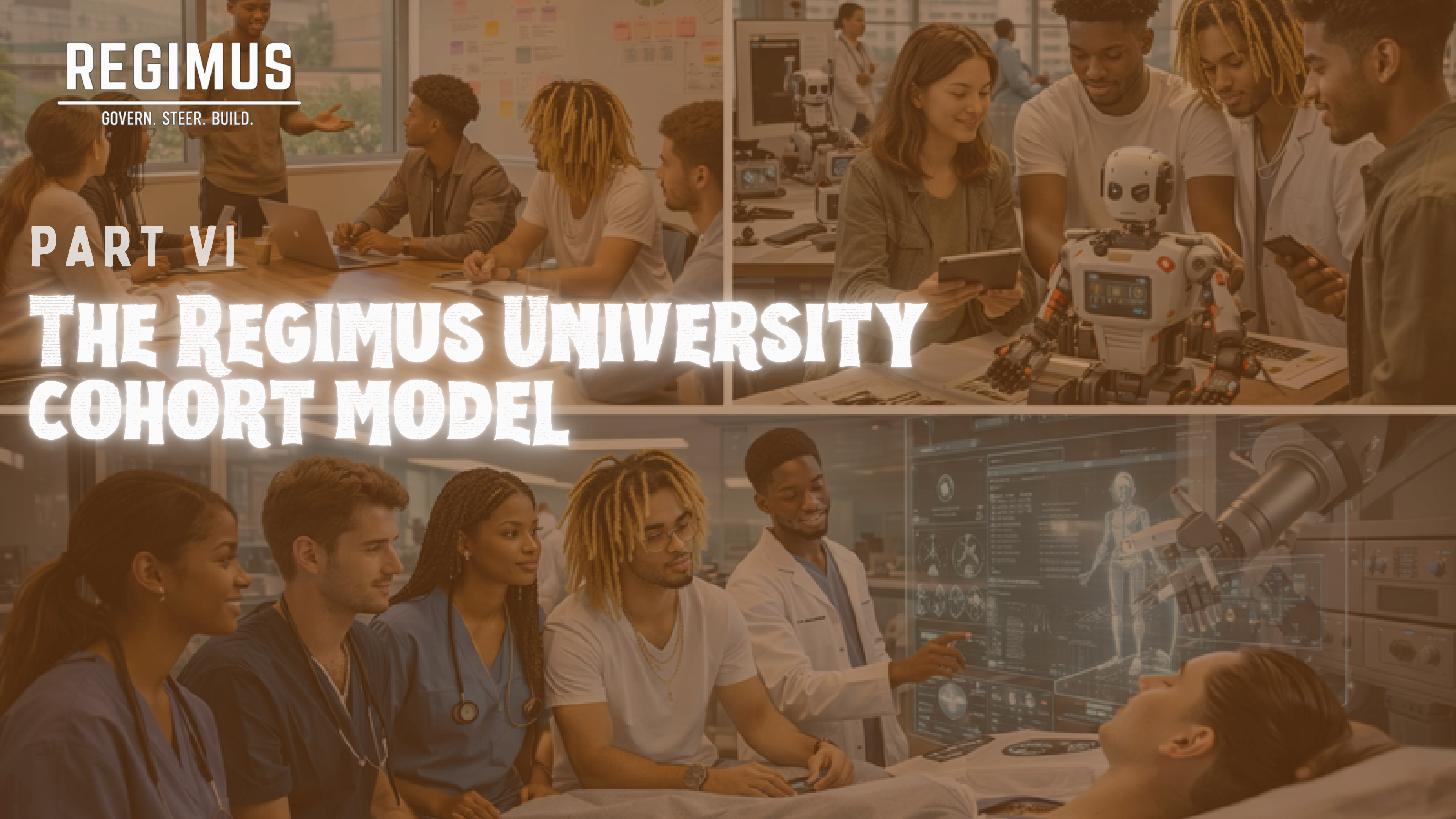
**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

|                                        |                                                                                                    |
|----------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>AI, DATA &amp; MACHINE LEARNING</b> | FASTEST-GROWING CATEGORY NATIONALLY; PAIR WITH ON-RAMPS FOR YOUTH FURTHER FROM DEGREE-TRACK PATHS. |
| <b>CLEAN ENERGY</b>                    | INSTALLATION, MAINTENANCE, AND GRID TRADES GROWING INDEPENDENT OF THE AI TRENDLINE.                |
| <b>HEALTHCARE &amp; CAREGIVING</b>     | STEADY GROWTH ACROSS EVERY WEF SCENARIO; TYPICALLY THE MOST ACCESSIBLE ENTRY POINT.                |
| <b>CYBERSECURITY</b>                   | PAIRED NATURALLY WITH THE AI-LITERACY PUSH.                                                        |
| <b>SKILLED TRADES</b>                  | CONSTRUCTION, ELECTRICAL, AND OTHER HANDS-ON FIELDS RESISTANT TO AUTOMATION.                       |
| <b>CORE ECONOMY ROLES</b>              | DELIVERY, CARE WORK, EDUCATION, AND FOOD SYSTEMS ARE AMONG THE LARGEST SOURCES OF NET JOB GROWTH.  |

**EMPOWER THE ZIP**

# FELLOWSHIPS: THE BRIDGE FROM TRAINING TO EMPLOYMENT

|                                                                                                                                                                              |                                                                                                            |                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>A STIPEND, WAGE OR UNPAID</b><br><br>PROVIDE PAID AND UNPAID FELLOWSHIPS THAT LAST FROM A COUPLE OF WEEKS DURING THE SUMMER TO A FEW HOURS A WEEK FOR A COUPLE OF MONTHS, | <b>A HOST ORGANIZATION</b><br><br>REAL PROJECT WORK, NOT SHADOWING ALONE.                                  | <b>A NAMED MENTOR</b><br><br>SEPARATE FROM THE CATALYST — A SECOND ADULT RELATIONSHIP INSIDE THE WORKPLACE. |
| <b>A DEFINED PROJECT</b><br><br>A VISIBLE OUTCOME THE FELLOW CAN POINT TO AFTERWARD.                                                                                         | <b>A CLOSE-OUT CONVERSATION</b><br><br>ABOUT NEXT STEPS >>EMPLOYMENT, CREDENTIALING, OR A NEXT FELLOWSHIP. |                                                                                                             |

The image is a collage of three scenes. The top-left scene shows a group of people in a meeting, with one person standing and gesturing. The top-right scene shows a group of people interacting with a small, white, humanoid robot on a table. The bottom scene shows a medical team in scrubs gathered around a patient in a hospital bed, with a large screen in the background displaying a 3D anatomical model of a human body.

# REGIMUS

GOVERN. STEER. BUILD.

## PART VI

# THE REGIMUS UNIVERSITY COHORT MODEL



STRONG  
CONNECTIONS.  
ENDLESS  
OPPORTUNITIES.

YOUR NETWORK  
IS YOUR  
NEXT LEVEL.

# NETWORK. *Connect.* GROW.

Build meaningful  
connections that  
open doors, spark ideas,  
and create lasting  
opportunities.

EMPOWER.  
EDUCATE.  
ELEVATE.

Building Future Leaders  
• Leadership  
• Financial Literacy  
• Entrepreneurship  
• Community Impact

TODAY'S GOALS  
✓ LEARN  
✓ GROW  
✓ LEAD  
✓ INSPIRE



**BUILD**  
Meaningful  
relationships



**EXPAND**  
Your network  
& perspective



**COLLABORATE**  
For mutual  
success



**UNLOCK**  
Opportunities  
to thrive

TOGETHER, WE **ELEVATE** COMMUNITIES AND SHAPE TOMORROW.

# REGIMUS

— UNIVERSITY —

EMPOWER • EDUCATE • ELEVATE

# WELCOME

*You Belong Here*



## EXPERT-LED LEARNING

Life-changing education  
& practical strategies.



## COMMUNITY & COLLABORATION

Connect with  
changemakers  
and leaders.



## STEER YOUR JOURNEY

Gain clarity, resources,  
and mission-driven  
guidance.



## BUILD WHAT LASTS

Develop skills,  
impact communities,  
and create legacies.



LEAD WITH PURPOSE. CONNECT WITH IMPACT. BUILD WHAT LASTS.

JOIN THE MOVEMENT.  
LEARN. COLLABORATE. TRANSFORM.

Empower  
Educate  
Elevate



WELCOME

# Up to 50% PARTNER SHARE

YOUR SUCCESS. OUR MISSION. OUR PORTAL.

Sign in. Stay connected. Get rewarded.



EARN MORE

Up to 50%  
commission.



TRACK & GROW

Monitor your earnings  
in real time.



EXCLUSIVE ACCESS

Partner perks &  
special offers.



GET REWARDED

Big payouts.  
Bigger impact.



*These are my new work friends!*

TOGETHER, WE EMPOWER. TOGETHER, WE ELEVATE. TOGETHER, WE EARN. ❤️



# REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

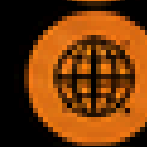




# EXCLUSIVE RESOURCES

## *for Catalysts*

-  ☒ BUSINESS PLAN TEMPLATES
-  ☒ TACTICAL TEMPLATES
-  ☒ CUSTOMIZED CURRICULA
-  ☒ TRAINING & SUPPORT
-  ☒ EMPOWER LEADERS
-  ☒ GRANT RFP TEMPLATE
-  ☒ FREE RESOURCES (FOR END USER)

-  ☒ YOUTH AMBASSADOR BLUEPRINT
-  ☒ HIDDEN TREASURES
-  ☒ NETWORKING RESOURCE
-  ☒ STAKEHOLDER ENGAGEMENT
-  ☒ TREASURE TROVE UNVEILED
-  ☒ CHARACTER DEVELOPMENT
-  ☒ HIGH QUALITY & AFFORDABLE

# REGIMUS UNIVERSITY

EMPOWER • EDUCATE • ELEVATE

*Empowering People.*  
**STRENGTHENING SYSTEMS.**  
**CREATING LASTING IMPACT.**

“

I believe in building more than programs  
I build pathways.

My mission is to equip people with the tools, skills, and confidence  
to lead with purpose, create opportunities, and transform  
their communities from the inside out.

When we invest in capacity, we unlock equity.  
When we strengthen systems, we sustain change.

*That's how we create legacies that last.*

”



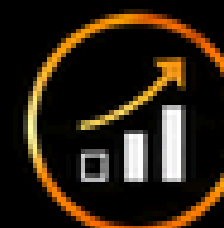
## CAPACITY BUILDING

Developing people,  
strengthening skills,  
and unlocking potential.



## EQUITY STRATEGIES

Advancing access,  
inclusion and  
opportunity for all.



## SYSTEMS TRANSFORMATION

Designing sustainable  
solutions for measurable,  
long-term impact.



STRONGER PEOPLE. FAIRER SYSTEMS. **GREATER IMPACT.**



PART VI — THE REGIMUS UNIVERSITY COHORT MODEL

A TEN-MONTH CYCLE, IN FOUR PHASES



A COHORT IS A GROUP OF YOUTH MOVING THROUGH REGIMUS CURRICULA TOGETHER, HOSTED ON RUGOVERN.COM. A NEW ZIP CODE CAN PILOT A SHORTER 3–4 MONTH CYCLE BEFORE SCALING TO THE FULL ARC.

|                                                                                                                  |                                                                                                                                  |                                                                                                                                |                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <p><b>WEEKS 1–4</b></p> <p><b>ONBOARDING</b></p> <p>ORIENTATION, BASELINE ASSESSMENT, RELATIONSHIP-BUILDING.</p> | <p><b>MONTHS 2–7</b></p> <p><b>CORE CURRICULUM</b></p> <p>PILLAR-MAPPED MODULES, SEQUENCED TO THE ZIP CODE’S LAUNCH PILLARS.</p> | <p><b>MONTHS 7–9</b></p> <p><b>FELLOWSHIP / PRACTICUM</b></p> <p>PAID AND NONPAID PLACEMENT WITH A REAL HOST ORGANIZATION.</p> | <p><b>MONTH 10</b></p> <p><b>CAPSTONE &amp; SHOWCASE</b></p> <p>PUBLIC PRESENTATION OF EACH FELLOW’S PROJECT AND NEXT STEPS.</p> |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|

EMPOWER THE ZIP



PART VI — THE REGIMUS UNIVERSITY COHORT MODEL

## PART VI — THE REGIMUS UNIVERSITY COHORT MODEL

# THE REGIMUS AGE PIPELINE

---

**AGES 5–8**      **ADOPT A CLASSROOM: YOUNG WARRIORS OF WISDOM, AI TOGETHER EARLY LEARNING, NERIAH’S FRIENDS.**

---

**THROUGH AGE 13**    **YOUNG WARRIORS OF WISDOM (MIDDLE SCHOOL EDITION) AND AI TOGETHER’S FULL GRADES 3–8 CURRICULUM.**

---

**AGES 13–18**      **THE TMFI YOUTH LEADERSHIP BLUEPRINT, THE REFERENCE CURRICULUM FOR THE 10-MONTH COHORT CYCLE.**

---

**AGES 16–24**      **BOSS IN TRAINING, THE BOSS ENTREPRENEURSHIP FOUNDATION, AND THE FELLOWSHIP STRUCTURE.**

---



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

PART VI — THE REGIMUS  
UNIVERSITY COHORT MODEL

PART VI — THE REGIMUS UNIVERSITY COHORT MODEL

THE CORE CURRICULA



REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

|                                                                                                                               |                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>NERIAH’S FRIENDS</b></p> <p>FIVE-BOOK CHAPTER SERIES ON WORTH, KINDNESS, AND ONLINE SAFETY, GIFTED TO K–3 TEACHERS.</p> | <p><b>YOUNG WARRIORS OF WISDOM</b></p> <p>EMOTIONAL INTELLIGENCE AND LEADERSHIP, K THROUGH MIDDLE SCHOOL.</p>                       |
| <p><b>AI TOGETHER</b></p> <p>TRAUMA-SENSITIVE AI LITERACY FOR FAMILIES, K–3 THROUGH GRADE 8.</p>                              | <p><b>TMFI YOUTH LEADERSHIP BLUEPRINT</b></p> <p>10-MONTH FLAGSHIP CURRICULUM FOR AGES 13–18, WITH A YOUTH ADVISORY BOARD SEAT.</p> |
| <p><b>BOSS IN TRAINING</b></p> <p>WORKPLACE READINESS: RESUMES, INTERVIEWS, ETIQUETTE, DIGITAL FOOTPRINT.</p>                 | <p><b>JUST CALL ME WONDERFUL</b></p> <p>SELF-ESTEEM AND PERSONAL DEVELOPMENT, CLOSING WITH FINANCIAL BASICS.</p>                    |
| <p><b>BOSS ENTREPRENEURSHIP FOUNDATION</b></p> <p>BUSINESS PLANNING, FINANCE, MARKETING, AND GOAL SETTING.</p>                | <p><b>BONUS RESOURCES IN COMMUNITY HUB</b></p>                                                                                      |

EMPOWER THE ZIP



REGIMUS  
UNIVERSITY  
EMPOWER • EDUCATE • ELEVATE

# THE HUB

*Exclusive Resources for Catalysts*

GOVERN  | STEER  | BUILD 

LEAD WITH PURPOSE. CONNECT WITH IMPACT. BUILD WHAT LASTS.

-  **EXPERT LED LEARNING**  
Live classes, eBooks & real-world strategies
-  **COMMUNITY & COLLABORATION**  
Connect with change-makers and mission-driven leaders
-  **RESOURCES THAT EMPOWER**  
Grants, templates, trainings & funding opportunities

JOIN THE MOVEMENT.  
LEARN. COLLABORATE. TRANSFORM.



WHERE VISIONARIES  
YOU BELONG  
**HERE**  
BECOME LEADERS



— EXCELLENCE & OPPORTUNITY —

# HELP YOUR KIDS WIN!

## Parent Leadership Builder

GROW STRONGER FAMILIES | BUILD BRIGHTER FUTURES | LEAVE A LEGACY

Equip your family with the tools, skills, and confidence to *thrive* in today's world and tomorrow's opportunities.

## COHORT TRAINING & SUPPORT



**PARENT GUIDES**  
Practical tools to lead with purpose.



**SKILL BUILDING**  
Real-world skills for every stage.



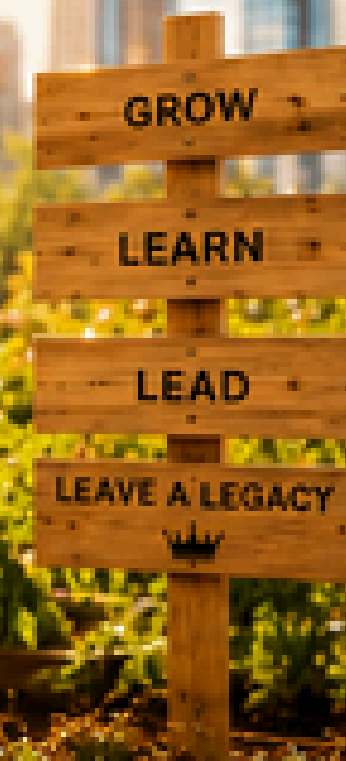
**FUTURE FOCUSED**  
AI, innovation & opportunity.



**STRONG FOUNDATIONS**  
Values, confidence & resilience.



**PLAN TODAY. PREPARE TOGETHER. PROSPER FOREVER.**



*Your Success.*  
**OUR MISSION.**  
**YOUR REWARDS.**

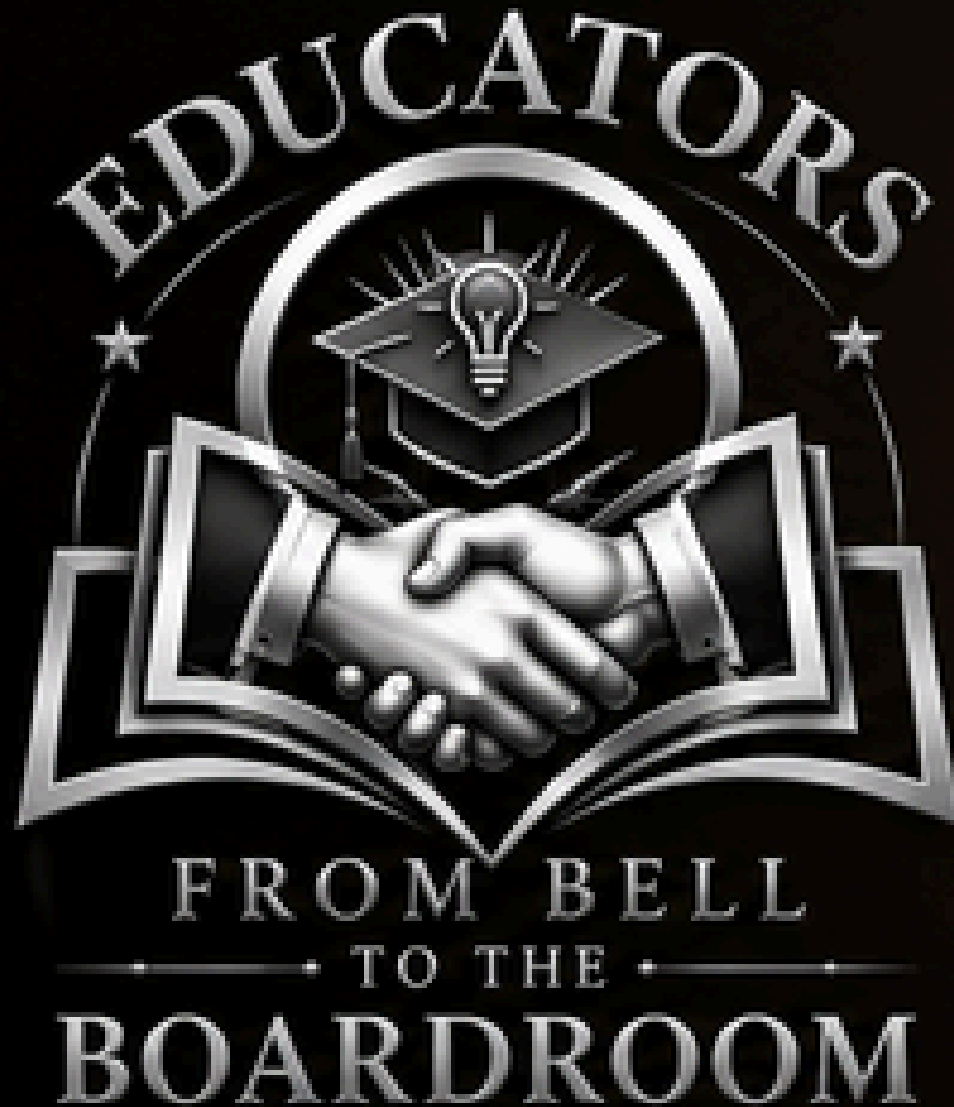


# COHORT TRAINING & SUPPORT

## FROM THE BELL TO THE BOARDROOM

EQUIP THE NEXT GENERATION

A COMPLETE LEADERSHIP & PROFESSIONAL  
DEVELOPMENT TOOLKIT FOR **EDUCATORS**  
WHO **LEAD, INSPIRE & IMPACT.**



**EMPOWER**  
Educators  
to Lead



**STRENGTHEN**  
Communities  
Together



**PREPARE**  
Students for  
Success



**CREATE**  
Lasting  
Impact

# NERIAH's FRIENDS

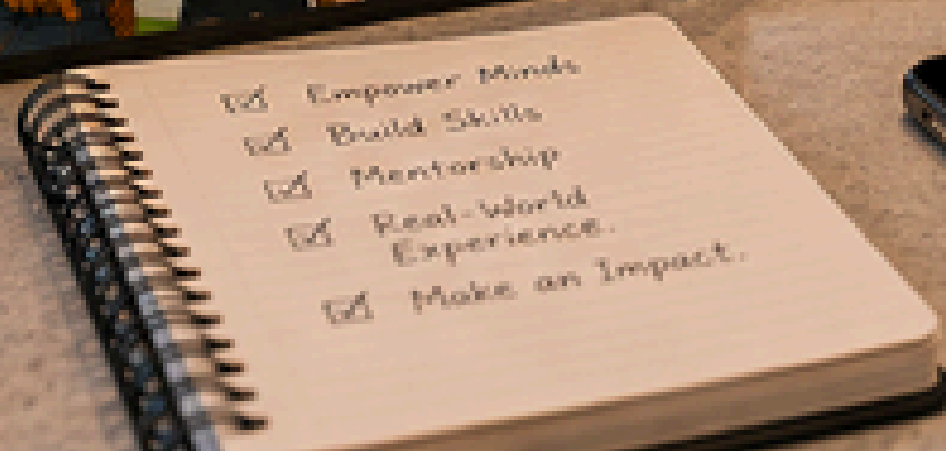
BUILDING CONFIDENT HEARTS.  
EMPOWERING BRIGHT FUTURES.

Kids Learn.  
Hearts Grow.  
Futures Shine.

-  Builds Character
-  Strengthens Confidence
-  Leads with Kindness
-  Improves Communication
-  Inspires Leaders
-  Encourages a Love of Reading

TOGETHER, WE GROW KIND, STRONG, AND BRAVE! 









# REGIMUS

GOVERN. STEER. BUILD.

## Building Stronger Communities. Creating Global Impact.

We partner with leaders and organizations to develop people, strengthen systems, and build pathways to opportunity.



WORKFORCE  
SOLUTIONS



INDUSTRY  
PARTNERSHIPS



STRATEGIC  
CONSULTING

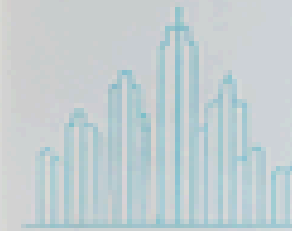


GLOBAL  
IMPACT

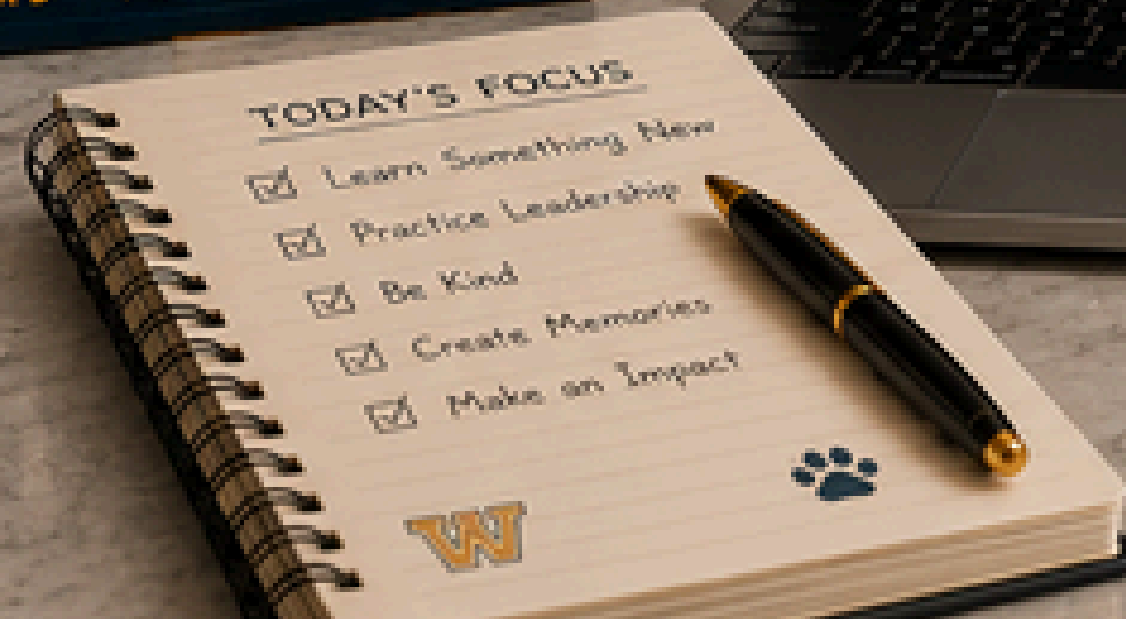
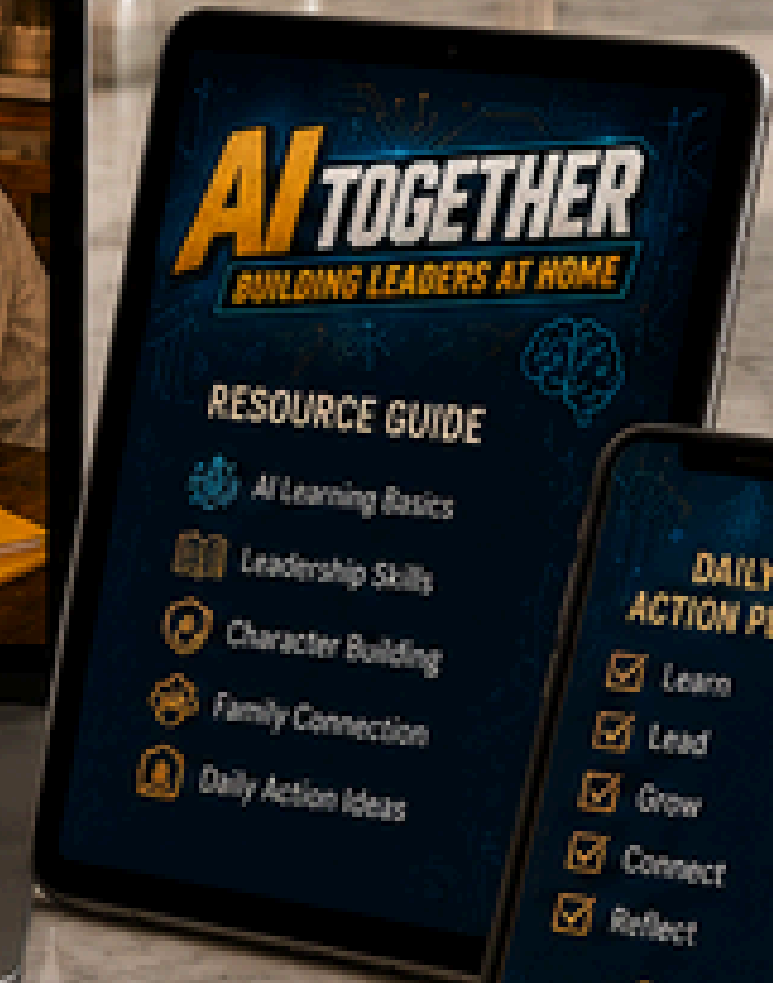
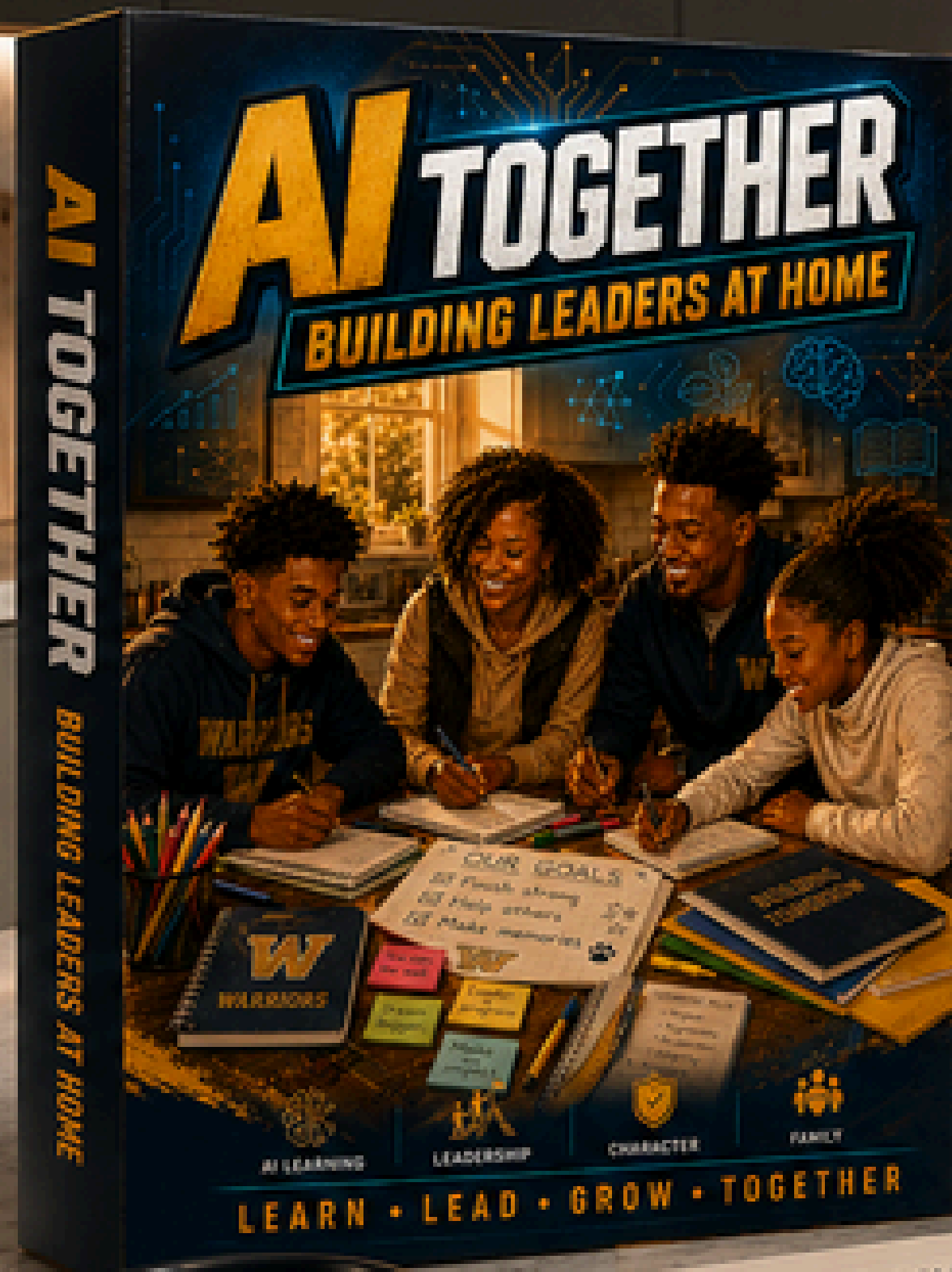
### EMERGING INDUSTRIES

-  AI & Automation
-  Clean Energy
-  Aerospace & Defense
-  Biotechnology
-  Advanced Manufacturing
-  Digital Infrastructure

PREPARING  
TODAY FOR  
TOMORROW'S  
OPPORTUNITIES



# STAND ALONE TRAINING





# REGIMUS

GOVERN. STEER. BUILD.

## LEADERSHIP

GOAL

VISION

TEAMWORK

RESPONSIBILITY

RESPONSIBILITY

COMMUNICATION

*Regimus*

*Regimus*

*Regimus*

## PARTS VII-IX

# FROM THE GROUND: DEPLOYMENT & OPERATIONS

*I Govern*

*I Govern*





# Building Pathways. *Empowering Futures.*

Connecting talent, education,  
and opportunity to create  
stronger communities  
worldwide.



**ENGAGE**

Communities



**EMPOWER**

Youth



**COLLABORATE**

Partners



**CREATE**

Lasting Impact

PEOPLE.  
PURPOSE.  
POSSIBILITIES.

COMMUNITY  
IMPACT  
STARTS  
WITH US.

## **PART VII — YOUTH SAFETY & SAFEGUARDING**

# **HOW ADULTS ENGAGE WITH YOUTH**



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

**EVERY SESSION RUNS THROUGH AND ALONGSIDE PARTNER STAFF WITH TEACHERS, DIRECTORS, FACILITY STAFF ARE PRESENT THROUGHOUT.**

**NO PERSONAL CONTACT INFORMATION PASSES BETWEEN ADULTS AND YOUTH: NO PERSONAL PHONE, SOCIAL MEDIA, OR EMAIL.**

**EVERY INTERACTION HAPPENS IN A GROUP SETTING AND NEVER ONE-ON-ONE. THIS IS A STANDING RULE IN EVERY ZIP CODE.**

**THIS REFLECTS OVER 20 YEARS OF DIRECT PRACTICE WORKING WITH YOUTH .**

# NATIONAL YOUTH PROTECTION RESOURCES



|                                                                                                                                                 |                                                                                                                                       |                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>CHILDHELP NATIONAL<br/>CHILD ABUSE HOTLINE</b></p> <p><b>1-800-422-4453</b></p> <p>STAFFED 24/7 BY<br/>TRAINED CRISIS<br/>COUNSELORS.</p> | <p><b>NCMEC CYBERTIPLINE</b></p> <p><b>1-800-843-5678</b></p> <p>FOR ONLINE EXPLOITATION<br/>SPECIFICALLY<br/>(CYBERTIPLINE.ORG).</p> | <p><b>CHILD WELFARE<br/>INFORMATION GATEWAY</b></p> <p><b>CHILDWELFARE.GOV</b></p> <p>FEDERAL DIRECTORY OF<br/>STATE-SPECIFIC REPORTING<br/>NUMBERS.</p> |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|

## **PART VIII — COMMUNITY DEPLOYMENT & PARTNER MAPPING**

# **A FOUR-STEP FRAMEWORK, RUN IN EVERY ZIP CODE**

- 01** **PULL THE LOCAL DATA — YOUTH DISCONNECTION RATE, DEMOGRAPHICS, EXISTING LOCAL DATA TOOLS.**
- 02** **MAP THE PARTNER CATEGORIES — LOCAL GOVERNMENT, SCHOOLS, HOUSING & JUSTICE, WORKFORCE, NONPROFITS, HIGHER ED.**
- 03** **SEQUENCE THE PILLARS — LAUNCH THE TWO OR THREE BEST SUPPORTED BY MAPPED PARTNERS.**
- 04** **SET THE LOCAL REPORTING RHYTHM — MONTHLY LOCALLY, QUARTERLY TO THE NATIONAL ORGANIZATION.**



**REGIMUS UNIVERSITY**  
WHERE PURPOSE CATALYZES VISION

**EMPOWER THE ZIP**

**REGIMUS**  
GOVERN. STEER. BUILD.

**PART VIII — COMMUNITY DEPLOYMENT &  
PARTNER MAPPING**



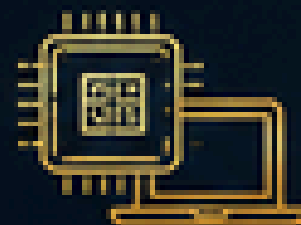
BUILDING CAPACITY AND EQUITY IN YOUTH

# Business-*Education* Partnership



## AEROSPACE

Preparing Tomorrow's  
Leaders Today



## TECHNOLOGY

Innovate. Empower.  
Transform.



## HEALTHCARE

Building Stronger  
Communities



## MANUFACTURING

Skills That Build  
The Future



## ENERGY

Sustainable Solutions  
Lasting Impact

EMPOWER YOUTH



STRENGTHEN WORKFORCE



CREATE OPPORTUNITY



DRIVE IMPACT



# CHANNEL STRATEGY & VALUE PROPOSITION

## CHANNELS

SHORT-FORM VIDEO, YOUTH-LED STORYTELLING FIRST EMAIL AND SMS  
FOR PARTNERS AND DONORS A REFERRAL AND TESTIMONIAL SYSTEM  
LOCALLY PITCHED EARNED MEDIA AND PR A QUARTERLY LOCAL EVENT

## VALUE PROPOSITION

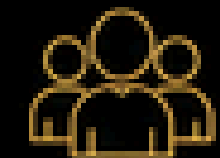
DIRECT AND HONEST PEOPLE-FIRST COMMUNITY FIRST  
TEAM-BUILT INTEGRITY FORWARD-LOOKING

**EMPOWER THE ZIP**



YOUTH-LED. IMPACT-DRIVEN.  
FUTURE-READY.

# CEO & FOUNDER TOOLKIT



YOUTH-LED



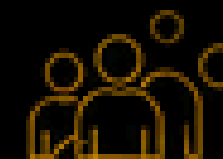
REAL-WORLD



ECOSYSTEM



FUTURE-READY



IMPACT  
STRONGER LEADERS.  
STRONGER COMMUNITIES.

IRON SHARPENS IRON.

YOUR TOOLKIT. THEIR FUTURE. **OUR LEGACY.**



# REGIMUS UNIVERSITY

WHERE PURPOSE CATALYZES VISION

LEARN  
PRACTICE  
GET CERTIFIED  
FIND OPPORTUNITY  
CREATE CHANGE  
LEAVE A LEGACY

REGIMUS [AT] REGIMUSONLINE.COM  
REGIMUS UNIVERSITY [AT] RUGOVERN.COM



PURPOSE  
BUILDS  
TOMORROW

- LEADERSHIP
- INNOVATION
- ENTREPRENEURSHIP
- CAREER SUCCESS
- COMMUNITY IMPACT



IDEAS  
PEOPLE  
PATHWAYS  
PROGRESS  
STRONGER  
TOGETHER

Same  
Higher  
Purpose

# REGIMUS

GOVERN. STEER. BUILD.



# REGIMUS

GOVERN. STEER. BUILD.

*thank you*

**JOIN THE MODEL**

**BECOME A CATALYST. BRING  
SOLUTIONS TO YOUR ZIP CODE.**

EMPOWER THE ZIP WAS BUILT TO TRAVEL. EVERY DEPLOYMENT RUNS ON THE SAME EIGHT PILLARS AND THE SAME PARTNER-MAPPING FRAMEWORK. EACH CATALYSTS BRINGS IS LOCAL KNOWLEDGE, LOCAL RELATIONSHIPS, AND THE WILL TO RUN IT.