

# ELMP

Esquire Leadership  
& Mentoring Program

92% 40

25 of 27 eligible Esquires returning 2026–2027 Esquires enrolled

| Engagement and Positive Reinforcement System (EPRS) |                                                                                                                                                                                                    |                                                  |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| CATEGORY                                            | SUCCESS GOALS                                                                                                                                                                                      | REWARD EXAMPLES                                  |
| Academic Performance                                | - GPA improvement<br>- Grade-level proficiency/improvement<br>- Tutoring participation/academic enrichment<br>- AI/tech activities that boost learning and skills.                                 | Complete 2/4 Success Goals<br>AP Badge Awarded   |
| Attendance & Participation                          | - 90%+ attendance at school<br>- 70%+ attendance at ELMP events<br>- Completion of life plans and progress reports<br>- Earned through active tech participation.                                  | Complete 2/4 Success Goals<br>A/P Badge Awarded  |
| Leadership & Conduct                                | - Demonstrating maturity and responsibility<br>- Respecting peers, mentors, and rules<br>- Active participation in team discussions<br>- Earned through leadership/teamwork in tech.               | Complete 2/4 Success Goals<br>L/C Badge Awarded  |
| College & Career Readiness                          | - Attending college tours or vocational workshops<br>- Completing post-secondary plans or applications<br>- Building a resume or portfolio<br>- Earned by developing tech skills for future goals. | Complete 2/4 Success Goals<br>C/CR Badge Awarded |
| Personal Growth & Reflection                        | - Honest and thoughtful self-assessments<br>- Public speaking or project presentations<br>- Helping peers and showing emotional growth<br>- Earned through growth and creativity in tech.          | Complete 2/4 Success Goals<br>PG/R Badge Awarded |

| EPRS RECOGNITION LEVELS                                                                                                                                                                                                                                                         |             |                                                                                                          |                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| RECOGNITION LEVEL                                                                                                                                                                                                                                                               | BADGE / PIN | DESCRIPTION                                                                                              | TYPICAL INDICATORS                                                                                                                                                                                                           |
| YEARLY LAPEL PIN<br>Awarded to every Esquire each year they participate in the program.                                                                                                                                                                                         |             | • ELMP Lapel Pin for each year of participation – Pin is placed on the left collar of the Esquire Jacket | • Awarded to every Esquire each year as a symbol of their continued commitment and growth in the program.                                                                                                                    |
| BRONZE<br>(Rising Leader)<br>Awarded to Esquires who consistently meet program expectations and actively participate in mentoring, academic support, leadership development, and service activities.                                                                            |             | • Meets 1–5 goals per year<br>• Receive Rising Leader Achievement Badge                                  | • Regular attendance and participation<br>• Active engagement in program activities<br>• Progress toward academic and personal success goals                                                                                 |
| SILVER<br>(Dedicated Scholar)<br>Awarded to returning Esquires who demonstrate sustained commitment over multiple years. These Esquires demonstrate leadership, maturity, and consistency, serving as positive role models for younger Esquires.                                |             | • Meets 6–9 goals per year<br>• Receive Dedicated Scholar Achievement Badge                              | • Multiple years of participation<br>• Demonstrated leadership and positive peer influence<br>• Consistent completion of success goals                                                                                       |
| GOLD<br>(Elite Esquire)<br>The highest honor within the program and is reserved for Esquires who complete their Esquire journey and graduate. Legacy Esquires are recognized for their long-term dedication, exemplary leadership, and lasting impact in the Esquire community. |             | • Meets 10+ goals per year<br>• Receive Elite Esquire Badge/Esquire Jacket                               | • Program completion and graduation<br>• Long-term commitment to the Ann Arbor Esquires Leadership and Mentoring Program<br>• Exemplary leadership and service record<br>• Recognized contributions to the Esquire community |

## ELMP 2026–2027 Esquire Workbook

Five Learning Phases of a Success Seminar

1 History, Heritage & Cultural Identity  
20 minutes • Connect history to a leadership challenge.

2 Speaker / Facilitator  
30 minutes • Learn the monthly message and a practical technique.

3 Interactive Leadership Practice  
25 minutes • Discuss, role-play, practice and receive coaching.

4 Structured Mentor Circle  
20 minutes • Reflect, connect the lesson to life and choose a next action.

5 Workbook Completion & Evidence  
15 minutes • Complete the record, identify evidence and receive directions.

120-minute Success Seminar  
Developing Leaders. Building Character. Inspiring Service.  
a2esquires.org

Model and selected examples: Book pp. 75–87

# MATTHEW M. COATS

OUTSTANDING ALUMNI BROTHER OF THE YEAR

Build Leaders.  
Strengthen Families.  
Empower Communities.



## TZL Community & Education Initiative

FOUNDING BOARD PRESIDENT

I helped launch the organization, recruit Board leadership, build practical operating tools, and connect three programs through shared accountability and public access.

Leadership and governance: Book pp. 4–5

\$26,707.20 \$12,600  
Combined actual program revenue Two paid AAACF grants

\$21,707.20 beyond chapter allocations. The \$5,100 grant is included in revenue; the separate \$7,500 award is outside that total. Financial reconciliation and records: Book pp. 21–25

### THREE PILLARS / FOUR NATIONAL PROGRAMS

#### BUILD LEADERS | ELMP

Go-to-High-School, Go-to-College | pp. 42–48

Project Alpha | Local ages 8–17 | pp. 49–51

#### STRENGTHEN FAMILIES | Caring & Sharing

A. Charles Haston Brother's Keeper | pp. 52–54

#### EMPOWER COMMUNITIES | TZL Empower / VPHP

A Voteless People Is a Hopeless People | pp. 55–58

Civic participation: Sept. 23 Public Power + Sept. 28 Community Conversation | pp. 57–58

Evidence finder p. 88



## TZL Community & Education Initiative

### The Three Pillars of CEI

A new 501(c)(3) nonprofit organization supporting youth development, family support, education, and community engagement.

A New 501(c)(3)  
Nonprofit Organization  
Tax ID: 81-1257797

01

### Build Leaders

Esquire Leadership & Mentoring Program (ELMP)

- Mentorship & Leadership Development
- Academic Excellence & College Readiness
- Character Building & Life Skills
- Community Service & Civic Engagement

ELMP develops knowledge, character, academic readiness, career exposure, and leadership practice.

National Alignment:  
Go-to-High-School, Go-to-College • Project Alpha™

02

### Strengthen Families

Dr. Thomas A. Bass Caring & Sharing Food Basket Delivery Program

- Food Baskets & Holiday Meals
- Clothing, Toys & Essential Items
- School Supplies & Family Essentials
- Support for Seniors, Widows & Families in Need

Provides dignified, practical care and sustained connection to Brothers, widows, families, and elders.

National Alignment:  
A. Charles Haston Brother's Keeper

03

### Empower Communities

TZL Empower

- Voter Education & Registration
- Civic Engagement & Public Awareness
- Advocacy & Community Mobilization
- Data-Driven Strategies for Community Impact

TZL Empower builds civic knowledge, community voice, nonpartisan participation, and local leadership.

National Alignment:  
A Voteless People is a Hopeless People (VPHP)

### One Mission. One Community. Limitless Impact.

Literacy • Scholarships • Mentor Development • Cultural Education • Career Exploration • Collaborative Service

Matthew Coats | Board President | TZL Community & Education Initiative  
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Educate. Empower. Elevate.

# Caring & Sharing

Dr. Thomas A. Bass  
Caring and Sharing Food  
Basket Delivery Program



## EXPANDING YEAR-ROUND FOOD ACCESS

A Partnership of Caring & Sharing, Food Gatherers, and YCMS Healthy School Pantry

1 2025–2026 ACCOMPLISHMENTS Meeting Needs. Building Hope. Stronger Together.

267 Families Served

148 Food Baskets Distributed

119 Gift Cards Provided

40 Hygiene Kits Delivered to Hope Clinic

1,003 lbs. of Food Sorted

Approximately 836 Meals Supported

\$9,800 Raised

2 Families Adopted through YoungLives

10 Widow Visits

\$328.03 in Adopted Family Support

2 FOOD GATHERERS PARTNERSHIP SAVINGS More Food. Greater Impact.

Baseline Cost per Basket \$50.39

Projected Cost per Basket After Food Gatherers \$22.45

Savings per Basket \$27.94

Cost Reduction 55%

Estimated Savings per 50-Basket Event \$1,397

Estimated Annual Savings (3 Events) \$4,191

Food Gatherers helps reduce food costs while expanding access to fresh and staple items.

3 YEAR-ROUND CARE FOR FAMILIES From Referrals to Real Support.

Families can be referred to Food Gatherers during the months outside of Caring & Sharing holiday food basket distributions.

Access to this support begins when the family completes the L2F intake form.

This creates year-round care beyond seasonal holiday baskets.

Year-Round Care  
SUPPORT TODAY. STRONGER TOMORROW.

4 MONTHLY VOLUNTEER IMPACT People. Food. Stronger Communities.

Every 4th Friday 1:00 PM – 5:30 PM Ypsilanti Community Middle School

Volunteers help unload, pack, serve, and deliver essential food and supplies.

ALL ARE WELCOME!

STRONGER COMMUNITIES BRIGHTER TOMORROWS

PEOPLE HELPING PEOPLE CREATES A BRIGHTER TOMORROW

Holiday Support + Food Access + Referrals = Stronger Families, All Year Long

YPSILANTI STRONGER TOGETHER

This institution is an equal opportunity provider.

Family reach: Book p. 6

Kits: pp. 8–9 | Pantry kickoff: pp. 12–16

Widow support: pp. 52–54 Continuing care: p. 64