



THE CHANGE CENTER JOBS INITIATIVE

Level 1 - Direct Entry Level Jobs and Training - The Change Center will directly employ up to 20 entry level part-time jobs during any one time period, which will be used for opportunities for job vetting, training, accountability, and experience for teen and young adult employees. In addition, there will be opportunities for 10 full-time employees. The Change Center will also partner with and encourage facility use by both for-profits (such as the Hard Knox Pizza School of Hard Knox), and nonprofits (such as SEED) for job training and other entry level job opportunities for inner-city teens and young adults.

Level 2 - Job Connections - The Change Center will recruit and partner with any and all willing employers to connect vetted inner-city youth and young adults to existing job opportunities in the community.

Level 3 - Entrepreneurial Job Creation - The Change Center will partner with and align all entrepreneurial support resources in the community that are willing to focus on unique business creation opportunities that benefit inner-city teens and young adults. Based in part on a gang prevention initiative called Homeboy Industries in Los Angeles, whose motto is "the best way to stop a bullet is a job", The Change Center will identify potential markets (for example, church landscaping, home weatherization, and graffiti removal), community partners and business mentors, and entrepreneurial-minded teens and young adults willing to work hard and to learn from business mentoring to build job-creating inner-city businesses.

Bruce Charles, Chief Financial and Entrepreneurial Officer for The Change Center - Bruce is uniquely qualified to coordinate The Change Center Jobs Initiative. Bruce has an undergraduate accounting degree from Clarion University and a Master of Accountancy degree from Bowling Green State University. He is also a Marine and Vietnam Veteran.

Bruce started his business career with Citizens' Utilities Company as a plant accountant before spending three years as a tax senior with the international public accounting firm, Arthur Andersen & Co. Bruce then joined Johnson & Johnson, where he served as president of Johnson & Johnson Finance Corporation (JJFC), which provided financing to customers of Johnson & Johnson. Bruce ran not only the domestic operations of JJFC but also international operations, which included subsidiaries in the UK and Germany, as well as joint ventures in Italy, France, Sweden, and Canada.

Utilizing what he has learned over the course of his 40-year business career, Bruce currently mentors over 40 young men and women (see list on back) who have built or are building companies in the greater Knoxville area. This is his mission in life: "When I was at Johnson and Johnson, I realized I had a talent for helping small businesses get bigger and what was even better, I enjoyed doing it! My entire business career has been focused on nurturing small businesses and helping them grow. I love contributing to people's successes. I like coming along side of entrepreneurs, mentoring, and helping them meet their potential. The small businesses they create are a meaningful way to create jobs. These jobs are exceedingly important for people; they give them self-esteem. Healthy cities have good jobs and I know how to help create them."

221 Harriet Tubman Street
Knoxville, TN 37915

Listing Of Mentees

G. Bruce Charles

Mentee	Company
Paul Hassell	Alive Photo
Alex Bell	Bell Enterprises
Scott Branson	Renaissance Creations
Scott Buchanan	Gridwell
Doug Speight	Cathedral Leasing
Nathan Frey	Closeup.fm
Austin Church	Closeup.fm
Matt Cox	Mike Stevens Homes
Chris Doody	Adler Instruments
Ian Dovan	Seeds of Change
Amy Easterly	Lumenis
Melody Ratliff	Flips Batter Bar
Brad Green	Gridwell
Gerry Harms	Cedar Bluff Cycle
Taryn McLean	Help You Dwell
Caroline Smith	Help You Dwell
Adam Henry	Henry Portraits
Pierce LaMacchia	K Brew
Patrick King	Henry & Wallace
Andy Martin	Franklin Covey
Drew McDonald	Plaid Apron
Joe Michalik	RS Logistics
Nic Nicaud	K Town Homes
Katie Norrell	Silver Highway
Danny Norman	The Escape Game
Drew Petty	Petty Welding
Carrie Jo Pinckard	Texture Photo
Andrew Randazzo	Prime Medical Training
Preston Roberts	Ironwood Tree Care
James Trimble	Eventbooking.com
Chad Ridner	Two Roads
Russ Walker	Knoxville Revival Paint Co.
Alex Widmer	Alex Widmer Video