R04-26-A-039

APPLICATION INFORMATION SHEET

1. Applicant Identification:

Salem Academy and College
601 South Church Street
Winston-Salem, North Carolina 27101-5318

2. Website: https://www.salem.edu/

3. Funding Requested:

a. US EPA Community-wide Assessment Grant
b. Amount: $500,000

4. Location:

a) 801 East Salem Avenue, Winston-Salem, b) Forsyth County, c) North Carolina

5. Target Area and Priority Site Information:

- Priority Site: Salem Academy and College Brownfield (Blixt Athletic Field), originally known as Central Park, previously a landfill owned and managed by the city of Winston-Salem, adjacent to Salem Creek and Salem Creek Greenway
- Target Area: Impacted Census Tract: #37067000801 (includes the Brownfield Site)
- Address: 801 East Salem Avenue, Winston-Salem, North Carolina

6. Contacts

a. Project Manager

Tina Kramer, Executive Director of Operations, Salem Academy and College
601 South Church Street, Winston-Salem, North Carolina 27101-5318
tina.kramer@salem.edu
336-917-5405

b. Chief Executive Officer

Dr. Gary Daynes, Interim-President, Salem Academy and College
601 South Church Street, Winston-Salem, North Carolina 27101-5318
gary.daynes@salem.edu
336-917-5525

7. Population

Target Area Census Tract: #37067000801 (containing the Site) – 3,400
City of Winston-Salem (wherein lies the Target Area): 255,769

8. Other Factors

Other Factors	Page #
Community population is 10,000 or less.	this page
The applicant is, or will assist, a federally recognized Indian Tribe or United States Territory	n/a
The priority site is impacted by mine-scarred land	n/a
The priority site is adjacent to a body of water (i.e., the border of the priority site is contiguous or partially contiguous to the body of water, or would be contiguous or partially contiguous with a body of water but for a street, road, or other public thoroughfare separating them).	1
The priority site is in a federally designated flood plain.	3
The reuse of the priority site will facilitate renewable energy from wind, solar, or geothermal energy.	3
The reuse of the priority site will incorporate energy efficiency measures.	4
The proposed project will improve local climate adaptation/mitigation capacity and resilience to protect residents and community investments.	3-4
At least 30% of the overall project budget will be spent on eligible reuse/area-wide planning activities, as described in Section I.B., for priority Site within the Target Area. ($150,000)	8-9
The Target Area is located within a community in which a coal-fired power plant has recently closed (2013 or later) or is closing.	n/a

9. Letter from the NCDEQ acknowledging that Salem Academy and College (SAC) is applying for FY26 federal brownfield assessment grant and plans to conduct assessment activities is presented on the next page.

10. Not Applicable

JOSH STEIN
Governor
D. REID WILSON
Secretary
MICHAEL SCOTT
Director

NORTH CAROLINA
Environmental Quality

January 8, 2026

Tina Kramer
Executive Director of Operations
Salem Academy and College
601 S. Church Street
Winston-Salem, NC 27101
tina.kramer@salem.edu

Re: U.S. EPA Brownfields Community-Wide Assessment Grant – Salem Academy and College

Dear Ms. Kramer,

The North Carolina Department of Environmental Quality (DEQ) Brownfields Redevelopment Section (BRS) acknowledges and supports the Salem Academy and College's application for a U.S. EPA Brownfields Community-Wide Assessment Grant. We understand that your grant will focus on the Salem Academy and College's recreational athletic fields. Revitalization of this property will be a wonderful success for this community and the Salem Academy and College.

The goal of EPA Assessment funds is to facilitate redevelopment and economic growth within a community. To that end, BRS offers technical project guidance to help ensure assessments conducted utilizing grant funds are in accordance with our program requirements throughout the life of your project. Coordination with DEQ BRS is critical to ensure that the assessments make efficient use of the federal funds awarded. This will begin at grant initiation and continue with review of site-specific assessment plans. It is imperative that BRS be involved in field sample scope planning to ensure that a property is eligible for future entry into the North Carolina Program should a property owner or future developer desire. A brownfields agreement outlines the controls needed to make the site safe for the intended reuse and is often a marketing tool for developers and instrumental in securing redevelopment financing. Additional tax incentives are also available upon completion of brownfields redevelopment if completed in the State's Program.

We hope that the Salem Academy and College is successfully awarded this grant, and we will continue to support you in your brownfields redevelopment efforts whether a grant is awarded or not. We truly believe successful brownfields projects can rejuvenate a community.

Sincerely,

Jordan L Thompson

Jordan Thompson
Brownfields Grants Manager

ec: NCDEQ Brownfields Grant Collaborative Team

Salem Academy & College

FY2026 US EPA Brownfields Assessment Grant

Narrative

1. PROJECT AREA DESCRIPTION AND PLANS FOR REVITALIZATION

Target Area and Brownfield

1.a. *Overview of Brownfield Challenges and Description of Target Area:* **Salem Academy & College (SAC) recreational athletic field is the focus brownfield of this Community-wide Assessment Grant**. Located at 801 East Salem Avenue, the geographic boundary of the approximately seven-acre parcel Brownfield Site (BF Site) is bounded by East Salem Avenue to the west; a right-of-way for Liberia Street to the north; the **Salem Creek Greenway** to the east; and the City of Winston-Salem's Central Park to the south. The athletic field was a city landfill from the late 1940s to the early 1960s, according to City of Winston-Salem personnel. The landfill was developed into Central Park prior to 1980, and then Salem Recreational Fields, LLC (wholly owned by Salem Academy & College) purchased seven acres of Central Park from the City in 2004.

The seven-acre BF Site (SAC's athletic field) is centrally located within a **historically sensitive corridor** of the City of Winston-Salem. SAC, established in 1772, is the oldest educational institution for girls and women in the US and is situated adjacent to the north boundary of the BF Site, the focus of activity for this Assessment Grant. The Target Area (TA) containing the BF Site is located within the **low-income/disadvantaged community of Census Tract 37067000801 (Tract)**. Many residents, enslaved and free, in the vicinity of SAC (historically named "Little Girls' School," then "Female Academy") worked at SAC as maids, cooks, janitors, and gardeners. With no bridge access from SAC to the workers' neighborhood, the residents placed rocks within **Salem Creek** to form a crossing, creating the only access to the school or anywhere else in town. Around 1936, a metal footbridge was placed across Salem Creek on the Liberia Street right-of-way.

A North Carolina Department of Natural Resources (NCDENR) assessment for the BF Site indicated that the area was determined to be **environmentally sensitive** by the Division of Water Quality (DWQ), due to the property draining into Salem Creek. **Salem Creek was listed on the 2022 North Carolina 303(d) list** as "Impaired for Aquatic Life" due to copper, zinc, and turbidity exceedances. The North Carolina 303(d) list is an inventory of water bodies that are threatened or impaired due to pollution. The TA is located in an area with a history of commercial activity that has resulted in varied environmental impacts in close proximity (within approximately 0.25 miles of the TA) including: 18 incidents related to underground storage tank (UST) and non-UST releases; four properties identified as brownfields; and four properties identified as having land use restrictions and notices.

SAC lacks the funds to address the contamination and underlying decay of the site which stands in the way of allowing SAC and the community to fully utilize the current field. SAC will use this grant to assess environmental impacts resulting from historic landfill operations, conduct community outreach and planning activities regarding reuse and cleanup, and attract investors, developers, and new businesses to the greater Salem/Happy Hill community, bringing increased employment opportunities and a better quality of life. The revitalization will also provide local schools and youth programs with additional venues for games, tournaments, and training, primarily benefiting schools and groups that lack adequate sports facilities. The grant funds will have a lasting impact, creating equitable access for women and girls in Winston-Salem, fostering community connections, and championing gender equity in athletics.

1.b. *Description of the Priority Brownfield Site:* **The SAC recreation fields were once an open landfill for municipal solid waste for decades**. Debris is buried across the seven-acre BF Site (parcel #6835-31-8662) approximately 6 feet deep adjacent to East Salem Avenue and 8 feet deep adjacent to Salem Creek. Debris was disposed of within 50 feet of Salem Creek, anecdotally. Environmental

investigations conducted by SAC from 2001 to 2003 culminated in the Site's inclusion in the NCDEQ's Division of Waste Management's Brownfield Program (#06019-02-34) in 2004. These investigations demonstrated the presence of solid waste via environmental test pits, as well as the detection of volatile organic compounds (VOCs) and semi-volatile organic compounds (SVOCs) within Site groundwater and soils. **Contaminants such as carbon tetrachloride, chloroform, and trichloroethylene (TCE), as well as vinyl chloride were observed in environmental samples**. Laboratory analysis of surface water samples collected from **Salem Creek** have detected bromodichloromethane and chloroform, which are often associated with landfills. Older landfills (i.e., pre-1970s) typically covered waste with available soil without consideration of construction standards, regulations, or potential environmental impacts. As a result, old landfill sites generally have soil and groundwater contamination. Prior to development as recreational fields, a passive landfill gas collection and venting system was constructed at the Site. The system consists of a series of collection trenches that passively vent landfill gas to the atmosphere.

Severe ground settling issues due to natural decay of underlying debris have limited the utility of the recreational fields due to concerns for player safety (e.g., unsure footing and an undulating surface). As a result, the recreational fields are significantly underutilized and provide only limited opportunities for SAC as well as the surrounding community. In their current disposition, the recreational fields serve as an impediment to an otherwise historically vibrant region, exercise a negative influence on an environmentally sensitive area, and will continue to inhibit the optimal implementation of a fully functional recreational facility for both SAC and the larger community.

1.c. *Identifying Additional Sites:* Although SAC only owns one brownfield, if grant funds remain, SAC will attempt to identify additional brownfield sites throughout the impacted region (the surrounding TA identified in Section 1.a.) by researching mapped brownfield locations, conducting brownfield awareness training for community members (i.e., leaders/stakeholders and public) and comprehensive community outreach, utilizing the partners listed in Section 2e.. The training will provide education on the definition and identification of a brownfield, the needs and opportunities, and encourage community members to assist in identifying potential additional sites (see Section 1.a.). SAC will engage community members in prioritizing identified sites based on location in disadvantaged census tracts, presence of sensitive populations, redevelopment potential based on community goals, the ability to address needs of underserved communities, projected underserved benefit, removal of environmental contamination and addressing area-specific issues. The revitalization of the priority site along the waterfronts is expected to catalyze the development of other brownfield projects for the other community priorities in Winston-Salem.

Revitalization of the Target Area

1.d. *Reuse Strategy and Alignment with Revitalization Plans:* SAC seeks to revitalize and redevelop its seven-acre parcel BF Site into a modern, safe, and versatile athletic facility for the institution and the surrounding Winston-Salem community. This vision is consistent with the City of Winston-Salem/Forsyth County's Forward 2045 Comprehensive Plan, which details the area's commitment to incentivize, redevelop, and revitalize brownfield sites, in addition to the recruitment of sports and entertainment venues Downtown. Furthermore, Forward 2045 highlights the importance of protecting watersheds, wetlands, and streams to reduce pollution runoff, soil erosion, and flooding. SAC vision will be lock-step with the City and County's *Greenway Plan* by prioritizing the development of a **sustainable space** for various sports and recreational activities, including an open **greenspace** that provides a healthy habitat where **native wildlife** and people can thrive. Plans would aim to support and affect improvement to the surrounding habitat, with special attention to the **riparian buffer and flood mitigation** strategies deployed along the adjacent **Salem Creek**.

The development of safe and level playing surfaces that meet all modern safety standards for soccer, field hockey, flag football, softball, and other sports is a priority. The facility will provide a space for women's sports development as SAC is an all-women's high school and college. **Empowering women** in athletics and health with high-quality facilities by expanding opportunities for women to participate in sports at all levels, fostering fitness, health and personal growth is a key component of the redevelopment plan. The goal is to enhance community access to physical activities, promoting health and wellness for all, in alignment with SAC's commitment to health leadership. Plans will also include the extension of **the pedestrian and bike path** to connect the **Salem Creek Greenway** to Salem Avenue that leads to the Strollway and Long Branch Trail. This will improve the pedestrian experience for the entire community, contributing to the sense of safety, health, community, and local economy.

1.e. *Outcomes and Benefits of Reuse Strategy:* Redeveloping the Site into a modern, cutting-edge sports and recreation facility will benefit both SAC and the larger Winston-Salem community, and aligns with our mission "to create healthier and more equitable communities." The redevelopment of the BF Site (which lies within the TA Tract), and **connecting it** to the broader network of **nearby trails, greenways, and parks via the adjacent Salem Green Greenway,** will have a lasting, positive impact on the health and wellness of the local community by expanding public access to recreational and sport facilities, creating a welcoming hub for community activities, and offering a healthy green space that the community can share and enjoy.

This project will also improve the health and quality of life of the community by mitigating existing environmental and chemical threats from the Site. The Site is located in a 100-year (Zone AE) flood zone and particularly vulnerable to natural hazards, such as seasonal storms and flooding, and **exposure to toxic landfill debris f**rom **bank erosion**. There is also the risk of contaminated groundwater discharge from the landfill into Salem Creek. The proposed project helps mitigate these threats by managing surface water runoff, incorporating **green infrastructure strategies** (e.g., permeable pavements, flood resistant materials, water storage techniques, etc.), and generally adhering to actions recommended in the Northern Piedmont Regional Hazard Mitigation Plan, such as elevating and retrofitting of infrastructure, protecting residents while also promoting policies for community growth and development, incentivizing natural resource protection, and promoting public and public outreach.

Communities will benefit economically as well. Since redevelopment plans include using **energy-efficient** sources and **renewable energy**, including **solar parking lights, SAC and its partners will have access to resources from local, government-funded renewable energy and electrification initiatives, including** opportunities for community members in the TA to participate in weatherization and renewable energy workforce training programs. Additionally, youth athletic tourism is often an economic driver for many community redevelopment projects, and attracting traveling teams, their families, fans, vendors, and tournament events to the SAC facility can create additional opportunities for investment and economic growth.

Strategy for Leveraging Resources

1.f. *Resources Needed for Site Reuse:* SAC is actively fundraising to achieve its BF Site redevelopment goals, exploring funding opportunities through the USDA's Natural Resources Conservation Service (NRCS) Conservation Innovation Grants (CIG), the North Carolina Land and Water Fund, and from local community partners such as the City of Winston-Salem/Forsyth County, the Winston-Salem Foundation, and other private philanthropic sources. SAC is also prepared to leverage federal tax credits for clean energy and battery storage investments, including

the energy/brownfield community bonus and the low-income community bonus credits, and use Commercial Property Assessed Capital Expenditure (C-PACE) financing for all energy, water, and efficiency related construction. For any needed site cleanup, SAC will pursue an EPA Brownfield Cleanup Grant to remediate the seven-acre BF Site. SAC will continue to actively seek out additional funding opportunities in the form of state, federal, and private funding.

1.g. *Use of Existing Infrastructure:* SAC plans for the TA and priority site redevelopment will include the use of existing infrastructure. The site is served by public water service, public sewer, natural gas, electricity and telecommunications services. In general, the area is currently connected to, or generally has the ability to be directly connected to, public utility systems (potable water, non-potable water, sanitary and electric services). In 2019, the City of Winston-Salem funded the adjacent Old Salem Infrastructure Improvement project that addressed stormwater, sewer, water, lighting, sidewalks and trees for 11 million dollars. In the event additional infrastructure improvements are needed, SAC will look to similar grants, private funding and internal funding opportunities.

2. COMMUNITY NEED AND COMMUNITY ENGAGEMENT

Community Need

2.a. *The Community's Need for Funding:* The TA of this BF Site (SAC athletic field) lies within the Tract, an area identified as being in "Deep Distress", according to the **New Market Tax Credit (NMTC) Mapping Tool**, and the highest priority for investment. The percent of the population in this tract living in poverty–73%--is almost two times NMTC's qualifying poverty rate of 40% or greater, and the average income is 4% of the area's AMI. The unemployment rate is nearly 3.5 times the national average. The TA has suffered from historical disinvestment, resulting in the loss of tax base from abandoned properties and making the financial viability of redevelopment within this area challenging. SAC does not have excess revenue to manage this project alone. This EPA assessment grant will provide funding towards a keystone redevelopment project that would help address the persistent economic, environmental, and workforce development struggles of the communities within the Tract containing the BF Site (athletic field) as well as broaden opportunities for women to excel in athletics, provide an improved quality of life for the wider metropolitan community, and help kick-start reinvestment within this underserved area of Winston-Salem.

2.b. *Health or Welfare of Sensitive Populations:* The **NCDEQ Brownfield Inventory Map** was used to evaluate whether sensitive populations are disproportionately exposed to environmental factors within the TA as noted in **Table 1**. The data depicts a clear picture regarding the presence and welfare of a sensitive population within the TA, including low-income and unemployed individuals. The sensitive population of the Tract suffers disproportionately compared to North Carolina and United States averages. Assessing, mitigating, and redeveloping the BF Site will reduce sensitive population exposure to hazardous contaminants, blight, and substandard living conditions. Exposure mitigation will ease the health/welfare burden and provide a

TABLE 1 – Census Reporter/US Census Bureau Socioeconomic Indicators Compared to Winston-Salem (W-S)/NC/US

Sensitive Population	Census Tract 37067000801 (containing SAC's Brownfield)	W-S / NC / US
Low Income < 20,000	**47%**	15 / 13 / 12%
Unemployment	**20%**	3.4 / 4 / 4.6%
<HS diploma	**26%**	12 / 10 / 11%
Bolded Numbers exceed NC and/or US average		

positive outlook for the community, due to the availability of jobs, healthier living conditions, increased outdoor activities and provide a connection with community, which the Center for Disease Control and Prevention research has demonstrated can lead to longer life, better health, and improved well-being.

2.c. *Greater Than Normal Incidence of Disease and Adverse Health Conditions:* The sensitive population of the City of Winston-Salem, within which our TA is located, is at higher risk of many adverse disease and health conditions (obesity, diabetes, chronic obstructive pulmonary disease, high blood pressure, asthma, lack of leisure time) when compared to Forsyth County and US averages, as noted in **Table 2**. Forsyth County residents also experience higher chronic disease morbidity, higher infant mortalities, lower birth weights, than their respective North Carolina averages according to the Department of Public Health's recent Community Health Assessment Report. Many of these poor health conditions may be attributed to the exposure to environmental contamination. The redevelopment of SAC's BF Site (athletic field) will ensure the greatest benefit to those experiencing greater than normal health issues by: 1) reducing the environmental hazards of the landfill through the assessment/cleanup of contaminants, and 2) providing open space for exercise and recreation as well as a connection to the community's history.

TABLE 2 – CDC Places Div of Pop Health: Health Outcomes of Winston-Salem (W-S) Compared to Forsyth County (FC)/US

Disease/Health Condition	City of W-S (w/ Census Tract 37067000801, incl. SAC's Brownfield)	FC / US
Obesity	**42.7%**	41.2 / 32.8%
Diabetes	**13.1%**	12.4 / 12%
Chronic Obstructive Pulmonary Disease	**7.2%**	7 / 6.2%
High Blood Pressure	**36.8%**	36.7 / 34.4%
Asthma	**11.5%**	11.1 / 9.8%
No leisure time	**27.2%**	25.2 / 24.5%

Bolded Numbers exceed FC and/or US average

2.d. *Economically Impoverished/Disproportionately Impacted Populations:* SAC's TA comprises a sensitive population that is disproportionately impacted by particulate matter, air toxins, lead paint, and proximity to hazardous waste sites and underground storage tanks (USTs) above North Carolina and US averages, according to data accessed in October 2024 from US Census Bureau and EPA's Air Toxics Screening web page. This population meets more than one **burden threshold** and the associated **socioeconomic threshold.** This community is being exposed not only to brownfield contaminants, but also to the cumulative effects of multiple sources of environmental toxins. The percentage of the population below poverty level in this Tract is significantly greater than local, state, and national percentages: TA **63.6%** vs City of Winston-Salem 12.5%, NC 12.5%, and US 12%. SAC's Brownfield Program outputs/outcomes will benefit the surrounding community because of its **centralized** location. Program goals (community health, engagement, economic stimulus, etc.) will support positive changes in this community. No displacement of residents or businesses is planned; rather, living conditions and opportunities for residents will be improved. SAC also recognizes that rigorous and meaningful engagement with stakeholders and impacted community members is essential to achieving its goals. SAC will collaborate with partners listed in Section 2.e. - f. to identify issues that specifically impact this sensitive population and build capacity and leadership skills within the community to empower them to play a significant role in improving their community through brownfield redevelopment.

Community Engagement

2.e. *Project Involvement &* **2.f.** *Project Roles:* SAC has assembled a diverse group of local partners, representing a wide variety of interests and types of assistance, who will actively be involved with the BF Site Project. These community partners will be involved in decision making regarding remediation and future reuse of the BF Site. SAC plans to communicate project progress to the local community and residents/groups directly affected by the project's work.

Community Partners	Point of Contact	Specific Involvement
Winston-Salem/Forsyth County Planning & Development Svcs. Dept.	Michelle McCullough, Historic Resources Officer 336-747-7063 michellem@cityofws.org	HRC is the administration of Forsyth County's locally zoned historic district by working with district residents, property owners, utility companies, and local government to conserve the built and natural environments of these districts. They will help with **remediation and reuse plans**.
Old Salem Museum & Gardens	Terry Taylor, President & CEO 336-721-7316 ttaylor@oldsalem.org	A 501(c)(3) nonprofit that provides education and historical experiences on the Moravians in North Carolina, enslaved and free people of African descent, and Indigenous peoples of the Southern Woodland, through the preservation and interpretation of material culture, architecture, and cultural landscapes. Old Salem will assist **community engagement**.
Winston-Salem City Council Bicycle/Pedestrian/ Active Mobility Advisory Committee	Carol Hoover, Chairperson [redacted]	The WS City Council BPAM Advisory committee reviews plans, projects, policies, and programs that may impact the safety and mobility of those who travel by foot, bicycle, or other active mobility device, and ensures consistency with city goals to improve and promote safe multimodal transportation. It will assist with future **reuse plans**.
Piedmont Environmental Alliance	Richard Sebastian Green Economy Program Coordinator 804.840.5357 richard@peanc.org	Piedmont Environmental Alliance (PEA) is a Winston-Salem, NC-based nonprofit, committed to a more just, resilient, and sustainable region, with a Green Business Network (GBN), of which SAC is a member. Their educational and leadership programs reach more than 3000 students in Title 1 schools each year, and their Green Economy team has facilitated millions of dollars (~$6M in the past 18 months) in new clean energy investment. Professionals from PEA and their vast community network will assist with future **reuse planning and community outreach.**
City of Winston Salem	Mayor J. Allen Joines Office & Vivian Joiner, City Council South Ward 336-727-2058 mayorsoffice@cityofws.org vivianvjoinersouthward@gmail.com	The Mayor's Office & City Council Member will represent the city of WS and the residents in the South Ward, where SAC's Brownfield Site is located.. Members of these offices will assist with future **reuse plans** and **community engagement**.

2.g. *Incorporating Community Input:* Meaningful, inclusive community engagement is a priority to SAC and critical to the success of this project. SAC will form a Brownfield Community Partner Committee (BCPC) which will include surrounding higher education institutions (e.g. Winston-Salem State University), Winston-Salem city staff members, and community partners (including, but not limited to, those listed in **Community Partners table**), who will meet quarterly, and more if needed. SAC will host an initial kickoff meeting early in the first quarter, followed by quarterly Community Outreach & Education meetings to provide education about brownfields (including SAC's BF Site history), their environmental impacts, and remediation options and regulations. .

SAC will work with a Qualified Environmental Professional (QEP) to establish a Community Involvement Plan (CIP). The CIP will lay the foundation for outreach efforts, establishing a schedule

for activities, providing project background, and detailing the list of key project players. A Brownfield website will share project details and progress. Decision makers will seek after and facilitate meaningful input from our underserved community by asking questions and listening to those directly affected by the project, including input on the site, cleanup, and guidance in redevelopment plans. Other effective methods to solicit community input include social media, word-of-mouth through project partners at local events, and online surveys and fliers with key information that is easy to connect with. All community contributions and concerns will be considered in the decision-making process and reviewed and evaluated by the Brownfield Project Assistant Manager. Community input will be responded to in a timely manner by the Project Assistant Manager. SAC will communicate with various forms of media (printed and online) throughout the life of the Brownfield Project and beyond, including a project brochure to be distributed throughout the community, a project website to provide project news and information, and social media to provide real-time project updates, photos, news, and opportunities for community input. All printed Brownfield Project community information will be provided in English and Spanish.

3. TASK DESCRIPTIONS, COST ESTIMATES, AND MEASURING PROGRESS

Description of Tasks/Activities & Outputs

Task 1: Community Engagement	
a	*Project Implementation:* The Brownfield (BF) project manager, with the assistance of a Qualified Environmental Professional (QEP) will develop a Community Involvement Plan (CIP), outreach materials, BF Project website, and social media posts with the assistance of the Environmental Contractor (EC).
b	*Anticipated Project Schedule:* CIP created within three months of award. Community Education meetings and Partnership meetings will be held quarterly throughout the grant project. Website and outreach materials will be created in the 1st quarter and posted quarterly throughout the grant project.
c	*Task/Activity Lead:* Wendy Hawkins, Salem Academy & College, Sustainability Coordinator
d	*Outputs:* CIP, Brownfield Website, 8 Community Education meetings, 8 Partnership meetings, Brochures/Handouts, Social Media Posts, Summary of Partnership meetings in EPA required Quarterly Reports.
Task 2: Site Inventory	
d	There is only one site, so there is no site inventory required
Task 3: Assessment	
a	*Project Implementation:* Salem Academy & College (SAC) will direct the QEP to obtain EPA site approvals, prepare a master Quality Assurance Project Plan (QAPP)/Health and Safety Plan (HASP), and one Phase 2 ESA in accordance with requirements of ASTM E1903-19 (2020).
b	*Anticipated Project Schedule:* Assessment activities will begin in the 2nd quarter and continue throughout the grant.
c	*Task/Activity Lead:* The QEP will implement the technical aspects of the project with oversight from the BF project director, Tina Kramer Salem Academy & College, Executive Director of Operations.
d	*Outputs:* one Generic QAPP, one Phase 2 ESA including SS-QAPP.
Task 4: Remediation/Reuse Plan	
a	*Project Implementation:* The EC will prepare the Analysis for Brownfield Cleanup Alternatives (ABCA) and/or Cleanup Plans. Cleanup planning will include evaluating cleanup alternatives, calculating cleanup costs, and determining site-appropriate remediation/reuse planning to reduce health/environmental risks. The EC will assist the SAC in hosting visioning sessions for the site. A planner will create Site Reuse Assessments and a Brownfield Revitalization Plan.
b	*Anticipated Project Schedule:* Vision Sessions will occur in the 3rd & 6th quarter, Planning will begin in the 2nd quarter and continue throughout the grant.
c	*Task/Activity Lead:* The EC will implement the technical aspects of the project with oversight from the BF project director, Tina Kramer Salem Academy & College, Executive Director of Operations.

d	*Outputs:* ABCA, 2 Vision Sessions, a Site Reuse Assessment and a Brownfield Revitalization Plan
Task 5: Programmatic Support	
a	*Project Implementation:* SAC will procure an EC to assist with this project. The SAC, Assistant Vice President for Finance & Controller oversees grant administration to ensure compliance with the EPA Cooperative Agreement Work Plan, schedule, and terms and conditions. The selected EC will assist in completing ACRES Database Reporting, Yearly Financial Reporting, Quarterly Reporting, MBE/WBE Forms, and all additional Programmatic Support for the term of the grant. The SAC travel budget allows for two staff to attend three national/regional/grantee brownfield training conferences/workshops.
b	*Anticipated Project Schedule:* ACRES & Quarterly Reporting begins the 1st quarter and continues throughout the grant project. Annual Reporting and Forms created in 5th, 9th quarters and during final closeout.
c	*Task/Activity Lead:* Scott Morin, Salem Academy & College, Assistant Vice President for Finance & Controller
d	*Outputs:* ACRES Database Reporting, Annual Financial Reports, Quarterly Reports, Forms, Programmatic Support for the grant period. Two staff to attend three events.

3.e. Cost Estimates: Project costs are summarized below as determined by local market standards with contractual hourly rates based on the skills needed for specific tasks:

Budget Categories		Tasks: Community Engagement (1)	Site Inventory (2)	Assessment (3)	Remediation/ Reuse Plan (4)	Programmatic Support (5)	Totals
Direct Costs	Personnel					$ 14,625.00	$ 14,625.00
	Fringes					$ 2,582.14	$ 2,582.14
	Travel			$ 2,914.29		$ 17,142.86	$ 20,057.15
	Supplies	$ 4,285.71		$ 1,428.57			$ 5,714.28
	Contractual	$ 39,285.71		$ 130,657.14	$ 279,285.72		$449,228.57
Total Direct Costs		$ 43,571.42	$ -	$ 135,000.00	$ 279,285.72	$ 34,350.00	$492,207.14
Indirect Costs						$ 7,792.86	$ 7,792.86
Total Budget		$ 43,571.42	$ -	$ 135,000.00	$ 279,285.72	$ 42,142.86	$500,000.00

Twenty-seven percent (27%) of the budget will be spent on site-specific work through the Assessment (Task 3), and 65% will be allocated towards community engagement (Task 1) and reuse planning (Task 4). **Task 1 Community Engagement:** Contractual: Community Involvement Plan $5,714.29 (40 hrs. x 142.86); Brownfield Website, Outreach Handouts, Social Media Posts $5,000.00 (35 hrs. x $142.86); 8 Community Education Meetings $11,428.57 (1,428.57/meeting); 8 Partnership Meetings $17,142.86 (2,142.86/meeting). Supplies: display boards $1,428.57 (10 x $102.04); misc. office supplies $285.71; printed brochures $2,571.43 (1700 x $1.51). **Task 2 Site Inventory:** $0; single-site grant. **Task 3 Assessment:** Contractual: Generic QAPP $8,571.43, Phase II ESA including SS-QAPP $122,085.71 [14 boring locations with soil/water samples, surface water samples, etc. (subcontractors - drilling, laboratory, etc. $62,952)], Travel $2,914.29, Supplies $1,428.57. **Task 4 Remediation/Reuse Planning:** Contractual: 1 ABCA $9,285.71, Site Reuse Assessment Plans $91,071.43 [Planner: 300 hrs x 214.29, Market Analyst 50 hrs x $178.57, Qualified Environmental Professional (QEP) 100 hrs x $178.57]; Brownfield Revitalization Plan $173,214.29 [Planner: 600 hrs x $214.29, Market Analysis 100 hrs x $178.57, QEP 150 hrs x $178.57], 3 Visioning Sessions $5,714.29 ($1,904.76/mtg). **Task 5 Programmatic Support:** Indirect: $7,792.86 (yearly and quarterly financial reporting, programmatic support for the grant period); Direct: $17,207.14 (178.57 hrs x $81.90, fringes 178.57 hrs x 14.46/hr at 17.65% of personnel costs), Travel: $17,142.86; 2 staff to attend 3 events [(flights $1,142.86) + ($428.57 hotel x 3 nights) + (incidentals and per diem at $107.14 per day x 4 days) x (2 attendees x 3 events)].

3.f. Plans to Measure and Evaluate Environmental Progress and Results: To ensure this EPA Brownfield Project is on schedule, SAC's Brownfield Community Partner Committee (BCPC), which includes the QEP, will meet quarterly to track outputs identified in 3.a. using an Excel spreadsheet and will report progress in fulfilling the scope of work, goals, and objectives to the EPA via quarterly reports. In addition, project expenditures and activities will be compared to the project's schedule to ensure the grant project will be completed within the four-year time frame. Site specific information will be entered and tracked in the ACRES database. The outputs to be tracked include the number of neighborhood meetings, public meetings, meetings with community groups and project partners, environmental assessments, ABCAs, and cleanup/redevelopment plans. The outcomes to be tracked include community participation, acres assessed, acres ready for reuse, redevelopment dollars leveraged, and jobs created. In the event the project is not being completed in an efficient manner, SAC has countermeasures in place to address this problem by making monthly calls to its EPA Project Officer and, if needed, create an EPA Corrective Action Plan.

4. PROGRAMMATIC CAPABILITY AND PAST PERFORMANCE

Programmatic Capability

4.a. *Organizational Capacity,* **4.b.** *Structure, &* **4.c.** *Description of Key Staff:* SAC fosters a thriving sense of community and has the experience and organization to effectively manage all grant project requirements, meeting all criteria and deadlines. SAC's **Brownfield Team** of three members will oversee and manage grant implementation. **Tina Kramer**, Executive Director of Operations at SAC, will serve as **Brownfield Project Manager**, and will be the primary point of contact for the project. With a master's degree in Organizational Leadership and Administration from Concordia University, and over 15 years of experience in project management, facilities management, sustainability, daily operations, implementing strategic plans, policy compliance and regulation, community relations, and financial trend analysis, Kramer will lead the project with the following areas of responsibilities: overall management of the grant, team oversight, timely and successful expenditure of funds, and meeting administrative and financial requirements. **Scott Morin (MBA),** Assistant Vice President of Finance and Controller for SAC (since 2016), will serve as **Brownfield Finance Officer** and will be responsible for ensuring the accurate, successful implementation and allocation of grant expenditures, completing all financial reporting and drawdowns. With an MBA and three decades of professional experience in financial management, auditing, treasury, and accounting, accurate and timely financial reporting is assured. **Wendy Hawkins-Stevens**, SAC's Operations Sustainability Coordinator, will serve as **Brownfield Project Assistant Manager**, assist the Project Manager, implement assigned tasks, and organize campus/community environmental education/awareness. With Strong relationships with all departments and students across campus in her seven years at SAC, where she earned a BA in Environmental Studies: Conservation Ecology (2022), Hawkins-Stevens helped develop, and currently holds, SAC's inaugural Sustainability Coordinator position, comprising campus engagement/education, planning with the Executive Director of Operations, and data collection/analysis for promoting environmentally conscious practices.

4.d. *Acquiring Additional Resources:* SAC will procure a professional, qualified environmental engineer/consultant firm to assist with the environmental and technical aspects of the Brownfield Community-wide Assessment. Procurement procedures will comply with both the local contracting and procurement process and with US EPA requirements for "Professional Service." SAC will promote strong practices, local/hiring, and will link members of the community to potential employment opportunities for all brownfield-related redevelopment via community outreach practices and project updates to project partners.

Past Performance and Accomplishments

4.f. *Has Not Received an EPA Brownfields Grant but has Received Other Federal or Non-Federal Assistance Agreements* **4.f.(1)** *Purpose and Accomplishments*: SAC received a federal grant from NASA in 2023 and multiple non-federal assistance grants from 2019 to present. NASA Grant, "SOAR WITH SALEM" [three years for $750,000 with renewable for two ($1.24m) in 2023-2028], with purpose to partner with neighboring underperforming high school, North Forsyth High School, to create summer programs for STEM education, in conjunction with summer STEM programs for newly matriculated SAC students who are underperforming in STEM related subjects.

4.f.(2) *Compliance with Grant Requirements*: SAC's Office of Finance is equipped to manage the work of compliance with all grants. **NASA $750,000** (2023): Quarterly reports, continuous cycle of reimbursement and reporting according to budget. ***Purpose****:* To assist NASA with the creation of a pipeline for women in science and technology for NASA-related employment by designing programs for girls and women from high school to college, with particular focus on underachieving students, with secondary and collegiate STEM curriculum. ***Compliance****:* Quarterly reporting from SAC to NASA; information conferences in person and on Zoom related to compliance regulations; **Wake Forest University Educating Character Initiative** – suballocation grant from Lily Foundation **$40,000** (2024): Quarterly reports, internally managing the disbursement of funds according to the budget as developed by the Principal Investigator (PI), with appropriate reporting. ***Purpose****:* To Expand the conversation of ethics and character across the curriculum; **Compliance**: Quarterly reporting from Finance and PI's office to describe the programming and budget disbursements. **Cannon Foundation $400,000** (2020) and **$200,000** (2024): bi-annual reporting of progress made toward IT improvements (2020), and elevator installation of Science Building (2024). ***Purpose:*** To begin the installation of an elevator in the Rondthaler Science Building for ADA compliance. ***Compliance****:* Reporting (Bi-Annual) expenditures of funds and programming goals accomplished.

Salem Academy & College

FY2026 US EPA Brownfields Assessment Grant

Threshold Criteria Responses

Salem Academy & College
FY2025 US EPA Brownfields Assessment Grant

THRESHOLD CRITERIA RESPONSES

1. Applicant Eligibility

Salem Academy & College (SAC) is eligible to apply for the EPA Brownfields Community-wide Assessment Grant as a general-purpose unit of local government as defined under 2 CFR § 200.64. SAC is exempt from Federal taxation under section 501(c)(3) of the Internal Revenue Code.

2. Community Involvement

SAC understands that working closely with community members is the key to implementing a successful brownfield project. SAC will cultivate productive and thought-provoking interactions between target-area residents and community organizations while ensuring that the needs of the underserved community are being heard, especially those most affected by the brownfield project. SAC will form a Brownfield Community Partner Committee (BCPC) which will include surrounding higher education institutions, Winston-Salem city staff members and community partners, who will meet quarterly and more if needed, including an initial Kickoff meeting. In addition, Community Outreach & Education meetings will be held quarterly at SAC to provide educational opportunities and promote interest and career development in the environmental sciences. SAC will host 2 community visioning sessions that will be utilized for the development of cleanup, reuse, and redevelopment plans. SAC will continue to communicate with the community with various forms of media (printed and online) throughout the life of their Brownfield Project and beyond, including a project brochure to be distributed throughout the community, a project website to provide project news and information, and social media to provide real-time project updates, photos, news, and opportunities for public input. All Brownfield Project community information will be provided in English and Spanish.

3. Expenditure of Existing Grant Funds

SAC affirms that it does not have an active EPA Brownfield Assessment Grant or Multipurpose Grant.

4. Contractors and Named Subrecipients

Not Applicable.