



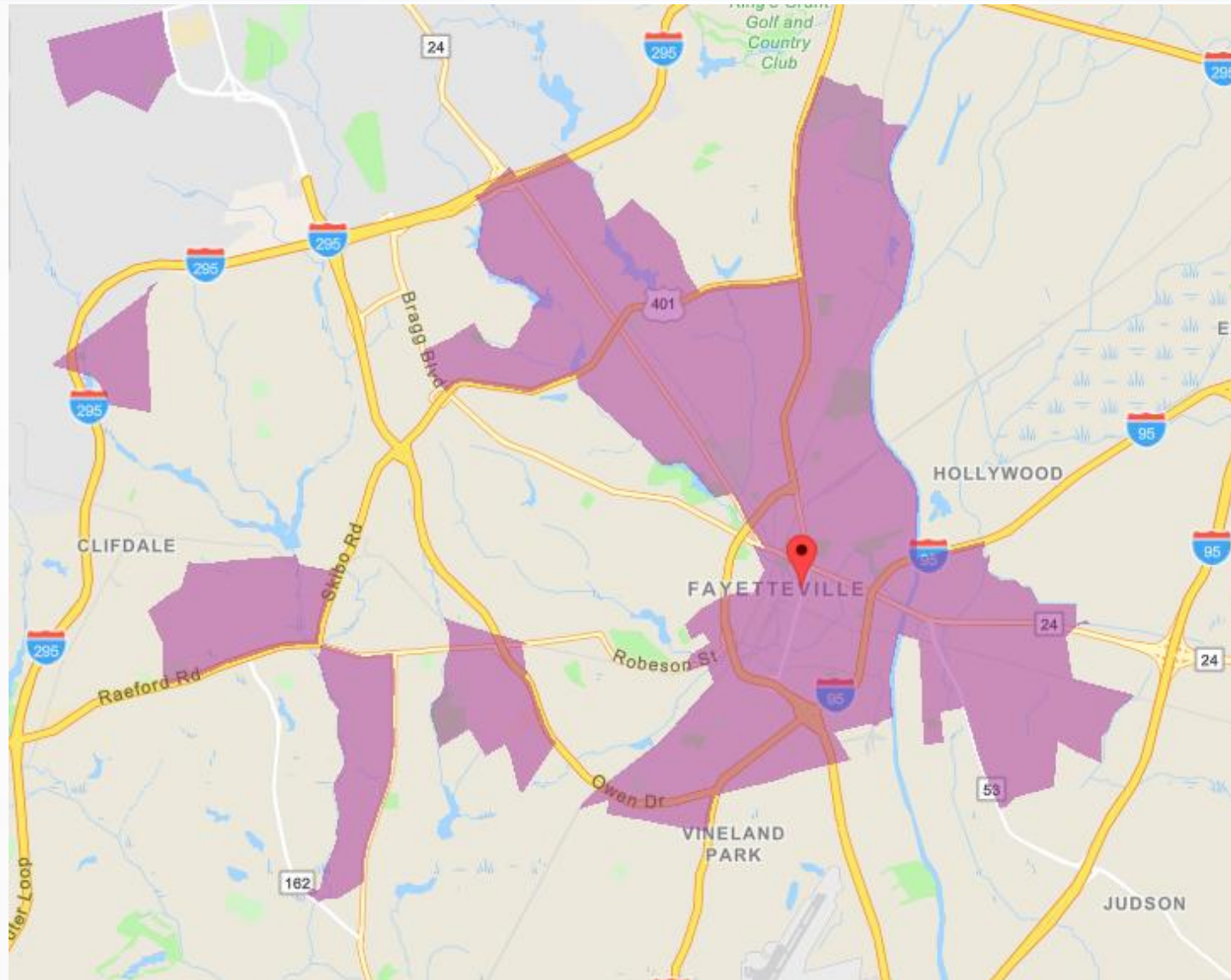
Can Do Performance Financing Program



- Developed to advance the City's goal of increasing the number and diversity of local service providers while creating quality employment opportunities
- Addresses barriers to capital that have significantly impeded the creation of sustainable businesses in low- to moderate- income communities.
- Designed to overcome the hurdles of traditional lending models to provide patient, non-interest-bearing funding in exchange for job creation.
- Administered by the 501c3 Community Development Foundation (CDF)
- Engages our network of community partners to offer resources and support to all program candidates, regardless of qualification status, including:
 - Center for Economic Empowerment & Development (NCCEED),
 - FTCC Center for Innovation and Entrepreneurship,
 - Fayetteville State University Regional Entrepreneur & Business Hub (FSU),
 - North Carolina Small Business Technical Development Center (NCSBTDC),
 - Volunteers from locally owned private sector companies

- Launched the \$5 million fund in January 2025 with \$2.5 million from the City of Fayetteville and \$2.5 million from the State of North Carolina.
- Job-creating businesses can apply for up to \$750,000 of funding.
- Companies may receive up to \$25,000 per job created.
- If the company creates the required jobs, the awarded funds are treated as a forgivable loan.
- If the company does not create the required jobs, they must repay the funds, pro-rated, based on the percentage of jobs they are short.
- Awarded companies are required to provide regular project updates and progress towards their committed employment targets.

Qualifying Areas



[Link](#) to Qualifying Census Tracts and Block Groups

- Targets existing businesses that provide goods or services that are in demand by institutional partners (City, County, PWC, FSU, CFVH, Methodist, FTCC).
- Elevated consideration given to those operating in aerospace, cybersecurity, technology, and defense sectors
- Proceeds shall support investments in capital equipment, real estate, or other fixed assets.

Program requirements include

1. Be an existing, for-profit business with 15 employees or fewer
2. Operate in a Qualifying Census Tract within the City of Fayetteville
3. Support local procurement efforts
4. Create and maintain at least five full-time jobs:
 - a) Receive no more than \$25k per position created
 - b) Pay full-time wages, with benefits, at least 10% above the local average for the classification
 - c) At least 60% of new hires must be from low- to moderate-income households
 - d) Achieve 50% of job creation within 18 months, and 100% within five years