



VIOLENCE IS CONTAGIOUS; WE CAN
TREAT AND, ULTIMATELY, CURE VIOLENCE
USING A HEALTH APPROACH

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Cure Violence Jacksonville Suppliers and Scopes of Services FY 2021 - 2022

Grant Recipient #1: Cure Violence Global, Inc.

Service: Training and Technical Assistance

Cure Violence has provided an array of Training and Technical Assistance (TTA) to over 100 communities in over 10 countries. The services are adapted to each unique community based on the needs and capacity of the local partners. The following is a proposed TTA plan to implement two (2) new replication sites in coordination with Jacksonville Mayor's Office. Cure Violence's ultimate goal is to provide quality TTA services to assist in ending the violence epidemic.

Full Replication

Cure Violence will provide comprehensive and intensive training, support and guidance throughout the pre-implementation, implementation, and evaluation stages. This includes pre-implementation assistance (staffing patterns, staff recruitment planning and hiring guidance), onsite trainings, e-learning, peer learning, database management, conference participation, communications assistance, policy development and advocacy and overall project management. Cure Violence will provide its core training modules, as stipulated in the Schedule of Activities, which includes:

Training

- Violence Interruption and Reduction Training & Refresher Courses (VIRT)
- Management Training: Interruption and Outreach
- Database and Documentation
- Research / Analysis Support
- Conflict Mediation Techniques
- Recruitment of Highest Risk Individuals
- Engaging and Building Rapport with Highest Risk Individuals
- Risk Reduction Strategic Planning
- Utilization of data for strategic planning
- Utilization of data to evaluate performance outcomes and opportunities to advance the program

Technical Assistance

- Programmatic and data TTA
- Data Reports
- Site Visits
- Ongoing support (monthly calls)

Advanced Training

- Leading with Equity
- Spokesperson Training
- Addressing Trauma
- Building a Health System to Prevent Violence - Trauma Informed City

Cost: This TTA package is valued at **\$150,000**.

Travel, lodging, and administrative services are included in this cost.

Term: October 1, 2021 through September 30, 2022

Grant Recipient #2: Family Foundations of Northeast Florida, Inc.

Service: Mental Health and Financial Wellness Services

Family Foundations proposes to provide mental health and financial wellness services to Cure Violence team members at the three proposed sites: Bridges to Cure, Noah’s Ark, and the Potter’s House. Our services are intended to assist team members with becoming emotionally and financially stable which will allow them to effectively perform their jobs. Through a combination of weekly team meetings, psycho-educational and financial education group sessions, individual counseling, and case management services, Family Foundations will provide team members with tools and skills to address barriers that have impacted their personal and professional relationships and also prevented them from achieving financial goals.

PROGRAM SCOPE OF WORK AND DELIVERABLES:

1. Group Sessions: Mandatory weekly group counseling sessions will be conducted at each **Cure Violence** site. These sessions provide opportunities for program staff to discuss a variety of topics, feelings, and emotions to help them learn how to manage the stress and anxiety experienced during their work in the community. Sessions focus on building interpersonal skills and teamwork and also provides participants with tools and techniques to address their emotions, manage conflict, and de-escalate tense situations.

Group sessions also address management/supervisor and staff issues. Participants learn how to address concerns with management in a pro-active and constructive manner and learn how to resolve conflict with management and co-workers.

Finally, group session address home/domestic issues as we have learned during the past year that these issues have impact on the participants’ abilities to successfully fulfill their roles in the program. Participants learn how to balance work and home priorities and also how to separate/compartmentalize issues so as not to have negative impact on either.

2. Individual Sessions: Individual counseling sessions will be offered to all participants. Participation in these sessions will be voluntary and at the request of the participant. Participants may also be referred by Program Management to address work/disciplinary issues. Each participant who participates in individual counseling will receive the following: Intake Process Counseling Assessment, Treatment Plan/Plan Updates, and Counseling Interventions are a regular part of the process.

3. Educational Workshops: Bi-monthly educational workshops are designed to provide a series of skills and decompression techniques to help team members deal with life events so that they can focus on the primary work that they do in the community. Workshops will be developed/facilitated to address topics/issues experienced by Cure Violence participants. Topics will also adhere to Cure Violence's national program model. Below is a partial list of sessions/topics that will be conducted.

i. **Race/ Culture:** Identifies and focuses on cultural biases that impact the target communities where Cure Violence work is being performed. This session gives participants the ability to leverage the core values instilled in the Cure Violence model.

ii. **Boundary Issues:** Focuses on why and how setting health boundaries in the workplace/community is important. Includes discussions of physical, mental, and emotional boundaries in relationships

iii. **Conflict Resolution:** Team Members have learned conflict resolution techniques that they can use in their interactions with each other, management, and participants in their assigned zip codes. These techniques and methods are designed to ensure that the stress and anxiety that they face can be channeled towards a positive resolution of daily incidents. Virtual sessions have allowed Team Members to explore how to manage home and work scenarios in the community during COVID-19 restrictions. The shift in environment where Team Members spend a majority of their time with family members has raised additional tension that adds to the stress and conflict that they face on the streets.

iv. **Trauma-Informed Counseling:** Family Foundations offers trauma-informed counseling that focuses on the psychological distress Team Members may face following exposure to a traumatic or stressful event. This counseling is centered on a fear-based reaction and helps Team Members externalize angry and aggressive symptoms. Both sites have learned how to recognize chronic trauma symptoms. Counseling sessions focus on the type of exposure to trauma they may face and how they occur across gender, race, ethnic communities, and socio-economic groups. Counseling also provides insight into the basics of how social impact of trauma manifests itself on communities and individuals.

v. **Mental Health First Aid USA Training:** This course is designed to help Team Members recognize and respond to a person experiencing a mental health crisis. The first aid taught in this course allows Team Members to provide appropriate treatment and support until First Responders arrive. Team Members learn how to assess the risk, listen non-judgmentally, give reassurance and encourage self-help and other support strategies. Participants receive a certificate from MHFA USA at the conclusion of the course and also gains access to the MHFA website and resources.

4. Case Management Services: Family Foundations will assist Team Members with accessing community resources to address personal/family needs. This may include accessing food, housing, or other benefits.

5. Financial Education: The goal of the Financial Education/Coaching sessions is to help participants change their behavior with money. Family Foundations will conduct two 6-week sessions on basic financial skills and concepts to include topics such as: developing a sustainable budget, principals of savings, understanding credit/credit scores, responsible use of credit/debt, and homeownership. In addition, participants will complete **Credit When Credit is Due**, a self-paced course about the responsible use of credit. At the completion of the course, participants can add a note to their credit file and potentially receive a boost in their credit score.

6. Financial Coaching/Counseling: Participants will receive individual coaching/counseling to assist them in reaching specific financial goals. Each participant will receive a minimum of 4 counseling sessions. Participants will develop a budget and savings plan and a work plan will be developed to assist them in reaching their goals. Participants with more complex financial goals/issues will receive financial coaching services which are designed to assist the client over a longer period of time.

Team Members interested in home ownership will be able to participate in Family Foundations' Homebuyer's Club. The Club works with participants to prepare and qualify for buying a home.

PROGRAM COSTS/PAYMENT TERMS:

- 1 - Full-time Master's level or Licensed Mental Health Counselor's time - The counselor will be responsible for conducting group educational sessions, crisis intervention/de-briefing sessions, and case management services. The counselor will also provide individual counseling services for Cure Violence team members requesting services.
- 1 - Full-time Financial Coach/Counselor – The coach/counselor will conduct group educational sessions to provide basic tools on money management. The coach/counselor will also provide initial individual financial assessments for all staff and conduct individual sessions for Cure Violence team members requesting services.
- 1 – PT Case Manager – The case manager will work with Cure Violence team members to coordinate access to resources for food, housing, emergency assistance, etc. The case manager will also support the counselors in conducting workshops and coordinating counseling sessions.
- Finance & Administration Manager – An allocation of the manager's time will be included to support grant administration, billing, and reporting.

PROGRAM IMPACT & REPORTING:

i. Proposed objectives for the program

Mental Health and Life Skills

- 95% of staff will participate in weekly group sessions at each site
- 95% of staff will participate in bi-monthly educational workshops
- 75% of participants will indicate increased knowledge of de-escalation skills
- 100% of participants will complete Mental Health First Aid Training
- 40% of will participate in individual counseling sessions o 100% of individual counseling participants will receive a comprehensive assessment and evaluation

Financial Wellness and Education

- 60% of participants will complete the 6-week financial education series
- 90% of staff will participate in individual counseling sessions
- 100% of participants who begin individual counseling will receive the following:
 - credit report w/credit score
 - assistance with developing a budget
 - individual work plan that addresses goals and specific steps to achieve them

(all participants may receive items above regardless of their on-going participation in individual counseling)

- 30% of participants who begin individual counseling will request assistance with housing counseling/education or debt management

ii. During the current fiscal year, Family Foundations has achieved the following through the end of June:

- a. conducted 8 financial education sessions
- b. provided individual financial coaching/counseling to 24 individuals
- c. provided 220 individual mental health counseling sessions to 15 individuals
- d. conducted 18 psychoeducational sessions
- e. conducted 80 weekly sessions at Bridges to Cure and Noah's Ark

iii. Family Foundations' role in the Cure Violence program does not have a direct impact on residents; our role is to provide support to the staff of the programs which allows them the emotional and financial stability needed to effectively perform their jobs. The impact on residents is therefore measured by the reduction in violence achieved by the direct services performed by the Cure Violence team members. The ultimate goal is to create safer communities throughout Jacksonville, and specifically in the communities in which Cure Violence operates.

Term: October 1, 2021 through September 30, 2022

Cost: The program cost is **\$192,995**. Family Foundations is requesting **\$180,000** from the City of Jacksonville. The remaining funds will be provided through agency funding and an allocation of funding from a small private grant.

Additional Grant Terms and Conditions: Each of the Recipient's expenditure of City funds for the Program and the provision of services shall be subject to Chapter 118, Parts 1, 2, 4, and 5 of the Jacksonville *Ordinance Code*, and the terms and conditions of any contract entered into between the City and each Recipient. The Recipients shall use the City funds for the Program in accordance with the City Council approved Term Sheet and Program budget. The City's Grant Administrator may amend this Term Sheet or the approved Program budget consistent with the Program's needs, provided that any substantial change to this Term Sheet or the approved Program budget will require City Council approval.

FY 2022 Cure Violence

Lead Agency: Family Foundations of Northeast Florida, Inc.

Program Name: Cure Violence

Categories and Line Items	Total Cost of Program FY 2020-2021	Agency Provided Funding	Funding Partners	
			City of Jacksonville (City Grant)	Private Foundation Funding
I. Employee Compensation				
Weekly Group Sessions	\$45,000.00	\$0.00	\$45,000.00	\$0.00
Individual Counseling Sessions	\$28,000.00	\$0.00	\$28,000.00	\$0.00
Educational Workshops	\$12,500.00	\$0.00	\$12,500.00	\$0.00
Case Management	\$7,500.00	\$0.00	\$7,500.00	\$0.00
Financial Education/Coaching	\$20,600.00	\$0.00	\$20,600.00	\$0.00
Financial Management	\$5,000.00	\$0.00	\$5,000.00	\$0.00
Subtotal Employee Compensation	\$118,600.00	\$0.00	\$118,600.00	\$0.00
Taxes and Fringe Benefits	\$23,720.00	\$0.00	\$23,720.00	\$0.00
Subtotal Taxes and Benefits	\$23,720.00	\$0.00	\$23,720.00	\$0.00
Total Employee Compensation	\$142,320.00	\$0.00	\$142,320.00	\$0.00
II. Operating Expenses				
Occupancy Costs	\$3,600.00	\$1,800.00	\$1,800.00	\$0.00
Equipment Lease	\$3,500.00	\$1,750.00	\$1,750.00	\$0.00
Mileage	\$350.00	\$0.00	\$350.00	\$0.00
Client Management System	\$2,200.00	\$1,100.00	\$1,100.00	\$0.00
IT Services/Support	\$2,300.00	\$1,150.00	\$1,150.00	\$0.00
Program Expenses				
Educational Materials	\$4,600.00	\$0.00	\$2,300.00	\$2,300.00
Team Building	\$2,580.00	\$0.00	\$2,580.00	\$0.00
Meeting Expenses	\$6,400.00	\$0.00	\$3,200.00	\$3,200.00
Total Operating Expenses	\$25,530.00	\$6,800.00	\$14,230.00	\$6,500.00
Program Overhead	\$25,145.00	\$870.00	\$23,450.00	\$825.00
Direct Expenses Total	\$192,995.00	\$6,670.00	\$180,000.00	\$6,325.00

Grant Recipients 3, 4 and 5:

Grant Recipient 3: The Potter's House Community Development Empowering Center

Grant Recipient 4: Bridges to the Cure, LLC

Grant Recipient 5: Reintegration Solutions, Inc. d/b/a Noah's Ark Project

Service: Execution and operation of the Cure Violence Public Health Model

**Scope of Services
Cure Violence Public Health Model**

This Scope of Work Statement outlines services to be provided by The Potter's House Community Development Empowering Center (TPHCDEC), Bridges to the Cure, LLC (BTTC) and Reintegration Solutions (d/b/a Noah's Ark Project) to stop (if possible) or reduce the shootings and killings occurring in northwest, eastside and westside Jacksonville neighborhoods.

The Potter's House Community Development Empowering Center (TPHCDEC), Bridges to the Cure, LLC (BTTC) and Reintegration Solutions (d/b/a Noah's Ark Project) assert that the elimination of violence is part or all of its written mission statement and to that end agrees to

implement the Cure Violence public health model and all its components with fidelity. The three components to the model are as follows:

- Interruption of violent conflicts
- Changing behaviors of high risk individuals
- Changing community norms

The provider deliverables within the components of the model include:

1. Interruption of Violent Conflicts

Trained staff from the community know as violence interrupters prevent shootings and killings by detecting and interrupting potentially lethal conflicts in the community and mediating them to a peaceful end.

- Respond to violent incidents to prevent retaliations
- Mediate ongoing conflicts
- Follow up to maintain peace

2. Changing Behaviors of High-risk Individuals

Outreach workers identify people at the highest risk for violence and work side by side with them to reach and maintain a non-violent path to conflict resolution.

- Challenge thinking on use of violence
- Provide support at critical times
- Connect with job opportunities and social services

3. Changing Community Norms

Violence Interrupters and outreach workers engage community leaders, residents, business owners, faith leaders, social service providers, and those at highest risk to reject the idea of violence as an acceptable behavior to resolve conflict in their neighborhood.

- Respond to every shooting
- Organize community activities
- Spread positive norms

Food Disclaimer:

Backup documentation must be provided for all food expenditures. Expenditures for food will not exceed 5% of the total amount.

Term: October 1, 2021 through September 30, 2022

Cost: \$2,400,000

\$800,000 - The Potter's House Community Development Empowering Center

\$800,000 - Bridges to the Cure, LLC

\$800,000 - Reintegration Solutions, Inc. d/b/a Noah's Ark Project

Additional Grant Terms and Conditions: Each of the three Recipients' expenditure of City funds for the Program and the provision of services shall be subject to Chapter 118, Parts 1, 2, 4, and 5 of the Jacksonville Ordinance Code, and the terms and conditions of any contract entered into between the City and Recipient. Recipient shall use the City funds for the Program in accordance with the City Council approved Term Sheet and Program budget. The City's Grant Administrator may amend this Term Sheet or the approved Program budget consistent with the Program's needs, provided that any substantial change to this Term Sheet or the approved Program budget will require City Council approval.

The Potter's House Community Development Empowering Center - FY2022 Budget	
I. Employee Compensation	
Personnel	Annual
Subtotal Employee Compensation	\$ 485,000.00
Subtotal Taxes and Benefits	\$ 126,500.00
Total Employee Compensation	\$ 611,500.00
II. Operating Expenses	
Occupancy Expenses	\$ 46,000.00
Office Expenses	\$ 63,500.00
Equipment	\$ 25,000.00
Travel Expenses	\$ 10,000.00
Direct Client Expenses	\$ 35,000.00
Total Operating Expenses	\$ 179,500.00
Total Capital Outlay	\$ 9,000.00
Expenses Total	\$ 800,000.00

Bridges to the Cure, LLC - FY2022 Budget	
I. Employee Compensation	
Personnel	Annual
Subtotal Employee Compensation	\$ 528,500.00
Subtotal Taxes and Benefits	\$ 126,000.00
Total Employee Compensation	\$ 654,500.00
II. Operating Expenses	
Occupancy Expenses	\$ 60,100.00
Office Expenses	\$ 43,000.00
Equipment	\$ 2,000.00
Travel Expenses	\$ 6,400.00
Direct Client Expenses	\$ 29,000.00
Total Operating Expenses	\$ 140,500.00
Total Capital Outlay	\$ 5,000.00
Expenses Total	\$ 800,000.00

Reintegration Solutions of Jacksonville, Inc. d/b/a Noah's Ark Project - FY2022 Budget	
I. Employee Compensation	
Personnel	Annual
Subtotal Employee Compensation	\$ 510,000.00
Subtotal Taxes and Benefits	\$ 135,000.00
Total Employee Compensation	\$ 645,000.00
II. Operating Expenses	
Occupancy Expenses	\$ 51,000.00
Office Expenses	\$ 38,500.00
Equipment	\$ 10,000.00
Travel Expenses	\$ 19,400.00
Direct Client Expenses	\$ 32,100.00
Total Operating Expenses	\$ 151,000.00
Total Capital Outlay	\$ 4,000.00
Expenses Total	\$ 800,000.00