



Allegany County Department of Human Services

RFP Response Form

RFP for Countywide Support for Violence Prevention

PROPOSER INFORMATION

Proposer Name: Neighborhood Resilience Project.

Authorized Representative Name & Title: Rev. Paul T. Abernathy.

Address: [Redacted]

Telephone: [Redacted]

Email [Redacted]

Website: www.neighborhoodresilience.org

Legal Status: For-Profit Corp. Nonprofit Corp. Sole Proprietor Partnership

Date Incorporated: October 2018.

Partners and/or Subcontractors included in this Proposal: N/A.

How did you hear about this RFP? *Please be specific.* DHS Mailing List, Several other people and organizations also forwarded the RFP to the attention of our staff.

Does your organization have a telecommunications device to accommodate individuals who are deaf or hard of hearing? Yes No

REQUIRED CONTACTS

	Name	Phone	Email
Chief Executive Officer	Rev. Paul T. Abernathy	[Redacted]	[Redacted]
Contract Processing Contact	Kristina Abernathy	[Redacted]	[Redacted]
Chief Information Officer	Tyra Townsend	[Redacted]	[Redacted]
Chief Financial Officer	Sheryar Ghani	[Redacted]	[Redacted]
MPER Contact*	Rev. Paul T. Abernathy	[Redacted]	[Redacted]

RFP for Countywide Support for Violence Prevention

* [MPER](#) is DHS's provider and contract management system. Please list an administrative contact to update and manage this system for your agency.

BOARD INFORMATION

Provide a list of your board members as an attachment or in the space below.

1. Mrs. Marianne Carmack – Training and Organization Development Consultant (Retired)
2. Dr. Emma Lucas-Darby, Ph.D., LSW – Previous Interim Director, University of Pittsburgh School of Social Work Professor Emerita, Carlow University
3. Mr. Gus Georgiadis – Area President, Arthur J. Gallagher and Company
4. Ms. Angela Hayden, J.D. – Managing Attorney, Angela Hayden Law PLLC
5. Rev. Deborah Holt, M.Th – McCormack Baron Management Program Director, SCW Foundation
6. Mr. James Murphy – Senior HRIS Analyst, FEDEX Ground
7. Ms. Catherine Panadelis – Pharmacist, CVS Specialty
8. The Honorable John Pippy – President and Founder of PGS TEK LLC
9. Dr. Michael Sider-Rose, Ph.D – CEO, Orthodox Volunteer Corps
10. Mr. Daniel Willow – District Sales Manager, Freshpoint – Paragon
11. Mr. James Woods – VP Operations and Supply Chain, Evoqua Water Technologies

Board Chairperson Name & Title: Dr. Michael Sider-Rose, Ph.D – CEO, Orthodox Volunteer Corps

Board Chairperson Address: [REDACTED]

Board Chairperson Telephone [REDACTED]

Board Chairperson Email: [REDACTED]

REFERENCES

Provide the name, affiliation and contact information [include email address and telephone number] for three references who are able to address relevant experience with your organization. Please do not use employees of the Allegheny County Department of Human Services as references.

1. Dr. Jennifer Madden
 - a. Leverage Point Development, Inc.
 - b. [REDACTED]
 - c. www.leveragepointdevelopment.com
 - d. [REDACTED]

RFP for Countywide Support for Violence Prevention

2. Presley Gillispie
 - a. President & Chief Executive Officer
 - b. Neighborhood Allies
 - c. [REDACTED]
 - d. [REDACTED]

3. Dan Swayze, DrPH, MBA, MEMS
 - a. Vice President | Community Services
 - b. UPMC Health Plan
 - c. [REDACTED]
 - d. [REDACTED]
 - e. [REDACTED]

PROPOSAL INFORMATION

Date Submitted 3/4/2022.

Amount Requested: \$200,000.00.

CERTIFICATION

Please check the following before submitting your Proposal, as applicable:

I have read the standard County terms and conditions for County contracts and the requirements for DHS Cyber Security, EEOC/Non-Discrimination, HIPAA and Pennsylvania's Right-to-Know Law.

By submitting this Proposal, I certify and represent to the County that all submitted materials are true and accurate, and that I have not offered, conferred or agreed to confer any pecuniary benefit or other thing of value for the receipt of special treatment, advantaged information, recipient's decision, opinion, recommendation, vote or any other exercise of discretion concerning this RFP.

Choose one:

My Proposal contains information that is either a trade secret or confidential proprietary information and I have included a written statement signed by an authorized representative identifying those portions or parts of my Proposal and providing contact information.

OR

My Proposal does not contain information that is either a trade secret or confidential proprietary information.

RFP for Countywide Support for Violence Prevention

ATTACHMENTS

Please submit the following attachments with your Response Form. These can be found at <http://www.alleghenycounty.us/dhs/solicitations>.

- MWDBE and VOSB documents
- Allegheny County Vendor Creation Form
- Audited financial reports or other financial documentation for the last three years
- W-9
- Strategy staffing attachments
- Stakeholder support attachments

REQUIREMENTS

Please respond to the following. **All Proposers must complete the Organizational Experience and Budget Sections. Please complete these sections only once, regardless of the number of strategies proposed.** The score from these sections will be added to the score for each strategy proposed. Each strategy will be scored and evaluated separately and the maximum score a Proposal can receive in each strategy is:

- Countywide Violence Prevention Convener (Convener) = 110 points possible
- Homicide and Data Reviews = 110 points possible
- Hospital-Based Violence Intervention Programs (HVIP) = 100 points possible
- Parent and Survivor Support = 105 points possible

Complete only the sections for the strategies you wish to propose. Strategies not included in your proposal may be left blank. Please stay within the page limit listed at the top of each section.

RFP for Countywide Support for Violence Prevention

A. Organizational Experience (25 points possible)

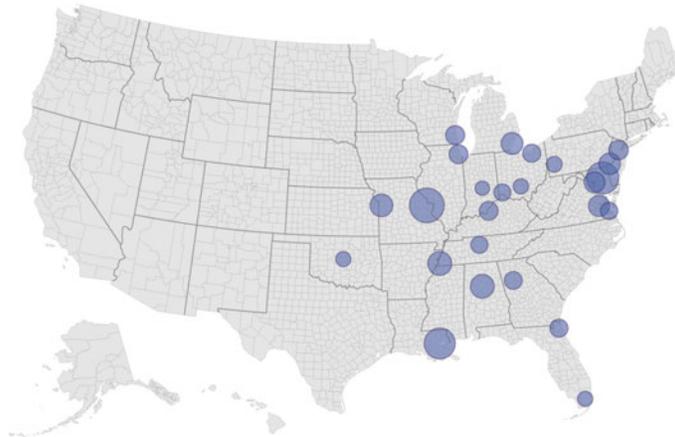
All Proposers must complete this section. Your response to this section must not to exceed 5 pages.

1. Describe your organization and any experience working with individuals at high risk of Community Violence and/or with communities impacted by violence.

The Neighborhood Resilience Project has been serving in the community since 2011. After working with the community to address basic needs, the organization determined that community members were inundated with trauma and violence. The Neighborhood Resilience Project began a Free Health Center for the un-insured and the Trauma Informed Community Development Framework - rolling out Micro-Community interventions in the community. All the while also realizing that gun violence plagued under-served communities in the area - See below (retrieved from

https://www.google.com/url?sa=i&url=https%3A%2F%2Fefsgv.org%2Flearn%2Ftype-of-gun-violence%2Fcommunity-gun-violence%2F&psig=AOvVaw26O0nWiXepiYs4aQTpdm3r&ust=1645893766747000&source=images&cd=vfe&ved=0CAsQjRxqFwoTCIDXk52mm_YCFOAAAAdAAAAABAD)

Urban Counties with the Highest Firearm Homicide Rates, 2014-2018



Thus, the organization began to put together plans for a Trauma Response Team. In 2017, with a grant from the Allegheny County Health Department, the Trauma Response Team began with the goal of deploying to the scenes where gun violence occurs to provide acute care and therapeutic interactions for the people who knew the victims and/or who saw the incident. Since then, the team has deployed to hundreds of incidents and conducted thousands of therapeutic interactions. In the past year, the team deployed to 64% of the homicides and conducted more than 800 therapeutic interactions. The organization is also currently working in three schools - Penn Hills, Woodland Hills and Friendship Academy - to roll out a Trauma-Informed Peer to Peer Leadership program. This program works with the students most at risk to shoot or be shot and empowers them to use their social influence, complemented by newly developed leadership skills to help their communities and reduce gun violence.

RFP for Countywide Support for Violence Prevention

The Neighborhood Resilience Project will bring this long-standing history of Violence Prevention Efforts through the Trauma Response Team to this proposal.

2. Describe your organizational experience maintaining databases/using software for managing finances and service delivery and for providing accurate, timely reports of financial and program data.

The Neighborhood Resilience Project is extremely prepared and has the financial management and controls in place needed to manage the funds of this grant. The organization has a Part-Time CFO and also a contract with Bookminders to do the day in and day out bookkeeping for the organization. The organization goes through yearly audits and has an employee fraud and dishonesty insurance policy. Every transaction is earmarked three different ways - by funding source, by program and by expense category. These categories enable the organization the ability to create and make robust financial reports. These reports are provided to the board of directors each month.

In terms of program reports, the organization is also extremely diligent about tracking metrics and program reports on a weekly basis. Each program area has metrics to be reported on each week. These reports are then provided to the COO and CEO for review. Each month, the CEO and COO have a meeting with each of the Program Managers to ensure that the programs are on track and metrics are being properly achieved. The Bios for the CEO and COO are attached to the grant application.

These two management procedures - financial and programmatic - will directly translate and be used for the Convener Strategy and Staff.

3. Describe your organization's policy on and history of hiring formerly incarcerated individuals.

The Neighborhood Resilience Project not only works with communities and community members to transform from Trauma Affected Communities to Resilient, Healing and Healthy Communities, but also internally with the staff members. In the organization's tenure, several staff members have been formerly incarcerated and their work at the Neighborhood Resilience Project has truly empowered them to become empowered healers, community builders, and positive change makers.

RFP for Countywide Support for Violence Prevention

4. Describe and provide examples how your organization is committed to providing high-quality services to all individuals and families so that everyone feels welcomed, well-served and supported regardless of their race, ethnicity, sexual orientation, gender identity and expression (SOGIE), intellectual or physical ability, English language proficiency or life experiences. Through and through the Neighborhood Resilience Project aims to encapsulate the six Trauma - Informed Principals ([Retrieved from Link](#))

6 GUIDING PRINCIPLES TO A TRAUMA-INFORMED APPROACH

The CDC's Office of Public Health Preparedness and Response (OPHPR), in collaboration with SAMHSA's National Center for Trauma-Informed Care (NCTIC), developed and led a new training for OPHPR employees about the role of trauma-informed care during public health emergencies. The training aimed to increase responder awareness of the impact that trauma can have in the communities where they work. Participants learned SAMHSA'S six principles that guide a trauma-informed approach, including:



Adopting a trauma-informed approach is not accomplished through any single particular technique or checklist. It requires constant attention, caring awareness, sensitivity, and possibly a cultural change at an organizational level. On-going internal organizational assessment and quality improvement, as well as engagement with community stakeholders, will help to imbed this approach which can be augmented with organizational development and practice improvement. The training provided by OPHPR and NCTIC was the first step for CDC to view emergency preparedness and response through a trauma-informed lens.

and SAMHSA's Four R's of Trauma Informed Care (see below - [Retrieved from Link](#)) into every interaction and every task completed across and between all the staff, volunteers and board members.

The Four Rs of Trauma-Informed Care



This figure is adapted from: Substance Abuse and Mental Health Services Administration. (2014). SAMHSA's concept of trauma and Guidance for a trauma-informed approach. HHS publication no. (SMA) 14-4884. Rockville, MD: Substance Abuse and Mental Health Services Administration.

With the infusion of these six Trauma-Informed Principals and four R's of Trauma Informed Care into the culture and daily life of the organization, the Neighborhood Resilience Project provides a sanctuary for any and all people. The organization provides a much needed sanctuary for the community that also has the infrastructure to address a wide-range of community

RFP for Countywide Support for Violence Prevention

traumatic experiences. This sanctuary (either at the organization headquarters or in interacting with the staff and volunteers out in the field), may be unlike what community members have ever received before or have access to on a regular basis. Thus, it is often that community members are drawn to the organization staff and volunteers as a long-awaited respite from the trauma and violence that has been inundating their lives. The staff and volunteers (with much training in Mental Health First Aid, de-escalation, therapeutic interactions and hospitality) thus become a safe space and sanctuary for any person they interact with. The organization also has a phone translation service that can be used in situations in which there is limited English Proficiency. By taking a Trauma-Informed Approach to all interactions, the organization also stays cognizant and provides needed support for those people who have limited reading or writing ability. Finally, for those community members who interact with the organization at the physical location, the building is all ADA compliant and accessible. For those that are met out in the field, it is often in their communities and their spaces - thus being able to be reached despite any physical or other barriers.

RFP for Countywide Support for Violence Prevention

B. Countywide Violence Prevention Convener (Convener) (75 points possible)

Complete this section only if you are proposing this strategy. If you are not proposing this strategy, please leave this section blank. Your response to this section must not to exceed 10 pages.

1. Describe why your organization is interested in the Convener strategy, including how it fits within your mission.

The Convener strategy aligns extremely well with the Neighborhood Resilience Project - both because of the five year history of the organization in working through Violence Prevention and because of the mission of the organization. Because the Neighborhood Resilience Project has been working in violence prevention for five years, the organization has built and made many connections and partnerships in that same space - such as Group Violence Intervention, Cure Violence, Operation Better Block, Pittsburgh PD and First Responders, Government Officials, Center for Victims and many individuals across the County who do work in Violence Prevention as well. These connections that already exist will enable the Neighborhood Resilience Project to reach out to these stakeholders and connect with them in order to accomplish the tasks set out for the Convener strategy.

The Neighborhood Resilience Project works to transform Trauma Affected Communities to Resilient Healing and Healthy Communities through Trauma Informed Community Development. As informed by the lived experience of trauma, both personal and collective, Trauma Informed Community Development is a framework that establishes and promotes resilient, healing, and healthy communities so that people can be healthy enough to sustain opportunity and realize their potential.



The Trauma Response Team (providing acute care to people in the aftermath of gun violence) and Violence Prevention work of the Neighborhood Resilience Project is nested in a wider strategy to facilitate community transformation. These strategies include providing food, clothing, weekend meals, emergency relief, free health care for the uninsured, vaccination access and

administration, micro-community interventions and leadership development - as well as the partnerships that come along with all of those programs. The organization is well positioned to convene many different programs, organizations and partners just because of the sheer capacity and breadth of the programs offered by the Neighborhood Resilience Project. The work of the organization can only be completed through partnerships, and many organizations and groups are already collaborating to accomplish the work of the Neighborhood Resilience Project.

The organization has programmatic experience and community grassroots efforts in order to reach the people, is data and process oriented as is demonstrated in the extensive policies and procedures followed throughout all the program areas, and has a history of making coordinated efforts and advances in order to better serve the community. These organizational strengths and background experience led the organization to become interested in the Convener Strategy as a

RFP for Countywide Support for Violence Prevention

natural fit to the organizational programs, background and experience with bringing groups together.

2. Describe any synergies of the Convener strategy with your current work and/or with the other strategies you are proposing in response to this RFP.

The work of the Neighborhood Resilience Project is strongly aligned with the tasks requested to be completed in the Convener strategy of the RFP. First and foremost, the organization has been doing grassroots, community work since 2011 and violence prevention work since 2017. This work has created deep roots in the community - not only in the Hill District where the organization is located - but also all across the county due to the Trauma Response Team and other programs of the organization having a county-wide reach. Through the Trauma Response Team, the organization has made strong relationships and partnerships with other organizations doing Violence Prevention work as well - such as with Group Violence Intervention, Operation Better Block, Cure Violence, Pittsburgh Police as well as many of the local police jurisdictions, Center for Victims - just to name a few.

The work of the organization has also brought about a vast variety of relationships that can be brought into the work and tasks for the Convener Strategy. These relationships and programs demonstrate the ability of the organization to build relationships with diverse people and organizations. Implementing programming by leveraging natural ties and connections as aligns with the work of the Convener Strategy is actually well under-way by the Neighborhood Resilience Project anyways. A few examples are listed below:

1. Fr. Paul Abernathy serves on the Gainey Transition team for Mayor Ed Gainey.
2. The Community Health Deputy program of the organization has offered help and support through the Pandemic to many of the communities as mentioned in the RFP.
3. The Neighborhood Resilience Project has worked with many of the local universities in significant projects - such as developing a well-being assessment tool and helped facilitate at least three PHD Dissertations.
4. Due to the work of the Free Health Center as well as the Community Health Deputies, the organization has deep ties with the local health care systems - including a partnership in which UPMC Health Plan in which the organization is housing an employee just to reach out to hard to reach members and integrate them into Primary Care.
5. The Emergency Relief and Document Recovery Program brings people to the organization from all across the region. Most times, people are in need of more than we can offer thus the organization has built relationships with many other social service organizations in an effort to create a strong referral network.
6. The Neighborhood Resilience Project is also working with the Jefferson Foundation to roll out and train people in the Mon-Valley - Clariton, Duquesne, McKeesport - in the Trauma Informed Community Development Framework such that the framework can be implemented in these communities.
7. The organization has a large Backpack Feeding Program (providing bags of food to children at their school for them to take home over the weekend) which connects to 15 local schools. Also, the organization has a Trauma-Informed Peer to Peer Leadership Program in three local schools - Penn Hills, Woodland Hills and Friendship Academy - in an effort to reduce gun violence in young people. These school connections are reaching many of the communities as mentioned in the RFP.

RFP for Countywide Support for Violence Prevention

8. Finally, through the five years of the Trauma Response Team - the organization has deployed and made connections to many of the local elected officials and law enforcement and community organizations in the target communities.
 - a. Braddock
 - b. City of Pittsburgh
 - c. Clariton
 - d. Duquesne
 - e. East Pittsburgh
 - f. Homestead
 - g. McKeesport
 - h. McKees Rocks/Stowe Township
 - i. Mount Oliver
 - j. North Braddock
 - k. Penn Hills
 - l. Rankin
 - m. Wilkinsburg

These current relationships will be a natural jumping off point (as much of the work is already being accomplished by the organization) in order to start convening the organizations in order to accomplish the first three tasks of the RFP -

1. Reaching out to all stakeholders, including local governments, communities, law enforcement, health care, educational institutions, social service, Community Quarterbacks, and intervention, outreach and other direct-service staff.
2. Coordinating information sharing among High-Priority Community and with local government, law enforcement and other stakeholders.
3. Building up and sharing knowledge about what is effective in reducing violence by researching and working with national, state and local experts and EBP and other model developers.

3. Describe your experience with, and provide examples of, how your organization has successfully convened a broad range of stakeholders and coordinated large-scale initiatives to achieve results.

In 2019, the Neighborhood Resilience Project - after rolling out several micro-community interventions, the Trauma Response Team, the Free Health Center and the breadth of other organizational programs - began conversations with a diverse group of stakeholders (to include community members, researchers, people in violence prevention, technology and leadership development) around the topic of Macro-Community Interventions. From there, the concept of the organization's Seven Collaborative Approach to Trauma Informed Community Development came to fruition. These Seven Collaboratives include:

1. Public Health (including health care and violence prevention)
2. Housing and Economic Development (including the Micro-Community Interventions and basic needs programming)
3. School and Community Learning (working with the school communities to become more Trauma Informed and bridge the education achievement gaps)

RFP for Countywide Support for Violence Prevention

4. Technology and Innovation (to create technology to gauge the impact of the organizational programs)
5. Research and Evaluation (to publish and disseminate the findings of the work)
6. Training and Leadership (to train others in the Trauma Informed Community Development Framework and build up leaders in the community) and
7. Finance and Executive Support (to not only have good financial management as an organization but also provide that support to other organizations)

In May of 2019, a group of 20 community members, community leaders and subject matter experts, were convened all around this seven collaborative approach and presented around the impact and possibilities of these strategies to a key regional stakeholder. This group was made up of 20 people (as representation of larger groups that made up each collaborative) and was all convened with the Neighborhood Resilience Project at the helm. Due to the pandemic, however, this team was placed on hold. This team has since reconvened. The leaders of each of the micro-community interventions completed by the Neighborhood Resilience Project are being integrated into this seven collaborative approach. The group will now be addressing issues within the seven collaborative framework to move the culture of the Macro-Community to a resilient, healing and healthy community.

This example shows that the Neighborhood Resilience Project as an organization has the ability to not only do grassroots work and interventions within the community and to provide for community needs, but also work across different groups of people/stakeholders, bringing them together for larger and more significant impact.

During the organization's tenure as well, the Neighborhood Resilience Project has trained cohorts from around the nation in the Trauma Informed Community Development framework. To date, the organization has recruited and trained cohorts from 11 cities/communities from across the nation. The Neighborhood Resilience Project was also commissioned and completed training for the City of Columbus, OH. There are six more groups coming to be trained this summer. The Neighborhood Resilience Project has in 2021 and will again in 2022 bring together all the cohorts who have been previously trained to a summit in order to continue learning and to convene the groups in order to build a national movement and convene and organize around funding opportunities. Based on these examples, the Neighborhood Resilience Project has a great deal of experience with bringing together diverse groups.

4. Describe your approach, why you chose it and how it can be expected to reduce Community Violence. If you based your approach on a promising or best-practice model, please describe the model.

The Neighborhood Resilience Project is thinking about the tasks set forth in the RFP in five broad categories

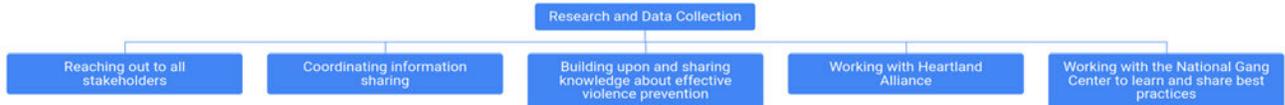
1. Research and Data Collection
2. Analyze
3. Develop Strategy
4. Implement

RFP for Countywide Support for Violence Prevention

5. Disseminate

In rolling out the Trauma Informed Community Development framework, the Neighborhood Resilience Project follows a very similar process. The organization has institutional knowledge and experience in order to roll out the Convener Strategy.

The first stage of the roll out for the Convener Strategy is Research and Data Collection.



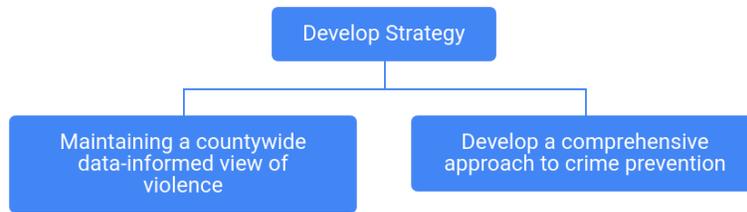
The organization is going to be working between now and May 2022 on the first category of Research and Data Collection. The organization will convene a smaller team of staff, students, community members and experts. This team will then help the Neighborhood Resilience Project compile the list of organizations that need to be involved. Next, the team will support the efforts of collecting knowledge - both from the groups compiled to be part of the convened group and from state and national examples. The team will then take this information and put it together into an easily understandable and digestible format such that the group can see what is working very well, what needs improvement and what is missing in the area in order to improve Violence Prevention across the County. The team will also be able to research and present solutions in order to coordinate information sharing among the High-Priority Communities with the local government, law enforcement, community based organizations and other stakeholders.

There are two other steps for the Neighborhood Resilience Project during this phase of the roll out - First will be to connect with and create a partnership with Heartland Alliance such as to glean information from their experience in establishing a READI-like program such as to roll out similar programming in a few Eligible Communities. The Neighborhood Resilience Project has an existing relationship with the National Gang Center in which it will be utilized to share and glean best practices from other locations as well. Second will be to hire and onboard the Program Manager for this strategy (Job Description Included in the attachments).



The next phase of the roll out will be in the analyze phase. The team will assess and analyze the information gathered during Phase 1. From this information, the organization will analyze and identify the need for policy changes and what community organizing needs to be done to implement those changes.

RFP for Countywide Support for Violence Prevention



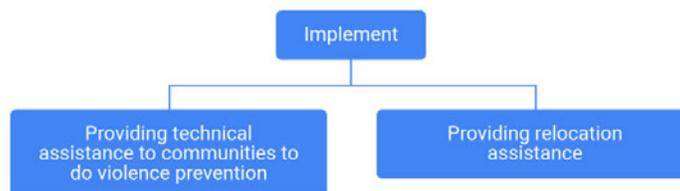
From there, the organization will work with the Convened Group in order to Develop Strategy. These strategies will include how to maintain a countywide, data-informed view of violence and how to raise alarms/calling attention to the need to act, developing a comprehensive approach to Crime Prevention through Environmental Design (CPTED) in the county, how to find resources and support to implement these strategies, and how to roll out the community engagement needed to make and implement the needed policy changes and strategy. During this phase too, the organization will move into the micro-grant phase. As the information is presented based on the findings of the research, development and analyze phase of the strategy roll out, the convened group will have an opportunity to put together possible strategies and solutions to roll out READI-like and other strategies as determined are needed by the first phases in order to roll out a more-comprehensive and extensive approach to violence prevention across the County. In order to determine the micro-grant recipients, the Project Manager and Neighborhood Resilience Project will utilize Nominal Group Technique to build consensus around the strategies for the micro-grants.

“Nominal (meaning in name only) group technique (NGT) is a structured variation of a small-group discussion to reach consensus. NGT gathers information by asking individuals to respond to questions posed by a moderator, and then asking participants to prioritize the ideas or suggestions of all group members. The process prevents the domination of the discussion by a single person, encourages all group members to participate, and results in a set of prioritized solutions or recommendations that represent the group’s preferences.” (Retrieved from <https://www.cdc.gov/healthyouth/evaluation/pdf/brief7.pdf>)

The four steps in the process are

1. Generate Ideas
2. Record Ideas
3. Discuss Ideas
4. Vote on Ideas

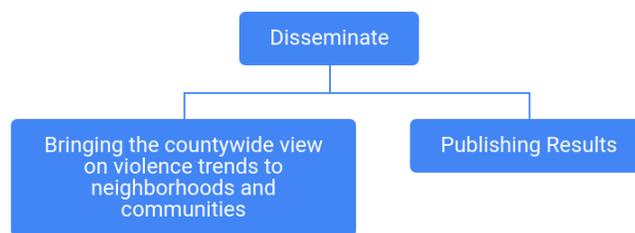
This process will build a consensus from the convened group as to what strategies will be rolled out based on the information presented in the previous phases and in the NGT process.



RFP for Countywide Support for Violence Prevention

The next phase of the strategy will be the implementation phase, which will be to finish putting all the pieces in motion based on the findings of the previous phase. It is anticipated that work will continue around Violence Prevention. However, this phase will be to ensure all the strategies and processes determined in the previous phases to prevent violence are rolled-out and being fully implemented. During this phase, it will be anticipated that the comprehensive approach to Crime Prevention Through Environmental Design (CPTED) will be fully implemented. The organization will also implement the activities to create policy change, will implement the information sharing approach and will roll out the READI-like programs. Also in this phase, the organization will put together the tool kit so as to provide the technical assistance to communities that wish to create a violence prevention plan.

While providing relocation assistance to individuals at risk of Community Violence is in the implement phase, it will be completed at any time during the grant life-cycle. Based on the previous inquiries for this type of support. It is anticipated that the organization will provide support for 15 families during the year in the amount of \$3,000.00 each for short-term hotel stays and for first month and last month rent and security deposit for a new housing situation. The organization already provides some support for families in this situation and will continue to do so as the organization is able.



The final phase of the Convener Strategy will be Dissementate. During this period, the organization will bring the Countywide view of violence trends to neighborhoods and communities. The organization - in partnership with the local universities - will also publish the results and findings and process used throughout the year to roll out and implement this County-wide Convener Strategy for Violence Prevention.

5. Describe how you will manage and deliver the Convener responsibilities, as outlined in section 2 of the RFP. Include how you envision forming a collaborative (who would be essential to include, how you would convene and meet, how you would communicate).

By breaking down the responsibilities into those five phases as outlined above, the organization feels confident in being able to accomplish the goals set forth in the strategy. As the organization begins to work through the tasks of the research and development phase with the Team (staff, community members, students and experts), the Neighborhood Resilience Project will be well aligned to begin the other phases when the grant award comes through. It is anticipated that the Project Manager will make use of Gantt Charts and other organizational tools in order to keep track and keep the project on track.

Because of the pre-work and already established relationships with those who should be included in the Convener Strategy of the Countywide Violence Prevention RFP, it is anticipated that the

RFP for Countywide Support for Violence Prevention

organization will be able to quickly mobilize and bring together the necessary parties involved. Those included - Group Violence Intervention, Cure Violence, Health Care Systems, Local Universities, Law Enforcement and Elected Officials (Specially from the Target Communities) and the Community Quarterbacks in the complementary RFP. Once the group meets - the Project Manager will work with the group to establish cadence of meetings. Part of the analysis will be determining the best and most effective way to communicate with the group not only about meetings but also about how the group will create an effective and concerted response once violence does occur and/or to roll out preventative strategies against violence.

6. What potential outcomes do you envision for this Convener strategy? How would you know if the convening is a success?

The first potential outcome of the strategy is in bringing together the stakeholder groups that all play a role in Violence Prevention. With this group together, the next potential outcome would be creating a countywide concerted approach to Violence Prevention. This approach would include information sharing, best-practice sharing, a data-informed view of violence, violence trend information, establishing communication and mobilization framework, helping other communities roll out Violence Prevention, providing relocation assistance, implementing necessary policy changes and rolling out READI-like programs.

Part of the work of the group will be to create Violence Prevention strategies across the county, and ensure that there is a concerted and cohesive response to when violence does occur. For example, if violence occurs in the Hill District, but the people involved live in Penn Hills, then appropriate teams from each neighborhood need to be engaged. The final potential outcome will be to support the creation of Violence Prevention efforts, as well as bolstering acute response in the aftermath of Violence.

7. Describe where the Convener will fit within the overall administrative structure of your organization and why you placed it there. Summarize the staff positions needed to implement the Convener strategy and if you will need to hire and/or reassign staff.

- a. If you will hire positions, include the education and/or experience you will require and the traits you will emphasize in hiring decisions. Please attach summary job descriptions.
- b. If you have already identified individuals to staff the Convener strategy, include their names and a short description of their qualifications. Please attach resumes.

The Neighborhood Resilience Project - with this proposal will bring on a Violence Prevention Convener Project Manager. This role will report directly to the COO. Because the person in this role will be so tightly intertwined with current and existing relationships within the organization, the Project Manager for this role should not be too removed from the C-Suite of the organization.

The organization will seek out a Project Manager to roll out and implement this strategy. The reason being that the person in this role will be required to coordinate many moving parts, groups, and people. The job will require great discipline and organization to keep things moving forward. Because the project is just for a year, there will be a great deal of work to be accomplished in a short period of time. Thus, this person must also have a strong work ethic. The Neighborhood Resilience Project will also be seeking someone who has a public health emphasis and entrepreneurial mindset.

RFP for Countywide Support for Violence Prevention

For the Project Manager, the organization will seek someone with previous, relevant experience with a degree in a relevant field desired. The organization will take into high consideration micro-credentials which will make someone a better fit for the role as well.

8. Identify a few key challenges you anticipate encountering as the Convener and how you might mitigate them.

While the Neighborhood Resilience Project does feel very well suited for the Convener role and has proper organizational strengths and relationships in order to deploy the strategy, the organization does anticipate a few challenges that may present.

1. One year in order to roll out this comprehensive and extensive strategy in order to help reduce violence across the county, is a task that will be more comfortably rolled out over several years. While the Neighborhood Resilience Project feels comfortable to roll out the plan, more of an impact could likely be seen with a multi-year project. However, the RFP did mention that continuation would be considered and the organization is hopeful for that opportunity.
2. Some groups that will be asked to join the group and strategy have historically not seen eye to eye with each other and may be hesitant to join or move in the same direction for a concerted effort. However, the Neighborhood Resilience Project has maintained a balanced relationship with most of the groups which will need to be included in this strategy. Thus, it is anticipated that the organization will be able to bring the groups together in an effort to all accomplish mutually beneficial goals and create a safer, less violent Allegheny County.

9. Please list the key stakeholders that support your Convener Proposal (e.g., partners or stakeholders from local government, community-based organizations and other groups, residents and other individuals). Provide evidence of their support. This can be in the form of attached support letters, a description of their commitment to participate in aspects of your Proposal, or other form of endorsement. For this proposal, the Neighborhood Resilience Project has attached Letter of Support from the following people:

1. **Ms. Marisol Valentin**
 - a. Executive Director
 - b. McAuley Ministries
 - c. McAuley Hall, 3333 Fifth Ave
 - d. Pittsburgh, PA 15213-3109
 - e. 412-578-6223
 - f. MValentin@mcauleyministries.org
2. **David Salcido, PhD MPH**
 - a. Department of Emergency Medicine
 - b. University of Pittsburgh School of Medicine
3. **Albena I. Ivanova, Ph.D.**
 - a. Professor of Management Management
 - b. Massey Hall 303
 - c. 412-397-5928 phone
 - d. ivanova@rmu.edu
4. **3600 Forbes at Meyran Avenue**
 - d. Forbes Tower, Suite 10028
 - e. Pittsburgh, PA 15213
 - f. 412-432-7400
 - g. salcidodd@upmc.edu

RFP for Countywide Support for Violence Prevention

C. Homicide and Data Reviews (75 points possible)

Complete this section only if you are proposing this strategy. If you are not proposing this strategy, please leave this section blank. Your response to this section must not to exceed 10 pages.

1. Describe why your organization is interested in the Homicide and Data Review strategy, including how it fits within your mission.

Click or tap here to enter text.

2. Describe any synergies of the Homicide and Data Review strategy with your current work and/or with the other strategies you are proposing in response to this RFP.

Click or tap here to enter text.

3. Describe your experience with, and provide examples of, how your organization has successfully convened a broad range of stakeholders to review relevant data and information and develop solutions.

Click or tap here to enter text.

4. Describe your analytical experience and provide examples of how you have used homicide, shootings, social media, and other information sources in your work.

Click or tap here to enter text.

5. Describe your approach to the Homicide and Data Review strategy, why you chose it and how it can be expected to reduce Community Violence. If you based your approach on a promising or best-practice model, please describe the model.

Click or tap here to enter text.

6. Describe how you will manage and deliver the Homicide and Data Review responsibilities, as outlined in section 2 of the RFP. Include how you envision forming the review panel (who would be essential to include, how you would convene and meet, how you would communicate).

Click or tap here to enter text.

7. Describe where the Homicide and Data Review strategy will fit within the overall administrative structure of your organization and why you placed it there. Summarize the staff positions needed to implement the Homicide and Data Review strategy and if you will need to hire and/or reassign staff.

- a. If you will hire positions, include the education and/or experience you will require and the traits you will emphasize in hiring decisions. Please attach summary job descriptions.
- b. If you have already identified individuals to staff the Homicide and Data Review strategy, include their names and a short description of their qualifications. Please attach resumes.

Click or tap here to enter text.

8. Identify a few key challenges you anticipate encountering in the Homicide and Data Review work and how you might mitigate them.

Click or tap here to enter text.

RFP for Countywide Support for Violence Prevention

9. Please list the key stakeholders that support your Homicide and Data Review Proposal (e.g., partners or stakeholders from local government, community-based organizations and other groups, residents and other individuals). Provide evidence of their support. This can be in the form of attached support letters, a description of their commitment to participate in aspects of your Proposal, or other form of endorsement.

[Click or tap here to enter text.](#)

RFP for Countywide Support for Violence Prevention

D. Hospital-Based Violence Intervention Programs (HVIP) (65 points possible)

Complete this section only if you are proposing this strategy. If you are not proposing this strategy, please leave this section blank. Your response to this section must not to exceed 10 pages.

1. Describe why your organization is interested in the HVIP strategy, including how it fits within your mission.

Click or tap here to enter text.

2. Describe any synergies of the HVIP strategy with your current work and/or with the other strategies you are proposing in response to this RFP.

Click or tap here to enter text.

3. Describe your approach, why you chose it and how it can be expected to reduce Community Violence. If you based your approach on a promising or best-practice model, please describe the model.

Click or tap here to enter text.

4. Describe how you will manage and deliver the HVIP. Be sure to include:

- a. A description of your partnership with your chosen trauma hospital.
- b. The roles and responsibilities your organization and the hospital will have in the HVIP.
- c. How you will work with high-priority communities to coordinate care inside the hospital and after release.

Click or tap here to enter text.

5. What potential outcomes do you envision for your HVIP? How would you know if it is a success?

Click or tap here to enter text.

6. Describe where the HVIP will fit within the overall administrative structure of your organization and why you placed it there. Summarize the staff positions needed to implement the HVIP and if you will need to hire and/or reassign staff.

- a. If you will hire positions, include the education and/or experience you will require and the traits you will emphasize in hiring decisions. Please attach summary job descriptions.
- b. If you have already identified individuals to staff the HVIP, include their names and a short description of their qualifications. Please attach resumes.

Click or tap here to enter text.

7. Identify a few key challenges you anticipate encountering in the HVIP and how you might mitigate them.

Click or tap here to enter text.

8. Please list the key stakeholders that support your HVIP Proposal (e.g., partners or stakeholders from the healthcare system, local government, community-based organizations and other groups, residents and other individuals). Provide evidence of their support. This can be in the form of

RFP for Countywide Support for Violence Prevention

attached support letters, a description of their commitment to participate in aspects of your Proposal, or other form of endorsement.

Click or tap here to enter text.

RFP for Countywide Support for Violence Prevention

E. Parent and Survivor Support (70 points possible)

Complete this section only if you are proposing this strategy. If you are not proposing this strategy, please leave this section blank. Your response to this section must not to exceed 10 pages.

1. Describe why your organization is interested in the Parent and Survivor Support strategy, including how it fits within your mission.

Click or tap here to enter text.

2. Describe any synergies of the Parent and Survivor Support strategy with your current work and/or with the other strategies you are proposing in response to this RFP.

Click or tap here to enter text.

3. Describe your experience with, and provide examples, of how your organization has successfully formed or led parent and survivor support groups.

Click or tap here to enter text.

4. Describe your approach, why you chose it and how it can be expected to reduce Community Violence. If you based your approach on a promising or best-practice model, please describe the model.

Click or tap here to enter text.

5. Describe how you will manage and deliver the Parent and Survivor Support responsibilities, as outlined in section 2 of the RFP. Include how you would help others to build support in their communities.

Click or tap here to enter text.

6. Describe where Parent and Survivor Support will fit within the overall administrative structure of your organization and why you placed it there. Summarize the staff positions needed to implement the Parent and Survivor Support strategy and if you will need to hire and/or reassign staff.

- a. If you will hire positions, include the education and/or experience you will require and the traits you will emphasize in hiring decisions. Please attach summary job descriptions.
- b. If you have already identified individuals to staff the Parent and Survivor Support strategy, include their names and a short description of their qualifications. Please attach resumes.

Click or tap here to enter text.

7. Identify a few key challenges you anticipate encountering in the Parent and Survivor Support work and how you might mitigate them.

Click or tap here to enter text.

8. Please list the key stakeholders that support your Parent and Survivor Support Proposal (e.g., partners or stakeholders from local government, community-based organizations and other groups, residents and other individuals). Provide evidence of their support. This can be in the

RFP for Countywide Support for Violence Prevention

form of attached support letters, a description of their commitment to participate in aspects of your Proposal, or other form of endorsement.

Click or tap here to enter text.

RFP for Countywide Support for Violence Prevention

F. Budget (10 points possible)

All Proposers must complete this section. Your response to this section must not to exceed 5 pages.

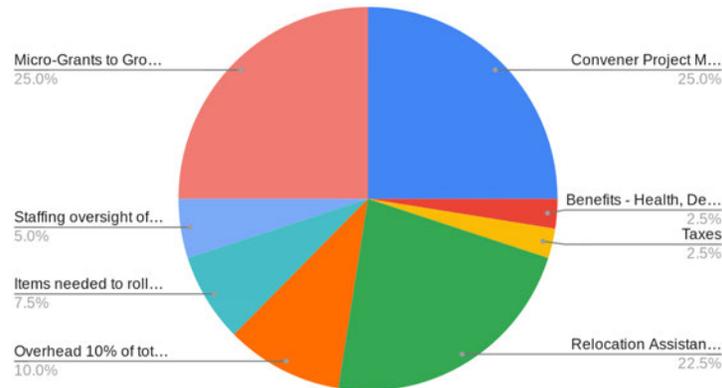
1. Provide a detailed, line-item budget that reflects a realistic estimate of the costs associated with all strategies you are proposing. Be sure to include:
 - a. Staff salaries and fringe benefits by position
 - b. Any matching funds, listing the funding source
 - c. Total expenses and total revenues

The Neighborhood Resilience Project proposed budget for the Convener Strategy is outlined below. The organization does not have any matching funds or additional funds for the project. The line item budget for the \$200,000.00.

Line Item	Expense
Convener Project Manager Salary	\$50,000.00
Benefits - Health, Dental and Vision - 50% Employee Paid	\$5,000.00
Taxes	\$5,000.00
Relocation Assistance - \$3,000 for 15 families	\$45,000.00
Overhead 10% of total - Building Expenses such as utilities, printing and general administrative costs of running the program	\$20,000.00
Items needed to roll out the comprehensive approach to Crime Prevention as determined by the Convened Group	\$15,000.00
Staffing oversight of the Project Manager	\$10,000.00
Micro-Grants to Groups Involved using the Nominal Group Technique - 5 at \$10,000 each	\$50,000.00
TOTAL	\$200,000.00

RFP for Countywide Support for Violence Prevention

Neighborhood Resilience Project Convener Strategy Budget



2. Provide a budget narrative that clearly explains and justifies all line items in the proposed line-item budget.

1. Salary

- a. The salary provided to the Project Manager aligns with other roles within the organization of the same management level and also aligns with that type of work in non-profits across the Pittsburgh Region.

https://www.payscale.com/research/US/Job=Program_Manager%2C_Non-Profit_Organization/Salary/c52aaf37/Pittsburgh-PA

2. Benefits

- a. Health, Dental and Vision Benefits for the employee. Employee pays 50% of the employee benefits, so this amount is anticipating approximately \$400 per month in expenses for the organization.

3. Taxes

- a. Taxes and fees paid by the organization for the employee. Anticipating approximately \$400.00 per month.

4. Relocation Assistance for Families

- a. Anticipated that 15 families throughout the year will need help and each will need approximately \$3,000.00 for first month and last month rent, security deposit and possible short-term hotel stays.

5. Overhead Expenses

- a. To not be more than 10% of the total grant. This line item will cover items such as phones, internet, printing, general building expenses, etc.,.

6. Expenses to roll-out the strategy.

- a. Items needed to fulfill the requirements set out to do in the above strategy and also financial resources to roll out the comprehensive strategy for Violence Prevention as determined by the convened group.

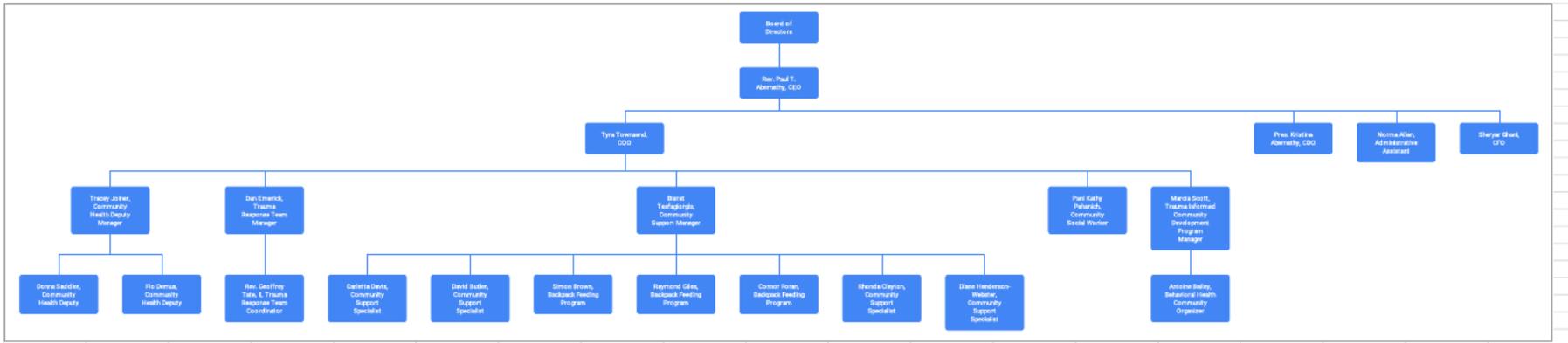
7. Staffing Oversight

- a. The staffing expenses incurred through the oversight, management and training of the Convener Project Manager.

8. Micro-Grants

RFP for Countywide Support for Violence Prevention

- a. Providing groups from the Convened Group small Micro-Grants to help roll out programs for Violence Prevention as determined are needed by the Convened Group and based on the research and data findings as well as programs that help fulfill the RFP requirements.





Bio for Tyra L. Townsend, MLLS



Tyra received her MLLS degree from Duquesne University in Leadership Studies and undergraduate degree from the University of Pittsburgh in Administration of Justice. She is the Chief Operating Officer at the Neighborhood Resilience Project. The Chief Operating Officer (COO) is a senior executive member of the C-Suite at the Neighborhood Resilience Project reporting to the CEO. The COO manages all the day-to-day strategic and tactical operations of the organization including Housing and Economic Development, Health Center and Community Health Deputy Program, Trauma Response Team and In-school Program, Backpack Feeding Program and Community Support Departments. Responsibilities include managing the internal affairs of the organization, developing new programs, overseeing and managing existing programs, shepherding policy analysis and supporting staff and organizational goal attainment. The COO also establishes and manages external partnerships with universities, health affiliates, governmental entities and profit and nonprofit businesses to ensure quality programming and growth.

Tyra is an adjunct professor at Waynesburg University. She teaches extensive business, leadership development, strategic planning, management policy, conflict resolution, infrastructure and performance management courses in their MBA and undergraduate business programs and has taught at the University of Pittsburgh and Point Park University. In addition, she is also a Housing Mediator providing eviction mediation services in Pittsburgh and Allegheny County, a certified consultant in behavioral analysis and a Carnegie Mellon University FINE Outreach for Earth Time Fellow visualizing structural barriers to equity.

Tyra worked nine years in the corporate sector at U.S. Steel Corporation and subsidiaries of Merrill Lynch and Prudential Insurance Companies managing multi-state training operations, two years in local government, 16 years in higher education, 16 years as an entrepreneurial consultant and executive coach, eight years as a non-profit executive and 12 years in nonprofit management. She has served as a board member on four nonprofit boards. Her primary passions and causes are community and economic development, cross cultural communication and reconciliation, social justice and youth and adult training and development.



Job Title: Convener Project Manager
Project: Convener Strategy for Violence Prevention
Collaborative: Public Health
Report to: COO
Status: Full-time Exempt

Job Description:

The Convener Project Manager will be responsible for driving forward all of the necessary pieces of the Convener Strategy for the Countywide Violence Prevention Efforts. This role will be responsible for coordinating all tasks required by the proposal and ensuring that the goals of the strategy are achieved.

Job Tasks:

- Work with the organization to compile a list of necessary people, organizations and groups that need to be brought together in order to create the Countywide Violence Prevention Strategy.
- Convene all of those groups and establish a communication process and cadence for meetings.
- Work to create and support response initiatives in the aftermath of gun violence.
- Developing a Comprehensive approach to Crime Prevention Through Environmental Design (CPTED) with the Convened Group.
 - Building upon shared knowledge to determine effective techniques and strategies for Violence Prevention.
 - Using the Nominal Group Technique, facilitate micro-grants to help roll out Violence Prevention strategies as came to consensus by the Convened Group.
- Coordinate information sharing among the groups.
- Maintain and create a countywide view of violence and violence trends and disseminate that information.
- Connect with Heartland Alliance and learn about READI Chicago in an effort to roll out READI-like programs in local communities.
- Create a process for providing relocation assistance to families who risk Community Violence.
- Publish and Disseminate the findings and the process that was utilized to work through this work.

Job Qualifications

- Intimate knowledge of the local communities and the already existing violence prevention efforts, or the skills to acquire this knowledge.
- Driver's License and access to Vehicle.
- Ability to have a clear Child Abuse Clearance and Background Check.
- 3 - 5 years of Project Management/Program Development Experience.
- Bachelor's Degree in Related Field desired. Master's Degree Preferred.

Job Specifications

- This position will be a full-time exempt position. The employee will have access to health, dental and vision benefits. After 90 days, paid-time off will be offered.
- The dress is business casual.
- The normal work hours are in the office and from 9 am - 5 pm. However, meetings and other commitments may be required with the position outside of those hours.

Rev. Paul Abernathy

Father Paul Abernathy is an Orthodox Christian priest and the founding CEO of the Neighborhood Resilience Project. Since 2011, Fr. Paul has labored with his community to address Community Trauma with Trauma Informed Community Development; A framework that facilitates the transformation of trauma affected communities to resilient, healing and healthy communities so that people can be healthy enough to sustain opportunities and realize their potential. Under Fr. Paul's leadership, innovative trauma-informed grass-roots strategies have been developed and implemented to address acute, historical, transgenerational and complex trauma on a community level. In addition to programming, millions of dollars in various kinds of support have also been distributed to the Greater Pittsburgh Area with his direction. Community groups from across the nation have worked with Fr. Paul to be trained in the Trauma-Informed Community Development framework.

He has a B.A. in International Studies from Wheeling Jesuit University, and holds a Master in Public and International Affairs from the University of Pittsburgh. He also holds a Master of Divinity from St. Tikhon's Orthodox Theological Seminary and was selected for Harvard Business School's Young American Leaders Program. A former Non-Commissioned Officer in the U.S. Army, Father Paul is also a combat veteran of the Iraq War.

In addition to his work with the organization, Fr. Paul is and has been a member of multiple community, state, and national boards and has received numerous community awards.

Fr. Paul is the pastor of St. Moses the Black Orthodox Church, an author, and a husband and father of two children.

Name	Professional Role	Board Role	Term Ending Date	Employer Address	Personal Interest?	Compensation?	Affiliated with DHS
Mrs. Marianne Carmack	Training and Organization Development Consultant (Retired)	Secretary	September 2024	N/A	N	N	N
Dr. Emma Lucas-Darby, Ph.D., LSW	Previous Interim Director, University of Pittsburgh School of Social Work Professor Emerita, Carlow University	Member	September 2024	N/A	N	N	N
Mr. Gus Georgiadis	Area President, Arthur J. Gallagher and Company	Member	September 2023	444 Liberty Ave Suite 805, Pittsburgh, PA 15222	Y	N	N
Ms. Angela Hayden, J.D.	Managing Attorney, Angela Hayden Law PLLC	Member	September 2025	301 Grant St Suite 270, Pittsburgh, PA 15219	N	N	N
Rev. Deborah Holt, M.Th	McCormack Baron Management Program Director, SCW Foundation	Member	September 2024	2129 Bedford Ave, Pittsburgh, PA 15219	N	N	N
Mr. James Murphy	HR Systems Applications Architect - GNC	Member	September 2023	28 Federal Dr, Pittsburgh, PA 15235,	N	N	N
Ms. Catherine Panadelis	Pharmacist, CVS Specialty	Member	September 2025	105 Mall Blvd, Monroeville, PA 15146	N	N	N
The Honorable John Pippy	President and Founder of PGS TEK LLC	Member	September 2023	233 Merchant Street, Suite 410, Ambridge, PA 15003	N	N	N
Dr. Michael Sider-Rose, Ph.D	CEO, Orthodox Volunteer Corps	Chair	September 2024	PO Box 5391, Pittsburgh, PA 15206	Y	N	N
Mr. Daniel Willow	District Sales Manager, Freshpoint – Paragon	Vice-Chair	September 2024	173 Thorn Hill Rd, Warrendale, PA 15086	N	N	N
Mr. James Woods	VP Operations and Supply Chain, Evoqua Water Technologies	Member	September 2025	210 Sixth Ave #3300, Pittsburgh, PA 15222	N	N	N

March 2, 2022

Allegheny County Department of Human Services
One Smithfield Street Pittsburgh, PA 15222

RE: Letter of Support for Neighborhood Resilience Project Proposal for the DHS Countywide Support for Violence Prevention RFP in the First Strategy - Countywide Violence Prevention Convener

To whom it may concern:

It is with great pleasure that McAuley Ministries provides this letter of support for the Neighborhood Resilience Project proposal to become a DHS Countywide Violence Prevention Convener. McAuley Ministries has been a funding partner of the Neighborhood Resilience Project since its inception in 2011. Over these past 10 years, the work of the organization has always been results oriented utilizing radical but amazingly simple models of change.

At the core of their work is their Trauma Informed Community Development Evidence Based model. The model utilizes the dimensions of wellness and the psychological principles of post-traumatic stress syndrome mapped to a community as well as the individual. As informed by the lived experience of trauma -- both personal and collective --TICD is a framework that establishes and promotes resilient, healthy, and healing communities so that people can be healthy enough to sustain opportunities and realize their potential. The model utilizes community-driven, trust-based engagements to create working plans that address the root causes of impoverishment and ill-being of the community. The model is managed at a community micro-block level, and is able to track improvements across 5 key domains - biological, psychological, social, spiritual and relational. This model is currently being used in 6 community blocks in the Upper Hill.

In 1967, the Hill District was the birthplace of the country's first paramedic service – Freedom House. Today, it is the birthplace of a new ambulatory care model – a rapid, mobile trauma response team. The Neighborhood Resilience Project's Mobile Trauma Response Team has been present to help individuals and families heal following violent tragedies such as the 2016 mass shooting in Wilksburg that left 6 dead including an unborn child, to the most recent school shooting outside of Oliver City Wide Academy on the Northside, and to the small cases that may only reach the police blotter but are equally felt in our communities.

To do the work that the Neighborhood Resilience Project does, they have to be a convener first – a convener of hope, a convener of reconciliation, a convener of healing and peace. When I started as the Executive Director of McAuley Ministries in January 2021, the COVID-19 vaccines were just rolling out. There were huge disparities of access for communities of color. As McAuley Ministries worked to find solutions for our neighborhoods, the first organization I called was the Neighborhood Resilience Project. Till today, they are the feet on the ground reaching our unvaccinated populations due to their ability to develop trusted relationships with community residents that help them see solutions where none existed before. Fueled by the spirituality of Rev. Abernathy, the organization also has the ability to give voice to members of the community that frequently have no voice.

I believe that for Allegheny County to achieve its goals in reducing violent incidents in our communities, it must embrace Ubuntu. As best explained by Nelson Mandela, Ubuntu is “the profound sense that we are human only through the humanity of others; that if we are to accomplish anything in this world, it will in equal measure be due to the work and achievements of others”. I honestly cannot think of another organization in our county that truly embodies Ubuntu and that is better suited for this role.

Sincerely,



Marisol Valentin
Executive Director
McAuley Ministries
McAuley Hall
3333 Fifth Avenue
Pittsburgh, PA 15213
Tel.: 412-578-6223
M: 412-390-9124
mvalentin@mcauleyministries.org



March 2, 2022

To: Allegheny County Department of Human Service

Re: Request for Proposal Countywide Support for Violence Prevention

School of Business

Robert Morris University
6001 University Boulevard
Moon Township, PA
15108-1189
412-397-3000 phone

RMU.EDU

Dear Sir/Madam,

My name is Albena Ivanova and I am a Professor in Operations Management at the Robert Morris University. I am writing this letter to support the application of Father Paul and Presbytera Kristina Abernathy for the Proposal for Countywide Support for Violence Prevention.

I met father Paul for the first time when I was volunteering at a food drive event organized by his church in the Hill District, Pittsburgh and he immediately stroke me as a very “unorthodox” orthodox priest. What impressed me most about him was his strong drive to make things happen. When you are around him, you feel his determined energy. He is extremely active, involved in many initiatives, serving the poor and weak people in disadvantaged areas. I was also impressed by his rapport with the people and how loved he is by everyone.

Few weeks ago, we had a chance to spend more time together with father Paul and our families at a Christian family camp where Father Paul and Presbytera Kristina were guest speakers. I approached father Paul with the request to think about a project that we can do together with my MBA students and he immediately suggested we work on this proposal together. I thought that there was a good fit between the learning goals of our MBA class and the needs of Department of Human Services proposal in this case.

We met with Father Paul and Presbytera Kristina and outlined the process of how the RMU MBA students will be involved in the development of the project proposal. The MBA students will work in collaboration with Father Paul and Presbytera Christina during the period of March and April of 2022. At the end of the class they should have developed a detailed written project proposal, including a voice over PowerPoint presentation of the proposal that could be shared with the Allegheny County Department of Human Service.

The specific parameters for the project include: 1) suggested start date of the project May 2022, 2) project duration is 12 months, 3) project budget s \$200,000. The implementation of the initiative is planned for 12 months starting somewhere in the summer of 2022 after the grant is approved.

The main goal of the initiative is to create a coordinated county wide prevention of gun violence in a team effort of organizations of various sizes and abilities. The MBA team will work on the following deliverables:

- Stakeholder Analysis
- Work Breakdown Structure
- Responsibility Assignment Matrix
- Communication Plan
- Quality Assurance Plan
- Detailed schedule (Gantt chart)
- Duration for all activities
- Determining the predecessor relationship
- Resources necessary for each activity (work, materials, cost)
- Upload the project in MS Project
- Develop the budget and make sure that you fit within the budget
- Prepare a Risk Assessment Matrix
- Reserve 10% of the budget

In conclusion, I would like to emphasize that we are honored to have the opportunity to work with Father Paul and Presbyteria Kristina on developing this proposal for the Department of Human Services. We believe that this is an excellent opportunity for the MBA students to apply the knowledge and skills they learn in the Project Management Certificate in the RMU MBA program and to assist the Department of Human Services in this noble commission. I would be happy to provide any additional information that you might need.

Thank you.

Sincerely,
Dr. Albena Ivanova
Professor in Operations Management
School of Business
Robert Morris University





University of Pittsburgh

*School of Medicine
Department of Emergency Medicine
Center for Cardiac Arrest Survival*

Iroquois Building, Suite 400A
3600 Forbes Avenue
Pittsburgh, PA 15261
412-647-3078
Fax: 412-647-6999

March 3, 2022

Allegheny County Department of Human Services:

We are writing in enthusiastic support of Rev Paul Abernathy and the Neighborhood Resilience Project's application to the Countywide Support for Violence Prevention funding mechanism to act as Countywide Violence Prevention Convener. As a major force in the Pittsburgh area community, the NRP has the capacity, experience, skills, knowledge and compassion to execute this role. We ask that you provide them all due consideration.

Our organization, the Center for Cardiac Arrest Survival at the University of Pittsburgh School of Medicine, has worked with Rev Abernathy since the fall of 2021 toward planning a novel initiative to reduce mortality associated with acute prehospital medical conditions in underserved communities, during which time we have become familiar with the excellence and community commitment of the NRP. The thrust of our project was to use community health care training, coupled with 911-connected smartphone technology and medical resource distribution, to increase community resilience for heart disease, drug overdose and traumatic injury. We contacted the NRP seeking a partner that could help us connect our project directly to the communities most in need. During this process we have learned about the depth of understanding the NRP has of the conditions and forces that perpetuate community trauma, as well as the role this plays in successfully deploying public health interventions and achieving health outcome improvement goals. These essential insights are frequently lacking from public health projects originating in academia, many of which emphasize novel technologies and analytical methodologies over effective community engagement. In this way, the NRP stands apart as an organization uniquely suited to creating real change and distinguishes itself as a powerful partner for groups like ours. A county-wide role for NRP, as proposed in their application, would only magnify this potential, with benefits well beyond violence prevention, as demonstrated by the impact it would have on our partnership.

In summary, we have recognized the great work and capabilities of the NRP in the months that we have worked with them, and we hope you will as well.

Sincerely,

Ankur Doshi, MD MS, *Clinical Director*
David Salcido, PhD MPH, *Research Director*
Leonard Weiss, MD, *EMS Director*

Center for Cardiac Arrest Survival / Department of Emergency Medicine
University of Pittsburgh School of Medicine
ccas@pitt.edu