



Allegany County Department of Human Services

RFP Response Form

RFP for Community Violence Reduction Plans from High-Priority Areas

COMMUNITY QUARTERBACK INFORMATION

Eligible Community(ties): Sto-Rox

Proposer/Community Quarterback Name: Focus On Renewal

Authorized Representative Name & Title: Cindy Haines, Executive Director

Address: 420 Chartiers Avenue McKees Rocks, PA 15317

Telephone: [REDACTED]

Email: chaines@forstorox.org

Website: www.forstorox.org

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

Date Incorporated: 1969

Partners, stakeholders and/or subcontractors included in this Proposal: **CISPAC; McKees Rocks Development Corporation; Zellous Hope Project; Sto-Rox School District; West End POWER; Davis Consulting Solutions (DCS); M-Powerhouse; Lee Davis and Associates; Partner4Work; Allegheny County Housing Authority; Pittsburgh Airport Area Chamber of Commerce; NHCO; District Magistrate Bruce Boni; McKees Rocks Police Department; Mayor of McKees Rocks, State Representative Anita Kulik; Congressman Connor Lamb; CeaseFirePA; 5 Generations Bakers; Ace Wire and Spring; Maintenance One; DCTF Dream City Truck and Flagging; KSC Commercial Cleaning; DaVillage; Allegiance Staffing and Volpatt Residential.**

How did you hear about this RFP? *Please be specific.* Email sent from DHS.

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

COMMUNITY QUARTERBACK REQUIRED CONTACTS

| | Name | Phone | Email |
|-------------------------|--------------|------------|-----------------------|
| Chief Executive Officer | Cindy Haines | [REDACTED] | chaines@forstorox.org |

| | | | |
|-----------------------------|------------------|--------------------|---------------------------|
| Contract Processing Contact | Diona Jones | 412-331-1685 | djones@forstorox.org |
| Chief Information Officer | Larry Rodgers | 412-331-1685 (213) | lrodgers@forstorox.org |
| Chief Financial Officer | Anthony Milan | [REDACTED] | amilan@forstorox.org |
| MPER Contact* | Carrie Moliterno | 412331-1685 (254) | cmolitierno@forstorox.org |

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

COMMUNITY QUARTERBACK BOARD INFORMATION

Provide a list of your board members as an attachment or in the space below.
Click here to enter text.

Board Chairperson Name & Title: Tammy Bey

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.*

Lauri Fink, Program Officer at Hillman Foundation, funded our Pre-Apprenticeship Program, and much more lkfink@hillmanfo.com; [REDACTED]

Sylvia Fields, Program Officer at Eden Hall Foundation, funded our Community Resource Center and Mental Health Specialist, and much more, sfields@edenhallfdn.org 412-642-6697

Jane Downing, Program Officer at The Pittsburgh Foundation, funded our Work Force Program for African American Heads of Household and more. downingj@pghfdn.org [REDACTED]

PROPOSAL INFORMATION

Date Submitted 5/4/2022

Amount Requested: **\$298,932**

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.

ATTACHMENTS

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

- Partner and stakeholder commitment letters attached
- MWDBE documents attached and VOSB
- Allegheny County Vendor Creation Form attached
- Audited financial reports or other financial documentation for the last three years attached
- W-9 attached

Sto-Rox Community Violence Reduction Plan Cure Violence Sto-Rox and READI Sto-Rox CVRP

Stakeholder Commitment

The Support for both Cure Violence Sto-Rox and READI Sto-Rox comes from a wide variety of community partners and stakeholders. That support is entrenched in their commitment to thwart the eruption of violence at every turn through a coordinated and comprehensive CVRP that includes prevention, intervention, treatment and more. Community violence is viewed as the most pressing public health hazard that our community now faces. The following stakeholders have joined forces to address violence reduction in Sto-Rox:

Focus On Renewal (FOR) is a member of the Grow Sto-Rox Collaborative and is the Quarterback and Proposer of this proposal: Cure Violence Sto-Rox and READI Sto-Rox. FOR has been active in the Violence Prevention Coalition created by Communities in Schools (CISPAC) and other community partners. It has forged, facilitated and led the CVRP planning team for READI Sto-Rox. It stands ready for implementation of the same with partners such as West End POWER, Davis Consulting Solutions (DCS), M-Powerhouse, and co-quarterbacks McKees Rocks Community Development Corporation (MRCDC) and Zellous Hope Project. Numerous other working partners include employers, law enforcement officials, elected public servants and coordinating social service agencies.

CISPAC is a member of the Grow Sto-Rox Collaborative and is the Implementer of Cure Violence Sto-Rox. CISPAC has created an active Violence Prevention Coalition in Sto-Rox and assisted in developing the CVRP from its inception. They also have a historical connection with Cure Violence Pittsburgh, The Allegheny County Department of Health Anti-Violence Department, as well as, Lee Davis and Consultants. CISPAC has an established and respected presence in the Sto-Rox School District and in the surrounding community.

MRCDC is a member of the Grow Sto-Rox Collaborative and is a Co-Quarterback for READI Sto-Rox. They are an active member of the Violence Prevention Coalition and assisted in developing the CVRP from its inception. They have been active in employment and community economic development programs in Sto-Rox since the creation of Ready to Work Sto-Rox. They will provide program oversight for READI Sto-Rox, as stated above, along with the Zellous Hope Project

Zellous Hope Project is a member of the Grow Sto-Rox Collaborative and is a Co-Quarterback for READI Sto-Rox. They are an active member of the Violence Prevention Coalition and assisted in developing the CVRP from its inception. They have been active in several re-entry programs that support employment placement and expungement of criminal records. They will provide program oversight for READI Sto-Rox, along with McKees Rocks Community Development Corporation (MRCDC). They are a grassroots organization devoted to the provision of “second chances”.

The Sto-Rox School District (SRSD) is a member of the Grow Sto-Rox Collaborative and partner for Cure Violence Sto-Rox. They are closely aligned with CISPAC and are a member of the Grow

Sto-Rox Collaborative. Their involvement with this CVRP existed since its inception and includes working on other Violence Prevention efforts with Cure Violence Pittsburgh, PA Commission on Crime and Delinquency (PCCD) and Safe Passages, both inside the Sto-Rox School District properties and throughout the community.

Terri Minor Spencer of West End POWER operates a community activist and advocacy organization focused on re-entry and employment of those with past criminal histories. She has been involved with the creation of the CVRP from its infancy. Terri will provide outreach, engagement, CBT individual and group co-facilitation, skill building and cultural relevancy for READI Sto-Rox program participants. She will also work directly with Davis Consulting Solutions (DCS), M-Powerhouse, and FOR staff (Mental Health Therapist, Trauma Support Specialists and Support Services Liaison) to execute both Phase I and Phase II to full fidelity. West End POWER is a member of The Prison Society and Pittsburgh Interfaith Impact Network, together they work on stemming any occurrence of re-offending, while also offering employment advancement opportunities to all program participants.

Lee Davis and Consultants are subject matter experts in the Cure Violence Model and have been involved in violence prevention efforts in the Sto-Rox community for over three years. They will continue to work as a consultant to CISPAC, our Implementer for Cure Violence Sto-Rox. The reputation of Lee Davis is stellar in the arena of community violence prevention and intervention. He has been involved in this CVRP from its genesis.

Dr. Danielle Davis, is President and CEO of Davis Consulting Solutions (DCS). She and her staff are subject matter experts in Workforce Development and Placement. Two programs of DCS are Community2Work® and The Emerging Business Program. DCS workplace partners include UPMC, Amazon, Google and many others. DCS will provide employment specialists and a project coordinator in Phase I and II of READI Sto-Rox as well as provide an Emerging Entrepreneur track in Phase II. They excel at mentoring, coaching and placement of diverse job seekers such as those seeking “a second chance”. DCS has been active in constructing this CVRP throughout the planning process. It is an award-winning management and community economic development firm. The DCS team has 60 years of combined experience in community engagement, capacity building, human resources, talent acquisition, training, procurement, and compliance.

M-Powerhouse offers an engagement and empowerment program for vulnerable populations. They are especially focused on employability and employment placements for African Americans and people of color. They have been involved with the creation of the CVRP from its infancy. In READI Sto-Rox Phase I, they will provide, or link to, leadership seminars, workshops and guest presentations. They will work closely with West End POWER, DCS and all READI Sto-Rox staff who are responsible for engagement, placement and transitional hiring with local employers.

Allegheny County Housing Authority is a stakeholder for both Cure Violence Sto-Rox and READI Sto-Rox. They are involved in several programs with FOR as the QB agency via the Choice Neighborhood Initiative, as Focus On Renewal leads the People Working Team there. They will also serve as an employment option for those in READI Sto-Rox.

5 Generations Bakers (bakery) is a local employer and a stakeholder for READI Sto-Rox. They will serve as an employment option for those in READI Sto-Rox. They have worked closely with the QB agency, Focus On Renewal, in several employment readiness and job placement programs, such as Learn and Earn and the Pre-Apprenticeship Academy.

ACE Wire and Spring (manufacturing) is a local employer and stakeholder for READI Sto-Rox. They will serve as an employment option for those in READI Sto-Rox. They have worked closely with the QB agency, Focus On Renewal, in several employment readiness and job placement programs, such as the Pre-Apprenticeship Academy.

Maintenance One (general maintenance) and **DaVillage** (catering) are local employers and stakeholders who have worked with West End POWER and have agreed to hire our program participants during PHASE II of READI Sto-Rox. They joined our CVRP by signing commitment letters.

DCTF (trucking & flagging) and **KSL** (cleaning) are local employers and stakeholders who have worked with Davis Consulting Solutions (DCS) and have agreed to hire our program participants during Phase II of READI Sto-Rox. They joined our CVRP by signing commitment letters.

North Hills Community Outreach (NHCO) is a long-standing local social service provider located in the Community Resource Center of Focus On Renewal. They provide case management services via their Pathways Program. “Pathways” focuses on self-sufficiency and offers goal setting, skill building and support towards education or employment enhancement. They also provide linkage and referral for those needing transportation costs, food security, and emergency financial assistance. They have been active in the Violence Prevention Coalition from the beginning.

Partner4Work/PA Career Link has a long history working with both FOR and CISPAC. Workforce programs most recently include both Learn and Earn and the PA Career Link Expansion Program. Sharon Watkins, Community Engagement and Diversity Manager, for Partner4Work was an active participant of the CVRP planning team that created and crafted READI Sto-Rox.

The Pittsburgh Airport Area Chamber of Commerce (PAACC) has provided not only support, but marketing for READI Sto-Rox. The President, Chris Heck, has committed to using his monthly business newsletter as an outreach mechanism for potential employers and business owners to “buy into” utilizing READI Sto-Rox for transitional employment for our program participants.

The McKees Rocks Police Department (Chief Rick Dieleman) is an active community partner and stakeholder for both Cure Violence Sto-Rox and READI Sto-Rox. They have also been active in the Violence Prevention Coalition early on and continue to support the CVRP on all levels. They will provide referrals to both violence prevention programs for diversion purposes when possible.

The District Magisterial Court of Sto-Rox (Judge Bruce Boni) is also an active community partner and stakeholder for both Cure Violence and READI Sto-Rox. This District Judge has also been active in the Violence Prevention Coalition early on and continues to support the CVRP on

all levels. He will provide referrals to both violence prevention programs as part of his court proceedings when appropriate.

The Mayor of McKees Rocks Borough, David Flick, is newly elected to this leadership position and is an active community partner and stakeholder for both Cure Violence Sto-Rox and READI Sto-Rox. He has also been active in the Violence Prevention Coalition since its inception, even before his election, and continues to support the advancement of a cohesive and collaborative CVRP.

Summary of Community Violence Reduction Plan

McKees Rocks Borough and Stowe Township, commonly referred to as Sto-Rox, are the specific focus areas of our Community Violence Reduction Plan. The Sto-Rox School District (SRSD) encompasses a three square mile grouping of these neighborhoods and is seven miles from Downtown Pittsburgh. Prior to the 1970s, Sto-Rox was a booming industrial town. With the GI Bill and increased financial security, Sto-Rox baby boomers sent their children to college for the first time. These children seized opportunities all over the country. However, as with much of Southwest PA and the greater Rust Belt region, 1970 -1990 brought de- industrialization. Sto-Rox was severely affected and suffered the loss of key local industries that manufactured locomotives, construction materials and metallic parts. As a result, Sto-Rox exited the 1980's without jobs and with four sections of county-subsidized public housing and an uneducated workforce.

Accordingly, the community declined and experienced great hardship. While much of our region has bounced back, Sto-Rox - like other densely populated suburbs located just outside the city limits - are still suffering from an economic decline over 40 years old. This state has also brought substantial increases in drug and alcohol addiction, untreated mental health conditions, a rise in criminal behaviors and, poor self- care which continues to erode the well-being of the community at-large.

Violence and trauma are the top concern in the lives of our residents. Generational poverty, the impact of systemic and institutional racism, and certainly the cycle of trauma created by rampant community violence are mounting and palpable issues. The Sto-Rox community has all of the risk factors that contribute to its status as one of the most dangerous communities in our region. The outlook is not all bleak, however. There is a wave of momentum behind restoring the community to a place where families thrive and young people are able to participate in what makes the Pittsburgh region a Most Livable City. The community, however, is at a critical point and needs an investment of resources to achieve their vision.

Despite the aforementioned challenges, the Sto-Rox community has many resources: over 10 Early Childhood Educational facilities, 5 Out-of-School (OST) providers, an active Community Development Corporation (MRCDC), revitalizing business and manufacturing bases, and a strong anchor human services organization (FOR) which runs a Community Resource Center, Family Support Center and the Sto-Rox Public Library and Arts Center. Additionally, the community has created an NAACP chapter. The community benefits from the Grow Sto-Rox Collaborative that exists to improve the quality of life of Sto-Rox residents through programs which are trauma-informed, strengths-based, and committed to creating an equitable economic impact.

CISPAC, the Allegheny Intermediate Unit, and Lee Davis and Associates, who provides consultation on the Cure Model throughout the Pittsburgh area, already have a violence prevention effort underway with support from the Pennsylvania Commission on Crime and Delinquency (PCCD). Through this effort these partners, along with Grow Sto-Rox member agencies, have already begun holding community meetings to collect input from residents, created a planning committee that meets monthly to discuss the violence prevention effort. Mr. Davis has begun the street work and group programming for the young people of Sto-Rox. In addition to this and as part of the same effort, CISPAC is currently updating their asset map and working with Sto-Rox students and the community to create a safe passage corridor in Sto-Rox that will incorporate businesses and volunteers from the community.

While Cure Violence Sto-Rox will address violence through outreach workers and violence interrupters, READI Sto-Rox will address those adults either re-entering our community or those who have shown a propensity for violence in the past and are in need of rapid employment and development to become productive community members. There are four core components to READI Sto-Rox: Outreach, CBT, Paid Transitional Employment, and Skill Building/Support Services.

The McKees Rocks Police Department and District Magisterial Court have endorsed and committed to referring “at-risk” community members to READI Sto-Rox. A concerted and coordinated outreach and engagement effort amongst social service agencies, law enforcement and criminal justice organizations, and employers in our area will be necessary to address the needs of vulnerable and “at risk” individuals seeking job skills and job placement opportunities.

Grow Sto-Rox, as a collaborative and coordinating entity, has facilitated a Collective Impact process which has established common goals and metrics. This work has the support of the foundation and corporate community as well as the Allegheny Conference. The timing is perfect to advance both Cure Violence Sto-Rox and READI Sto-Rox programming because of the communities’ current momentum and commitment to change. There is also new leadership in the mayor’s office and new leadership forthcoming in the school district. It is the opportune time to make vital changes.

An Article published in the *Pittsburgh Post-Gazette* in December 2021 titled “In a year of Rising Violence, Sto-Rox among most affected” says it all. Among the communities in Allegheny County most impacted by community violence, Sto-Rox tops this list. It recorded ten murders from January to mid-December 2021, a staggering number when you consider its population size of only 12,000. Despite making up just 1% of the population in Allegheny County, Sto-Rox accounted for ten percent of the homicides in 2021¹. This collective trauma, fueled by feelings of despair, hopelessness, and fear keep the community gripped in a cycle of violence.

Contributing factors to the violence in Sto-Rox can be linked to characteristics that are intertwined and mutually reinforcing. Poverty, low graduation rates, inequitable access to resources, poor

¹ Stinelli, M. (2021, December 12). In year of rising violence, Sto-Rox among most affected. *Pittsburgh Post-Gazette*.

relationships with law enforcement, low access to affordable housing, and low rates of home ownership are a few of those contributing characteristics. Nationwide, these are common characteristics of communities with high rates of community violence.² McKees Rocks has been ranked as the most dangerous city in Pennsylvania for several years³. Simply put, Sto-Rox has reached a crisis-point.

Sto-Rox School District has a graduation rate far below the state average, with 15-20% of students not graduating. The district ranks among some of the worst in the country with only 15% math proficiency and 19% reading proficiency. As of 2021, the Sto-Rox school district was placed on a Financial Recovery Plan by the Pennsylvania Department of Education⁴. Moreover, 94% of students qualify for free and reduced priced lunch⁵. In 2018, the Allegheny County Department of Human Services Suburban and Rural Poverty Analysis ranked Sto-Rox in the highest tier county-wide, designating it a “Distressed Community.” Over 56% of SRSD students have engaged with the human service system (including child welfare, public benefits, behavioral health and homeless services) at some point in their lives.

The impact of the violence has resulted in high levels of stress and trauma. Grow Sto-Rox partner agencies see this effect every day in our work. Desensitization to violence, loss of hope, inability to imagine a future, poor school performance, and lack of trust in institutions that are in place to help, are observed in the work we all do in the community. Assisting the community to overcome these issues by providing support and resource coordination is the focal point of our work in the Sto-Rox community.

The addition of Cure Violence Pittsburgh has brought an evidenced-based methodology to our anti-violence effort as will the addition of the tenets and structure of READI Chicago. Both are part of the commitment that Grow Sto-Rox partners have made to help this once vibrant community recapture what has been lost to this community’s epidemic of violence. The Sto-Rox CVRP is truly an effort, and result, of collective impact! We all win with this CVRP. We are also mindful that the cost of violence extends beyond offenders, victims and their loved ones. Violence impacts all of our community. Each gun fatality costs taxpayers \$270,399, while non-fatal gun injuries costs taxpayers \$52,585 in medical, police and criminal justice expenses. Even exposure to gun violence is linked to higher risks of suicidal ideation and higher levels of depression. Our CVRP chosen models of intervention, interception, prevention, treatment, wraparound services and job placement, with aftercare, will prove cost effective and efficient in the short and long term.

² *Neighborhoods and violent crime: HUD USER*. Neighborhoods and Violent Crime | HUD USER. (2016). Retrieved March 29, 2022, from <https://www.huduser.gov/portal/periodicals/em/summer16/highlight2.html>

³ Moreschi, A. (2022, March 1). *Spike in violence leads to new measures to fight crime*. WPXI. Retrieved March 29, 2022, from <https://www.wpxi.com/news/investigates/spike-violence-leads-new-measures-fight-crime/T63RHKIQNBH7LHGLBRA3DCWWYI/>

⁴ *Financial recovery for school districts*. Department of Education. (n.d.). Retrieved March 31, 2022, from <https://www.education.pa.gov/Teachers%20-%20Administrators/School%20Finances/Pages/Financial-Recovery-for-School-Districts.aspx>

⁵ U.S. News and World Report. (n.d.). *Sto-Rox School District - U.S. News Education*. Best High Schools Ranking. Retrieved March 29, 2022, from <https://www.usnews.com/education/k12/pennsylvania/districts/sto-rox-sd-108446>

To address violence and its impacts in our community this CVRP for Sto-Rox will include two of the Evidence Based Programs listed in the RFP: Cure Violence (Sto-Rox) and READI (Sto-Rox). The Cure Violence Model is already in place while READI is a new model being implemented. Details on each program are individually described below.

CISPAC already has PCCD funding for a Cure Violence Consultant who has begun the work. We are seeking additional funding from DHS for full implementation of the Cure Violence model. Cure Violence Global and Lee Davis & Associates will provide consultancy over the collaborative effort between CISPAC, the Allegheny Intermediate Unit and the school district. Funding from DHS will allow Cure Violence to be implemented through the hiring of violence interrupters and community outreach workers.

Focus on Renewal will serve as the Community Quarterback for this initiative. CISPAC will be the lead implementation organization with Cure Violence providing the evidenced-based programming.

The Cure Violence model was chosen because it aligns with the overall effort led by Grow Sto-Rox in two critical ways. First, the model approaches gun violence as a health issue which directly ties into the overall vision for the community to become educated about trauma and its impact on people's lives. Understanding the factors that lead to gun violence and how those factors are often driven by trauma is critical if we are to confront it successfully. Second, is its emphasis on community engagement and collaboration. In Sto-Rox long lasting change is not just giving the community members a seat at the table but allowing them to build it.

Beginning with an assessment to evaluate current outreach efforts, the Cure Violence model will help our collaboration ensure that we are having the greatest reach to engage the full community in reclaiming our streets. CISPAC has led an anti-violence sub-committee under the Grow Sto-Rox collaboration that will serve as the driving force behind this effort. Our committee includes community residents, county experts in the field of violence prevention, the police chiefs from both the McKees Rocks and Stowe communities, local congregations and representatives from the school district and provider organizations. The community has been pulling together over the last seven years to understand its provider landscape and include residents in need identification and strategic solutions to fill those gaps.

As part of the Cure Model, CISPAC, our community partners and representatives from Cure Global will hold Cure Violence 101 Workshops to help educate the community about the model, its methodology and the impact they can have on the overall effort. As mentioned previously, CISPAC is currently working on a Safe Passage for students who walk to and from school. Part of this effort requires volunteers to participate by being on the street to help occupy space and as a support to our students. Our partner organization Zellous Hope has created a volunteer effort known as the "Original Guardians" and has over 300 individuals willing to participate in the strategy. These volunteers will not only help us take back our streets but will become our ambassadors who will help spread the concepts taught in the Cure 101 Workshops.

In addition to the community organizing and education that will occur, Cure Violence hires people from the community into the roles of violence interrupters. They are trusted adults that know the community, the individuals who live there, and how to influence change. It also builds upon the work already being done to deploy trusted community adults to help students get to and from school safely.

Recently, CISPAC participated in the CMU “Scopeathon” for Social Good to assist with data to identify the highest needs areas of the community. That will be important for identifying and recruiting the right individuals to be Violence Interrupters. The Violence Interrupters will be known and trusted people from the community making it possible to quickly engage when de-escalation is needed. After the acute situation is de-escalated, CISPAC will deploy outreach workers to engage with the individuals to connect them with programs and services to address barriers in their life and start them on a path to achieving their personal goals. Since CISPAC is already deeply embedded in the school and community, we understand the dynamics and issues that the community faces. It puts us in the best position to keep lines of communication open about issues in the community that have the potential to create violence. Through this opportunity, we can further the community collaborations to engage the community as participants in anti-violence work.

CISPAC and Focus on Renewal are perfectly poised to take on the next phase of anti-violence work in Sto-Rox. As mentioned previously, we are already consulting with Cure Violence and we have the backing and complete involvement of the Grow Sto-Rox partners. Each organization is a trusted asset to the community and will make it possible to hire the right people, reach individuals that need help, and provide continuity of care for the support services they need. It is not a one-dimensional approach, is a full community-based and backed effort. Sto-Rox is a vibrant community that is in dire need of violence prevention and intervention now.

We simply cannot lose another young person, another brother, another sister, another parent. The cycle of violence is vicious, but it is possible with the right resources to break it. We believe that Cure Violence Sto-Rox, along with READI Sto-Rox and our partners and stakeholders, can impact positive change and help this community heal.

It should be noted that Focus On Renewal is both the Proposer of this CVRP and Quarterback as well as the Implementer for READI Sto-Rox. MRCDC and Zellous Hope Project, both member agencies of the Grow Sto-Rox collaborative, will serve as Co-Quarterbacks for READI Sto-Rox and be paid as consultants.

READI Sto-Rox is designed as a “rapid employment” program. It has two phases. Phase I includes Outreach/Engagement, Vocational and Personality Assessments, Goal Setting, Cognitive Behavioral Therapy/Intervention and Soft Skills Training with Career Exploration and Community Service. Phase II has two tracks: Traditional and Emerging Entrepreneur. Both tracks include Job Placement, Career Coaching/Mentoring and Aftercare. Funding is already in place to hire several necessary staff positions. Eden Hall Foundation has committed to fund a full-time Mental Health Specialist. This clinically trained staff member will specialize in trauma informed care and CBT (cognitive behavioral treatment) and have culturally relevant experience working with re-entry consumers as well as those at risk for criminal involvement who are unemployed or underemployed. They will devote 50% of their time co-facilitating READI group sessions in Phase

I with the Director of West End POWER, Terri Minor Spencer, and the Employment Specialist hired by DCS. The Mental Health Specialist will also be assigned to complete all personality and vocational scales and inventories, along with all pre and post-tests. Any referrals for mental and/or behavioral health challenges will also be orchestrated by the Mental Health Specialist.

Richard King Mellon Foundation has also committed to fund two full-time Trauma Support Specialists. Both positions will devote 50% of their time to individual casework with READI Sto-Rox program participants. Linkage, referral and family support services will form the foundation of their relationships with program participants. These Trauma Support Specialists will work directly with all READI Sto-Rox staff as well as NHCO and other subject matter experts in our community to assure wraparound services are utilized effectively and efficiently.

West End POWER will be contracted by FOR to offer outreach, engagement, group co-facilitation, job coaching/mentoring as well as assisting with job placement and aftercare. Terry Minor Spencer, Director of West End POWER, will oversee this contract and will have an Employment Specialist working with her from DCS to maintain relationships with employers, arrange industry tours, acquire job placements, and offers support groups as “aftercare” during Phase II. Terry Smith of M-Powerhouse will be contracted to provide specialized seminars, workshops and guest speakers throughout Phase I of READI Sto-Rox.

Part of the attraction of READI Sto-Rox to prospective employers is that we agree to pay the salary of each program participant at the rate of \$15.85 per hour, for their first 8 months of employment, and that we offer both job coaching and mentoring throughout this time period and aftercare for another 3 months after that. We also emphasize our ability to offer complete wrap-around services for support and guidance of the individuals they agree to employ. Our wrap-around services include linkage to childcare subsidies, critical needs emergency funds, transportation funding, food services, in-home family support services and immediate referral for any necessary mental or behavioral health challenge.

It is expected that each program participant in Phase II-traditional track will work 40 hours per week, and participate in a weekly individual session with READI Sto-Rox staff during the first eight months of their employment, and participate in once a month individual or group aftercare sessions during months eight through twelve for support and employment retention purposes. They will be paid directly by FOR during those first 8 months with their transitional employer.

It is expected that each program participant in Phase II-Emerging Entrepreneurial track will also work 40 hours per week but this work will be overseen by DCS. FOR will be responsible for direct payment to the program participant for the first eight months of Phase II-Emerging Entrepreneur. Access to an “Business Incubation Fund” for business start-up purposes will be available to all graduates up to \$6,000 each with a vetted Business Plan that is approved by DCS.

An alumni group will be created for all READI Sto-Rox graduates. When appropriate graduates will be asked to come back and provide testimonials to those currently in Phase I or II and serve as peer mentors.

Outreach and engagement is a critical function of READI Sto-Rox. Referrals will come from several partners: The McKees Rocks Police Department, The District Magisterial Court, Cure Violence Sto-Rox, The Prison Society, ACAR (Allegheny County Anchored Re-entry) and other

social service and criminal justice agencies. There will be 4 cohorts per year of 10 program participants. All are expected to be African American Males or (BIPOC-Black, Indigenous People of Color). Several employers have already committed to serve as job placements in Phase II traditional work: Ace, Spring and Wire; 5 Generations Bakers, Allegheny County Housing Authority, Trace Brewing Company, Dream City Trucking & Flagging (DCTF); KSC Commercial Cleaning Service, One Maintenance, DaVillage, Volpatt Residential, amongst others.

Specific Methodology for Phase I READI Sto-Rox

12 Week Program Mondays-Fridays. Office Hours: 9:30- 6:30 M-Th and F 9:30-5:00 AM Group Sessions are 10:00-12:00, PM Group Sessions are 4:30-6:30 M –Th, Fridays are available for Individual appts., special presentations and industry tours.

Program Participant Expectations

To be an active participant in READI Sto-Rox Phase I attendance is necessary 4 of the 5 days per week. Participation in Cognitive Behavioral Therapy in a group setting is required. Participation and attendance at scheduled presentations on Fridays or throughout the week is also required. A Goal Plan must also be established and worked on weekly.

Program Incentives of \$200 (via Visa Gift Cards) per week, are distributed on Fridays with an attendance record of at least 4 days of active participation in Phase I programs. Graduation to Phase II (active traditional employment or emerging entrepreneurial track) occurs after successful completion of 12 weeks of Phase I.

Number of Participants in each Phase I 12-week group is expected to be 10 individuals. There are four 12-week cohorts planned.

Week 1 includes: Intake/Orientation/Goal Setting AM and PM Sessions; Cognitive Behavioral Groups Begin in AM and PM Sessions; Days 3-5 Theme: Anger Management Co-facilitated by West End POWER and Mental Health Specialist. Presentation AA/NA.

Week 2 includes: Cognitive Behavioral Groups Continue in AM and PM Session; Theme: Mental and Behavioral Health Service; Co-facilitated by West End POWER and Mental Health Specialist. Presentation by FQHC on Health Care Plans for the entire family.

Week 3 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Computer Literacy; Presentations by Computer Reach. Topics include: Basic computer skills (101) – How to navigate a computer, Office Suite (Word, PowerPoint...Password Security/ internet security, Zoom Meetings, Accessing Social Media & The Safety of Social Media and Employment.

Week 4 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Job Training/Education Assistance; Presentation by NHCO Pathways and Introduction to Phase II Employment with M-Powerhouse and DCS.

Week 5 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Communication Skills and the

Workplace; Presentation by McKees Rocks Rotary members; Presentation by PAACC and Presentation by M-Powerhouse.

Week 6 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Mock Interviews; Transferable Skills; Job description; Career identification/progression. Presentations and Panel Discussion with Partner4Work, M-Powerhouse and DCS.

Week 7 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Resume writing/Cover Letters/Thank You Letters; Presentations by Sto-Rox Public Library, M-Powerhouse and DCS.

Week 8 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Leadership Training and Presentation by Pittsburgh Interfaith Network and DCS.

Week 9 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Money Management Skills -Credit Repair and Budgeting Opening Bank Accounts; Financial Literacy 101. Presentations by Hill Credit Repair, Dollar Bank and DSC on Emerging Entrepreneurship.

Week 10 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Community Organizing and Empowerment; Presentations on Voting Rights by Pittsburgh Interfaith Impact Network; Presentation on Housing Rights by Hill Realtors and District Magistrates Office; Presentation on Records Expungement with the Governor's Office and Presentation by DCS.

Week 11 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Business Etiquette; Professional Headshots by Black Tea Brown Suga Network; Dress for Success Shopping Excursion and Dining at Wyndam with West End POWER, Zellous Hope and M-Powerhouse.

Week 12 includes: Cognitive Behavioral Groups Continue in AM and PM Sessions; Co-facilitated by West End POWER and Mental Health Specialist. Theme: Graduation and Employment Interviews and Placement; Outside Interviews Set up by West End POWER, DCS or M-Powerhouse. Graduation Ceremony with Family involvement and Progression to Phase II.

Methodology for Phase II

Phase I Vocational Assessments and Personality Inventories as well as results from outside placement interviews will determine Phase II job placement alignments, matches and direct referrals from READI Sto-Rox. The Employment Specialist from DCS will secure the correct "fit" for each program participant whether they are placed in the traditional track for transitional employment or the emerging entrepreneurial track. Part of the attraction of READI Sto-Rox to prospective employers is that we agree to pay the salary of each program participant at the rate of \$15.85 per hour, for their first eight months of employment, and that we offer both job coaching and mentoring throughout this time period and aftercare. We also emphasize our ability to offer

complete wrap-around services for support and guidance of the individuals they agree to employ. Our wrap-around services include linkage to childcare subsidies, critical needs emergency funds, transportation funding, food services, in-home family support services and immediate referral for any necessary mental or behavioral health challenge.

It is expected that each program participant in Phase II (Traditional and Emerging Entrepreneur Tracks) will work 40 hours per week, and participate in a weekly individual session with READI Sto-Rox staff during the first four months of their employment, and participate in once a month individual or group aftercare sessions during months five through eight for support and employment retention purposes. DCS staff will oversee Phase II levels of participation for those in the Emerging Entrepreneur Track.

An alumni group will be created for all graduates of READI Sto-Rox (both Traditional and Emerging Entrepreneurs). When appropriate graduates will be asked to come back and provide testimonials to those currently in Phase I as well as serving as peer mentors.

The specific **Curriculum for the Phase II Emerging Entrepreneur** will be as follows:

Week 1 – 3 Welcome and Introductions

Theme: **Entrepreneur as an Alternative**. Topic Selections include: I Am an Entrepreneur; Define Your Dream; Case Study; Characteristics; Know Thyself; Your Goals; Your Credit Report; Life Changes; Contingency Planning Business Planning; Business Plan Outline; Sample Business Plan; Review – Next Steps.

Week 4 – 6

Theme: **Market Overview**

Topic Selections include: Products/Services; Distribution; Market Research; Industry; Customers; Competition; Position; Image/Packaging; Promotional Plan; Pricing; Selling; Build Your Plan; and Review – Next Steps

Week 7 – 9

Theme: **Cash Flow**

Topic Selections include: Business Financial Goals; How To Begin?; Startup Cash; Cash For Goods/Services; Cash For Operations; Projecting Sales; Cash Vs. Profits; Sensitivity Analysis; Other Sources/Uses; How Much Money? Cash Flow Worksheet

Week 9 – 12

Theme: **Operations**

Topic Selections include: Form Of Business; Assumed Name; Tax Identification; Taxes; Licenses And Permits; Zoning; Pollution Control; Issues For Employers; Managing Risk; Professional Services; Banking; Record Keeping; Purchasing; Goals, Functions; Customer Service; Certifications; Checklist and Review-Next Steps Graduation Ceremony and Launch

We have chosen READI as a strategy because of the steep unemployment in our area, ingrained poverty levels, the numbers of re-entry citizens in our community and the propensity for violence noted and acknowledged amongst our young adults. Our model developer, READI Chicago, informed our decision to combine Cognitive Behavior Therapy, with soft job skills and then job placement at livable wages, along with interconnected family services and wraparound support

programs that deal with food insecurity, housing insecurity, mental and behavioral health challenges, and lack of transportation, etc. Focus On Renewal does, in fact, operate a Community Resource Center that has all of the aforementioned services.

Meeting folks where they are at in a caring, authentic way is half of the equation to connecting with those reentering our community or for those feeling “outside” of our community. The other half of the equation for successfully steering individuals away from acts of violence and criminal activity is to offer a clinical response to addressing low impulse control and teaching communication skills, as is offered in Phase I of READI Sto-Rox.

In Phase II of READI Sto-Rox, job placement in a livable wage job where program participants are valued and respected by their employer and their family is most life affirming. A ripple effect of “doing good, and getting good” will stave off the lure of reoffending for most, if not all. The addition of our Emergency Entrepreneur track is a bonus for program participants that have unique skill sets, as well as, challenges working in a traditional employment setting. Business and Industry leaders have stepped up to join our efforts. This is evidenced in our commitment and support letters. Employers, Business owners, Placement Offices and Pre-Apprenticeship Academies are eager to offer “second chances” to our program participants. They believe, and research bears this out, that the people we aim to place in jobs rank high on the loyalty factor. Together we can do this!

As stated previously, Grow Sto-Rox is a Collaborative of five agencies: FOR, MRCDC, Zellous Hope Project, CISPAC and The Sto-Rox School District. We have all worked together over the past three years to address community violence. We meet monthly and are action oriented and community driven. Once we decided to apply to this High Priority Area Grant for Violence Prevention in Sto-Rox, it was discussed, then decided upon, that the Community Quarterback and Proposer would be Focus On Renewal, who would also act as the fiscal agent for the grant. The financial position of Focus On Renewal is strong and its reputation as an anchor and pillar organization in Sto-Rox is recognized and acknowledged by funders and community partners, alike. It has a strong Finance and Development Department as well as an Executive Director and Deputy Director of Community Programs who have clinical backgrounds as well as experience in running multiple workforce programs for vulnerable and at-risk community members over the past seven years.

It was also decided that McKees Rocks CDC and Zellous Hope Project would act as Co-Quarterbacks, not as fiscal agents, but as program Co-Quarterbacks providing support and guidance for the READI Sto-Rox portion of the Grant. They would be contracted for services from the Quarterback/Proposer. From the beginning of this grant writing process CISPAC agreed to be the Implementer of Cure Violence Sto-Rox, while Focus On Renewal agreed to serve as the Quarterback/Proposer. Later it was decided by Grow Sto-Rox members and community partners that Focus On Renewal should also serve as the Implementer of READI Sto-Rox.

The Community Quarterback will ensure that the CVRP is well implemented by making certain that prescribed timelines are followed and that benchmarks and milestones are reported on monthly during Grow Sto-Rox Meetings. There will always be a CVRP Report included in each monthly agenda. The Quarterback will also hold joint staff meetings with Cure Violence Sto-Rox staff and

READI Sto-Rox staff quarterly. As Implementers, both CISPAC and Focus On Renewal, will provide monthly written progress reports on Program Outputs and Outcomes. The Community Quarterback will also ensure that all DHS trainings, Cure Violence Global trainings, and any trainings offered by READI-Chicago (Heartland) will be attended by program representatives of both programs regularly and consistently. There will also be joint annual community partner and stakeholder forums held.

The Sto-Rox CVRP does include adopting two of the Evidence Based Programs. Therefore, time to work with the model developers, including participating in their technical assistance and training, is included in the work plan and timeline for the first year of operation and are as follows:

July 1 2022 Contract start date of both Cure Violence Sto-Rox and READI Sto-Rox; Grow Sto-Rox Monthly Meeting held; TA with model developers as scheduled

July-September Recruiting and Hiring of all required staff, consultants and sub-contracts; purchase of supplies/equipment; setting up office spaces and remote locations. Providing Agency On-boarding and Community Orientation with all partners and stakeholders. Grow Sto-Rox Monthly Meetings continue. First Quarter Full Joint Staff Meeting for Cure Violence Sto-Rox and READI Sto-Rox TA with model developers as scheduled

October-November All TA with DHS training/Cure Violence Global Training/READI Chicago Training. Construction of all client case files and reporting mechanisms. Grow Sto-Rox Monthly Meetings continue and active Marketing Campaign begins. Hold Open House/Community event.

December Active Program Participant Outreach Campaign; READI Sto-Rox Applicant Screening/Intake begins. Grow Sto-Rox Monthly Meetings continue. Second Quarter Full Joint Staff Meeting held

January READI Sto-Rox first Cohort starts 12-week Phase I program. Cure Violence Interrupters, Interveners and Interceptors are “street ready”. Grow Sto-Rox Monthly Meetings continue

February READI Sto-Rox first Cohort Phase I continues to meet. Cure Violence Sto-Rox staff continue program. Grow Sto-Rox Monthly Meetings continue

March READI Sto-Rox First Cohort continues to meet. Cure Violence Sto-Rox staff continue program. Grow Sto-Rox Monthly Meetings continue. Third quarter Full Joint Staff Meeting held

April READI Sto-Rox First Cohort Phase I finishes 12-week curriculum/Phase II begins. READI Sto-Rox Second Cohort Phase I begins 12-week program. Cure Violence Sto-Rox staff continue program. Grow Sto-Rox Monthly Meetings continue.

May READI Sto-Rox First Cohort Phase II Employment Placement commence. READI Sto-Rox Second Cohort Phase I continues. Cure Violence Sto-Rox staff continue. Grow Sto-Rox Monthly Meetings continue.

June READI Sto-Rox Phase II Employment Placement commences. READI Sto-Rox Second Cohort Phase I continues. Cure Violence Sto-Rox staff continue program. Grow Sto-Rox Monthly Meetings continue. Fourth quarter Full Joint Staff Meeting held. Annual Program Evaluation is completed.

July 1, 2023 Start Second Contract Year. READI Sto-Rox cycles continue for remaining cohorts. Cure Violence Sto-Rox interception, interruptions and interventions continue.

Community Quarterback's Organizational Experience

Focus On Renewal is devoted to community healing and well-being. It has been accessible and committed to the people of Sto-Rox for over fifty years. Its mission and vision are centered on family health and wellness. It has a strong history of collaboration and coalition building, particularly in our workforce programs. Our pride, along with that of our Grow Sto-Rox partners, emanates from seeing the impact that our collaboration has had on local residents. There is trust in the capabilities and core values amongst Grow Sto-Rox partners and this radiates to those we serve. As stated previously, the Community Quarterback Focus On Renewal will implement READI Sto-Rox, along with two program co-quarterbacks from MRCDC and Zellous Hope. Our other Grow Sto-Rox partner, CISPAC will implement Cure Violence Sto-Rox.

FOR has successfully served the target population/community over five decades. For example, Focus On Renewal operated an Apprenticeship Readiness Academy. It was a grant funded career development program facilitated by our Workforce Coordinator, with oversight provided by our Deputy Director of Community Programs. It was designed for hard to place, out of school young adults, and underemployed workers. The Apprenticeship Readiness Academy had a recruitment/screening assessment, orientation component, followed by an apprenticeship readiness component that featured a competency and skill building curriculum and career exposure. The last component of the academy included employer interviews and apprenticeship selection, job placement and follow-up services. There were three tiers to the Academy competency curriculum, Tier 1 Personal Effectiveness Competencies that included Trust, Integrity, Professionalism Tier 2 Academic Competencies that included Communication, Digital Literacy, and Critical Thinking Tier 3 Workplace Competencies that included Problem Solving, Decision Making, Teamwork, Health and Safety, Diversity and Inclusion. The last two months of the Academy included multiple employer on-site interviews as well as off -site industry tours and then placement. Follow-up services were also provided in both a group and one-on-one setting for a six- month period, post placement. Successful job placements were made to: Ace Wire and Spring, UPMC, FedEx, Amazon, Google, amongst others.

Focus On Renewal also operated The African American Workforce Development Program. It was a grant funded career development program specifically designed for African American female heads of households who were un-employed or under employed. It was facilitated by our Workforce Coordinator with oversight provided by our Deputy Director of Community Programs. We addressed multiple challenges and potential obstructions with our female participants: lack of childcare, lack of transportation, controlling or abusive partners, lack of confidence and/or self-will, etc. Many of these obstacles were/are the by- products of poverty itself or the trauma induced by on-going poverty.

Both personal and vocational assessments were completed, either in-person or virtually, with each program participant. Our Deputy Director is a licensed, independent social worker and was able to administer either the Myers-Briggs or Keirsey Temperament Sorter for the personal assessments and either My Plan. Com, Holland Code or My Next Move for the vocational assessments. These assessments allowed us to better understand the strengths and assets of each program participant, as well as potential barriers to acquiring and retaining employment. Due to the pandemic crisis, much of our classroom work was done virtually. Our Work Force curriculum included: “Sim Coach”, “Virtual Job Coach” and “Coursa Guided Project Management”. “Google Classroom” assisted with the assignments and grading process.

Industry tours were also arranged virtually with guest employers highlighting their places of business, interview process and placement policies via Zoom. In the end, successful job placements were made to: 5 Generations Bakers, Walgreens, Freedom House, Home Care Professionals, amongst others.

Focus On Renewal is the founder and current facilitator of the Sto-Rox Mental Health Providers Partnership and Network. It has grown to 110 members. Members include social workers, case workers, nurses, addictions counselors, police officers, students, consumers and community advocates and activists. Focus On Renewal manages and moderates monthly network meetings as well as an evening quarterly Community Conversation series for both adults and teens. Recent meetings have had attendees from five different states, Puerto Rico and Canada. Recent topics have included “The Role of Pharmacists in the Opioid Crisis”; “Alternatives to Pain Management”; “Self -Healing” and much more.

Action teams have formed from this network and have forged and advanced several Initiatives such as “The Passport to Health and Wellness”. This massive community education and awareness campaign included reaching 750 Sto-Rox residents through interactive opportunities that included demonstrations, displays, and one on one conversations that centered on suicide prevention, anti-bullying, substance use and abuse, primary health care and violence prevention efforts. The work of this collaborative partnership has grown since receiving a \$100,000 Opioid Sub-grant from Allegheny County Health Department.

Another example of a large scale initiative was “The Opioid Summit”. This highly anticipated and well attended event was coordinated and facilitated by Focus On Renewal and included multiple community partners: McKees Rocks Community Development Corporation; Sto-Rox Health Council; Sto-Rox School District; McKees Rocks Police Department; Onala Club; The CASH Club; Gateway Rehabilitation Center; The Department of Justice, The Federal Bureau of Investigations, The DEA, The District Magisterial Office, and more. This open to the public large scale forum included panel discussions, recovery testimonials, information and referral tables, and formation of 4 impact groups focused on the following: Schools, Law Enforcement, Substance Users and Families. There were 180 individuals involved in these groups. Many attending this forum later became members of the Sto-Rox Mental Health Providers Partnership and Network. Focus On Renewal places the people of Sto-Rox at the top of its Organization Chart. The Sto-Rox community is followed by the Board of Directors of Focus On Renewal, 25% who must either live in Sto-Rox or have a business in Sto-Rox. The Board of Directors is the governing body of Focus On Renewal and hires and evaluates the performance of the Executive Director. The Executive

Director has operational duties over 30 employees within 4 office locations, overseeing four primary programs (Family Foundations, Positive Parenting/McKees Rocks Family Center, The Sto-Rox Public Library and The Community Resource Center, which houses six other service areas). The Executive Director provides direct supervision to the Deputy Director of Community Services, the Finance Director, the Director of Development, the Human Resource Manager, the Executive Assistant and the IT and Operations Manager. The Deputy Director of Community Services directly supervises the Directors of Family Foundations, Positive Parenting/McKees Rocks Family Center, the Sto-Rox Public Library and all staff at the Community Resource Center.

As relates to our CVRP, The Deputy Director of Community Programs will provide direct supervision to the newly hired Mental Health Therapist. This newly hired Mental Health Therapist, in turn, will directly supervise two newly hired Trauma Support Specialists. Grants from Eden Hall Foundation and Richard King Mellon Foundation respectively, have already been acquired to support these three new positions at Focus On Renewal.

READI Sto-Rox will also involve contracts for staff from West End POWER, DCS and M-Powerhouse. The Executive Director will oversee all such contracts.

Focus On Renewal is the Proposer/ Quarterback and Implementer of READI Sto-Rox. We will also be contracting with two co-Quarterbacks for added support to the READI Sto-Rox portion of our CVRP. They are members of our Grow Sto-Rox Collaborative: (McKees Rocks Community Development Corporation and Zellous Hope Project). Both are staples in our community and beacons of hope for the future of Sto-Rox. Our collaborative works as a collective, all of us devoted to stemming violence in our community, while also advancing economic vitality. We firmly believe that these two dimensions are intertwined and interconnected in the health and well-being of our community.

As noted previously, the Cure Violence Sto-Rox portion of our CVRP will be implemented by CISPAC. Fiscal oversight will be provided directly by the Executive Director of Focus On Renewal to The Director of CISPAC. Program oversight and reports will be the responsibility of the Director of CISPAC as the Implementer of Cure Violence, with guidance from the Executive Director of Focus On Renewal when desired or indicated. Insight and involvement of the entire Grow Sto-Rox collaborative will be available, as it always has been, to support the efforts of each member, and at times, contribute heavily to each other's successes.

Focus On Renewal is in the process of recruiting and hiring new staff attached to the two grants we have most recently received for one Mental Health Specialist and two Trauma Support Specialists. The three staff members to be hired through the Richard King Mellon Foundation and Eden Hall Foundation, respectively, will be heavily recruited and screened for the following requirements and characteristics: The Mental Health Therapist will be required to have a Master's degree in Social Work, Psychology or Counseling; 5-7 years counseling experience; demonstrated competency in trauma informed care and cognitive behavioral therapy; and experience working with African American males and vulnerable populations reentering the community. Traits include authenticity, genuineness and respect for all lived experiences and an understanding of violence prevention strategies. Must be an adept thinker, ready to pivot to the demands of the job, and like to work in a fast paced environment. The Trauma Support Specialists will be required to have

Bachelor's degrees or Associates degrees in Social Work; 3-5 years of outreach and supportive casework; demonstrated competency in trauma informed care; experience working with African American males and vulnerable populations reentering the community. Staff must place a high value on "diversity, inclusiveness and equity" with all program participants. Must be flexible to meet the needs of program participants and ready to pivot to the demands of the job, and like to work in a fast paced environment.

Terri Minor Spencer, who is the current Director of West End P.O.W.E.R. and an advisory member of the Prison Society, will be responsible for providing oversight for both Phases of READI Sto-Rox. She will also provide direct service in Phase I with the Focus On Renewal Mental Health Specialist and guest presenters, such as M-Powerhouse, Davis Consulting Solutions (DCS), etc. In Phase II she will work directly with the Employment Specialist to oversee the success of both employment tracks. Focus On Renewal will contract directly with West End P.O.W.E.R. to provide services. Focus On Renewal will also contract directly with M-Powerhouse to provide specialized lectures/workshops and seminars for program participants in Phase I. The Director of M-Powerhouse, Terry Smith, is a creative force known for his passion teaching and educating our community members on specific job skills related to drones. Dr. Danielle Davis and her staff have a reputation for excellence. DCS has the following certifications: PA Unified Certification Program for Disadvantaged Businesses (MBE/WBE); Dept. of General Services Small Business and Small Diverse Business.

The Quarterback for this CVRP will contract with CISPAC as the Implementer to provide all services related to Cure Violence Sto-Rox. Their Executive Director, Bridget Clement, and assigned staff will work directly with this program while also engaging Cure Violence Global and Lee Davis Consulting who will provide program implementation and oversight of the violence interrupters and street teams. Bridget, through her aligned work with Lee Davis, has already initiated violence prevention efforts in the Sto-Rox School District. She has been instrumental in forging a Community Anti-Violence Committee that has been meeting regularly for over a year. Under her leadership, CISPAC has been working with the Allegheny Intermediate Unit in a Pennsylvania Commission on Crime and Delinquency grant with our most vulnerable and at-risk teens.

Focus On Renewal has employed the following strategies to retain staff:

Remote Office Subsidy payments of \$1,500 were offered to each staff member during the pandemic; retention bonuses of 5% of each salary were distributed post pandemic; Cost of living increases in salary are made between 1-3% annually; performance bonus tiers up to \$1,500 annually are distributed, promotion growth with accretion of duties are offered when possible, creation of Individual Development Plans that include paid training/workshop and seminar attendance are done annually. Training on CPR, AED, and Mental Health First Aid is offered regularly. Specialized training is also offered on Trauma Informed Care, ACES and Diversity, Equity and Inclusion. Special agency-wide celebrations such as Employee Appreciation Day are celebrated. All supervisors maintain an open door policy and our Human Resource Manager offers linkage to our EAP providers. We value our staff members and want them to grow professionally.

Focus On Renewal has established IT tracking systems to record service delivery data and outcomes throughout all of our programs. Depending on the funder, several programs have their

own IT tracking system. However, all programs report service delivery data and their outcomes in a monthly report to the Deputy Director of Community Programs, these are then reviewed by the Executive Director. The Executive Director then prepares a bi-monthly report that goes to the Board of Directors for review/discussion of program efficacy. Specific outputs and outcomes for grant funded programs are typically required in a logic model matrix at the time of grant application, and are therefore benchmarked with milestones specifically for compliance reasons and for review purposes on two case management platforms.

Focus On Renewal has over fifty years of experience serving the entire community of Sto-Rox. From its inception, its founder Father Don Fisher, wanted an agency that was not faith based but “based in the faith we have in each other”. Hence, Christian, Jew, Muslim, Agnostic, Atheist were all a part of the community we always wanted to serve, and we did just that. Our view of community was always expansive and emphasized the “unity” in **community**. We are committed to meet all individuals and families exactly where they are, while offering high quality services that are designed specifically to meet their individual needs. The demographics of the people we serve includes those with multi-racial and ethnic backgrounds, as well as varying intellectual and physical ability. Gender identity and expression is respected as are the myriad life experiences that our community members have lived through. Special attention is paid to English proficiency as there are currently seven different languages spoken in our Family Foundations program, this includes American Sign Language. We have multiple contracts with translators and interpreters for our program participants coming to the United States directly from war torn countries and/or refugee camps. All are welcomed, embraced and genuinely care for. We pride ourselves on this standard of care.

We provide wraparound services to all Sto-Rox residents so that they feel thoroughly supported with ready access to a multitude of programs under “one roof”. These services include: Critical Care Emergency Funds, Food Pantry, Senior Box Program, Emergency Food Programs, Early Head Start Program, Kindergarten Readiness Program, Arts Programs (Dance, Ceramics, Screenprinting, Music Production, Culinary Arts, STEAM, AACOA), Public Library Services, Early Learning Services (subsidies for child care), Pathway Services (case management for education/workforce and self-sufficiency). Our Community Liaison provides on-site linkage for those needing primary medical care and mental health and/or behavioral health care referrals. Shortly, Focus On Renewal will have one Mental Health Specialist and two Trauma Support Specialists on board as well.

Focus On Renewal is primed to fully administer both Cure Violence Sto-Rox and READI Sto-Rox with the complete involvement of our Grow Sto-Rox collaborative partners and myriad other community partners. Together we can do this. We are standing ready to reverse the tide of violence sweeping through our neighborhoods, with this grant funding from DHS all of this becomes possible.

Project Participants and Program Budget

| Strategy Name | Estimated number of participants served | |
|-----------------------|---|--------|
| | Year 1 | Year 2 |
| Cure Violence Sto-Rox | 40 | 40 |

| | | |
|---------------|----|----|
| READI Sto-Rox | 40 | 40 |
|---------------|----|----|

Focus On Renewal Quarterback Coordination of Sto-Rox CVRP*

| Line Item | Year 1 Request | Year 2 Request | Additional Revenue Source | Amount of Revenue |
|--------------------------------|----------------|----------------|---------------------------|-------------------|
| Salaries | \$47,000 | \$52,250 | | |
| Benefits | \$7,500 | \$8,360 | | |
| Travel | \$4,000 | \$4,000 | | |
| Consultants | \$60,000 | \$60,000 | | |
| Equipment | \$1,000 | \$1,000 | | |
| Supplies | \$2,000 | \$2,000 | | |
| Training | | | Eden Hall Foundation | \$3,000 |
| Marketing | | | McCune Foundation | \$2,000 |
| Leased Space | | | RKM Foundation | \$5,000 |
| Administrative Overhead | \$24,300 | \$25,522 | | |
| Totals | \$145,800 | \$153,132 | | \$10,000 |

Two Year QB Budget Request= \$298,932*

Budget Narrative:

Salaries include 25% of Executive Directors Salary; 25% of Deputy Directors Salary

Benefits include UC, FICA, Retirement contribution (16% of salaries)

Travel includes local DHS meetings, possible travel to model developers

Consultants include \$30,000 each to Grow Sto-Rox partners MRCDC and Zellous Hope

Equipment as needed

Supplies include paper, toner, postage

Training costs are covered by a grant from Eden Hall Foundation

Marketing and Communication costs are covered by a grant by McCune Foundation

Leased Space costs are covered by a grant by RKM Foundation

Administrative Overhead costs are Insurance, Audit, HR, and Finance at 20% of total

Note: READI Sto-Rox Program Costs not shown above payable through other sources (in first year) will include: Salary and Benefits of Mental Health Specialist \$30,000 from Eden Hall Foundation and \$80,000 for Salary and Benefits of the Trauma Support Specialists from Richard King Mellon Foundation.

own IT tracking system. However, all programs report service delivery data and their outcomes in a monthly report to the Deputy Director of Community Programs, these are then reviewed by the Executive Director. The Executive Director then prepares a bi-monthly report that goes to the Board of Directors for review/discussion of program efficacy. Specific outputs and outcomes for grant funded programs are typically required in a logic model matrix at the time of grant application, and are therefore benchmarked with milestones specifically for compliance reasons and for review purposes on two case management platforms.

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Project Participants and Program Budget

| Strategy Name | Estimated number of participants served | |
|-----------------------|---|--------|
| | Year 1 | Year 2 |
| Cure Violence Sto-Rox | 40 | 40 |

| | | |
|---------------|----|----|
| READI Sto-Rox | 40 | 40 |
|---------------|----|----|

Focus On Renewal Quarterback Coordination of Sto-Rox CVRP*

| Line Item | Year 1 Request | Year 2 Request | Additional Revenue Source | Amount of Revenue |
|--------------------------------|----------------|----------------|---------------------------|-------------------|
| Salaries | \$47,000 | \$52,250 | | |
| Benefits | \$7,500 | \$8,360 | | |
| Travel | \$4,000 | \$4,000 | | |
| Consultants | \$60,000 | \$60,000 | | |
| Equipment | \$1,000 | \$1,000 | | |
| Supplies | \$2,000 | \$2,000 | | |
| Training | | | Eden Hall Foundation | \$3,000 |
| Marketing | | | McCune Foundation | \$2,000 |
| Leased Space | | | RKM Foundation | \$5,000 |
| Administrative Overhead | \$24,300 | \$25,522 | | |
| Totals | \$145,800 | \$153,132 | | \$10,000 |

Two Year QB Budget Request= \$298,932*

Budget Narrative:

Salaries include 25% of Executive Directors Salary; 25% of Deputy Directors Salary

Benefits include UC, FICA, Retirement contribution (16% of salaries)

Travel includes local DHS meetings, possible travel to model developers

Consultants include \$30,000 each to Grow Sto-Rox partners MRCDC and Zellous Hope

Equipment as needed

Supplies include paper, toner, postage

Training costs are covered by a grant from Eden Hall Foundation

Marketing and Communication costs are covered by a grant by McCune Foundation

Leased Space costs are covered by a grant by RKM Foundation

Administrative Overhead costs are Insurance, Audit, HR, and Finance at 20% of total

Note: READI Sto-Rox Program Costs not shown above payable through other sources (in first year) will include: Salary and Benefits of Mental Health Specialist \$30,000 from Eden Hall Foundation and \$80,000 for Salary and Benefits of the Trauma Support Specialists from Richard King Mellon Foundation.

Focus On Renewal Grant Submission
Community Violence Reduction Plan from High-Priority Areas

Attachment Three

Partner Commitment and Support Letters:

- CISPAC
- Davis Consulting Solutions
- Lee Davis & Associates
- McKees Rocks CDC
- Sto-Rox School District
- West End POWER
- Zellous Hope

Employer Commitment Letters:

- 5 Generation Bakers
- Ace Wire Spring
- Allegheny County Housing Authority
- Allegiance Staffing
- DaVillage
- DCTF
- KSC Commercial Cleaning
- Maintenance One
- Trace Brewing
- Volpatt Residential

Community Commitment and Support Letters:

- Tom Baker, Executive Director, North Hills Community Outreach
- The Honorable Bruce J. Boni, Magisterial District Judge
- Robert Cherry, Chief Executive Officer, Partner4Work
- Richard Deliman, Chief of Police, McKees Rocks Police Department
- David Flick, Mayor, Borough of McKees Rocks
- Adam Garber, Executive Director, CeaseFirePA

- Chris Heck, President/CEO, Pittsburgh Airport Area Chamber of Commerce
- Kristin Goodell, Manager of Workforce Partnerships, Catalyst Connections
- Anita Astorino Kulik, PA State Representative, 45th Legislative District
- Representative Conor Lamb, Member of Congress
- Terry Smith, Founder and CEO, M-PowerHouse of Greater Pittsburgh

Partner Commitment and Support Letters

- CISPAC
- Davis Consulting Solutions
- Lee Davis & Associates
- McKees Rocks CDC
- Sto-Rox School District
- West End POWER
- Zellous Hope

April 23, 2022

Cindy Haines
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Cindy:

As a founding member of Grow Sto-Rox, Communities In Schools Pittsburgh Allegheny County (CISPAC), is in full support of the collective effort lead by Focus on Renewal (FOR) to create and implement a community violence reduction plan in McKees Rocks.

CISPAC has had a presence in the Sto-Rox School District as well as the McKees Rocks community for the last five year. Throughout that time, the levels of violence in the community have only continued to rise. We believe that CURE Violence McKees Rocks and READI McKees Rocks are the best evidence-based programs to combat this on-going issue in the community.

Further, CISPAC is fully committed to implementing the CURE Violence McKees Rocks program. We've been working alongside the community to help find solutions to the violence crisis. CISPAC is well positioned, since we have school-based staff already assigned to Sto-Rox school buildings who have relationships with the students and their families. We believe that having CISPAC's site staff in our schools as well as violence interrupters in the community will give us the best possible chance to decrease the number of violent events while helping to connect individuals to needed supportive services.

We are anxious to work together with the other partners on this important initiative.

Sincerely,



Bridget Clement
Executive Director



412-407-BIZZ (24)
Info@DavisConsultSolutions.c
www.DavisConsultSolutions.c

April 26, 2022

Cynthia L. Haines
Executive Director
Focus on Renewal
420 Chartiers Ave.
McKees Rocks, PA 15136

Re: RFP for Community Violence Reduction Plans from High-Priority Areas

Dear Ms. Haines,

Davis Consulting Solutions, LLC d/b/a Davis Consulting Solutions (DCS) is writing to confirm our commitment to the above referenced project should Focus On Renewal be determined the successful bidder and awarded the contract for Sto-Rox. We are a certified PA UCP minority and women owned business that provides diverse business and workforce solutions as part of our core offerings.

DCS commits to provide the following scope of services to the Sto-Rox Collaborative based on our proposed written and accepted budget that will be funded by Focus on Renewal:

- Serve as a consultant and subject matter experts in Workforce Development and Placement.
- Staff the project full-time for employment services, coaching, job placement, case coordination, and support groups as part of our Community2Work® program in Phase I and II of READI Sto-Rox.
- Oversee, facilitate, staff and implement an Entrepreneurial track with coaching, consulting, and training through our Emerging Business Program in Phase II of READI Sto-Rox.

Please let me know if you have any questions. We thank you for the opportunity to serve as your partner should you be awarded this opportunity. Thank you for your ongoing service and commitment to our communities.

Dr. Danielle Davis, President/CEO
Davis Consulting Solutions (DCS)

Signature

A handwritten signature in black ink, appearing to read "Danielle Davis", is written over a horizontal line.

CC. File



April 14, 2022

Cindy Haines
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Cindy:

Lee Davis & Associates Consulting LLC has been working with the Allegheny County Health Department from the beginning stages of the implementation of the Cure Violence model in McKees Rocks through my work with Allegheny County Department of Human Services, I support your application for the Community Violence Reduction initiative.

I have worked alongside Communities In Schools Pittsburgh Allegheny County (CISPAC) to begin to deploy the Cure Violence model in McKees Rocks. I plan to continue to be engaged in this effort by providing technical support to CISPAC as they move to fully implement this important violence prevention program.

McKees Rocks has been experiencing high levels of gun violence. We believe that the Cure Violence model is the best evidence-based program to combat this on-going issue in the McKees Rocks community.

Sincerely,

A handwritten signature in black ink, appearing to be "Lee Davis", written over a horizontal line.

Lee Davis
Lee Davis & Associates Consulting LLC

Officers

Adrienne Roberts
Positive Parenting Director
Focus On Renewal
President

Jason Corrado
Account Executive
Engle-Hambright & Davies Inc
Vice President

Brandon Davis
Senior Projects Accountant
Carnegie Mellon University
Treasurer

Talia DePasquale
Director of Communications
Neighborhood Allies
Secretary

Tony Skender
Sto-Rox Schools (ret.)
Immediate Past President

Taris Vrcek
Executive Director

Board Members

Paul K. Brown
Owner
Rocks Landing

Coach LaRoi Johnson
Counselor
Three Rivers Youth

Ronald Reidell
Pharmacy Service & Delivery
Cardinal Health

Tamika Huffman
Dispatch Supervisor
Port Authority

Jordan Allen
Implementation Specialist
CISPAC

Lachon Ellman
Sr. Underwriter, SE Region
New American Funding

Father Regis Ryan
Director Emeritus



701 YUNKER STREET
P.O. BOX 808
McKEES ROCKS, PA 15136
(412) 331-9900

April 13, 2022

Allegheny County Department of Human Services

DHSProposals@alleghenycounty.us

Dear DHS Officials,

We, McKees Rocks Community Development Corporation, along with the other members of the Grow Sto-Rox Collaborative, stand as equal partners with Focus on Renewal as they act as the general proposer and Quarterback for the Sto-Rox Community Violence Reduction Plan grant. In many ways, complementary but also different, we are involved, not only in the planning, but the implementation of this project.

MRCDC's role will be to provide oversight to ensure the program reaches its goals of generational wealth building and to assist in connecting with employers, trades, and other job training resources in Sto-Rox and the Pittsburgh region, as well as solutions around barriers such as transportation.

We stand with Focus on Renewal in total unity and synchronicity on this commitment-centered Community Violence Reduction Plan.

Sincerely,

Taris Vrcek
Executive Director

McKees Rocks Community Development Corporation is a registered 501(c)(3) EIN 06-1714498
The official registration and financial information of the McKees Rocks Community Development Corporation
may be obtained from the Pennsylvania Department of State by calling toll-free, within PA,
1-800-732-0999. Registration does not imply endorsement.



S T O - R O X

S C H O O L D I S T R I C T

Administration
298 Ewing Road
McKees Rocks, PA 15136
412-771-3213

Primary Center
300 Ewing Road
McKees Rocks, PA 15136
412-771-3213 x3

Upper Elementary
298 Ewing Road
McKees Rocks, PA 15136
412-771-3213 x2

Jr.-Sr. High
1105 Valley Street
McKees Rocks, PA 15136
412-771-3213 x1

April 14, 2022

Cindy Haines
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Cindy:

The Sto-Rox School District is in full support of Communities In Schools Pittsburgh Allegheny County (CISPAC) implementing the Cure Violence Model as part of the Community Violence Reduction initiative.

CISPAC has had a presence in the Sto-Rox School District as well as the McKees Rocks community for the last five year. We believe that having CISPAC's site staff in our schools as well as violence interrupters in the community will give us the best possible chance to decrease the number of violent events while helping to connect individuals to needed supportive services.

McKees Rocks has been experiencing high levels of gun violence. We believe that the Cure Violence model is the best evidence-based program to combat this on-going issue in the McKees Rocks community.

Sincerely,

A handwritten signature in black ink that reads "Joseph C. Dimperio".

Dr. Joseph Dimperio
Substitute Superintendent



1015 Tweed Street
Pittsburgh, PA 15204
www.westendpower.org
(412) 620-3833

May 4, 2022

Allegheny County Department of Human Services
DHSProposals@alleghenycounty.us

Dear DHS Officials,

West End P.O.W.E.R. stands as an equal partner with Focus On Renewal as they act as the general proposer and Quarterback for the Sto-Rox Community Violence Reduction Plan grant.

West End P.O.W.E.R. is a member of The Prison Society and Pittsburgh Interfaith Impact Network, together they work on stemming any occurrence of re-offending, while also offering employment advancement opportunities to all program participants. As a community activist and the mind behind Colorful Backgrounds, I created West End P.O.W.E.R. with inspiration from my own life experience having had great success in a similar career development course - after serving 16 years in prison.

West End P.O.W.E.R. is fully committed to implementing and overseeing Phase 1 and 2 of READI-SR. This includes offering outreach, engagement, group co-facilitation, job coaching/mentoring as well as assisting with job placement and aftercare.

I stand with Focus On Renewal in total unity and synchronicity on this community-centered Community Violence Reduction Plan.

Sincerely,

Jeri Minor Spencer



Zellous Hope Project

731 Chartiers Ave Unit 505, McKees Rocks Pa 15136 dzellous@zelloushope.com 724-496-5615

www.zelloushope.com

Tax ID: 90-0971820

Officers:

Helen Edmunds
Chairman/President

Albert Burton
Vice Chair/Vice President

Gwendolyn Rouse
Financial Consultant

Denise Zellous
Director/CFO/Treasure

Constance Meyer
Organizational Consultant

Irene Sparks
Community Service

Carl Lewis
Public Relations

Melissa Burton
Secretary

Denise Zellous
Director/Treasure



2012 & 2013

March 27, 2022

Allegheny County Department of Human Services

DHSProposals@alleghenycounty.us

Dear DHS Officials,

We, the members of the Grow Sto-Rox Collaborative, stand as equal partners with Focus on Renewal as they act as the general proposer and Quarterback for the Sto-Rox Community Violence Reduction Plan grant. In many ways, complementary but also different, we are involved, not only in the planning, but the implementation of this project:

Zellous Hope Projects role involves providing support and guidance to Returning Citizens also known as ex-offenders that are seeking employment, expungement, transportation, clothing, and resources on their road to better living.

We stand with Focus on Renewal in total unity and synchronicity on this commitment-centered Community Violence Reduction Plan.

Most Sincerely,

Denise Zellous
Director of Zellous Hope Project

Employer Commitment Letters

- 5 Generation Bakers
- Ace Wire Spring
- Allegheny County Housing Authority
- Allegiance Staffing
- DaVillage
- DCTF
- KSC Commercial Cleaning
- Maintenance One
- Trace Brewing
- Volpatt Residential



Cynthia L. Haines,
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

March 31, 2022

Dear Cindy,

Please note that 5 Generation Bakers is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and attest to starting wages no less than \$13.20 per hour.

Best wishes on this grant application. We stand united with you in your efforts.

Sincerely,

A handwritten signature in black ink that reads 'Scott A. Baker'.

Scott A. Baker
President
5 Generation Bakers

1100 Chartiers Avenue, McKees Rocks, PA 15136
412.444.8200 * www.jennyleeswirlbread.com



March 29, 2022

Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please note that Ace Wire Spring & Form Co., Inc. is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful traditional REDI Sto-Rox placement.

We want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and attest to starting wages no less than \$15.80 per hour.

Best wishes on this grant application. We stand united with you in your efforts.

Sincerely,

A handwritten signature in black ink, appearing to read 'Linda Froehlich', with a large, decorative flourish at the end.

Linda Froehlich
Owner
Ace Wire Spring & Form Co., inc.



YOU'LL BE GLAD TO CALL IT HOME.

301 Chartiers Avenue
McKees Rocks, PA 15136

Phone (412) 355-8940

FAX (412) 355-8954

TTY (412) 746-0040

www.achsng.com

EXECUTIVE DIRECTOR

Frank Aggazio

BOARD MEMBERS

Mark Foerster
Chairperson

Sara Innamorato

Paul J. D'Alesandro

Derek Uber

Sydney Hayden

April 4, 2022

Cynthia L. Haines,
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

The Allegheny County Housing Authority is ready and eager to not only support READI Sto-Rox, the ACHA is committed to offer paid employment, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement. Please note that the ACHA has current employees living in McKees Rocks.

The Allegheny County Housing Authority joins you in wanting to be part of a healthy community that offers economic stability to those unemployed or under-employed, and agrees to starting wages no less than \$15.80 per hour. Therefore, we will commit to hiring at least one Maintenance Aid or an Administrative Assistant.

Best wishes on this grant application. We stand united with you in your efforts.

Best,

A handwritten signature in blue ink that reads "Dr. Frank Aggazio". The signature is written in a cursive style and is positioned above the printed name.

Frank Aggazio, Executive Director
Allegheny County Housing Authority
301 Chartiers Ave
McKees Rocks, PA 15136



April 18, 2022

Cynthia L. Haines

Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please note that Allegiance Staffing is ready and eager to not only support READI Sto-Rox, but committed to offer paid employment to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We office close by, have many customers in the area, as we are in our 25th year in business and want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and have plenty of jobs and attest to start wages at no less than \$15.80 per hour.

Best wishes to you as you are awarded this grant. We stand united with you in your efforts, let us know how we can help otherwise and look forward to hearing from you soon.

Sincerely,



Tim Dillon
Allegiance Staffing



950 Greentree Road, Suite 302
Pittsburgh PA 15220
412-458-5535
www.AllegianceStaffing.com



April 11, 2022

Cynthia L. Haines,
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please note that DaVillage Social Club and Event Center LLC is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and attest to starting wages no less than \$15.80 per hour.

Best wishes on this grant application. We stand united with you in your efforts.

Sincerely,

Karen Mitchell
Owner

████████████████████
████████████████████
████████████████



Date: 04.13.2022

Cynthia L. Haines,
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

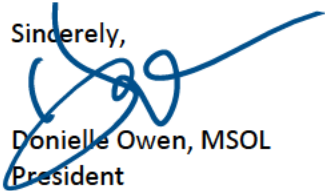
Dear Ms. Haines,

Please note that DCTF is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and attest to starting wages no less than \$15.80 per hour.

Best wishes on this grant application. We stand united with you in your efforts.

Sincerely,


Donielle Owen, MSOL
President

DCTF
P O Box 294, Murrysville PA 15668
PH 678.360.3404 www.dctfpa.com info@dctfpa.com



412-377-9732



615 South Ave.
Pittsburgh Pa, 15221



ksccleaning1@gmail.com
www.ksccleaning.com

CONNECT WITH US ON
LinkedIn KAREN DENTON



April 17th, 2022

Cynthia L. Haines,
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please note that Maintenance One Real Estate Solutions is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and attest to starting wages no less than \$15.80 per hour.

Best wishes on this grant application. We stand united with you in your efforts.

Sincerely,



Trace Brewing, LLC
4312 Main Street
Pittsburgh, PA 15224

April 14, 2022

Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please note that Trace Brewing is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We want to be a party of a healthy community that offers economic stability to those unemployed or under-employed and attest to starting wages no less than \$15.80 per hour.

Best wishes on this grant application. We stand united with you in your efforts.

Sincerely,

A handwritten signature in black ink, appearing to read "David Kushner".

David Kushner
CEO
Trace Brewing, LLC



May 3rd, 2022

Cynthia L. Haines, Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please note that Volpatt Residential is ready and eager to not only support READI Sto-Rox, but is committed to offer paid employment, apprenticeships, or internships to active program participants once they have completed their successful transitional READI Sto-Rox placement.

We want to be a part of a healthy community that offers economic stability to those unemployed or under-employed and our wages start at \$17.50 depending on experience.

Our team is looking for skilled carpenters, laborers, and remodelers. While experience is ideal, it is not required. People without experience in home construction and remodeling will start out as a laborer.

Please note that employees must have transportation to and from job sites.

This is a great program and we support your efforts.

Michael Volpatt

Michael Volpatt
Co-Founder
Volpatt Residential

Community Commitment and Support Letters

- Tom Baker, Executive Director, North Hills Community Outreach
- The Honorable Bruce J. Boni, Magisterial District Judge
- Robert Cherry, Chief Executive Officer, Partner4Work
- Richard Deliman, Chief of Police, McKees Rocks Police Department
- David Flick, Mayor, Borough of McKees Rocks
- Adam Garber, Executive Director, CeaseFirePA
- Chris Heck, President/CEO, Pittsburgh Airport Area Chamber of Commerce
- Kristin Goodell, Manager of Workforce Partnerships, Catalyst Connections
- Anita Astorino Kulik, PA State Representative, 45th Legislative District
- Representative Conor Lamb, Member of Congress
- Terry Smith, Founder and CEO, M-PowerHouse of Greater Pittsburgh



April 19, 2022

North Hills Community Outreach is proud to support our friends and colleagues with Focus On Renewal with the READI Sto-Rox Initiative. READI Sto-Rox is a Rapid Employment and Development Initiative that is designed to offer a 12-month program for people most highly impacted by violence with interventions intended to decrease violence involvement, arrests and recidivism among adult men facing high rates of arrests and victimizations. READI Sto-Rox will work with participants to stay safe, free from incarceration and enable them to sustainably support themselves and their families. READI Sto-Rox will offer outreach, group support, paid subsidized employment opportunities and support services.

We are very grateful to have a wonderful partnership with Focus on Renewal and have a current NHCO staff member serving full-time out of the Community Resource Center in McKees Rocks. Through years of collaboration we have been able to serve the community even more effectively. We are the exact type of agency who will be accepting even more referrals into our Pathways Program for case management purposes through this opportunity.

The Pathways Program is a holistic approach that helps individuals and families achieve stability and self-reliance. In our Pathways program we work with individuals and families over time, rather than just with immediate issues. We help clients: Locate the services and resources you need to achieve their goals, create their own long and short term goals and action plans, and gain skills and knowledge that will empower them to reach these goals. Pathways Clients Can Receive: Flexible access to our food pantries and other NHCO programs, One on one advocacy and support from a service coordinator, Budgeting information, and Job search assistance. When more opportunities, such as the READI Sto Rox program are supported it enables us to assist even more local residents through programs like Pathways.

We are grateful to work with Cindy Haines and her team to better serve the community. They are terrific partners and leaders in the social services sector. I am proud to fully support their proposal for the READI Sto-Rox initiative. Please feel free to contact me at 412-608-8842 or tjbaker@nhco.org if you would like more information or have additional questions. Thank you for considering Cindy and our partners with Focus on Renewal for this important opportunity.

Sincerely,

Tom Baker, MA

North Hills Community Outreach

Executive Director

NHCO Main
1975 Ferguson Rd.
Allison Park, PA 15101
412-487-6316 opt 1
www.nhco.org

NHCO Millvale
416 Lincoln Ave.
Pittsburgh, PA 15209
412-408-3830

NHCO North Boroughs
Greenstone
United Methodist Church
939 California Ave.
Pittsburgh, PA 15202
412-307-0069

Free Rides for Seniors
Lighthouse Pointe at
Chapel Harbor
500 Chapel Harbor Dr.
Pittsburgh, PA 15238
412-449-0151

Donate a Vehicle
to NHCO's
Transportation Assistance
Program
412-408-3830 x 3225
nhco.org/donate/donate-car/

COMMONWEALTH OF PENNSYLVANIA



COUNTY OF ALLEGHENY

BRUCE J. BONI

MAGISTERIAL DISTRICT JUDGE

Magisterial District 05-3-06
104 Linden Avenue
McKees Rocks, PA 15136-3505

MAGISTERIAL DISTRICT:
MCKEES ROCKS BOROUGH
STOWE TOWNSHIP

OFFICE:
TEL 412.331.3414
FAX 412.331.3422

April 18, 2022

Ms. Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Re: Enthusiastic endorsement of Focus On Renewal "READI Sto-Rox Initiative"

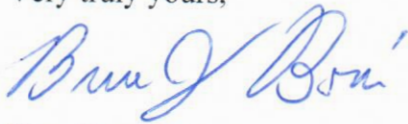
Dear Ms. Haines:

I wish to offer my unqualified support for the READI Sto-Rox Initiative as an integral element in a comprehensive community violence reduction plan. As you know, I preside over the Magisterial District comprised of both McKees Rocks Borough and Stowe Township. In my judicial role, I strive daily to serve this community honorably by offering access to a civil and criminal justice system emblematic of the foundational and aspirational ideals of fairness, justice and equality. The people of these communities deserve nothing less, and if we are ever to restore faith and public trust in governmental institutions we must, *inter alia*, demonstrate an unwavering dedication not only by protectively *responding* to problems of cyclical violence but also by *proactively* mitigating the root causes of violence through creative intervention in the lives of those most directly affected. All too often in my professional life, I see the direct and indirect, immediate and latent impacts of violence on individuals, families and entire neighborhoods. This social "virus" has devastating long-term impacts and it is incumbent upon all of us invested in the community to do everything within our power to break the cycle. Despite my personal best efforts at setting people on the right path at every precious opportunity, we cannot and should not exclusively rely on law enforcement and the judiciary to teach by ultimatum that violence is never the appropriate response. We need to give people realistic hope for a future without violence. For this reason, I strongly support Focus On Renewal in its efforts to secure desperately needed grant funding through the Allegheny County Department of Human Services to implement this visionary Rapid Employment and Development Initiative. Fully funded implementation of this and related programs will be instrumental as a cost-effective investment in our residents and in our collective future. This community cannot hope to thrive unless and until risks to basic physical health and safety are replaced with tangible opportunities for personal growth and financial independence that come with job skills training and stable employment. We reject the notion that violence is a fact of life that can be eradicated solely through punishment without concomitantly promoting a supportive path to self-reliance.

I am continually impressed by Focus On Renewal's critical role as a top-shelf, indefatigable and indispensable asset to this struggling but persevering community, and I am confident that together with active contributions from its Grow Sto-Rox Collaborative partners, the promising READI Sto-Rox Initiative would likely provide consequential and transformative support to the Sto-Rox community in disrupting current troubling trends and influencing violence reduction for a generation. This will pay dividends that will no doubt resonate far beyond the boundaries of these towns.

Based on the above, should you hopefully acquire the vital resources to fully implement the READI Sto-Rox Initiative, I am firmly committed in my official judicial capacity to directly refer appropriate individuals to this pragmatic, multi-faceted and well-conceived diversionary program. I understand that you have already secured advance commitment of participation by multiple local employers. Kudos, and godspeed in your ongoing commitment to improve opportunity for all the good, hard-working and honest folk who call the Sto-Rox community home.

Very truly yours,



Hon. Bruce J. Boni
Magisterial District Judge
District Court 05-3-06

April 25, 2022

RE: Community Violence Reduction Plans from High-Priority Areas Grant

Dear Ms. Haines,

I am writing in support of Focus On Renewal's (FOR) proposal to the Allegheny County Department of Human Services in response to the Community Violence Reduction Plans from High-Priority Areas grant announcement.

Understanding the critical need to address community violence, we are excited about the possibilities that FOR's proposed initiative has for improving the lives and potential of individuals impacted by violence and their families. FOR is a longstanding partner of Partner4Work, working to connect adults and young adults in the Sto-Rox community with employment services through referral to Summer Learn & Earn and PA CareerLink workforce development programming. If awarded, PA CareerLink will continue to accept job seeker referrals from FOR for those candidates deemed not appropriate for FOR's proposed project.

Sincerely,



Robert Cherry
Chief Executive Officer



McKees Rocks Police Department

ALLEGHENY COUNTY, PENNSYLVANIA

Municipal Building • 340 Bell Avenue • McKees Rocks, PA 15136

412-331-2302 • Fax 412-331-1397

Richard Deliman, *Chief of Police*

April 8, 2022

Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

This is a Support Letter for your Community Violence Reduction Plan that includes READI Sto-Rox.

We understand the impact this type of program has on the health, well-being, security, and local economy. In fact, we stand with you and your other Grow Sto-Rox partners in support of this Department of Human Services Grant application to enhance the lives of our citizens and their families. More than supporting this program, my department will refer individuals to READI Sto-Rox when most appropriate to do so. We all win with this type of intervention and support!

Most Sincerely,

Richard Deliman
Chief of Police
McKees Rocks Police Department



Borough of McKees Rocks

340 Bell Avenue · McKees Rocks, PA 15136
412-331-2498

Ms. Cynthia L. Haines, Executive Director Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

April 12, 2022

Dear Ms. Haines,

This is a Support Letter for your Community Violence Reduction Plan that includes READI Sto-Rox.

We understand the impact this type of program has on the health, well-being, security, and local economy. In fact, we are excited to stand with you and your other Grow Sto-Rox partners in support of this Department of Human Services Grant application to enhance the lives of our citizens as their families. We all win with this type of intervention and support!

Most Sincerely,

David Flick
Mayor
Borough of McKees Rocks



April 29, 2022

To Whom It May Concern,

As the Executive Director of CeaseFirePA Education Fund, the Commonwealth's gun violence prevention organization, it is my pleasure to write this letter of support for Focus on Renewal Sto-Rox Neighborhood Corporation's (FOR) application for an Allegheny County Department of Human Services Community Violence Prevention Grant (CVPG).

FOR's programming has an extremely positive impact on the community. Their READI Sto-Rox Initiative, implemented by West End P.O.W.E.R. and M-Powerhouse, is a Rapid Employment and Development Initiative that is designed to offer a 12-month program for people most highly impacted by violence with interventions intended to decrease violence involvement, arrests, and recidivism among adult men facing high rates of arrests and victimizations. READI Sto-Rox will offer outreach, group support, paid subsidized employment opportunities, and other family support services.

Focus on Renewal Sto-Rox Neighborhood Corporation is a strong partner of CeaseFirePA and active in the community. Their programs and partnerships connect children, adults, and families with relationships, resources, and opportunities to develop and sustain a thriving community. They work with a wide range of partners to ensure high quality programming is accessible to all 13,000 residents of the Sto-Rox Community.

Given their excellent work and strong partnerships with CeaseFirePA and others in the region, I am pleased to provide my support for Focus on Renewal Sto-Rox Neighborhood Corporation's CVPG application.

Sincerely,

A handwritten signature in blue ink, appearing to read "Adam Garber".

Adam Garber
CeaseFirePA Executive Director



**THE
CHAMBER**
PITTSBURGH AIRPORT AREA
Connected to the world.

**850 Beaver Grade Road
Suite 101
Moon Township, PA 15108**

412.264.6270
info@paacc.com
paacc.com

04/06/2022

Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

This is a Support Letter for your Community Violence Reduction Plan that includes READI Sto-Rox.

We understand the impact this type of program has on the health, well-being, security, and local economy. In fact, we stand with you and your other Grow Sto-Rox partners in support of this Department of Human Services Grant application to enhance the lives of our citizens as their families. We all win with this type of intervention and support!

Furthermore, the Pittsburgh Airport Area Chamber of Commerce is committed to assisting you with outreach to over 500 employers in the Sto-Rox impact area. Be assured, we will be using our newsletter to inform all business members of this critical link to the economic vitality of our community.

Most Sincerely,

Chris Heck
President/CEO
Pittsburgh Airport Area Chamber of Commerce



CATALYST CONNECTION
POWERING POTENTIAL

Cynthia L. Haines
Executive Director
Focus on Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Catalyst Connection is proud to offer our commitment to your Community Violence Reduction Plan that includes READI Sto-Rox. We are proud to commit to free manufacturing skills training classes for a certified manufacturing skills pre-apprenticeship and building block for increased success in the New Century Careers Machinist Training pre-apprenticeship.

We understand the impact this type of program has on the health, well-being, security, and local economy. In fact, we stand with you and your other Grow Sto-Rox partners in support of this Department of Human Services Grant application to enhance the lives of our citizens as their families. We all win with this type of intervention and support!

With Sincere Gratitude,

Kristen B. Goodell, M.Ed
Manager of Workforce Partnerships
Kgoodell@CatalystConnection.org

ANITA ASTORINO KULIK, MEMBER
45TH LEGISLATIVE DISTRICT

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CORAOPOLIS, PENNSYLVANIA 15108
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FAX: (412) 269-2767

WWW.REPKULIK.COM



House of Representatives
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

COMMITTEES

GAME & FISHERIES
LIQUOR CONTROL
PROFESSIONAL LICENSURE
VETERANS AFFAIRS & EMERGENCY
PREPAREDNESS

April 13, 2022

Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

Please accept this letter of support as you seek funding in the amount of \$298,954 to be the Proposer and Quarterback for the Community Violence Reduction Plan Grant Program that will include READI Sto-Rox and Cure Violence Sto-Rox.

We understand the impact this type of program has on the health, well-being, security, and local economy. In fact, we stand with you and your other Grow Sto-Rox partners in support of this Department of Human Services grant application to enhance the lives of our citizens and their families. We all win with this type of intervention and support.

Therefore, it is without reservation that I endorse the efforts of GROW Sto-Rox in this endeavor. Please do not hesitate to contact me at 412-264-4260 if you have any questions or need any additional information.

Sincerely,

A handwritten signature in cursive script that reads "Anita Astorino Kulik".

Anita Astorino Kulik
State Representative
45th Legislative District

CONOR LAMB

17TH DISTRICT, PENNSYLVANIA

HOUSE COMMITTEE ON VETERANS' AFFAIRS

SUBCOMMITTEE ON HEALTH

SUBCOMMITTEE ON OVERSIGHT AND INVESTIGATIONS

HOUSE COMMITTEE ON SCIENCE, SPACE
& TECHNOLOGY

SUBCOMMITTEE ON ENERGY

SUBCOMMITTEE ON RESEARCH AND TECHNOLOGY

HOUSE COMMITTEE ON TRANSPORTATION
& INFRASTRUCTURE

SUBCOMMITTEE ON AVIATION

SUBCOMMITTEE ON HIGHWAYS AND TRANSIT



Congress of the United States
House of Representatives
Washington, DC 20515-3818

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BEAVER COUNTY OFFICE
3468 BRODHEAD ROAD, SUITE #1
MONACA, PA 15061
(724) 206-4860

PENN HILLS OFFICE
11 DUFF ROAD, SUITE A3
PITTSBURGH, PA 15235
(412) 871-2060

April 21, 2022

Executive Director Cindy Haines
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

RE: DHS RFP for Community Violence Reduction Plans from High-Priority Areas

Dear Executive Director Haines,

I am writing in support of Grow Sto-Rox's work to improve the quality of life of Sto-Rox residents. Grow Sto-Rox is a collaboration comprised of community leaders – and local partners who provide support – working to create and implement a community violence reduction plan.

This initiative is led by the community, and the organizations who comprise Grow Sto-Rox have their pulse on the needs of this community. Grow Sto-Rox partners with organizations who are best able to meet those needs and will have the strongest impact on the community. I am confident that the planning, coordination, and strategies implemented by the collaborative Grow Sto-Rox consortium will have a positive impact and will help McKees Rocks and surrounding communities flourish.

I respectfully ask that you give this full and fair consideration to the Grow Sto-Rox application. Please do not hesitate to contact my office if you have any questions or if I can provide any additional support.

Sincerely,

A handwritten signature in blue ink that reads "Conor Lamb".

Conor Lamb
Member of Congress



March 10, 2022

Cynthia L. Haines
Executive Director
Focus On Renewal
420 Chartiers Avenue
McKees Rocks, PA 15136

Dear Ms. Haines,

This is a Support Letter for your Community Violence Reduction Plan that includes READI Sto-Rox.

We understand the impact this type of program has on the health, well-being, security, and local economy. In fact, we stand with you and your other Grow Sto-Rox partners in support of this Department of Human Services Grant application to enhance the lives of our citizens as their families. We all win with this type of intervention and support!

Most Sincerely,

A handwritten signature in cursive script that reads 'Terry Smith'.

Terry Smith
Founder, and CEO
M-PowerHouse of Greater Pittsburgh
Energy Innovation Center
1435 Bedford Avenue, Suite# 140
Pittsburgh, PA. 15219