



Allegheny County Department of Human Services

RFP Response Form

RFP for Community-Led and Community-Operated Informal Mental Health Supports

PROPOSER INFORMATION

Proposer Name: Amachi Pittsburgh

Authorized Representative Name & Title: Anna Hollis, Executive Director

Address: [REDACTED]

Telephone: [REDACTED]

Email: ahollis@amachipgh.org

Website: www.amachipgh.org

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

Date Incorporated: August 2011

Partners included in this Proposal: N/A

How did you hear about this RFP? *Please be specific.* Through the RFP.

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

	Name	Phone	Email
Chief Executive Officer	Anna Hollis	412-281-1288	ahollis@amachipgh.org
Contract Processing Contact	Davida Allen	[REDACTED]	dallen@amachipgh.org
Chief Information Officer	NA	NA	NA
Chief Financial Officer	Pam Blizzard	[REDACTED]	pblizzard@yourcfo.us
MPER Contact*	Casey Shealer	[REDACTED]	cshealer@amachipgh.org

BOARD INFORMATION

RFP for Community-Led and Community-Operated Informal Mental Health Supports

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

Board Chairperson Name & Title: M. Gayle Moss, Board Chairperson

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.*

Deb Sahd, Special Assistant to the Secretary, PA Department of Corrections

Email: dsahd@pa.gov

Phone: [REDACTED]

Elizabeth Miller, MD PhD FSAHM, UPMC Children's Hospital

Phone: [REDACTED]

Email: (assistant) Janice.korn@chp.edu

LaTrenda Sherrill, Common Cause Consultants

Phone: [REDACTED]

Email: [REDACTED]

PROPOSAL INFORMATION

Date Submitted 8/8/2022

Amount Requested: \$350,000 over two years

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.

RFP for Community-Led and Community-Operated Informal Mental Health Supports

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 commitment letters, if applicable
- MWDBE and VOSB documents
- Allegheny County Vendor Creation Form
- Audited financial reports or other financial documentation for the last three years
- W-9
- At least one letter of support from a community-based organization or community member

REQUIREMENTS

Please respond to the following. The maximum score a Proposal can receive is 125 points. Your response to this section should not exceed 12 pages. (Pages 1-3 are not included in the page count).

RFP for Community-Led and Community-Operated Informal Mental Health Supports

Experience and Leadership (25 points possible)

1. Describe your organization's experience providing services to/in communities that have been marginalized by mainstream systems.

Founded in 2003, Amachi Pittsburgh has been serving as a beacon of hope and a safe haven for children and families who, through no fault of their own, are faced with the seemingly insurmountable challenges of parental/familial incarceration. We seek to empower, nurture, and protect those most vulnerable to the criminal justice system. We work to amplify the voices of youth & families; activate a community of support; and advance policy & practice to drive equity and justice.

This population has been referred to nationally as the invisible or forgotten victims of crime with little recognition or dedicated resources. In Allegheny County alone, there are more than 8,500 children on any given day who struggle with the mental and emotional anguish that having a parent behind bars brings to their young lives. As the only organization in the region specifically focused on this vulnerable population, we act as a conduit to help them heal, grow and thrive by identifying and building upon their own strengths and resiliency. We work strategically in partnership with our constituents as well as stakeholders across systems to ensure that marginalized youth and families are empowered to break the cycle of generational poverty, crime and incarceration. Amachi fills a critical gap in community services, reaching more than 300 youth and family members annually who have not received similar services by other agencies and reside in neighborhoods defined as extreme/high need by DHS.

By design, the Amachi model is partnership- and asset-based, establishing and leveraging community connections by collaborating with faith- and community-based organizations that serve as a pool of mentors/volunteers and can then provide ancillary support and resources for our families. Our holistic, integrated service model offers compounding benefits and consists of:

- Mentoring to reduce the likelihood of young people perpetuating the intergenerational cycle of imprisonment. Mentoring matches establish goals and commit to meeting a minimum of four hours per month for a minimum of one year, engaging in activities conducive to positive youth development. Typically, 70-80% of matches extend their commitment beyond one year and the average match lasts more than three years.
- Family strengthening and reunification support to strengthen family ties that help reduce trauma, promote healthy family functioning, and lead to positive life outcomes. In addition, we work with correctional facilities to promote healthy parent-child interactions. Stronger ties between children and parents pre- and post-release not only benefit the children, but evidence shows that it also helps to reduce recidivism, which prevents the revictimization that children would suffer if parents returned to prison.
- Amachi Ambassadors leadership development to empower youth to champion their own cause, become civically engaged, and impact systems level change using their powerful voices and compelling stories. Youth participate in monthly trainings and workshops and engage in raising public awareness, identifying issues to address, and developing youth-led solutions.

With a host of awards and national recognition, Amachi has a tremendous record of proven outcomes as documented in our program evaluations conducted by university partners. A 2019 report of mentoring interventions documented that 94% of mentee respondents strongly agree with the statement "I like being a mentee", and 90% of mentees strongly agree with the statement that "I think my mentor and I are a good match". 79% of mentees agree or strongly agree with the statement "my mentor helps me

RFP for Community-Led and Community-Operated Informal Mental Health Supports

solve problems”. 95.6% of respondents selected a 4 or higher in response to both “My mentor and I have a good relationship with each other” and “I feel like my mentor is making a positive impact in my life.” The report also showed that 100% of mentored youth were not engaged in delinquency (stealing, vandalism, gangs, weapons), 0% reported using alcohol, and 89% were not using marijuana or other drugs. Key findings of previous evaluations highlight our success in producing long-term positive benefits as well including a **92% success rate** in young people breaking the generational cycle of incarceration—in stark contrast to estimates by the U.S. Department of Justice that more than 50% would fail.

While actively engaged in averting cycles of violence, crime, and incarceration through evidence-based programming, Amachi has a prominent presence in advancing social change, amplifying the voices of children, families and communities on a number of special initiatives. We have been dedicated to raising awareness, increasing cross-sector collaboration, and amplifying the voices of children/families locally, statewide and nationally. Our leadership has led to reform of legislation including new, groundbreaking legislation in Pennsylvania establishing the First Chance Trust Fund for youth scholarships and community grants.

Our advocacy and leadership are reflected by current or former participation in the following:

- Juvenile Justice & Delinquency Prevention Committee of the PA Commission on Crime & Delinquency (Governor Wolf appointment); Juvenile & Adult Racial & Ethnic Disparities Subcommittees; First Chance Trust Fund Planning Committee
- PA Joint State Commission's Zero Tolerance Advisory Committee (Sen. Rafferty appointment)
- The Pittsburgh Foundation's Juvenile Justice Qualitative Study and Single Women Raising Children
- University of Pittsburgh's Institute on Politics Criminal Justice Task Force
- Executive Council, University of Pittsburgh School of Social Work's Center on Race & Social Problems
- Greater Pittsburgh Nonprofit Partnership (GPNP) Advisory Team
- Forbes Funds Advisory Council
- Chair, Advocacy Subcommittee of the Allegheny County Jail Collaborative

2. Describe your organization’s experience building trust with the communities within which you work and provide at least one specific example to illustrate that experience. Attach at least one letter of support from a community-based organization or community member.

The most basic, yet meaningful, way Amachi has become a trusted and valued member of our communities is by establishing and maintaining a consistent, visible, and reliable presence while delivering our promises. Simply put, we show up and do what we say we will do. We were founded with a partnership-based approach to serving our population – a community of families living with the trauma of parental incarceration. The Amachi model is anchored on a foundation of relationship and trust-building by leveraging formal partnerships with faith- and community-based organizations right in communities where our children and families live. Working with resident leaders with knowledge of their neighbors, and leveraging existing trusted relationships gives us a pathway to connect quickly with families in need. We don’t try to reinvent the wheel but rather rely on what’s tried and true--meeting people right where they are in their time of need and addressing their felt needs first and foremost.

For example, upon inception in 2003, we leveraged the network of one of our founding partners, Project Angel Tree, a program of Prison Fellowship Ministries working with incarcerated parents and local

RFP for Community-Led and Community-Operated Informal Mental Health Supports

congregations to deliver Christmas gifts on behalf of the incarcerated parent. Accordingly, we secured an MOU whereby Angel Tree connects Amachi to its families and churches. Amachi then receives referrals, reaches out as an Angel Tree partner, and begins building our own relationship. Prior to the COVID-19 pandemic, we started with in-person home visits to get to know each other better, conduct a strength and needs assessment, and then respond with programming and resources based on their specific circumstances. Visits were virtual during the pandemic. We also established partnerships with Angel Tree churches to assist with making connections and to recruit mentors for our children and volunteers who could support our work throughout the year.

The way we engage youth, families and community members after making the initial connection is really what has created the long-standing trust we've maintained over the years. Showing our families in multiple ways that they matter and that we care, makes all the difference given the shame and stigma they've carried on their shoulders because of familial incarceration. We've always taken a humble position as learners and give deference to our youth and families as experts with lived experience. We've shown that we listen by incorporating their ideas, addressing their concerns, and meeting their needs as much as possible. Exposure to new opportunities such as photojournalism camp with National Geographic photographers or weekend getaways at campsites with archery, fishing, fireside chats, and other first-time experiences really enabled us to build strong bonds. Providing ongoing case management support is also valued by our families as it enables us to connect them to resources or services that we don't provide.

We also attract current and former program participants or those who have been directly or indirectly impacted by incarceration to work with us as interns or staff. Our front-line workers and members of our leadership team share race, ethnicity, culture and experiences with those we serve. By embedding in our program design in-resident systems of support, prioritizing being a consistent presence in communities, and meeting families right where they live, we have a long held a position to deliver specialized services. Families and communities know that their mental and behavioral health matters deeply to us. They can trust that we are committed to being a consistent and positive support.

3. Provide a concise statement of your organizational philosophy.

Amachi Pittsburgh seeks to empower, nurture, and protect those most vulnerable to the criminal justice system, operating through the Sanctuary Model, which is a set of commitments designed to build a community of caring that recognizes trauma, and to engage our community in a more trauma-responsive way to promote healing, wellness and cultural change. Our youth and families have inherent value despite family circumstances; they possess the inborn capacity to overcome obstacles and solve problems as experts with lived experience; they do not need "saviors" but rather partners to walk alongside them in a supportive role in the process of learning to heal, grow and thrive. We work to amplify the voices of youth and families, activate a community of support, and advance policy and practice to drive equity and justice.

4. List demographic information about your organization's leadership and staff, as well as the population they serve.

The chart below details demographic information for our organization's staff, board, and those we serve.

RFP for Community-Led and Community-Operated Informal Mental Health Supports

Group	Total Number	Racial Breakdown
Organizational Leadership	4	3 Black; 1 White
Organizational Staff	7	5 Black; 2 White
Organizational Board	14	7 Black; 7 White
Participants Amachi programs	295	280 Black; 15 White

Project Details (50 points possible)

5. Describe what Informal Mental Health Support services your proposed Project will provide, and the intended outcomes you hope to achieve. Include how the Project will meet one or more of the goals listed in RFP Section 2.1.

Amachi Pittsburgh's work, at its core, has involved providing informal mental health supports to youth and families experiencing the trauma of parental incarceration. While we are proud of the great impact we've demonstrated, we know that there are thousands of families who cannot access supportive services. Whether transportation is an issue or a lack of understanding about trauma and mental health, too many are left behind. Through this project, we aim to reach and engage more of these families in DHS-identified high and extreme need communities by going directly into their neighborhoods through a mobile outreach program called, "Hear4U". The program name speaks both to our consistent physical presence as well as the safe spaces we create to facilitate open communication. We will offer community-based, person-centered, trauma-responsive, and culturally competent services, validating that it's ok not to be ok but also community members that have tools to manage mental health. Our two-fold goal is to:

Educate and Raise Awareness

Teaching The Sanctuary Model framework, which promotes safety and recovery from adversity through the active creation of a trauma-informed community. Individuals will learn to recognize and understand trauma; develop individual safety and self-care plans; and normalize mental health and wellness throughout their communities.

The Sanctuary Model upholds seven commitments to support healing from trauma: nonviolence, emotional intelligence, social learning, democracy, open communication, social responsibility, and growth and change. We have integrated Sanctuary Model practices and training into all aspects of our programming. Our goal is to help nurture a cultural shift in recognizing and identifying the effects of trauma among children of incarcerated parents and promoting the development of a common language and tools around trauma and its impact on families/communities. By normalizing talking about mental health and seeking support and healing, we aim to open doors to new opportunities for youth and families to thrive. Our goal is to use this research-based, trauma informed framework to create safe and healing environments for children, families and adults who have experienced the chronic stress and adversity inherent in communities experiencing violence, intergenerational poverty and incarceration, unemployment, and other traumas stemming from cultural and racial disparities, and political marginalization.

Engage in Empowering Activities

RFP for Community-Led and Community-Operated Informal Mental Health Supports

Provide virtual reality experiences with content designed to support mental health; enroll youth/families in programming (mentoring, family strengthening, and Amachi Ambassadors); and provide referrals to other service providers based on individual needs.

We believe our project aligns with DHS goals, particularly by incorporating virtual reality as a special fun, interactive support that is innovative and non-traditionally utilized especially in marginalized communities. Feedback on this tool is so positive that we are confident that it will pique the interest of youth and adults. The content of educational materials, the type of activities offered, and maintaining a consistent physical presence in communities collectively help to increase access to proactive and preventive supports; offer new ways to connect and normalize mental health and well-being; and reduce stigma around mental health and wellness supports for marginalized communities. We're setting the stage for formal providers to follow, when needed, where's there is a greater level of readiness.

Program Design

The long reach of inadequate and unequal mental and behavioral health care, along with the impact of shame and stigma around mental/behavioral healthcare, impacts all aspects of the lives of youth and families experiencing parental incarceration. For us, a longstanding challenge has been even identifying families coping with parental incarceration as no recordkeeping system exists in the criminal justice system for tracking parental incarceration. Meeting families within the communities where they live – coming directly to them – has been a part of our vision for several years. Now and without a system of referrals for families in need, it is even clearer that mobile community outreach is critical to identifying youth/families for whom services can be provided.

Program Design

The Hear4U mobile unit will be purchased and retrofit for this project in consultation with Compass Counseling and Support Services (CCSS). CCSS recently launched their mobile counseling program, providing directly mental health services in communities using a specially outfitted shuttle. Working in consultation with Doreen Upshaw, CEO and Founder of CCSS, will facilitate the process of Amachi Pittsburgh developing our own mobile unit and outreach model into communities.

Amachi's Hear4U mobile unit, over two years, will conduct bi-weekly visits to neighborhoods in targeted areas where families have difficulty accessing supports for a variety of reasons including lack of local services and poor or no public transportation. Manned by staff and supplemented by volunteers leveraged from our faith and community-based partners (for example, St. Luke the Evangelist Church and numerous fraternities, sororities, and synagogues), the Hear4U program will visit three (3) regions and communities identified by DHS as having the greatest need for informal supportive services.

Consistency in presence is key, and we will visit each community on four-month rotation 2x/week, starting with four (4) communities in Area 1 in Year 1, and then rolling the program out to the additional eight (8) communities in Areas 2 & 3 in Year 2. For Hear4U's visits in communities, the vehicle will be parked in accessible, central, and visible public areas with welcoming signage. While we anticipate that pre-advertisement of the program will drive a certain percent of visitation, our brightly colored vehicle, welcoming signage, and free healthy refreshments will further promote interest and inquiries.

During Hear4U's visits in communities, Amachi will do what we do best: develop trusting relationships with youth and families, deliver engaging activities that are targeted towards self-care, mental health

RFP for Community-Led and Community-Operated Informal Mental Health Supports

and wellness. In addition to meeting people and talking about their experiences and self-identified needs, we will bring our tool kit of activities including games, meditation, videos, and virtual reality technology*. For families/youth demonstrating a higher level of interest, we will conduct on site group or individual teaching of the key elements of the Sanctuary Model including safety planning.

We view this project as an investment in Amachi from which traditionally marginalized and underserved community members will benefit. Following the two-year funding of this project from DHS, we anticipate continuing the program and continuing to offer this innovative programming.

Application of Innovative Technology –

We will include virtual reality experiences headsets as a component of community engagement, an activity based on our successful partnership with the Department of Corrections (DOC). With DOC, Amachi currently is utilizing virtual reality technology as a tool for family strengthening and reunification. Working specifically with high level offenders, DOC is piloting the use of virtual reality headsets as incentives for inmate completion of parenting class and for common experiences to connect inmates with their children. Through VR, kids and incarcerated parents have a common experience with innovative and fun technology, giving them a point of relaxed and enjoyable connection. The DOC reports positive impact and potential for reduction of incidents of violence and conflict among inmates and staff.

6. Describe where and to whom you will provide your Project, and why that community needs the proposed Project.

We plan to take our mobile outreach program to the communities identified by DHS with the highest need and effect of incarceration. These are three (3) regions and communities: Area 1 (South): Arlington Heights, Knoxville, Beltzhoover, Carrick; Area 2 (Mon Valley): Braddock, Rankin, Duquesne, McKeesport, Clairton; Area 3 (East): Penn Hills, Wilksburg, East Hills. Working in these communities, Amachi will utilize the mobile unit, community centers, and parks as spaces for education and raising awareness. For our first year, we have identified the following communities in which to work based on overlap between DHS data confirming extreme and high need, and Amachi data on areas impacted by high rates of incarceration.

Parental incarceration is strongly linked to aggression and violence in youth as expressions of the pain, trauma and even violence they have experienced themselves. It is vital that we center trauma-responsive practices in our organization and work.

Mental Health Care

Negative attitudes and beliefs towards people with mental health conditions is pervasive in the U.S., but it is particularly strong within the LGBTQ and Black and Brown communities. The stigma about mental health treatment has its foundation in the historical prejudice and discrimination people of color have experienced in the U.S. health care system. Yet this is not merely a relic of history. Many of these minority groups *still* have these experiences: provider bias and lack of trauma-informed practices and cultural competency lead to misdiagnosis, inadequate or ineffective treatment. These underrepresenting adults are more likely than white adults to report persistent symptoms of emotional distress. For these adults living below the poverty line, they are more than twice as likely to report serious psychological distress than those with more financial security (NAMI). Despite this, only one in three adults of color with mental health receive treatment, and they are less likely to receive guideline-

RFP for Community-Led and Community-Operated Informal Mental Health Supports

consistent care; less frequently included in research; and more likely to use emergency rooms or primary care rather than mental health specialists (American Psychiatric Association).

The consequence of these experiences is not only individual distrust, but distrust among entire communities. Self, public, and institutional stigma are primary factors contributing to people not seeking mental health supports (CDC, 2012). Research shows that many adults impacted by the need for support, and especially older adults, have the view that mental health conditions are connected to personal weakness (Ward, 2013). This stigma about mental health creates shame, fear of discrimination, and reluctance to seek support among youth, families, and other community members. This creates a situation where even discussing mental health is an obstacle to identifying and seeking support when they are most needed (Ward, 2013).

7. Describe any formal or informal partnerships your Project will require and your plan to develop those. Include a description of how you envision DHS supporting you. (Consider describing how you prefer to communicate with DHS about any system or other barriers your Project encounters, and about any opportunities for system improvements you may identify.)

Amachi Pittsburgh brings to this project a wealth of existing formal and informal partnerships. These include:

- Compass Counseling and Support Services (CCSS) – The mobile unit and technology for mental health support is patented under CCSS; thus, CCSS will offer a licensing and technology transfer agreement as well as consultation and technical support to develop and operation of the Amachi Hear4U mobile unit throughout the two-year project period.
- Sanctuary Institute – Training for infusing trauma-informed approach to all aspects of community work and the Amachi network
- Mentoring Partnership of SWPA – Mentor training and technical assistance
- Leadership Foundations & Youth Collaboratory – Connection to national network, training, best practices, and research on national trends impacting constituents
- MEE Productions – Development of educational materials
- UPMC Community Pediatrics and Medical School – Volunteers to expand youth’s social support; addressing racial inequities in healthcare; informing development of educational materials
- Department of Corrections & Wrap Reality – Virtual reality programming and experiential content
- Local faith and community-based organizations – Mentors; volunteers to participate in mobile outreach; family support
- Pittsburgh Steelers – Youth/family activities

One of the supportive ways DHS can support us is by sharing information of the DHS Data Warehouse, providing critical information to Amachi as we work to identify community and family needs. This will allow us to have greater access to individuals that need these services. Amachi Pittsburgh is open to any form of communication with routine check-ins that will allow us to share the successes or barriers of this project with DHS.

8. Provide a concise project timeline listing when certain activities (e.g., planning, hiring, implementation) and milestones will begin and end.

Milestones	Year 1
------------	--------

RFP for Community-Led and Community-Operated Informal Mental Health Supports

	Q1	Q2	Q3	Q4
Purchase and retrofit mobile unit	x	x	x	
Hire project staff and intern	X	x	X	X
Enhancement of promotional materials	X	X	X	X
Conduct weekly mobile education outreach in 4 communities (Area 1)			x	x
Data collection and analysis; review and incorporate related recommendations		x		x
	Year 2			
	Q1	Q2	Q3	Q4
Conduct bi-weekly mobile education outreach in 8 communities (Areas 2 & 3)	x	x	x	x
Data collection and analysis; review and incorporate related recommendations				x
Develop plan to expand outreach to additional communities				x
Deliver final report to DHS				x

9. Describe your proposed staffing plan, role descriptions and any training requirements. Include whether or not staff will have or obtain certification as peer specialists, and why.

Following the funding of this project, we plan to hire a full-time staff member to manage this project. This team member will be responsible for all aspects of planning and implementation of the project. There will be a community member of one of the communities in which this project will serve, utilizing their lived experience to best benefit the children and families involved in the program. Additionally, we would like to engage an intern to work with this staff member.

Amachi Leadership staff: Anna Hollis, Executive Director – partnership development, grant and financial oversight, Amanda Taylor Beacote, Director of Mentoring and Partnerships

Support staff: (while not directly facilitating this program, staff will provide support) Yazmin Pena, Mentoring Specialist, Akeilla Goater, Family Engagement Specialist, Jordan Allen, Sr., Amachi Ambassadors Coordinator, Brett Wormsley, Mentoring Specialist

Staff members do not currently have peer specialist certifications. We are considering and researching opportunities for peer specialist certification currently. Amachi is committed to providing an elevated level of care and a trauma-sensitive environment for the people we serve, employees, and all stakeholders.

Community Involvement and Trust (30 points possible)

10. Describe how you included community members in planning and designing your Project.

Central to Amachi Pittsburgh's success is our longstanding practice of routinely surveying community members to ensure that we are providing targeted services based on the community's prioritized needs. From our inception and through focus groups, surveys, intimate conversations, engaging partners in our network, and conducting parent workshops and youth workshops, we have convened with our stakeholders to understand the exact needs/challenges being faced and how we can be a support. We

RFP for Community-Led and Community-Operated Informal Mental Health Supports

also are fully engaged with multiple faith- and community-based organizations through several collaboratives to understand best practices and challenges from their perspective, while simultaneously investing in our systems work by executing a five-year strategic plan and prior to that, development, and communications audits, which also captured extensive stakeholder input. Through this complement of successful practices, we stand confident that we have a solid grasp on the needs of the community we serve, while staying flexible to the distinct challenges of each family. For the development and design of our mobile program, we have continued this strategy of integrating the understanding, knowledge, and wisdom of community members in identifying their challenges and strengths, to ensure that this project meets their needs.

11. Describe how you will include community members in the implementation/staffing/assessment of your Project.

Embedded in our organizational history and culture is a feedback cycle guiding our work, which has always included the voices, experience, wisdom and vision of the youth, families, and communities we serve. Key to successful project implementation of the mobile unit will be identifying and building strong relationships with community leaders and influencers and engaging them, and others, in regular informal and formal (focus groups, surveys) communications about project implementation and impact.

Additionally, as we move forward as a Sanctuary organization, Amachi is actively growing a core leadership team. We will seek diverse stakeholders including youth and parents from the new communities we reach to join our core team and guide and support our work. Core team members agree to the following goals:

- Be role models for Sanctuary Implementation and practice at Amachi Pittsburgh
- Actively represent and communicate with constituents and become trainers and cheerleaders for the entire organization
- Demonstrate and relay a positive attitude with Amachi families, mentors, and staff
- Employ simple behaviors to support cultural transformation
- Take initiative, communicate, and take risks outside of their comfort zone
- Practice living the Sanctuary Model both in and outside
- Help build on Amachi Pittsburgh's values of trauma informed care and practice

Core team members meet weekly to discuss Sanctuary practices

12. Explain why you are the appropriate provider of this Project, specifically addressing why your community will trust you to provide this Project. (Consider describing the length of time in the community and years in operation, prior successful programs, the community's involvement in current programs, other examples of leadership in your community or other information you think would be helpful.)

As an organization, our reputation speaks to our work. We have been with families in jails, engaged in court systems, communicated with legislators, developed relationships with communities, family health centers and community centers, and engaged a substantial number of families every year. The way we communicate to and with our constituents is through focus groups, workshops, advocating for changes that we want to see. We are known for our follow through and delivering on commitments and have a long track record of meeting and exceeding project goals with foundation, state and federal grants and local. Our staff front line workers are from the communities that we are targeting, which means we have a shared culture. People who look like them, shared race, language, culture, have been where they have

RFP for Community-Led and Community-Operated Informal Mental Health Supports

been, shared culture, shared experience. For the most part, these are typically 80-90% of underrepresented families.

We continue to be the only organization in the region solely dedicated to serving children of incarcerated parents and their families. Through nearly 20 years of service, we have gained the trust of every community we have served in Allegheny County through our consistent presence, person- and family-centered approach, and unique knowledge of the trauma of parental incarceration. Leveraging this to lead change provides the sharp vision driving our work. Simply put, Amachi Pittsburgh's mission, vision and programs are designed to give kids experiencing parental incarceration a fighting chance.

From inception, Amachi Pittsburgh has been a connector, creating a network of support that starts with children and families impacted by parental incarceration, and ultimately channeling their inherent strengths in developing solutions to bring ground level work to advance policy change. By adopting the Sanctuary Model, Amachi Pittsburgh demonstrates its commitment to fostering and encouraging a safe, nurturing environment for all members of the Amachi "family" to heal, grow, and thrive. This organizational framework ensures that we maintain a model of trauma-informed culture within our staff, board and volunteers and is the bedrock of our community work.

Data Collection and Reporting (10 points possible)

13. Describe what data you currently collect on your programs.

Tracking and evaluation are conducted through the University of Pittsburgh, Collaborative for Evaluation and Assessment Capacity (CEAC). CEAC and Amachi Pittsburgh work together to employ routine assessments to analyze program effectiveness in several areas. In accordance with our five-year strategic plan, Amachi collects data on the following measurable outcomes:

1. Youth/families demonstrate stability and/or improvement in key developmental areas, healthy functioning and agency to advocate for themselves as well as systems change. Metrics are that our programming contributes to:
 - Youth exhibiting more positive behaviors;
 - Youth being more motivated to succeed in school; and
 - Youth avoiding involvement in the criminal justice system.

The primary evaluation tool used to assess our impact is the Behavior Checklist, which is administered to parents/caregivers at baseline and upon completion of program participation. The checklist assesses the youth's status in key areas including school performance, school/social behavior, emotional stability, self-confidence, self-control and high-risk behaviors (drug use, early sexual activity, etc.). We are also now able to access school data for mentored youth attending Pittsburgh Public Schools. Evaluation activities include:

- Tracking program enrollment, attendance and engagement.
 - Collecting and compiling monthly activity reports completed by mentors.
 - Recording and analyzing data, including the Behavior Checklist and school records.
 - Interviewing mentees, parents/caregivers, mentors, and community partners about their experiences with Amachi's programming.
2. External stakeholders across sectors (e.g., healthcare, education, law enforcement, legislature) demonstrate greater awareness of the impact of incarceration on children and families; recognize their capacity to play a supportive role and promote positive youth outcomes; and institute some form of action within their respective fields (e.g., mentoring, volunteerism, resource distribution, etc.) Data collection tracks the following metrics:
 - Number of external stakeholders engaged educational presentations

RFP for Community-Led and Community-Operated Informal Mental Health Supports

- Changes in the way stakeholders serve youth
- Number of new volunteers (including mentors) engaged

14. Describe how you will know if your Project is effective in achieving its goals and what data you will collect to track its effectiveness.

Amachi will measure the impact of our mobile outreach program through a range of qualitative and quantitative data collection. Data collection will include pre- and post-survey instruments, focus groups, and record keeping about participation in activities. Our targeted outcomes are:

- 5,000 individuals receive informal mental health support
- 1,000 individuals participate in a Sanctuary activity (i.e., safety plan development, self-care)
- 500 VR experience sessions facilitated
- Referrals provided to mental health or other services
- 50% of individuals are better equipped to recognize and manage mental health.

Budget (10 points possible)

15. Provide a detailed line-item budget that reflects a realistic estimate of the costs associated with planning, implementing, and sustaining the Project. Please remember that Project staff must earn no less than \$15/hour and you may include language assistance services costs in the budget.

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

Amachi Pittsburgh			
Project/Program Expenses	Narrative Detail		Total Project
			2-Year Budget
Salary*	Salary for program facilitator and intern for staff. (100% Effort)	Salary for FTE is \$43,500 and intern salary is \$28,000 per year.	145,000
Payroll taxes + Fringe	25% of base salary		\$36,250
Vehicle & Retrofitting	Purchase of 15 passenger van and retrofitting to vehicle to create a mobile unit.	1 Vehicle @\$30,000 Retrofitting to vehicle, graphic wrapping of vehicle, electric generator and electrical supplier-\$39,000 Gut & Rebuild vehicle \$6000	75,000
Insurance & Inspection	comprehensive, liability insurance and annual inspection		\$9,000
Vehicle Repairs & Gas	internal, external vehicle maintenance, repairs and supplies and gas	\$5 a gallon of gas for a 40 gallon tank 1 time a week \$200 X 12=\$2400 2 sets of brakes, rotors, tires, regular scheduled maintenance \$8,000	\$20,000
Capital Maintenance	Maintenance all equipment, printing, coping	VR, Vehicle, printing supplies	\$15,000
Mobile vehicle license & consultation	This includes partnership with Compass Counseling and Support services.		\$30,000
Technology Support	Software support	VR tech support and internet support	\$4,000
Technology & Supplies	software and additional VR units & mobile hotspot	10 additional VR systems \$ 3000, 10 set-ups \$200 each \$2000,	\$12,750
Administrative Overhead	10% of Personnel and Operations		\$30,000
TOTAL PROJECT EXPENSE			\$ 377,000

RFP for Community-Led and Community-Operated Informal Mental Health Supports

Click or tap here to enter text.

Compass Counseling and Support Services
700 River Ave. Suite #234
Pittsburgh, PA. 15212



Let us help you navigate life.

August 8, 2022

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

To Whom it May Concern:

Re: Amachi Pittsburgh - Community Led and Community Operated Informal Mental Health Supports

On behalf of Compass Counseling and Support Services, I am pleased to submit this letter of support and agreement for Amachi Pittsburgh's proposal for funding to the Allegheny Department of Human Services for Community Led and Community Operated Informal Mental Health Supports. I strongly endorse Amachi Pittsburgh's proposal to develop and deliver informal mental health supports to communities identified by DHS as extreme/high need—communities where parental incarceration is prevalent.

Compass Counseling provides mobile therapy and counseling in a formal capacity in communities to meet youth and families where they live, thereby reducing obstacles to obtaining mental health services. It is our goal to partner with Amachi Pittsburgh in mobile outreach to provide a continuum of support in our most marginalized communities. Amachi will serve as a forerunner of sorts by focusing on informal supports through trauma-based education as well as child- and family-centered, strengths-based programming. I'm particularly intrigued by the use of technology and virtual reality experiences to pique the interest of youth and families, and keep them engaged. Our agencies will work synergistically for a greater impact by touching more lives and cross referring not only to each other's services but other available services as appropriate and needed.

Through education and awareness-raising about the significant social, emotional, and behavioral impacts of parental incarceration on youth and families, Amachi Pittsburgh strives to create a pathway for community members towards healing, growth, and empowerment. We are excited to work with Amachi Pittsburgh to move the needle on the critical need for mental health and wellness investment among individuals, families and communities in Allegheny County. Please see attached for agreement details.

Thank you in advance for your support.

Sincerely,

Doreen Upshaw, MS, MPC
Founder/CEO and Lead Counselor
Compass Counseling and Support Services

August 8, 2022

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

To Whom it May Concern:

I am sending this letter of support for Amachi Pittsburgh's proposal for funding to the Allegheny Department of Human Services for Community Led and Community Operated Informal Mental Health Supports.

My family has been involved with Amachi for many years and I can't say enough about how supportive and understanding the staff along with my children's mentors have been. There are so many ways that parental incarceration affects children and the parents who are left at home to pick up the pieces and hold everything together. To say that it is stressful and draining in every way would be an understatement. One of the biggest challenges after my children's father went to prison was figuring out where to begin with processing what had just happened, how life was going to change, sorting through the chaos, and how I was going to make ends meet without any assistance.

In my experience, Amachi has been consistent, trustworthy, respectful, and sensitive to my family and our needs. They do a wonderful job of giving children a safe place to open up and talk, and to participate in interesting, fun activities that help them cope with their challenges. Sometimes it's difficult to know how to address what kids are going through and why they act out so having mentors and Amachi is so important. But they aren't just here for children. They also make sure that parents have activities, resources and the support we need. Being able to talk with staff about our issues and interact with other families in the same situation really helps us get through tough times and manage stress whether it's emotional, mental or financial. The staff listen to our concerns and do whatever they can to assist even if it means working with other agencies to find what we need.

Having Amachi Pittsburgh in the community is so important. I've never heard of anyone else doing what they do with families dealing with incarceration. There are so many more of us in need, but they don't know about Amachi or they have a hard time with transportation. If Amachi is able to get a mobile outreach program to come right into neighborhoods that don't have enough services, that would make a huge difference.

I strongly support Amachi and am excited about what they can do with more resources. I know they will help more children and families understand how to deal with trauma and get involved with activities to help with mental health and wellness. I'm especially looking forward to the virtual reality experiences.

Thank you for your support of Amachi families.

Sincerely,



keonablankenship@gmail.com

OVERCOMING FAITH — THIS IS THE VICTORY THAT HAS OVERCOME THE
WORLD...OUR FAITH I JOHN 5:4

RSMBCh

RODMAN STREET MISSIONARY BAPTIST CHURCH
Rev. Dr. Darryl T. Canady, Senior Pastor

August 8, 2022

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

To Whom it May Concern:

Re: LETTER OF SUPPORT for Amachi Pittsburgh - Community Led and
Community Operated Informal Mental Health Supports

As senior pastor of Rodman Street Missionary Baptist Church, it is with pride and enthusiasm that I submit this letter in strong support of Amachi Pittsburgh's proposal for funding to the Allegheny County Department of Human Services. Amachi has grown tremendously over the years upon a solid foundation, and to be able to carry out its important mission in more innovative ways will enable the organization to greatly expand its proven, outcomes-based work.

Rodman was one of the founding church partners bringing Amachi Pittsburgh's programming and support services into our Black communities challenged by the compounding impacts and trauma of mass incarceration. From our long-term relationship with Amachi starting back in 2003, we can attest to the positive and life-changing experiences that mentoring and family strengthening brings to our community members.

My predecessor, the late Rev. Delano Paige, himself served as a mentor alongside a group of congregants that he inspired to answer such an important call to action. In honor of his legacy, I am thrilled to continue working with Amachi on our shared goal of uplifting the most vulnerable among us. I do this alongside Deaconess M. Gayle Moss, former NAACP-Pittsburgh Chapter president, who has been passionately serving Amachi for more than 10 years, currently in the capacity of Chair of the Board of Directors.

OVERCOMING FAITH — THIS IS THE VICTORY THAT HAS OVERCOME THE
WORLD...OUR FAITH I JOHN 5:4

R S M B C

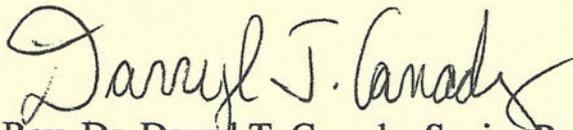
RODMAN STREET MISSIONARY BAPTIST CHURCH
Rev. Dr. Darryl T. Canady, Senior Pastor

Truly, Amachi stands in partnership and fellowship with our church and families impacted by parental incarceration in a way that is distinct from any other organization in Allegheny County.

I offer my highest endorsement of Amachi Pittsburgh's proposal to develop and deliver innovative and highly impactful informal mental health supports to communities DHS identifies as extreme/high need. We support Amachi's focus on destigmatizing mental health and normalizing wellness as our youth and families struggle to manage generational trauma, poverty and the emotional toll of parental incarceration.

Thank you in advance for your support.

Sincerely,



Rev. Dr. Darryl T. Canady, Senior Pastor