



**CHAMPAIGN COUNTY BOARD  
COMMUNITY VIOLENCE PREVENTION TASK FORCE AGENDA**

County of Champaign, Urbana, Illinois  
Tuesday, May 17, 2022 - 6:00 p.m.

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Shields-Carter Meeting Room  
Brookens Administrative Center  
1776 E. Washington St., Urbana

**Committee Members:**

Kyle Patterson - Chair	Jenny Lokshin
Stephanie Fortado – Vice-Chair	Jim McGuire
Samantha Carter	Diane Michaels
Aaron Esry	

**Agenda Items**

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- |  |      |
|--|------|
| <b>I. Call to Order</b>                            |      |
| <b>II. Roll Call</b>                               |      |
| <b>III. Approval of Agenda/Addendum</b>            |      |
| <b>IV. Public Participation</b>                    |      |
| <b>V. Communications</b>                           |      |
| A. HV Neighborhood Transformation                  | 1-3  |
| <b>VI. Presentations/Discussion</b>                |      |
| A. Rachel Joy, City of Champaign                   |      |
| B. First Followers, H3 Coalition                   | 4-10 |
| C. Karen Sims, CU Trauma and Resiliency Initiative |      |
| D. Tracy Dace, DREAM House                         |      |
| <b>VII. Other Business</b>                         |      |
| A. Discussion of next steps                        |      |
| B. Next meeting date and time                      |      |
| <b>VIII. Chair’s Report</b>                        |      |
| <b>IX. Adjournment</b>                             |      |

*All meetings are at Brookens Administrative Center – 1776 E Washington Street in Urbana – unless otherwise noted. To enter Brookens after 4:30 p.m., enter at the north (rear) entrance located off Lierman Avenue. Champaign County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities. Please contact Administrative Services, 217-384-3776, as soon as possible but no later than 48 hours before the scheduled meeting.*



**HV Neighborhood  
Transformation**  
116 w Main Street  
Urbana, IL 61801  
(217)807-1423

May 6, 2022

Champaign County Board  
Brookens Administrative Center  
1776 East Washington Street  
Urbana, IL 61802-4581

Greetings all,

I am the Executive Director of HV Neighborhood Transformation. HV is an independent agency dedicated to eliminating gun violence in what we choose to call the “High Hope” communities in Urbana-Champaign. Our approach is to work directly in the neighborhoods to intercede in potentially violent situations, to provide young people with the skills to avoid violence, and to provide them with the knowledge and self-empowerment to find better life paths and prepare themselves for healthy lives and fulfilling careers. I understand that you are currently deciding how to use the county’s ARPA (American Rescue Plan Act) funds for FY21 and FY22, and I am asking you to consider using some of these funds to support our efforts. This money can have an immediate and critical impact in helping us to grow and in supporting our current efforts.

We are requesting \$50,000 in ARPA funds. This money will be used to boost and expand current programs, develop synergies among the programs and initiatives that HVNT already leads, and to position ourselves to apply for other funding so that our agency is on solid footing and our programs are sustainable. We have a strong immediate need for these funds and they will have a significant impact on our current organizational needs and ongoing programs. Below I will provide specific details on how the money will be spent, and how the different expenditures will be prioritized if you are not able to fund our full request.

HV is distinctive in the Urbana-Champaign area because of our direct experience with gun violence, our connections to the neighborhoods that are most affected by violence, and our comprehensive approach to the systemic causes of gun violence. Violence is perpetuated by a breakdown of community, the traumas inflicted on community members by gun victims and those nearby, and the lack of models for life and career paths beyond those visible in the neighborhood. HV acts in the now, to intercede and prevent incidents or to reduce the damage done after the fact, to provide short term counseling and long term empowerment and career skills for young people in the HV neighborhoods, and to rebuild community in the neighborhoods through a program of summer workshops and neighborhood cleanup efforts. We are the only organization in town that has deep knowledge of and connections to the neighborhoods in which we work.

I have a personal history with gun violence and with the criminal justice system, and this history informs all of our work. Because of my experiences, I have the ability to understand, connect to and support young people, whether they are already affected by gun violence or if they are having their own

**Hood Vote • Hood Vision • Hood Voice**



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encounters with the justice system. HV has been advocating for and supporting these young people, to provide genuine opportunities for putting themselves on good life paths.

The concept of HV was created over fifteen years ago, but we have been operating in CU for nearly five years. A federal grant allowed us to establish office space and start building an organizational identity, with a strong commitment and few resources. Currently we are offering the following programs: 40 Days of Peace and Community, Neighborhood Voices and Safe Haven; I also go directly into the neighborhoods to talk with people, and especially to prevent gun violence incidents when I have a chance to. Safe Haven is a program of counseling, mentoring and healing strategies for those affected by gun trauma. 40 Days of Peace and Community is a summer program that goes to eight or more neighborhoods for one week each, with workshops, community events and a neighborhood cleanup. In Neighborhood Voices, teens receive mentoring and counseling and learn video production skills that they will use to produce segments on their own experiences for the HVtv Youtube channel.

Although it is not a formal program, I work with networks in each neighborhood to learn about potential violence and when possible to prevent it by talking directly with the people involved. At times I have had the extraordinarily difficult challenge of talking the victims or their allies out of revenge shootings that would perpetuate the violence. I have gone to court to support young people whose only wish is to make better choices.

Our current goal is to partner Neighborhood Voices and “40 Days” in ways that will greatly enhance the impact of both programs.

Neighborhood Voices is a six month program for youth ages 15-21, in which the participants engage in individual and group work around mental health, trauma and gun violence, build their own competence in both avoiding and preventing gun violence in their neighborhoods, and learn how to make and publish videos on the HVtv Youtube channel, in the process acquiring both technical and journalism skills that they can use to start on their career paths.

The “40 Days of Peace and Community” is a series of one week events in the summer, each one in a particular neighborhood. During the week, different sessions are offered each day on subjects related to gun violence, and the sessions are combined with a volunteer neighborhood clean up and activities, especially for children. Sessions including “Trauma”, “Wellness” and “Community Beautification” run Monday-Friday and are capped off with a neighborhood picnic on Saturday and church services on Sunday.

Neighborhood Voices teens will participate in the “40 Days” by making video recordings, presenting their own stories and helping with staffing. The “40 Days” event will benefit from the increased participation and interest provided by the “Neighborhood Voices” teens and will help in recruiting more participants to Neighborhood Voices. By participating in the full “40 Days” the teens will be exposed to a variety of neighborhoods and many new people.



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Our request of \$50,000 falls into two categories: support for Neighborhood Voices and “40 Days”, \$25,000; and organizational infrastructure and expenses, \$25,000. Support for Neighborhood Voices includes \$10,000 for equipment (currently rented) and one time stipends (\$2000-4000) for the staff and facilitators who work directly with the teens. “40 Days” is meant to be run mainly on volunteer efforts and money is needed only for picnic food and amusements (bouncy houses). Organizational expenses include rent, utilities, internet, accountant services and insurance.

As a young organization we need money to run our programs and get the organization on a sound financial and legal footing so that we can apply for more support and build sustainable programs. The amounts above represent one time expenditures and there is no commitment to long term support of staff, rent etc. If you are not able to give us the full amount then our priority would be to support Neighborhood Voices and “40 Days”.

Thank you for your consideration. I hope to have the opportunity to meet with you and to provide any further information that you may need.

Sincerely yours,

Maurice Hayes  
Executive Director  
HV Neighborhood Transformation

## **H3 Coalition: Summary of Strategic Plan**

### **Background**

H3 is a community driven initiative to combat violence. The three H's refer to the fact that we must acknowledge the **harm** that has ripped through the community and that **healing** is required to get people past those harms, Once healing has taken effect **hope** can be restored. Without hope there is no chance to address the violence that has engulfed our community.

H3 rests on three main notions:

1. No single cause lies behind the spread of violence in our community. Therefore, no single organization or program can curb that spread. It requires a coordinated effort by a range of stakeholders.
2. People who are impacted by violence must participate directly in developing and implementing solutions to violence.
3. Addressing violence requires a continuous infusion of resources. The ARPA funds offer a unique opportunity to mobilize a significant component of those resources.

### **Formulating H3**

H3 is an effort to act on these notions by bringing together a variety of stakeholders. To this end, over the course of the past year, FirstFollowers has been reaching out to impacted individuals, community organizations, government officials and national experts to build a model for action in Champaign County.

Four main needs drove the emergence of H3:

- 1) The need for a community center or a “one-stop” shop which would provide a safe space for people impacted by violence as well as offering resources for a range of programs.
- 2) The need to identify the mental health components that underlie much of the violence and to create counseling and support programs that could ameliorate this situation.
- 3) The need to create opportunities that would offer people impacted by violence pathways to economic and educational opportunities.
- 4) The need to build membership, or a formal coalition structure which connects existing organizations that strive for a common goal. By unifying the community and agencies doing the work, a force capable of solving the challenge of community violence can be created.

## **Governing Structure**

H3 will use a coalition-based governing structure to guide our development over the first year. The Coalition will develop in four phases, the developmental phase, the integration and development phase, and the implementation phase. A sustainability phase will follow as the implementation phase unfolds.

### ***Developmental Phase***

A dedicated committee of FirstFollowers members referred to as FirstFollowers' H3 Planning Committee, will lead H3 during the developmental phase. During this phase, this Planning Committee will begin to conceptualize and plan for the Coalition with input from other organizations. This Committee, operating under the authority of the FirstFollowers board, will apply for funding and resources to support the H3 Coalition and will create an initial structure for the H3 Coalition.

### ***Integration & Development Phase***

In the integration and development phase, the FirstFollowers' H3 Planning Committee will meet with representatives from prioritized organizations and consolidate MOUs for our collaborative operation. This group will collectively be referred to as the H3 Organizing Committee. During this phase, the H3 Organizing Committee will refine the governing structure, policies, pillars, and culture of the H3 Coalition.

### ***Implementation Phase***

In the implementation phase of coalition building, the H3 Organizing Committee will transition power to the Leadership Council, and the H3 Organizing Committee will dissolve. The Leadership Council, Directors of H3, and members of H3 will implement the governing structure, five pillars of work, and operate at full capacity. During this phase H3 will form its own legal entity and governance will shift from the FirstFollowers Board to the governing entity of the new H3.

### ***Sustainability Phase***

In the final stage, the H3 Coalition will pursue additional funding and resources to sustain the coalition beyond the initial ARPA funds.

## **Proposed Program for first 12 months of H3.**

### ***Administration & Management***

H3 will hire a full-time director, full-time administrator and a half time program coordinator who will focus on developing and implementing H3.

### ***Program Structure***

Each of the five pillars will develop its programs and deliver services working in collaboration with other pillars and community partners.

1. **Counseling and Support-** The lead of the Counseling and Support is Ready Set Go, led by Dr. Regina Parnell and her team of five licensed clinical social workers with extensive experience in trauma-informed care. They will provide direct services to 30 impacted individuals. Each client will have up to 12 counseling and support sessions that will be conducted via in-person and/or telehealth consultations. The coordinator of the services will be led by a local resident who has experienced the effects of community violence firsthand.

2. **Economic Development-**The lead of the Economic Development pillar is the non-profit Business Elevator founded by local educator and entrepreneur Mark Pelmore. This pillar will identify individuals for training in basic computer skills, financial literacy, entrepreneurship, and preparation for home ownership. This pillar targets 25 people to complete courses and programs in the first year. The agency will also provide capacity building workshops for existing minority owned businesses and technical assistance services for aspiring minority business startups. Thus far, the Economic Development Pillar has delivered a series of workshops that provided technical assistance to minority start-up businesses. Ten people participated in the workshops. Business Elevator also ran a chess club for youth that taught entrepreneurship skills using chess. The ages of the club ranged from 10 to 16 and seven youth attended the 8 week training.
3. **Community Outreach-** FirstFollowers peer mentor team will lead the Community Outreach pillar. The agency will utilize its existing network to bring impacted people together in safe spaces to identify gaps between impacted individuals and service providers. This pillar will also create cultural initiatives designed to cultivate and nurture identity. H3's first year aim is to engage with 100 people through the community outreach pillar and funnel selected individuals to counseling and support services, if needed. Those participants will be provided with an opportunity to connect with services offered by other pillars. In collaboration with the Illinois Department of Corrections, the Community Outreach pillar has conducted a live stream video with incarcerated individuals returning to Champaign County. The session was live streamed in five Illinois prisons: Danville, Decatur, Lincoln, Logan, and Jacksonville. In addition, the pillar has partnered with Dr. Tariq Khan of UIUC's History Department. Dr. Khan and his students researched the history of violence in Champaign-Urbana. The research will be converted to an active website where people can learn more about the trends and impacts of community violence.
4. **Civic Engagement-** The temporary lead to the Civic Engagement is FirstFollowers. The agency will run a series of community workshops involving local practitioners and nationally known experts to explore the successes and failures of anti-violence initiatives in other places such as: Richmond CA, Baltimore, and Chicago. The Civic Engagement pillar will also provide the knowledge of such programs and strategically share it through workshops and popular education efforts for government officials, service providers and the impacted population. Research projects on community violence and cultural competence as they apply to the local community will be shared with government, faith-based organizations, and the community. In addition, the Civic Engagement Pillar will produce a series of conversations and cultural events that showcase local talent dedicated to ending violence.
5. **General Education-** FirstFollowers will lead this pillar temporarily. This pillar will offer support for adult literacy, ESL, GED, High School diploma and basic vocational skills training. Working in partnership with the Counseling and Support Pillar, the General Education Pillar will develop courses that deal with the social and emotional components of what drives individuals into violence as well as provide instruction and tutoring for individuals involved in formal education programs outside H3. Thus far, the pillar has already secured an agreement with Penn Foster for online high school diploma courses and students have been enrolled.

### ***The One Stop Center***

An essential component of this model is the creation of safe spaces where impacted members of the community can seek support, access resources and build community. A safe space represents more than just a building. It is the focal point of H3, a place community members can shape according to their needs and wants.

The proposal seeks a facility that would have the capacity to provide offices, classroom and workshop spaces, but also be able to accommodate community meetings and occupational training. It should also include a commercial kitchen and computer lab.

The goal is to secure an unused or under-used facility which would require renovation to suit our purposes. The development of this facility should be carried out through an intergovernmental agreement involving the Champaign County Board, the city councils of Champaign and Urbana and the Village of Rantoul. The immediate need is for a central facility but in the medium and long-term this would turn into a network with smaller satellite centers in impacted communities.

### H3 Coalition Phases of Development

<b>Phase</b>	<b>Developmental Phase (Phase 1)</b>	<b>Integration &amp; Development Phase (Phase 2)</b>	<b>Implementation Phase (Phase 3)</b>	<b>Sustainability Phase (Phase 4)</b>
<b>Timeline</b>	September 2021 - March 2022	March 2022 - December 2022	January 2023 - December 2023	January 2024
<b>Lead</b>	FirstFollowers' H3 Planning Committee <i>with some initial input from potential organizations</i>	H3 Organizing Committee <i>Representatives from FirstFollowers and prioritized organizations</i>	H3 Leadership Council, H3 Staff, Directors & Coalition Members cedes power to H3 board	H3 Leadership Council, H3 Staff, Directors & Coalition Members
<b>Purpose</b>	Develop the early conceptualizations of the H3 Coalition	Collaboratively refine and designing the governing structure, pillars, and culture of H3	Implement the H3 governing structure and pillars of work	Pursue additional funding and resources to sustain the Coalition's work

## **MOU's & Letters of Support**

The following organizations have signed a Memorandum of Understanding with H3:

- A Cut Above the Rest Barber Academy LLC
- Bethel AME's
- Business Elevator
- Courage Connection
- Champaign-Urbana Trauma Resilience Initiative
- Forever Healing LLC
- Housing Authority of Champaign County
- Ready Set Go
- Youth and Family Alliance
- YouthBuild

The following organization/person have written letters of support for H3:

- ACLU of Champaign County
- Professor Helen Neville, UIUC

**Project Title** H3 Coalition  
**Project Period** March 1, 2022 - December 31, 2024

**PERSONNEL COSTS**

Key Personnel	Year 1				Year 2				Year 3			
	FTE	Base Salary	Fringe	Total Salary	FTE	Base Salary	Fringe	Total Salary	FTE	Base Salary	Fringe	Total Salary
Director	0.42	\$90,000	\$11,340	<b>\$49,140</b>	0.5	\$92,700	\$13,905	<b>\$60,255</b>	0.5	\$95,481	\$14,322	<b>\$62,063</b>
Operations Manager	0.42	\$75,000	\$9,450	<b>\$40,950</b>	0.5	\$77,250	\$11,588	<b>\$50,213</b>	0.5	\$79,568	\$11,935	<b>\$51,719</b>
Administrator	0.42	\$50,000	\$6,300	<b>\$27,300</b>	0.5	\$51,500	\$7,725	<b>\$33,475</b>	0.5	\$53,045	\$7,957	<b>\$34,479</b>
<b>Total</b>				<b>\$117,390</b>				<b>\$143,943</b>				<b>\$148,261</b>

**OTHER THAN PERSONNEL SERVICES**

Consultants	Year 1	Year 2	Year 3
Counseling and Therapy Pillar (Ready Set Go! Counseling Services)	\$90,800	\$93,524	\$96,329
Economic Development Pillar (Business Elevator Consulting Services)	\$85,700	\$88,271	\$90,929
Education Pillar (Penn Foster & A Cut Above Barber Academy)	\$98,000	\$213,600	\$217,668
Community Outreach Pillar (FirstFollowers)	\$0	\$100,000	\$103,000
Civic Engagement Pillar (FirstFollowers)	\$0	\$41,600	\$42,200
Accountant - TBD	\$7,500	\$7,725	\$7,957
Auditor - TBD	\$15,000	\$15,450	\$15,914
Community Center Development Consulting Services - TBD	\$35,000	\$30,000	\$0
Strategic Planning Consultant (Treet Center)	\$30,000	\$30,900	\$31,827
Staff Development Training Consultants - TBD	\$25,000	\$25,000	\$25,000
Implementation and Sustainability Consultant - TBD	\$0	\$70,000	\$72,100
<b>Consultants Subtotal</b>	<b>\$387,000</b>	<b>\$716,070</b>	<b>\$702,923</b>
<b>Other Project Expenses</b>			
Travel	\$2,690	\$7,756	\$7,975
Equipment	\$15,500	\$25,500	\$26,100
<b>Project Expenses Subtotal</b>	<b>\$18,190</b>	<b>\$33,256</b>	<b>\$34,075</b>
<b>Operational Expenses</b>			
Utilities & Maintenance & Communications	\$16,200	\$31,806	\$32,760
Insurance	\$1,800	\$1,854	\$1,910
Community Center Building Acquisition	\$0	\$250,000	\$0
Community Center Renovations	\$0	\$100,000	\$0
Office Supplies	\$3,750	\$3,863	\$3,978
Marketing	\$1,500	\$1,545	\$1,591
Software & Technology	\$1,450	\$1,494	\$1,538
<b>Operational Expenses Subtotal</b>	<b>\$24,700</b>	<b>\$390,561</b>	<b>\$41,778</b>

	Year 1	Year 2	Year 3
<b>TOTAL PERSONNEL SALARY</b>	<b>\$117,390</b>	<b>\$143,943</b>	<b>\$148,261</b>
<b>TOTAL OTHER THAN PERSONNEL SERVICES</b>	<b>\$405,190</b>	<b>\$749,326</b>	<b>\$736,998</b>
<b>OPERATIONAL EXPENSES</b>	<b>\$24,700</b>	<b>\$390,561</b>	<b>\$41,778</b>
<b>TOTAL REQUESTED</b>	<b>\$547,280</b>	<b>\$1,283,830</b>	<b>\$927,037</b>

**NOTE 1:** The budgets for years 2 and 3 were created based on a 3% inflation rate. There may be rounding errors associated with calculations.

**NOTE 2:** Although this budget encapsulates 3 years of funding, the budget narrative focuses primarily on year 1 of H3's strategic plan. Budgeting for the entire 3 year grant period provides clarity of the goals and objectives of H3.

<b>PILLAR CONSULTANTS</b>			
<b>Agency</b>	<b>Contract Amount</b>	<b>Service</b>	<b># of Clients Served</b>
Business Elevator	\$85,700	Provides training for interested individuals basic computer skills, financial literacy, entrepreneurship, and home ownership. The agency will also provide capacity building workshops for existing minority owned businesses and technical assistance services for aspiring minority business startups.	The program will serve 20 clients for year 1
Ready-Set-Go	\$90,800	Provides counseling, therapy, and wraparound support plans for H3 clients. The counseling and therapy will consist of individual and group therapy. The telehealth model will play a considerable role in these services.	The program serve 30 clients for year 1
Penn Foster	\$9,000	Provides an accredited online high school diploma option.	The program will serve 10 students for year 1
A Cut Above the Rest Barber Academy	\$6,900	Provides instruction and testing for barber licensure.	The program will serve 10 students for year 1

<b>OTHER CONSULTANTS</b>		
<b>Position</b>	<b>Contract Amount</b>	<b>Service</b>
Accountant	\$7,500	Will provide bookkeeping and payroll services for H3 staff.
Auditor	\$15,500	Will be responsible for preparing the audit report for H3 coalition.
Community Development Consultant	\$35,000	Will work closely with H3 staff, coalition partners, and strategic planner to implement the 3 year strategic plan.
Strategic Planning Consultant	\$30,000	Will work closely with H3 staff, coalition partners, and strategic planner to develop a 3 year strategic plan.
Staff Training Consultant	\$25,000	Will provide training and professional development opportunities for H3 staff and coalition partners.