

Underserved Populations Outreach and Counseling for the Foster Care System

FY 2017 Buncombe County Community Funding

Our VOICE

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Application Form

Project Name*

Name of Project

Underserved Populations Outreach and Counseling for the Foster Care System

Amount Requested*

Amount Requested

\$98,082.07

Service Area*

Which Commissioner Districts are served by this program?

Access a map of Buncombe County Commissioner districts [here](#).

District 1

District 2

District 3

Which county sustainability goal aligns best with the goals of this project?*

Based on the Buncombe County Sustainability Plan, select a Category, Goal & Objective that align with the focus of the project and the specific results that will be achieved.

Access the Buncombe County Sustainability Plan [here](#).

Community > Healthy People > Increase access to mental health and substance abuse prevention programs

If applicable, select a second sustainability goal that aligns with project goals.

Result 2 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

[Unanswered]

If applicable, select a third sustainability goal that aligns with project goals.

Result 3 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

Project Description

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Description of Project

The purpose of this project is to expand our Prevention Education and Counseling programs. This project will increase the hours of our current Prevention Education Coordinator (PEC) from 30 to 37.5 and add an additional 37.5 PEC. The current PEC will expand efforts in providing healthy dating and communication and sexual assault prevention curricula in Buncombe County middle and high schools. The new PEC, informed by a Community Readiness Assessment conducted in early 2015, will "train the trainers" in prevention curricula in four of five communities we have identified as underserved: faith-based, African American, Latino, and Homeless communities (the fifth community, the LGBTQI community, will be addressed by a Tzedek resident). This project will also support a 37.5 hour counselor who will provide sexual assault intervention to children aged 13 and up who are placed in Buncombe County's Foster Care system, whether or not the trauma occurred prior to their 13th birthday.

How many people will this project serve?*

State the number of individuals or households in Buncombe County that will be served by this project. Also state the number of people that will experience the desired result. For example, if dropout prevention services are being delivered to 100 students, how many will successfully graduate from high school?

Our VOICE projects that, with an additional 7.5 hours of time, our current Prevention Education Coordinator will be able to provide healthy dating and communication and sexual assault prevention curricula to an additional 720 middle- and high-school students. Of these, 540 (75%) will be able to demonstrate increased knowledge about the subject matter. The new PEC will identify 20 community leaders in each of the identified underserved communities and will train them to administer dating and communication and sexual assault prevention curricula. Working with these leaders, the new PEC will provide education to 400 underserved community members throughout the year. Of those to whom we administer pre- and post- tests, 75% will demonstrate increased knowledge. The Counselor will see 70 children in the Foster Care system, 80% (56) will experience a reduction in trauma-related symptoms by utilizing newly learned coping skills and practices.

Describe the people this project will serve.*

Characterize the demographics of the project's target population in terms such as age, gender, income, race, ethnicity, geographic area, etc. Include information about method of referral/recruitment of the target population.

For the current PEC, the target population is Buncombe County middle- and high- school students. Growing that position from 30 hours to 37.5 hours will mean we will be able to respond to more requests by teachers for education. We have Prevention and Education volunteers who will reach out to teachers, administrators, and school counselors to generate knowledge about our prevention services and who will support the PEC in scheduling outreach opportunities. The new PEC will utilize contacts Our VOICE gained through our Community Awareness Assessment and through our interagency community partnerships to identify leaders within the Faith-Based, African-American, Latino, and Homeless communities. Those contacts will support Our VOICE in organizing outreach opportunities in each of those communities. The Counselor will work closely with the County's Foster Care system to identify teenagers aged 13 and up who are in the Foster Care system and have experienced sexual abuse.

What key steps will you take to achieve the results of this project?*

Describe the core elements of your implementation plan, including milestones that will take place within the funding timeframe.

Our VOICE will seek a LCSW or LPC to provide sexual assault intervention to children aged 13 and up in the Foster Care system. We will seek a Bachelor's Level PEC with experience in community organizing and training for underserved populations. These positions will be filled, and our current PEC position expanded, upon availability of funding. Working with County CPS, the counselor will identify children who need our services, and will provide services to meet project objectives. The new PEC will identify leaders in underserved communities who will be taught to implement Dating and Communication and sexual assault prevention curricula, and will offer subsequent technical assistance to those leaders. The current PEC will respond to more requests by middle and high schools. All programs will provide monthly statistics to the Program Director for review, and statistics will be compiled for Board and Executive Director review on a quarterly basis to ensure contract compliance.

Describe the evidence of success that backs this project's approach.*

What evidence of success (i.e. evidence-based research, practice model, accreditation, industry standards, and/or other framework) are you using as a basis for your project design?

We will measure the success of the PEC's through pre- and post- tests that are adapted from the Safe Dates curriculum, which is an evidence-based curriculum used throughout our industry. This assessment checks the student's behaviors, attitudes, and intentions, and addresses risk and protective factors for perpetration and victimization from teen dating violence and sexual assault. Each of the specialized communities will have different risk and protective factors, but the assessment tool is adaptive to the audience. We will measure success in counseling as clients experience a reduction in trauma-related symptoms by utilizing newly learned coping skills and practices. This will be measured through the administration of the Trauma Symptom Checklist (TSC), an industry accepted tool used by Rape Crisis Counselors to determine the level of success of clients undergoing treatment for sexual assault. The TSC will be administered during the first and fourth counseling sessions.

Describe your data collection, tracking, and reporting procedures.*

Explain your methods for documenting project, service and client information. Include a description of any software or other tools utilized.

Educational pre- and post-tests are graded by the PECs and entered into the back end of Our VOICE's website, which is programmed through WordPress. In addition, the PEC's keep an excel worksheet on our agency's shared drive to capture statistics on numbers served and the rate of increase of knowledge. The spreadsheet is used monthly for reports to the Program Director, who monitors progress toward contract goals. Monthly, the Executive Director compiles statistics and provides a report to the Board for general oversight. The Counselor will keep an excel spreadsheet that shows the scores of the Trauma Symptom Checklist per client at the first and fourth sessions so that the percentage of overall clients showing improvement can be tallied. This information is provided to the Executive Director on a monthly basis so that she may monitor progress toward contract goals. Monthly, the Executive Director reports Counseling statistics to the Board for general oversight.

Explain your technological resources and capacity.*

Explain your current technological strengths and barriers and how this impacts your ability to track data and report outcomes. Who is responsible for adaptation and use of technology within your organization?

As a result of a Governor's Crime Commission grant through Buncombe County, Our VOICE will be able to purchase new computers for our entire staff, and these will be properly networked. Each staff member is responsible for entering his/ her own statistics into the appropriate site on our shared drive so that there is routine back-up and statistics are readily available. The Client Services Coordinator is specifically trained on the agency's client database to ensure appropriate client documentation. We do not have an IT department.

Organizational Profile

How does the proposed project support your mission and strategic plan?*

State your mission and the date of your most recent strategic plan, and explain how the proposed project helps advance your organizational goals.

Our VOICE proudly serves our mission: In the pursuit of a community that is free of sexual violence, Our VOICE serves all individuals in Buncombe County affected by sexual assault and abuse, through counseling, advocacy and education. We are a non-profit crisis intervention and prevention agency serving victims of sexual violence, age 13 through adult. We reported on our last strategic plan in the Fall of 2014, and have since been engaged in the planning and development of the Family Justice Center. We anticipate engaging in an internal planning process in Spring 2016 as a result of a Melvin R. Lane fund candidacy. This project advances our organizational goals by expanding the following: our counseling program so that we can meet the needs of youth who are particularly vulnerable to sexual assault (those in the Foster Care system), our prevention education program to reach more middle and high-schoolers, and our outreach into populations we have identified as being underserved.

What expertise/accomplishments do you have that are relevant to the proposed project?*

List your organization's strengths as well as accomplishments from the past 3 years that position the organization to be successful with the proposed project.

We have over 40 years of experience providing counseling. In the past few years, we have tailored counseling to the needs of underserved populations, adding a Bilingual Counselor and a Counselor for victimized men. We have Counselor with expertise in the needs of homeless, LGBTQ, African-American, Latino, and Faith-based communities. We have over 30 years working with schools and systems within Buncombe County to provide preventive education. In the past year, we added a Rape Prevention Education Coordinator to focus on Shifting Boundaries, an evidenced-based curriculum for 6th and 7th graders. Through our Community Readiness Assessment, we have established relationships with leaders in the underserved communities; similarly, we have solid partnerships with community agencies that will support the new PEC as s/he provides outreach to underserved communities. We have volunteers who will dedicate time to helping the PECs in reaching out to their respective audiences.

Describe partners that are critical to the success of your organization.*

List any external partners, intermediaries or advisors important to your success, and describe their role and evidence of their commitment. Describe successful collaborations with these people or groups.

We have successful collaborations with agencies under the Family Justice Center; through the FJC we will be working more closely with CPS. We work with a variety of partners to support the emotional and practical needs of our counseling clients. We have a close partnership with Buncombe County Schools, as well as other schools within our county, to provide preventive education. We have built relationship with leaders in underserved communities who participated in our Community Readiness Assessment. We will develop relationships with church leaders to reach the African-American, Latino, and Faith-based communities. We work closely with Nuestro Centro. We have a good relationship with Homeward Bound and will develop presence on the Homeless Coalition. We chair the Prevention Task Force and collaborate with agencies under that umbrella. We are members of NC Coalition Against Sexual Assault, and receive technical assistance for implementation and evaluation of our prevention programs.

Financial Information

Nonprofit financial assurance requirements:

Financial statements, prepared using a recognizable basis of accounting (i.e., modified accrual) and IRS Form 990s must be submitted to Buncombe County annually.

- Organizations with annual revenues of \$300,000 or greater must submit financial statements audited in accordance with generally accepted auditing standards.
- Those with revenues between \$100,000 and \$300,000 must submit financial statements reviewed in accordance with SSARS 19.
- Those with revenues of less than \$100,000 must submit non-disclosure financial statements compiled in accordance with SSARS 19.

All financial statements must be reported on by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

These requirements are considered minimum requirements. Organizations may submit a higher level of assurance than is required.

IRS Form 990 - Upload Here

Click Choose File to upload a copy of the 990 form you most recently completed.

Our Voice 2013 Form 990 Final - for Public Inspection.pdf

If your organization does not have a 990, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

Financial Statements - Upload here

Click Choose File to upload a copy of the most recently completed financial statements (audit, compilation or review).

Our Voice 2014 Audit Report - Final - Dated 02-09-15 (1).pdf

If your organization does not have financial statements, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

Complete Budget Worksheet - Upload Here*

Download the budget form [Here](#).

Complete the budget form for this project/program and the overall agency. Save it to your computer, then upload it by clicking Choose File.

Our VOICE Community Funding Budget.pdf

Budget Narrative*

Describe all differences between current year and proposed year. List all pending funding sources with expected date of notification. Please detail any other information that may help clarify the budget.

The largest difference between our current budget and the proposed year budget is centered on Our VOICE's involvement with the Buncombe County Family Justice Center. Our VOICE, along with other partner agencies, will be moving to the Buncombe County Family Justice Center in July 2016. It is anticipated that all partner agencies will see a dramatic increase in demand for services. The Buncombe County Government has been awarded two grants to support Family Justice Center partner agencies to better respond to the anticipated increased demand. As a result of this funding, Our VOICE will be adding four full-time staff members. Three of the four positions will be starting in the next month while the third position will be starting on July 2016.

What (if any) portion of requested funds will be used to support capital expenses?*

Capital projects are defined as those used to acquire or upgrade physical assets such as property, buildings, or equipment. Please detail.

N/A

Employee Wages

Please provide information about the wage breakdowns of your employees. Living wage for Buncombe County has been identified as \$11.00 per hour for employees with employer-provided health insurance and \$12.50 per hour for employees without.

Employees with employer-provided health insurance*

List the number of employees in your organization with employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$10.99 per hour

\$11.00 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

0 Employees - \$7.25 - \$10.99 per hour
 0 Employees - \$11.00 - \$14.99 per hour
 7 Employees - \$15.00 - \$19.99 per hour
 1 Employee - \$20.00 - \$24.99 per hour
 0 Employees - \$25.00 - \$29.99 per hour
 0 Employees - \$30.00 - \$34.99 per hour
 0 Employees - \$35.00 - \$39.99 per hour
 0 Employees - \$40.00+ per hour

Employees without employer-provided health insurance*

List the number of employees in your organization without employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$12.49 per hour

\$12.50 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

N/A