

Juvenile Crime Prevention Council County Annual Plan

County

Fiscal Year 2019-2020

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Attachments:

Bylaws
Allocations Policies and Procedures
Request for proposals affidavit of publication
Coordinator Contract
County Plan Addendum for Raise the Age

Executive Summary

The Buncombe County Juvenile Crime Prevention Council (JCPC), in fulfillment of the duties and responsibilities as set forth in the General Statutes of the State of North Carolina, has completed the activities required to develop this County Plan for fiscal year 2019 - 2020.

The JCPC has identified the issues and factors which have an influence and impact upon delinquent youth, at-risk youth, and their families in Buncombe County. Further, the JCPC has identified the strategies and services most likely to reduce/prevent delinquent behavior.

Priorities for Funding: Through a risk and needs assessment and a resource assessment, the JCPC has determined that the following services are needed to reduce/prevent delinquency in Buncombe County.

- Priority 1: Restitution/Community Service
- Priority 2: Sex Offender Treatment
- Priority 3: Teen Court
- Priority 4: Interpersonal Skills
- Priority 5: Runaway Shelter
- Priority 6: Structured Day
- Priority 7: Mentoring
- Priority 8: Tutoring
- Priority 9: Experiential Skills

Monitoring and Evaluation: Each program funded in the past year by the JCPC has been monitored. The monitoring results and program outcomes evaluations were considered in making funding allocation decisions.

Funding Recommendations: Having published a Request for Proposals for these needed services for a minimum of thirty (30) days, the JCPC has screened the submitted proposals and has determined which proposals best meet the advertised needed services. As required by statute, the JCPC recommends allocation of the NC Department of Public Safety, Division of Juvenile Justice funds to the following programs in the amounts specified below for FY 2019 - 2020 (See JCPC Funding Allocations page):

I.	Earn and Learn	\$168,727
II.	Home Based Services for Juvenile Sex Offenders	\$96,130
III.	HorsePower	\$12,103
IV.	Kids at Work	\$65,027
V.	Love Notes	\$5,713
VI.	Teen Court	\$59,864
VII.	Trinity Place	\$85,000

The JCPC further recommends that the following amount be allocated from the NC Department of Public Safety, Division of Juvenile Justice funds for the administrative costs of the Council for FY 2019-2020:
\$15,500

Respectfully Submitted,

A handwritten signature in cursive script, appearing to read "Celeste Ordiway".

Celeste Ordiway, Chair

Buncombe County Juvenile Crime Prevention Council

May 16th, 2019

Buncombe County

NC DPS - Community Programs - County Funding Plan

Available Funds: \$ 508,064 Local Match: \$ 161,952 Rate: 30%

DPS JCPC funds must be committed with a Program Agreement submitted in NC Allies and electronically signed by authorized officials.

#	Program Provider	DPS-JCPC Funding	LOCAL FUNDING			OTHER	OTHER	Total	% from DPS-JCPC Program Revenues
			County Cash Match	Local Cash Match	Local In-Kind	State/Federal	Funds		
1	JCPC Administration	\$15,500						\$15,500	
2	Buncombe County Teen Court	\$59,864			\$24,750			\$84,614	29%
3	Earn and Learn	\$168,727			\$52,800			\$221,527	24%
4	Home Based Services for Juvenile Sex Offenders	\$96,130		\$32,031				\$128,161	25%
5	Kids at Work	\$65,027			\$19,726			\$84,753	23%
6	Love Notes	\$5,713			\$1,875			\$7,588	25%
7	Trinity Place	\$85,000		\$25,000	\$500			\$110,500	23%
8	HorsePower	\$12,103			\$5,270			\$17,373	30%
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
TOTALS:		\$508,064		\$57,031	\$104,921			\$670,016	24%

The above plan was derived through a planning process by the Buncombe County
 Juvenile Crime Prevention Council and represents the County's Plan for use of these funds in FY 2019-2020.

Amount of Unallocated Funds _____

Amount of funds reverted back to DPS _____

Discretionary Funds added _____

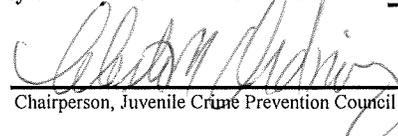
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----DPS Use Only----

Reviewed by _____ Date _____
 Area Consultant

Reviewed by _____ Date _____
 Program Assistant

Verified by _____ Date _____
 Designated State Office Staff

 5/28/19
 Chairperson, Juvenile Crime Prevention Council (Date)

 05/28/19
 Chairperson, Board of County Commissioners or County Finance Officer (Date)

	Name	Organization	Title
JCPC Chairperson	Celeste Ordiway	VAYA Health	Central Director of Complex Care Management
JCPC Vice Chair	Suzanne Avett	Buncombe County Health and Human Services	Attorney
Allocations Chair	Natasha Adwaters	Children First	Director of Community Support
Allocations Vice Chair	Martin Moore	The Van Winkle Law Firm	Attorney
Monitoring Chair	Jen Ramming	OpenDoors of Asheville	Executive Director
Monitoring Vice Chair	Mark Halstead	Asheville Parks and Rec.	Program Manager
Planning Chair	Melisa Enclade	RHA	Juvenile Misdemeanor Diversion Program Coordinator
Planning Vice Chair	Jan Shephard	Buncombe County Health and Human Services	Heather Director

**SUMMARY REPORT OF THE
BUNCOMBE COUNTY RISK AND NEEDS ASSESSMENT COMMITTEE**

- I. Demographic and Other Observations**
- II. Risk Assessment Summary**
- III. Needs Assessment Summary**
- IV. Resource Assessment Summary**
- V. Summary of Gaps and Barriers in the Community Continuum**
- VI. Proposed Priority Services for Funding**

Part I. Demographic and Other Observations

<i>Juvenile Demographics</i>	<i>2014-15</i>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
Juvenile Population ages 6-17	33679	33972	34256	34323
Juveniles seen in Intake	397	321	332	322
Juveniles Put on Diversion Plans or Contracts	192	150	176	163
Juveniles Approved for Court	182	151	135	144
Juveniles Adjudicated	132	134	93	84
Juveniles Put on Protective Supervision	40	41	35	23
Juveniles Put on Probation	91	83	49	61
Number of Detention Admissions	45	56	54	56
Number of Juveniles Committed to YDC	0	0	0	0
Number of Juveniles put on Post Release Supervision	1	0	1	0

(from DJJDP Overview of Juvenile Court Data for Buncombe County)

From Asheville City and Buncombe County Schools:

- There is an upward trend in inappropriate behaviors and general lack of respect.
- Schools are seeing more marijuana use than opioid use on the school grounds.
- There is an increase in marijuana and alcohol use at Buncombe County Schools. Within Asheville City Schools, based on discipline data, there is no significant increase.
- Homelessness has increased in both Buncombe County and Asheville City Schools. In Asheville City Schools in 2017-18 there were 192 and in 2018-19 there are already 121 reported.
- Aggressive behavior has increased at Buncombe County Schools.
- More discipline issues are seen at an earlier age within both school systems.
- Teen pregnancy has increased in Asheville City Schools and Buncombe County Schools.

From Health and Human Services Data:

- The number of children in foster care is increasing. As of 9/16/18 there were 365 children in care. Of the 365 youth, 146 are in a foster home and 60 are in a therapeutic foster home.
- 27% of children in care are 0-2 years of age and 28% of children in care are 6-12 years old.
- Substance abuse is the main reason for HHS involvement.

From LME Annual Report:

- Opioid Prevention in schools- RHA has some prevention but prevention workers are only in a few schools.
- Child Facility Based Crisis center; Caitlyn Burrell Center (private insurance does not cover this cost, only Medicaid).
- Child Respite- A Caring Alternative (only available for Medicaid) these are kids who are too acute for Trinity Place but may need time out of the home for stabilization.

Part II. Risk Assessment Summary

The Risk and Needs Assessment Committee reviewed data gleaned from the Juvenile Risk Assessment instrument administered by Juvenile Court Counselors after juveniles are referred with a complaint alleging that a delinquent act has occurred and prior to adjudication of the juvenile. The Juvenile Risk Assessment is an instrument used to predict the likelihood of the juvenile being involved in future delinquent behavior. For some youth, some of the individual item ratings may be heavily dependent upon information reported by the juvenile or the parent(s). For these items (*represented by percentages with a star next to them*), there is a likelihood of under-reporting the incidence of a particular behavior and the actual incidence may be higher than suggested by these figures. In those cases, the figure should be interpreted as a measure of the minimum level of occurrence.

Buncombe County Risk Factor Observations: FY 2017-2018

R6 – Known Use – Alcohol, Illegal Drugs (prior 12 months) Buncombe County in 2017-18 is reporting 40% ** of youth having some substance abuse use and need further assessment and have substance abuse and an assessment or treatment is needed. That is higher than the state rate of 32%.

R7 – School Behavior Problems (prior 12 months) Buncombe County shows an increase in serious school behavior problems from 42% in 2016-17 to 48% in 2017-18. 75% are documented being in the moderate to serious school behavior problems.

R8 – Relationship with Peers. In Buncombe County 35% of youth in 2017-18 lacks prosocial peers or sometimes associate with delinquent others. 13% in 2017-18 regularly associate with others involved in delinquent activity.

Part III. Needs

The Risk and Needs Assessment Committee also reviewed data gleaned from the Juvenile Needs Assessment instrument administered by Juvenile Court Counselors prior to court disposition of a juvenile. The Juvenile Needs Assessment is an instrument used to examine a youth's needs in the various domains of his life: The Individual Domain, The School Domain, The Peer Domain, and the Community Domain. This instrument was designed to detect service intervention needs as an aid in service planning. As with the Juvenile Risk Assessment, some of the individual item ratings may be heavily dependent upon information reported by the juvenile or the parent(s). For these items (*represented by percentages with a star next to them*), there is a likelihood of under-reporting the incidence of a particular behavior and the actual incidence may be higher than suggested by these figures. In those cases, the figure should be interpreted as a measure of the minimum level of occurrence.

Buncombe County Elevated Needs Observations: FY 2017-2018

Y1 – Peer Relationships. In Buncombe County in 2017-18, 23% of youth have some association with delinquent peers and 13% have regular association with delinquent peers.

Y2 – School Behavior/Adjustment. In 2017-18 Buncombe County and the State report a rate of 75% of youth having moderate to serious school behavior problems. Buncombe County's rate for serious school behavior problems has steadily increase from 34% in 2014-15 to 39% in 2015-16 to 41% in 2016-17 and there is an increase to 48% in 2017-18.

Y4 – Substance Abuse within Past 12 Months. In Buncombe County in 2017-18, 29% ** of youth report some abuse use and need further assessment. That is an increase in the last two years and a large increase from 23% in 2016-17. It is a significant increase from the state rate for 2017-18 at 20%.

Y8 – Mental Health Needs. In Buncombe County there is an increase from 37% in 2016-17 to 39% in 2017-18 in the youth that need additional mental health care assessment or treatment. This is higher than the state rate of 35% in 2017-18.

F1 – Conflict in Home within past 12 months. In Buncombe County in 2017-18, 34% of youth are reporting domestic discord or domestic violence in the home. This is an increase from 30% in 2016-17.

F2 – Family Supervision Skills. In Buncombe County in 2017-18, 51% of youth report marginal or inadequate family supervision skills which is an increase from 2016-17 at 50%.

F5 – Family Criminality. In Buncombe County in 2017-18, 55% of youth report family criminal history that is higher than the state rate of 39%.

Part IV. Summary of the Existing Community Resources

See attached Continuum of Services

Part V. Summary of Gaps and Barriers in the Continuum of Services

Interpersonal skills (Note: Currently offered through Kids at Work and Love Notes but JCPC funded and needed), particularly to address R6, R7, R8, Y1, Y2, Y4, Y8 and F1.

Experiential Skill Building particularly to address R6, R8, Y1, Y4 and Y8.

Teen court (Note: Currently offered, but JCPC funded and needed), particularly to address R8 and Y1.

Restitution/Community Service (Note: Currently offered through Earn and Learn, but JCPC funded and needed), particularly to address R8 and Y1.

Sex offender assessment and treatment (Note: Currently offered through Children's Hope Alliance, but JCPC funded and needed), particularly to address F1 and Y8.

Runaway shelter (Note: Currently offered through Trinity Place, but JCPC funded and needed), particularly to address F1 and F2.

Structured Day (Note: Currently offered through Partners Unlimited, but JCPC funded and needed), particularly to address R7 and Y2.

Mentoring, particularly to address R6, R7, R8, Y1, Y2 and Y4.

Tutoring and Academic Enhancement, particularly to address R7 and Y2.

Part VI. Proposed Priority Services for Funding

The committee compared the services needed to address the elevated Juvenile Risk Factors and Juvenile Needs with services currently available in the community. Services which are currently available in the community and sufficient to meet the needs of court involved youth or those youth most at risk for court involvement are not considered as a priority for JCPC funding.

The priorities were determined, in part, based on ranking dispositional alternatives as top priorities, then diversion programs, and finally other needed services.

The Committee proposes that the following services be approved as the funding priorities for FY 2019-2020.

- Priority 1: Restitution/Community Service**
- Priority 2: Sex Offender Treatment**
- Priority 3: Teen Court**
- Priority 4: Interpersonal Skills**
- Priority 5: Runaway Shelter**
- Priority 6: Structured Day**
- Priority 7: Mentoring**
- Priority 8: Tutoring**
- Priority 9: Experiential Skills**

The Committee proposes that the following services be approved as the funding priorities for FY 2019-2020 if Buncombe County JCPC is awarded additional funding due to Raise the Age.

- Priority 1: Restitution/Community Service**
- Priority 2: Sex Offender Treatment**
- Priority 3: Teen Court**
- Priority 4: Vocational Skills**
- Priority 5: Interpersonal Skills**
- Priority 6: Runaway Shelter**
- Priority 7: Structured Day**
- Priority 8: Mentoring**
- Priority 9: Tutoring**
- Priority 10: Experiential Skills**

JCPC FUNDED AVAILABLE IN COMMUNITY AVAILABLE, BUT HARD TO KEEP IN COMMUNITY SERVICES NEED TO BE EXPANDED AVAILABLE- DIFFICULT TO ACCESS NEEDED- NOT AVAILABLE			Comprehensive Strategy						
			Prevention		Graduated Sanctions				
			Target Populations						
Program Services and Structures Categories	Program Types	Individual Programs	All Youth	Youth at Greatest Risk	Pre-Adjudicated Youth (Diverted)	Delinquent- Level I and Protected Supervision	Delinquent- Level II Youth	Delinquent- Level III Committed Youth	Post Release Youth
Structured Activities	Mentoring	Big Brothers/Big Sisters							
		My Daddy Taught Me That ²							
		My Sistah Taught Me That							
		Blue Ridge Treks Foster Care Mentoring ³							
		One Youth at a Time							
		Open Doors							
	Parent/Family Skills	MotherLove YWCA ⁴							
		Project NAF ⁵							
		SHIFT NC ⁶							
		MAHEC Ob-Gyn – Teen Services ⁷							
		Caring for Children Parenting Wisely							
		Project NAF ⁸							
		MAHEC, Triple P ⁹							

		Nurse Family Partnership ¹⁰							
		Family Preservation- Intensive In Home Program ¹¹							
		First Parent Resource Center ¹²							
		VA Group for Vets with children							
		Journeyman							
	Interpersonal Skills	Partners Unlimited- Interpersonal Skill Building ¹³							
		Safe Dates ¹⁴							
		Teen Intervene ¹⁵							
		Our Voice ¹⁶							
		SPARC Love Notes ⁵⁶							
		Kids At Work							
	Experiential Skills	Parks and Rec with Buncombe County and City of Asheville ¹⁷							
		Girls on the Run ¹⁸							
		Asheville City Schools Foundation ¹⁹							
	Tutoring/Academic Enhancement	Partners Unlimited- Structured Day Program ²⁰							
		Hillcrest Enrichment Program ²¹							
		Read to Succeed ²²							
		Youthful HAND ²³							
		OpenDoors of Asheville ²⁴							
		Asheville Middle School After School- In Real Life ²⁵							

		Afterschool programs (YMCA, YWCA, Salvation Army Boys and Girls Club, and Asheville Parks and Rec) ²⁶							
		Delta House Life Development ²⁷							
		Children First/Communities in Schools Learning Center Program at Pisgah View and Woodridge ²⁸							
		Bright Ideas through Isaac Dickson							
		One Youth at a Time ²⁹							
	Vocational Skills	Green Opportunities ³⁰							
	Youth Empowered Solutions (YES) ³¹								
	ASPIRE- Kids at Work ³²								
	Goodwill Youth Resources and Opportunities ³³								
Restorative Services	Mediation	Mediation Center ⁵⁷							
		Peer to Peer Mediation- Buncombe County							
	Restitution	Earn and Learn ⁵⁸							
	Teen Court	Teen Court ⁵⁹							
Community Day Programming	Structured Day	Schools Day Treatment (Woodfin Elementary, Owen Middle, Buncombe)							

		Community High Pass Program) ³⁴							
		Eliada Academy ³⁵							
		Partners Unlimited Structured Day Program							
		ASPIRE- Day School/Day Treatment Program ³⁶							
		Long term suspension activities							
		Summer activities and camps ³⁷							
Assessment Services	Clinical Assessment	Juvenile Justice Treatment Continuum (JJTC)							
		Sex Offender Specific Evaluation/Children's Hope Alliance							
		Family Preservation							
		Youth Villages							
		RHA							

		Caring for Children- Comprehensive Clinical Assessment ³⁸							
		Grandis Evaluation Center ³⁹							
		Western Area Multipurpose and Assessment							
Clinical Treatment	Counseling	Members of JJTC							
		RHA							
		Family Preservation							
		Equine assisted psychotherapy ⁴⁰							
		Caring for Children- The Caring Clinic							
		Blue Ridge Treks							
	Home Based Family Counseling	AMI Kids Functional Family Therapy ⁴¹							
		RHA- Intensive In Home (IHH)							
		Family Preservation- Intensive In-Home (IIH)							
		Youth Villages Intercept and MST ⁴²							
	Crisis Counseling	School Counselors at Buncombe County and Asheville City ⁴³							
		Trauma Intervention Program (TIP)							
		RHA Mobile Crisis Team							
		Smoky Mountain LME ⁴⁴							

	Substance Abuse Treatment	Substance Abuse MST-Youth Villages								
		Substance Abuse- RHA/FPS								
		Substance Abuse residential services ⁴⁵ (also under Residential – called CASP programs)								
		Legacy Freedom ⁴⁶								
	Sexual Offender Treatment	Children’s Hope Alliance (Juvenile Sex Offender Treatment)								
Residential	Temporary Shelter	Trinity Place ⁴⁷								
	Runaway Shelter	Trinity Place								
	Specialized Foster Care	Children’s Hope Alliance ⁴⁸								
	Therapeutic Foster Care (link to all agencies https://www2.ncdhhs.gov/dss/licensing/docs/cpalistfostercare.pdf . Those agencies within Buncombe County are also listed separately in the Continuum.)	Family Preservation Community Services								
		Caring for Children- Therapeutic Foster Care								
		Brandi Nichole Family Enrichment Center								
		Davidson Homes								
	Temporary Foster Care	Eliada- Therapeutic Foster Care								
		Eliada- Temporary Foster Care								
Caring for Children- Angels Watch Foster Care ⁴⁹										
		Caring for Children- PERCS Foster Care ⁵⁰								

Group Home link to Residential Child Care Facilities https://www2.ncdhhs.gov/dss/licensing/docs/rccfacilities.pdf . Homes within Buncombe County and that are listed in the report are only included in the attached link).	Macon County Multipurpose Group Home/Secure Detention							
	Western Area Multipurpose Juvenile Crisis and Assessment Center ⁵¹							
Other- Out of Home Care (link to Mental Health Facilities https://www2.ncdhhs.gov/dhsr/data/mhllist.pdf)	Substance Abuse residential services ⁵²							
	Eckerd Short Term residential for males- Level II							
	WestCare Short Term residential for females- Level II							
	Craven House Transitional Living Program ⁵³							
	Timber Ridge ⁵⁴							
	Solstice East ⁵⁵							
Other- Mental Health Residential	Level II residential- Medicaid only							
	Level III residential- Medicaid only							
	Level IV residential- Medicaid only							
	Psychiatric Residential TX Facility- MA only							

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- ¹ Several programs and descriptions were added to the Continuum in FY2016. The purpose of the Continuum is to document the services available for youth in the community under the DJJDP framework for JCPC fundable programs. The Continuum can and should be updated throughout the year as services become available, expanded, or discontinued.
- ² My Daddy Taught Me That serves children in grade 9-12, ages 12-19. The program serves many kids in public housing but is not limited to public housing residents. The mission is to assist in the development of young males into Righteous, Respectable and Responsible Men through empowerment, education and support. Each week the MDTMT van transports young men from public housing around the County to the real talk sessions at the Pisgah View Community Center.
- ³ Blue Ridge Treks offers mentoring for youth in foster care. There are 10 slots for youth ages 6-17 years.
- ⁴ MotherLove YWCA is for pregnant and parenting teens, to help support them staying in school, having access to higher education and vocational training, develop skills needed for strong parenting, and delay another pregnancy. YWCA provides MotherLove to each high school. MotherLove provides additional case management services and group meeting in order to encourage the student to stay in school and graduate. Amanda Reed, Director at 254-7206.
- ⁵ Nurturing Asheville and Area Families is a program offered through the Mount Zion Community Development Program, and supported by NC Dept of HHS and Buncombe County. Programs offered include prenatal and postnatal support, coordination of childcare and transportation, perinatal smoking cessation, breastfeeding, and empowerment plan.
- ⁶ SHIFT NC is an organization that supports adolescent sexual health and pregnancy prevention. The organization provides resources to programs that work directly with youth and to healthcare providers. In Buncombe County, SHIFT NC recognizes Asheville City Schools Foundation, Child Abuse Prevention, Planned Parenthood, YWCA, Mt Zion Community Development, and Our Voice in their work with adolescents.
- ⁷ MAHEC has a residency program that includes working with high risk, low income mothers, including teenagers
- ⁸ Belinda Grant is the contact at 776-1427
- ⁹ Triple P is Positive Parenting Program with Deanna Griffin. Offered through groups and seminars. Molley Coffee, MAHEC at 707-5688.
- ¹⁰ Connie Roberts is the contact at 250-5072.
- ¹¹ Family counseling and parent support service. Joe Yuerchek at 225-3100.
- ¹² Incredible Years and Circle of Parents are two programs offered through the First Parent Resource Center.
- ¹³ Partners Unlimited is open and accepting Buncombe County/Asheville City school students for Credit Recovery and Long Term Suspension with the approval of the home school. Transportation not available outside city limits.
- ¹⁴ Safe Dates at Erwin and Owen High only. Offered through ARPNC, this program aims to stop or prevent the initiation of emotional, physical or sexual abuse on dates or between individuals in a dating relationship.
- ¹⁵ Offered through ARPNC, this program is available for 12-19 year olds who may be in the early stages of drug or alcohol experimentation.
- ¹⁶ Our Voice is an organization with a mission of preventing sexual violence and providing outreach. Youth programs include a 90 minute Dating and Communication Program for middle and high school students; an 11-week "Climbing Toward Confidence" girls empowerment program for 7th-8th grade girls; and an interactive theater program for teens and college students.
- ¹⁷ Buncombe County Parks, Greenways, and Recreation is 250-4260. Asheville Parks and Rec is 259-5800.
- ¹⁸ Girls on the Run is a confidence skills building program that helps girls build healthy lifestyles. The program is for 10 weeks afterschool for 3rd-5th graders, and a new program, Heart and Sole, continues for girls in middle school. Activities at the following schools: Averys Creek, Black Mtn Primary, Black Mtn Elementary, Claxton, Estes, Glen Arden, Hall Fletcher, Hominy Valley, Invest Collegiate, Ira B. Jones, Isaac Dickson, Leicester, NB, UNC A, Oakley Elementary, and Vance. The contact phone number is 777-2786

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- ¹⁹ Asheville City Schools Foundation offers experiential opportunities through the In Real Life Program, or through teacher led opportunities during the school day that the Foundation funds. Kate Pett, Executive Director, 350-6134.
- ²⁰ Transportation may be an issue in serving outside the City schools. Anderson Davis, Director, 216-5326. Targets at risk youth 10-18. For students long or short term suspended, or credit recovery.
- ²¹ Hillcrest operates an Enrichment Program run by Lilian Butler. Main focus is homework assistance but they strive to place an emphasis on developing social skills and computer skills for kids grade K-6, M-F 2:30-5:00. Also operates a summer Enrichment Program from 9-5 that focuses on arts, culture, environmental awareness, and contains an educational component. Participants are public housing residents with program emphasizing Tutoring/Academic Enhancement as well as Interpersonal Skills. No adjudicated youth participating in the program. After school homework assistance program, kindergarten through fifth M-F. The contact number is 252-6376.
- ²² Read to Succeed serves youth Kindergarten through 3rd grade. They work with youth who test below expected grade ready level, and are referred by their schools for tutoring with trained volunteers. Most are from low income homes. Currently, offered in six BC elementary schools: Johnston, Candler, Haw Creek, Woodfin, Oakley and Estes; and ACS elementary schools. Contact is Ann Flynn, Executive Director, 828-747-2277.
- ²³ Youthful Hand, Housing Against Narcotics and Drugs (HAND) is at Lee Walker Heights, run by Elinor Earles. Enrichment and academic program that works with 5-12 year olds after school and in summer. 3-5:30 after school and summer 9-5:30. Contact number is 257-2711.
- ²⁴ Open Doors is a local program primarily for youth academic enhancement, but also with individualized education and enrichment opportunities for youth that enhance lifelong social, emotional, cognitive and physical skills. There are three levels of programming for youth, including community level programming, tier 2 programming, and intensive. Serves birth-12th grade.
- ²⁵ Asheville Middle School – In Real Life, IRL is a diverse and engaged network of Service Providers who remove barriers and serve the Social-Emotional and academic needs of Asheville City students. IRL provides transportation, healthy snacks, and integrated support for students during the school day, and wrap-around services for disadvantaged families. IRL programs are fun, hands-on, and high quality. Each year IRL offers over 80 programs in STEM, Health and Wellness, and Humanities. Tiffany Debellott and Brian Randall are the Co-Directors 828-350-6270.
- ²⁶ Contact at YMCA is Angel Chandler at 210-5053. Contact at YWCA is Cici Weston at 254-7206. Contact at Salvation Army Boys and Girls Club is James Lee at 255-0266, 202. For Asheville Parks and Rec, contact Amy Pruett at 254-6542.
- ²⁷ LEAAP for Success (Learning through expanded Academics and Arts Program) Community Learning Center is an after-school program of Delta House Life Development of Asheville, Inc. The program provides a safe learning environment and high quality hands on learning opportunities for students in grades 6-12 who are at high risk of not achieving in and out of school. Students served live in poverty and they attend free. The program provides academic support such as homework help, tutoring, and developing skills. Students participate in cultural and social enrichment activities such as arts and crafts, jazz band, health/nutrition, field trips, mentoring, Social Graces, visual arts; positive prevention/intervention and awareness activities such as alcohol, bullying, drugs, gambling, and uses social-emotional growth. Students attend the program Monday thru Thursday from 3:30pm – 6:15pm. Delta House facility is located at 218 South French Broad Avenue, Asheville, NC 28801, across the street from Asheville Middle. Shirley Whitesides is the program director at 254-6804 (office) and 230-9192 (cell); email deltahse218@deltahouse21stcentury.com, website: www.deltahouseleeap21stcentury.com
- ²⁸ Children First/Communities in Schools Learning Centers are safe haven afterschool programs that provide homework help, enrichment activities (like soccer, dance and yoga) and a healthy snack to children in grades K-5 living in vulnerable communities. Free of charge to families living in public housing/low income communities of Pisgah View and Woodridge Apartments. A summer camp program is also being offered. Barbara Norton is the Director at barbaran@childrenfirstbc.org. Serves 40 k-5th graders.
- ²⁹ One Youth at a Time serves 8-18 in Buncombe County and Asheville City Schools providing afterschool tutoring and mentoring. Contact Robbie Williams at 281-0208.

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- ³⁰ Green Opportunities, Bruce Waller, 398-4158, ext. 105. New program- Youth Ville. \$1 M grant. 16-24 year olds. Teaches how to build houses, leadership skills training, helps obtain GED, gives participants at \$125/week stipend.
- ³¹ Youth Empowered Solutions (YES) hires high school students who work in partnership with adults in areas to create change that will positively impact adolescent health. Areas include reducing childhood obesity, ensuring access to health care, eliminating teen tobacco use, decreasing underage drinking, strengthen youth and adult relationships, to help create public health leaders of tomorrow.
- ³² Kids at Work provides interpersonal skills in an after school program led by a chef and a therapist, designed to help kids (ages 12-17) learn the technical skills of cooking while building better methods of communication. Kim Castano 226-5533
- ³³ Opportunities for job readiness training, paid work experience, communication skills, individual career plans, assistance in getting diploma and access to other resources. 298-9023, 1104. Lance Crawford.
- ³⁴ Requires application; Project Access has limited number of spaces.
- ³⁵ Eliada Academy also has autism specialty.
- ³⁶ A private alternative school with integrated intensive counseling services that helps youth that have experienced repeated school difficulties, depression, withdrawal, anger outbursts, or defiance with teachers. Not available in Buncombe.
- ³⁷ Including Eliada summer camps, Partners Unlimited, YMCA, YWCA, Sheriff's Department On Track, and Parks and Rec camps.
- ³⁸ CCA is a thorough biological-psychological-social evaluation tool which is required by the state in order to access specific types of services funded by Medicaid and other third party funders. Services must be authorized through Western Highlands or Value Options.
- ³⁹ Grandis Evaluation Center serves youth ages 3 and up.
- ⁴⁰ Horse Power is available to individuals and groups upon request
- ⁴¹ DPS funded some Level I Adjudicated high risk youth, and Level II
- ⁴² Youth Villages Multi Systemic Therapy offers intensive in home services for youth ages 12-17. Suited for youth with emotional and behavioral disorders, physical or sexually abused, substance abuse, suicidal ideation or attempt.
- ⁴³ In Buncombe County Schools, the Crisis Response Team (CRT) provides students crisis assistance in dealing with trauma, grief, or loss. In Asheville City Schools, counselors provide counseling in prevention, crisis, and conflict resolution.
- ⁴⁴ Crisis number at Smokey Mountain LME is 1800-849-6127
- ⁴⁵ Deleted Temporary Therapeutic Foster Care, Swain Center, Strategic Behavioral PRTF, and Heading in the Right Direction Level II MH as separate programs in Continuum. CASP Program- some services in Winston Salem.
- ⁴⁶ On Hendersonville Road.
- ⁴⁷ Temporary Shelter (also called "Respite Care" to separate it from Runaway Programs. Sometimes youth are turned away due to lack of space. Contact Trinity Place, Amy Hobson, 828-253-7233
- ⁴⁸ Children's Hope Alliance Therapeutic foster care for juvenile sex offenders Level I and II
- ⁴⁹ Angels Watch is a foster care program for children 0-6 with siblings up to age 10 who are not in the custody of the HHS, and whose families are temporarily unable to care for them because of a crisis. Up to 90 days. Parents are provided mentoring and links to community resources. No fees are charged to the families.
- ⁵⁰ PERCS (Proactive Enhanced Response Crisis Services) is a foster care program for youth ages 0-18 who have been removed from their homes by and in the custody of HHS. The maximum length of stay is 30 days.
- ⁵¹ The Juvenile Crisis and Assessment Center has four beds for youth who have been detained by the state and are waiting to see a judge, and another five beds for youth who need crisis intervention

⁵² Deleted Temporary Therapeutic Foster Care, Swain Center, Strategic Behavioral PRTF, and Heading in the Right Direction Level II MH as separate programs in Continuum. CASP Program- some services in Winston Salem.

⁵³ For 6-12 months

⁵⁴ Timber Ridge is a wilderness camp that accepts Medicaid, and is located in the middle of state.

⁵⁵ Solstice East is a residential treatment center that helps teens solve issues like trauma, loss, grief, drug addiction, behavioral problems, depression, anxiety, and mood disorders. Solstice East works with young women ages 14-18, outside Asheville, NC. Equine, individual, group, family, milieu, and psychiatric services.

⁵⁶ SPARC Love Notes is designed for any youth at-risk for unstable, poor quality relations and/or compulsive choices that might be detrimental to their future goals. Over 13 weeks, group members are taught skills to build their resilience such as: building attachment and nurturing relationships, building social connections, learning about parenting and how children grow, building social and emotional skills towards healthy interaction with others. The location of this group is at the SPARC office. Contact is Jackie Latek 775-0540

⁵⁷ Mediation Center, Laura Jeffords, ED, 828-251-6089

⁵⁸ Buncombe Alternatives, Karen Peerson, ED, 828-776-0173

⁵⁹ Buncombe Alternatives, Karen Peerson, ED, 828-776-0173

**Buncombe County Juvenile Crime Prevention Council
Request for Proposals**

\$508,064

Anticipated County Allocation

30%

Required Local Match Rate

December 18, 2015

Date Advertised

The Juvenile Crime Prevention Council (JCPC) has studied the risk factors and needs of Juvenile Court involved youth in this county and hereby publishes this Request for Proposals. The JCPC anticipates funds from the NC Department of Public Safety, Division of Adult Correction and Juvenile Justice, Community Programs section in the amount stated above to fund the program types specified below. Such programs will serve delinquent and at-risk youth for the state fiscal year 2019-2020 beginning on, or after, July 1, 2019. The use of these funds in this county requires a local match in the amount specified above.

The JCPC will consider proposals for the following needed programs:

Priority 1: Restitution, Priority 2: Sex Offender Treatment, Priority 3: Teen Court, Priority 4: Interpersonal Skills, Priority 5: Runaway Shelter, Priority 6: Structured Day
Priority 7: Mentoring, Priority 8: Tutoring, Priority 9: Experiential Skills

Proposed program services should target the following risk factors for delinquency or repeat delinquency:

Known use – Alcohol, illegal drugs (prior 12 months)
School behavior problems (prior 12 months)
Relationships with peers

Programs should address the following concerns as reported in the Needs Assessments for adjudicated youth:

Peer Domain: Peer relationships
Individual Domain: Substance abuse within the past 12 months, Mental health needs
Family Domain: Family supervision skills, Conflict in the home within the past 12 months, Family Criminality
School Domain: School behavior/adjustment

Applicants are being sought that are able to address items below:

1. Program services compatible with research that are shown to be effective with juvenile offenders.
2. Program services are outcome-based.
3. The program has an evaluation component.
4. Program services detect gang participation and divert individual

Local public agencies, 501(c)(3) non-profit corporations and local housing authorities are invited to submit applications to provide services addressing the above elements.

Melissa Moses

JCPC Chairperson or Designee

at

828-776-7204

Telephone #

In order to apply for FY 2019-2020 JCPC funding, you must complete and submit your application online by accessing NC ALLIES. Please read and follow all instructions at the following link:

<http://www.ncdps.gov/index2.cfm?a=000003,002476,002483,002482,002514>

After submitting the application electronically, print and submit hard copies as indicated below. Private non-profits are also required to submit No Over Due Tax forms, Conflict of Interest Statements, and proof of 501(c)(3) status.

NOTE: For further information, or technical assistance about applying for JCPC funds in this county, contact, Massey Whiteside Area Consultant, at 828-296-4744.

Deadline for Application is: February 8, 2019 by 5:00 P.M.

Mail or deliver applications to: Deliver Applications to:
Melissa Moses, JCPC Coordinator

35 Woodfin Street, Asheville NC, 28801

Number of original copies to submit: 20 Telephone: 828-776-7204

Juvenile Crime Prevention Council Funding Decisions Summary

Program Funded	Reason for Funding (Check all that apply)
Earn and Learn	<input checked="" type="checkbox"/> Meets funding priority <input checked="" type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input checked="" type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input type="checkbox"/> Addresses use of alcohol/controlled substances <input checked="" type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
Home Based Services for Juvenile Sex Offenders	<input checked="" type="checkbox"/> Meets funding priority <input type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input checked="" type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input checked="" type="checkbox"/> Addresses use of alcohol/controlled substances <input checked="" type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
Horse Power	<input checked="" type="checkbox"/> Meets funding priority <input checked="" type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input checked="" type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input checked="" type="checkbox"/> Addresses use of alcohol/controlled substances <input checked="" type="checkbox"/> Addresses restitution to victims <input checked="" type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
Kids at Work	<input checked="" type="checkbox"/> Meets funding priority <input checked="" type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input checked="" type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input checked="" type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
Love Notes	<input checked="" type="checkbox"/> Meets funding priority <input checked="" type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input checked="" type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input checked="" type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
Teen Court	<input checked="" type="checkbox"/> Meets funding priority <input checked="" type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input checked="" type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input checked="" type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
Trinity Place	<input checked="" type="checkbox"/> Meets funding priority <input type="checkbox"/> Compatible with research <input checked="" type="checkbox"/> Cost efficient <input checked="" type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input type="checkbox"/> Has evaluation component <input checked="" type="checkbox"/> Addresses parental accountability <input checked="" type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input checked="" type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input checked="" type="checkbox"/> Would increase funding to this service if funds were available
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Juvenile Crime Prevention Council Funding Decisions Summary

	<input type="checkbox"/> Meets funding priority <input type="checkbox"/> Compatible with research <input type="checkbox"/> Cost efficient <input type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input type="checkbox"/> Has evaluation component <input type="checkbox"/> Addresses parental accountability <input type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input type="checkbox"/> Would increase funding to this service if funds were available
	<input type="checkbox"/> Meets funding priority <input type="checkbox"/> Compatible with research <input type="checkbox"/> Cost efficient <input type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input type="checkbox"/> Has evaluation component <input type="checkbox"/> Addresses parental accountability <input type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input type="checkbox"/> Would increase funding to this service if funds were available
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	<input type="checkbox"/> Meets funding priority <input type="checkbox"/> Compatible with research <input type="checkbox"/> Cost efficient <input type="checkbox"/> Addresses reductions of complaints, violations of supervision & convictions <input type="checkbox"/> Has evaluation component <input type="checkbox"/> Addresses parental accountability <input type="checkbox"/> Addresses use of alcohol/controlled substances <input type="checkbox"/> Addresses restitution to victims <input type="checkbox"/> Addresses gang participation <input type="checkbox"/> Other <input type="checkbox"/> Other <input type="checkbox"/> Would increase funding to this service if funds were available

Program Not Funded	Reason for Not Funding (Check all that apply)
Structured Day	<input checked="" type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input checked="" type="checkbox"/> Other Program needs support in the areas of reporting, administration and finance.
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other
	<input type="checkbox"/> Lack of funding, addresses priority need and would fund if resources allowed <input type="checkbox"/> Does not meet funding priority <input type="checkbox"/> Not compatible with research <input type="checkbox"/> Lesser quality than another program funded of it's type <input type="checkbox"/> Greater cost than program of same type and quality <input type="checkbox"/> Other <input type="checkbox"/> Other

Buncombe County SPEP Scores Summary Report

Program Component	Year Of SPEP SCORE Data	Quality of Services Score Maximum Score = 20	Basic SPEP Score Maximum = 100	Program Optimization Percentage (POP)	No Score/Reason
Earn & Learn	2014-15	12	56	70%	
	2015-16	15	59	74%	
	2016-17	17	58	73%	
	2017-18	17	65	81%	
Trinity Place	2014-15	17	49	58%	
	2015-16	18	60	71%	
	2016-17	18	59	69%	
	2017-18	18	61	72%	
Kids At Work	2014-15				Not Funded
	2015-16	15			Not Funded
	2016-17	15	74	87%	
	2017-18	16	62	73%	
Teen Court	2014-15	14			No SPEP Available
	2015-16	15			No SPEP Available
	2016-17	17			No SPEP Available
	2017-18	17			No SPEP Available
Home Based for Services for Juvenile Sex Offenders	2014-15	20			No SPEP Service Indicated
	2015-16	19			No SPEP Service Indicated
Cognitive Behavioral Therapy SPEP added	2016-17	19			Advisory Score
	2017-18	17			Advisory Score
Buncombe Structured Day					New program
Love Notes					New program

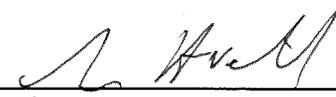
Program Enhancement Plan (PEP)

Program/Component: Kids at Work-Buncombe County 2018-2019

Brief Description: Kids At Work is an interpersonal skills development program based around the culinary arts. Youth are a part of the program for 16 weeks and meet for three hours once a week for instruction. The curriculum consists of 24 hands-on lessons that are designed to meet the clients unique learning styles and help them apply the skills in a work environment.

Category	SPEP Score	Enhancement Opportunity	Action Steps	Responsible Party	Progress Report: Describe progress made, include date, what has been completed, in process or no progress
Primary Service	15				
Qualifying Supplemental Service	5				
Quality of Service Delivery	16	Staff Training Area	1. To assess areas of improvement for staff training. 2. Develop a plan based on the assessment. 3. Implement the plan. 4. Evaluate outcomes.	District Leader	Area consultant monitoring provided feedback about areas for improving staff training in Nov 2018, and we are currently working on a plan for improvement.
Amount of Service: Duration and Contact Hours	14				
Risk Level of Youth	12				
Total SPEP Score	62				
POP	66% 73%				

This Plan is approved by:


12/31/18

1/17/19

Program Manager Signature
Date
JCPC Chair Signature
Date

Program Enhancement Plan

Program:

Barium Springs Home-Based Services for Juvenile Sex Offenders (Buncombe)

Brief Description:

The TASK Program serves juveniles ages 10-17 who have been adjudicated of sexual offenses or any juvenile under the supervision of Juvenile Court ordered to participate in an evaluation and/or treatment. The objective is to provide a range of services to allow these youth to remain at home, promote community safety, and prevent further sexual abuse. Services include comprehensive evaluations; safety planning; case management; on-call support; individual, family, and group therapy.

Category	SPEP Score	Enhancement Opportunity	Action Steps	Responsible Party	Comments
<i>SPEP Service:</i> Primary	30	N/A	N/A	N/A	N/A
Supplemental	5				
<i>Quality of Service Delivery</i>	17	<ul style="list-style-type: none"> Continued development of TASK treatment manual and service protocol 	<ul style="list-style-type: none"> Continue to monitor service delivery via Fidelity checks and data analysis (JCPC Measurable Outcomes, Program CQI measures) 	Program Manager, Sr. Clinician	N/A
<i>Amount of Service:</i> Duration	10	N/A	N/A	N/A	N/A
Contact Hours	4				
<i>Risk Level of Youth:</i> Tier 1	12	N/A	N/A	N/A	N/A
Tier 2	13				
Total	91				

This Plan is approved by:

Kevin D. Angell
Program Manager Name & Signature

1/16/19
Date

[Signature]
JCPC Chair Name & Signature

1/17/19
Date

Program Enhancement Plan

Program:

Earn & Learn Restorative Community Service

Brief Description:

Earn & Learn Juvenile Restorative Community Services is the only community service/restitution program in Buncombe County. This program works with youth assigned community service hours and/or given a monetary compensation requirement for victims provided through DJJAC. Through supervised, assigned work and evidence-based journaling, juveniles provide important service to the community, are held accountable for their actions, and given the opportunity to acknowledge any harm they may have caused

Category	SPEP Score	Enhancement Opportunity	Action Steps	Responsible Party	Comments:
Primary Service Supplemental Services	15				Earn and Learn is a Group 2 and can only gain 10 points plus 5 supplemental
Quality of Service Delivery	17	<p>Program Evaluation: Conduct Interviews for parents and clients. Conduct and evaluate survey worksites to monitor program effectiveness throughout the community.</p>	<p>Provide written process with protocol / policy in our operations manual defining our exit interview and survey process. All responses will be turned into data points for each year.</p>	ED/AED/Staff	<p>On – going - Program outcomes to measure are still being developed and will be available after compiling June 30, 2019 data</p>
		<p>Begin monitoring recidivism rates for the Earn & Learn clients for the year after program participation.</p>	<p>Contact Juvenile Justice in January and June with a list of Earn & Learn clients to request the recidivism information for measuring outcomes.</p>	AED	<p>On – going Data will be collected in January 2019 after the first six months and in June 2019</p>
		<p>Structured Training and Documentation: Guarantee all direct service staff annual trainings and manage documentation</p>	<p>Staff Training Record will be developed. All staff will attend annual trainings to continue while enhancing our quality of service</p>	ED/AED/Staff	<p>Materials created by January 2019 and housed in employee records as well as HR Training files. The annual training calendar will be created and maintained on an on – going basis</p>

Program Enhancement Plan

Buncombe County Teen Court

Program:

Brief Description:

Teen Court is a diversion from juvenile court and an alternative to out of school suspension created for first-time offenders who have admitted guilt. Clients are given the opportunity to take responsibility for their offense by participating in court proceedings held by trained youth and adult volunteers. Teen Court does not decide guilt or innocence but centers on lowered recidivism through restorative justice. Sanctions for clients include community service, projects, and apology letters.

Category	SPEP Score	Enhancement Opportunity	Action Steps	Responsible Party	Comments:
Primary Service Supplemental Services	0				
Quality of Service Delivery	0	<p>Program Evaluation: Create exit Interviews for parents and clients. Also create a survey for all worksites to monitor program effectiveness in the community.</p> <p>Begin monitoring recidivism rates for the teen court clients for the year after program participation.</p> <p>Structured Training and Documentation: Guarantee all direct service staff annual trainings and manage documentation</p>	<p>Provide written process with protocol / policy in our operations manual defining our exit interview and survey process. All responses will be turned into data points for each year.</p> <p>Contact Juvenile Justice in January and June with a list of Earn & Learn clients to request the recidivism information for measuring outcomes.</p> <p>Staff Training Record will be developed. All staff will attend annual trainings to continue while enhancing our quality of service</p>	<p>ED/AED/Staff</p> <p>AED</p> <p>ED/AED/Staff</p>	<p>On – going - Program outcomes to measure are still being developed and will be available after compiling June 30, 2019 data</p> <p>On – going Data will be collected in January 2019 after the first six months and in June 2019</p> <p>Materials created by January 2019 and housed in employee records as well as HR Training files. The annual training calendar will be created and maintained on an on – going basis</p>

Program Enhancement Plan

Amount of Service: Duration and Contact Hours	0				
Risk Level of Youth	0				
Total	0				

This Plan is approved by: Karen K Pearson 1/17/19
 Program Manager Name & Signature Date

R. H. [Signature] 1/17/19
 JCPC Chair Name & Signature Date

BYLAWS of
Buncombe County Juvenile Crime
Prevention Council

Article I. Name, Principal Office, and General Purpose

Section 1. Name.

Buncombe County Juvenile Crime Prevention Council (JCPC)

Section 2. Purposes. The purpose for the JCPC is to prevent juveniles who are at risk from becoming delinquent. North Carolina General Statute (143B-845) mandates the development of a local JCPC. The primary intent of the legislation is to develop community-based alternatives to Youth Development Centers and to provide community – based delinquency and substance abuse prevention strategies and programs. Additionally, it is the intent of the legislation to provide noninstitutional dispositional alternatives that will protect the community and the juveniles.

The legislation directs that these programs and services be planned and organized at the community level and developed in partnership with the State. Juvenile Crime Prevention Councils are the designated planning bodies at the local level, appointed by the Board of County Commissioners.

Article II. Members

Section 1. Members.

The business and property of the JCPC shall be managed and controlled by the JCPC, who shall be appointed as set forth below.

Section 2. Appointment.

NCGS 143B-846 specifies that as a prerequisite for a county receiving funding for juvenile court services and delinquency prevention programs, the Board of County Commissioners shall appoint a JCPC.

Section 3. Number and Representation

The JCPC shall consist of a membership composition as set forth in GS 143B-846 with not more than 26 members. The Board of County Commissioners shall modify the JCPC membership as necessary to ensure that council members reflect the racial and socioeconomic diversity of the community and to minimize potential conflicts of interest by members.

Section 4. Officers.

Members of the council shall elect the Chair and Vice Chair annually.

- I. Membership designated by NCGS 143B-544
 1. Local school superintendent(s) or designee
 2. Chief of Police
 3. Local Sheriff or designee
 4. District Attorney or designee
 5. Chief Court Counselor or designee
 6. Director of area mental health, developmental disabilities, and substance abuse authority or designee
 7. Director of DSS, or consolidated human services agency or designee
 8. County Manager or designee
 9. A Substance Abuse Professional
 10. A Member of the Faith Community
 11. A County Commissioner
 12. Two persons under the age of 18 years, one of whom is a member of the State Youth Council.
 13. A Juvenile Defense Attorney
 14. Chief District Court Judge or a judge designated by the chief district court judge
 15. A member of the business community
 16. Health Director or designee
 17. Representative of United Way or other nonprofit or designee
 18. Representative of local parks and recreation
 19. Member of Public appointed by County Commissioners
 20. Member of Public appointed by County Commissioners
 21. Member of Public appointed by County Commissioners
 22. Member of Public appointed by County Commissioners
 23. Member of Public appointed by County Commissioners
 24. Member of Public appointed by County Commissioners
 25. Member of Public appointed by County Commissioners

Section 5. Terms.

As set forth in NCGS 143B-847 each member of the JCPC shall serve for terms of two years. Members may be reappointed. Terms of appointment begin January 1, 1999, and July 1 of years thereafter.

In order to provide for staggered terms, persons appointed for positions designated as (9) a substance abuse professional, (10) a member of the faith community, (12) a person under the age of 18, (15) a member of the business community (17) a representative of United Way or other nonprofit and (18) a representative of local parks and recreation, shall be for an initial one-year term and two-year terms thereafter.

Section 6. Vacancies.

As set forth in NCGS 143 B-848 appointments to all vacancies shall be for the remainder of the former member's term.

Section 7. Removal.

As set forth in NCGS 143 B-848 members shall only be removed for malfeasance (illegal act) or nonfeasance (not performing duties as required) as determined by the Board of County Commissioners.

Section 8. Meetings; Quorum.

As set forth in NCGS 143 B-849 the Council will meet at least bi-monthly. The council may meet more often if the Chair calls a special meeting.

A simple majority of members shall constitute a quorum. (Simple majority is 50%+1)

Section 9. Attendance

Any member who has two consecutive or three total unexplained absences in a one year period of their two-year term will be contacted by the coordinator to verify their commitment to continue as a board member.

Article III. Duties and Powers

As set forth in NCGS 143 B-851 the duties and powers of the JCPC are as follows:

Conduct an annual review of the needs of juveniles at risk of delinquency, adjudicated delinquent or undisciplined and the resources needed to meet those needs.

Develop and advertise a request for proposals (RFP) process and submit a written plan of action for the expenditures of juvenile sanctions and prevention funds to the Board of County Commissioners for approval. Submit those funds approved by the Board of County Commissioners to the North Carolina Department of Public Safety (NCDPS) for final approval and implementation.

Ensure appropriate intermediate dispositional options are available and prioritize funding for dispositions of intermediate and community level sanctions for court adjudicated juveniles.

NCDPS Application Process:

Perform the following functions on an ongoing basis:

- a) Assess the needs of juveniles in the community, evaluate the adequacy of resources to meet those needs, and develop or propose ways to address unmet needs.
- b) Evaluate the performance of juvenile services and programs in the community. Evaluate each funded program as a condition of continued funding.
- d) Increase public awareness of the causes of delinquency and of strategies to reduce the problem.
- e) Develop strategies to intervene and appropriately respond to and treat the needs of juveniles at risk of delinquency through appropriate risk assessment instruments.
- f) Provide funds for services for treatment, counseling, or rehabilitation for juveniles and their families, including court ordered parenting responsibility classes.
- g) Plan for the establishment of permanent funding streams for delinquency prevention services.
- h) Develop strategies to intervene and appropriately respond to the needs of juveniles who have been associated with gang activity or who are at risk of becoming associated with gang activity.

ARTICLE IV Committees

1. Executive Committee: Membership shall consist of the JCPC Chair, JCPC Chair from the previous year if still active, Vice-Chair, Standing Committee Chairs, the NCDPS Consultant and the Chief Court Counselor or designee.
2. The JCPC may appoint from its members, or from among other persons as the Council sees fit, one or more ad hoc or advisory committees at any time. The members of such committees serve at the pleasure of the JCPC and shall advise and aid the Council. Each ad hoc committee is subject to approval of the JCPC, and its prescribed rules and regulations to conduct meetings and business.
 - a. Duties: It is the duty of the JCPC Chair to ensure that the following duties are performed:
 - i. Meet monthly to set the agenda for the regular JCPC meetings.
 - ii. Meet when necessary between monthly meetings to facilitate strategic planning and fiscal management concerns as decided by the JCPC Chair
 - iii. Monitor and evaluate composition of the JCPC specific to community representation and effectiveness in meeting goals
 - iv. Monitor terms of appointment and present membership recommendations to the Board of County Commissioners

- v. Monitor non-attendance and notify members of attendance issues as referenced in Article VI, Section 3
- vi. Report malfeasance (illegal activity) or nonfeasance (failure to perform assigned duties) to the Board of County Commissioners for recommended action
- vii. Ensure development and presentation of a slate of officers for JCPC approval
- viii. Review request for support of community program development and present to the JCPC for approval
- ix. Take nominations at a regular JCPC meeting for chairs of committees prior to the first meeting of the JCPC year
- x. The JCPC Chair may appoint from its members, or from among other persons as the Council sees fit, one or more ad hoc or advisory committees at any time. The members of such committees serve at the pleasure of the JCPC and shall advise and aid the Council. Each ad hoc committee is subject to approval of the JCPC, and its prescribed rules and regulations to conduct meetings and business.

The Chairs of the following committees will coordinate with the JCPC Chair to ensure appropriate committee membership from the JCPC members and community volunteers.

1. Monitoring/Evaluation Committee: Membership shall consist of the Chair and Vice-Chair of the committee, JCPC members, court counselors and may include community volunteers.
 - a. Duties: It is the duty of the committee chair to ensure that the following duties are performed:
 - i. Conduct site visits to funded NCDPS programs
 - ii. Review NCDPS funded programs to determine adherence to proposed goals, projected outcomes, budgets and other data collection requirements
 - iii. Complete and submit required monitoring and evaluation reports within designated time frames
 - iv. Evaluate funded programs for conditions of continued funding and overall effectiveness and efficiency, and progress towards projected outcomes.
 - v. Provide monitoring reports to the Allocations Committee within established time frames
 - vi. Coordinate with NCDPS Consultant to ensure knowledge of and adherence to current monitoring and evaluation requirements
 - vii. Develop annual calendar and action plan outlining required tasks of committee

2. Planning/Public Awareness Committee: The planning and public awareness activities may function as two separate committees or as a single committee and subcommittee. Membership shall consist of the Chair, Vice-Chair, JCPC members, court counselors and may include community volunteers.
 1. Duties: It is the duty of the committee chair to ensure that the following duties are performed:
 - i. Planning:
 - 1) Develop a community assessment and comprehensive strategies plan in order to establish priorities for NCDPS disbursement of funds in conjunction with the Dispositional Options survey given to court counselors and reported by the chief court counselor and provide planning data to the community and the state
 - 2) Review and update comprehensive strategies at least every three to five years
 - 3) Review annually the needs of juveniles at risk of delinquency or adjudicated delinquent/undisciplined and resources needed for target populations
 - 4) Review and determine gaps in intermediate dispositional options
 - 5) Ensure that comprehensive strategies include addressing unmet needs and providing funds and resources for treatment, counseling and rehabilitative services for youth and families, including court ordered parent responsibility classes
 - 6) Coordinate with the Allocations Committee and Chief Court Counselor to ensure that the annual RFP for NCDPS funding accurately reflects current community-based needed resources
 - 7) Coordinate with NCDPS Consultant to ensure use of best practice criteria for assessment and planning activities
 - ii. Public Awareness:
 - 1) Provide public awareness of the JCPC, it's function, it's process and the comprehensive strategies plan
 - 2) Promote public awareness and media coverage for the RFP and NCDPS funds allocation process
 - 3) Ensure public notification of the JCPC regular meeting or specially called meetings
 - 4) Make presentations to community groups and programs regarding JCPC functions and as recruitment and gap identification strategies

- 5) Develop an annual public awareness and media action plan outlining events to cover and community organizations to receive presentations

3. Allocations Committee: Membership shall consist of the Chair, Vice-Chair, JCPC members, and court counselors.

1. Duties: *The purpose of the allocation Committee is to receive, review and evaluate eligible program application and make recommendations for the release of NCDPS funds to area programs. In addition, the committee ensures that applications for NCDPS funding are received in the context of identified needs from the JCPC comprehensive strategies process as noted in the RFP.* No agency shall have more than two representatives on the allocation committee in an effort to refute any allegations of weighting the panel. The Chief Court Counselor shall participate as a non-voting member, being available to assist in training members and for consultation and information as to the needs of the court referred juveniles.

Article V Officers

Section 1. Officers. The officers of Council shall be a Chair, Vice Chair (*Chair-elect*), Planning Chair, Vice Chair, Monitoring Chair, Vice Chair, Allocations Chair, Vice Chair, each elected annually.

The executive committee will present a slate of officer appointments to the JCPC and hold elections in May.

Section 2. Election. The Council shall elect all officers during a meeting held in May of each year. The executive committee shall submit a slate of officers. Additional nominations may be made from the floor at this time. All officers shall hold office for the term of one year. Vice-Chair will move into Chair position in the following year.

Section 3. Tenure of Office. Any of the officers may be dismissed at any time during his or her term by a majority vote of the Council in accordance with Article II, §8.

Section 4. Resignation. If an officer resigns prior to the end of his/her term the executive committee shall recommend a replacement to the JCPC for approval. The approved replacement will serve until the end of the designated term.

Section 5. Duties of Officers

CHAIR

The Chair shall:

- a) Preside at all meetings of the Council
- b) Enforce these Bylaws and see that all orders and resolutions of the JCPC are carried out

- c) Perform the entire duties incidental to his or her office, and which are required by law, and generally, to see that the Officers perform their duties
- d) Present at each meeting of the Council a report on the condition of the business of the Council
- e) Call regular and special meetings of the Council in accordance with these Bylaws
- f) Execute conveyances, contracts and agreements as authorized by the Council
- g) Perform and attend to such other duties and functions as may be directed by the County Commissioners
- h) Annually appoint Committee Chairs, Vice-Chairs and membership
- i) Present an annual report to the Board of County Commissioners
- j) Serve as JCPC representative on the Buncombe County Children's Collaborative or appoint a designee

VICE-CHAIR

The Vice-Chair shall:

Perform the duties of the Chair in the Chair's absence or disability

- a) Perform such additional duties and functions as may be directed by the Council
- b) Serve as the incoming Chair of the JCPC
- c) Participate in the executive committee meetings

Section 6. Vacancies. Vacancies in any office shall be filled by the Council at a special meeting called for that purpose after the occurrence of such vacancy, or at the next annual meeting, whichever occurs first. The Officers so elected shall hold office until the next annual meeting of the Council and until a successor shall have been elected in accordance with these Bylaws.

ARTICLE VI Meetings

Section 1. Regular Meetings. The Council shall meet at least bi-monthly and dates designated by the Chair, through a written call of the majority of Council members, or upon resolution of the Council. The annual meeting of the Council shall be held each year in May or at such other time as the Council may fix, for the purpose of electing officers and for the transaction of other business.

Section 2. Special Meetings. The times, dates, and places of special meetings of the Council may be set at the call of the Chair. Notification shall be given to Council members by the usual means of communication (telephone, voice mail, mail, text, email) at least 48 hours before the time of the meeting.

Section 3. Notice of Intention to Attend

Members of the Council shall be required to notify the Chair or Program Coordinator of their inability to attend a regularly scheduled meeting prior to the meeting.

Section 4. Quorum. Simple majority of the members of the Council shall constitute a quorum for the transaction of business.

Section 5. Parliamentary Rules. All meeting shall be conducted in an open, orderly, and fair manner; and Robert's Rules of Order, as revised, shall apply to all deliberations.

Section 6. Majority Vote Except as otherwise provided by Bylaws or law, all matters before Council shall be decided by a simple majority vote of the members present at a meeting at which a quorum exists. Members of the Council or a committee may participate in a meeting of the Council or committee by electronic means, which allows the participants to participate in the meeting.

Section 7. Informal Action by Officers. Any action required or permitted to be taken at any meeting of the Council or of a committee may be taken without a meeting if the text of the resolution or matter agreed upon is sent to all the members in office or all of the members of the committee and all of the members in office or all the members of the Committee consent to such action in a writing, including electronic communication, setting forth the action taken. Such consent in writing, including electronic communication, shall be filed with the minutes of the proceedings of the Council or the committee and have the same force and effect as a vote of the Council or of the committee at a meeting, whether done before or after the action is taken.

Section 8. Compliance with State Requirements. So long as the Council manages/approves funding from the State of North Carolina, it shall conduct its operations, including its meetings, in a manner comparable to Article 33C of Chapter 143 of the North Carolina Statutes (the Open Meetings Law), and Chapter 132 of the North Carolina General Statutes (the Public Records Law).

ARTICLE VII Contracts, Checks, Deposits, and Funds

Section 1. Contracts. Council may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Council; and such authority may be general or confined to specific instances.

Section 2. Loans. No loans shall be contracted on behalf of the Council and no evidence of indebtedness shall be issued in its name unless authorized by a resolution of the Council. Such authority may be general or confined to specific instances.

Section 3. Checks and Drafts. All checks, drafts, or other orders for the payment of money, issued in the name of the Council, shall be signed by such officer or officers, agent or agents of the Council and in such manner as shall from time to time be determined by resolution of the Board of County Commissioners. In regard to the administrative expenses of the JCPC, Buncombe County is the fiscal agent and will issue checks related these expenses under the approval and consent of the JCPC executive committee.

Section 4. Funds. All funds of the Council not otherwise employed shall be deposited to the credit of the Council in banks, trust companies, or other depositories as the Board of County Commissioners may select.

Section 5. Acceptance of Gifts. The Council or any officer or officers or agent or agents of the Council to whom such authority may be delegated by the Council, may accept on behalf of the Council any contribution, gift, bequest, or devise for the purposes of the Council.

Section 6. Audits. On request of a majority of the Council, the accounts of the Council shall be audited by a reputable certified public accountant, whose report shall be submitted to each member of the Council. This requirement is met by having an audit conducted by the State Auditor, as specified in Article VIII, Section 2.

Section 7. Bond. At the direction of the Board of County Commissioners, any officer or employee of the Council shall be bonded. The Council shall pay the expense of procuring any such bond.

ARTICLE VIII Relations with Public Bodies

Section 1. Grants and Appropriations. The Council anticipates it will from time to time receive grants or appropriations from public bodies of North Carolina. Expenditures by the Council of such grants or appropriations shall be made only for public purposes and only for the charitable purposes of the Council and according to law.

Section 2. Audit by State Auditor. So long as the Council receives funding from the State of North Carolina, the Corporation shall be subject of the audit and review by the State Auditor pursuant to Article 5A of the Chapter 147 of the North Carolina General Statues.

ARTICLE IX

Agents, Representatives and Employees

The Council may appoint such agents, representatives and employees of the Council with such powers and to perform such acts or duties on behalf of the Council, as the Council may deem appropriate and in the best interest of the

Corporation. As money permits the Council may utilize a management support position to perform council duties as outlined in a job description approved by the JCPC. See attachment for job description of coordinator.

ARTICLE X

Period of Accounting and Reporting

The fiscal year shall begin on July 1 and shall end on June 30 of the next calendar year.

ARTICLE XI Amendments

Within the parameters of the NC General Statutes which establish and define the JCPC the Council shall have power to make, alter, amend and repeal the Bylaws by affirmative two-thirds vote of the Council then serving, provided that such action is proposed at a regular or special meeting of the Council and adopted at a subsequent regular or special meeting, except as otherwise provided by law. The text of all amendments and changes shall be included in the notice of each such meeting.

ARTICLE XII Conflict of Interest

Juvenile Crime Prevention Council (JCPC) members are public officers. N.C. Gen. Stat. § 14-234 requires that (1) No public officer or employee who is involved in making or administering a contract on behalf of a public agency may derive a direct benefit from the contract except as provided in this section, or as otherwise allowed by law; (2) A public officer or employee who will derive a direct benefit from a contract with the public agency he or she serves, but who is not involved in making or administering the contract, shall not attempt to influence any other person who is involved in making or administering the contract; and (3) No public officer or employee may solicit or receive any gift, reward, or promise of reward in exchange for recommending, influencing, or attempting to influence the award of a contract by the public agency he or she serves.

No JCPC member or managing staff may receive directly or indirectly, any funds disbursed from the State of North Carolina, except for duly, authorized staff compensation and benefits, and reimbursement for expenses actually incurred in connection with the Council's business and in accordance with final approved grant agreements. JCPC members are to avoid conflicts of interest or the appearance of impropriety in the disbursement of State funds; No member of the JCPC shall be deemed to benefit directly or indirectly from any contract or grant funded in whole or in part by State funds if he/she receives only the salary or stipend due to him/her in the normal course of employment with, or service to, said JCPC.

JCPC has written conflict of interest policies and reporting procedures applicable to members who have any interest or any authority regarding the resources of

JCPC. These policies are to be communicated to members and full disclosure will be provided for any possible appearance of conflict of interest that may exist.

Council members shall not use their official affiliation with the JCPC to secure preferential treatment for any juvenile. Council members shall not use confidential information regarding juveniles or their families, JCPC agencies or other council members for personal gain or benefit. Council members must disclose a (potential) conflict of interest when the council member:

1. Is related to a program staff member;
2. Is related to another JCPC member;
3. Has/may have personal, financial, professional, and/or political gain at the expense or benefit of the JCPC, other than the benefit of therapeutic intervention for the juveniles and families served by JCPC funded programs;
4. Or a council member's family member participates in activities of, is a member of, or is an employee of a business entity that may be viewed as having direct or indirect influence over the JCPC's business;
5. Or a council member's family member may be viewed as having direct or indirect financial gain from personal or business investments/interest in real property held by that council member;
6. Received honorarium or other compensation outside of the scope of employment and operations that creates or appears to create bias;
7. Secured employment with a competing applicant for JCPC funding; and
8. Has a relationship other than professional with a JCPC funded program or applicant for funding, or any staff member or volunteer working for the program/applicant.

Every member of the JCPC shall complete a conflict of interest disclosure form and submit it to the JCPC Chair. The conflict of interest form shall be submitted yearly. Should a conflict of interest arise a JCPC shall complete a new conflict of interest disclosure form. If a JCPC member discloses a conflict of interest then the issue shall be scheduled for discussion at the next JCPC executive meeting.

Any member of the JCPC who may, through his or her agency, receive funds as a result of a motion before the Council, or may otherwise benefit financially from a motion before the Council, may have a conflict of interest between his or her role within that agency, and as a member of the Council. Such members may be prohibited from participating in the discussion of the motion and likewise prohibited from voting on such motion.

When such an item is the subject of a motion before the Council, and is opened for discussion, those members of the Council who acknowledge such a conflict of interest shall identify themselves and state their intention to abstain. Such members may be requested by the Chair to leave the room during the deliberations and vote. If any member or members of the Council have removed themselves as a result of such conflict of interest related to a specific motion, it

shall be the responsibility of the Chair to ensure that only such agenda item is discussed and acted upon in that person's absence.

In the event a participating member of the Council perceives that a conflict exists with a member of the Council who has not voluntarily identified himself or herself, the Council member shall bring such conflict to the attention of the Council and request that individual abstain and remove him/herself. If there is a dispute as to whether or not the circumstances present a conflict of interest, the Chair shall rule on whether or not the Council member in question has an actual conflict of interest and shall be permitted to vote and participate in the deliberations. The Chair shall have the option of ruling that the member whose vote is in dispute shall be entitled to vote under challenge, such ballot and dispute to be resolved only in the event the challenged ballot is determinative of the outcome of the vote.

In order to prevent potential conflicts of interest, the JCPC shall to the extent possible:

- Fill allocations and monitoring committees with members who are not staff or volunteers of funded agencies
- Any JCPC member affiliated with a funded or unfunded agency shall abstain from voting in matters related to JCPC funding or business transactions affecting that specific agency. Full disclosure shall be made by any member prior to any funding or business transaction deliberations
- Nominating chairs will not be board members, staff or volunteers of funded agencies, or NCDPS staff
- Require a list of agency board members as a part of each program's funding application
- Provide a means of identification, ie. tent cards, or membership roster at meetings to designate funded agency representatives

ARTICLE XIII Public Attendance/Participation

The Council shall conduct its operations in compliance with Article 33C of Chapter 143 of NC General Statue (Open Meeting Law) and Chapter 132 of NC General Statue (Public Records Law). Meeting minutes shall be sent to the Clerk of the Board of County Commissioners to allow for public access.

Non-Council members who attend Council meetings will identify themselves as visitors and be seated in the audience. Council members will be seated at the table. If a member of the public wishes to provide comment they should advise the Chair and/or Secretary and be placed on the Agenda prior to the meeting. The Council meets from for one and one half hours unless otherwise posted and public comment will be contained to available time within that period and each speaker's comments will be limited to 3 minutes.

The Council, through it established committee structure, will offer consistent and varied vehicles for public input and participation.

Adopted by the Buncombe County Juvenile Crime Prevention Council on November 21st, 2013.

Danielle Arias, Chair

Buncombe County Juvenile Crime Prevention Council

Allocations Policies and Procedures

Policy

The Allocations Committee

The purpose of the Allocations Committee is to receive, review and evaluate eligible program applications and make recommendations for the release of NCDPS funds to area programs. In addition, the committee ensures that applications for NCDPS funding are received in the context of identified needs from the JCPC comprehensive strategies process as noted in the Request for Proposals (RFP).

Policy Changes

The JCPC Allocation Policies and Procedures may be amended, altered, or repealed by a majority of the JCPC. The notice of proposed changes must be in writing and contained in a regular meeting notice.

Procedure

The Allocations Committee Membership and Responsibilities

The JCPC appoints a chair and vice chair as well as committee members for the Allocations Committee.

The Allocations Committee consists of not more than 20 members.

Any employee affiliated with any agency or organization applying for NCDPS funds is ineligible to be a Committee member.

The Allocations Committee is responsible for the following:

- A. Submit an Allocations Calendar to the JCPC.
- B. Provide a mandatory applicant orientation meeting for potential applicants of NCDPS funds.
- C. Provide a mandatory orientation meeting for committee members in preparation for the Allocation Hearing.
- D. Review funding priorities established by the JCPC plan.
- E. Host an Allocation Hearing that consists of applicant presentations and a question and answer period, followed by committee member deliberation and funding recommendations.
- F. Address appeals by applicants.
- G. Report NCDPS funding recommendations to the JCPC for approval.

- H. Report JCPC NCDPS funding recommendations to the Buncombe County Board of Commissioners. The Allocations Chair and a representative from the JCPC presents the county plan to the commissioners for their approval.

The Allocations Chair or Vice Chair is responsible for the following:

- A. Develop, along with the JCPC coordinator, an RFP for NCDPS funding and ensure that it is published for 30 days prior to the application submission deadline. (see Article IX for JCPC coordinator job description)
- B. Ensure that applications for NCDPS funding are received in the context of identified needs from the JCPC comprehensive strategies process.
- C. Organize and conduct the Allocation Hearing.
- D. Receive review and evaluate all program applications that request JCPC funds.

Minutes are taken at all Allocations Committee meetings and are made available to the Area Consultant. All meetings are open to the public. Meetings are held on an as-needed basis to facilitate the allocation process.

Allocations Committee Orientation

Committee members are required to attend an orientation meeting prior to the Allocation Hearing. At the orientation meeting, committee members receive a copy of JCPC Allocations Policies and Procedures, selected handouts from the Area Consultant, risk factors and disposition options for Buncombe County, a copy of the Request for Proposals, a list of factors to be considered in the allocation process, the monitoring results from currently-funded NCDPS projects that are reapplying for NCDPS funds, and any additional input desired by the JCPC. The committee may also receive copies of current NCDPS applications at that time.

The orientation prepares committee members for the Allocation Hearing by training members in NCDPS funding guidelines and regulations, the diversity of services and needs of the county, and any other issues they need to consider. Committee members are allowed ample time to review all materials prior to the Allocation Hearing

JCPC Application Process

NCDPS funding shall be available to public and private non-profit organizations. These organizations are required:

- A) To select a Standardized Program Evaluation Protocol (SPEP) program type when applicable. (The executive committee of the JCPC will reevaluate the continued need for this requirement in FY 2020).
- B) To attend the Applicant Orientation meeting.
- C) To complete and submit the JCPC application, along with all supplemental materials, in NC Allies by the deadline specified on the Allocations Calendar.
- D) To make an oral presentation to the Allocations Committee at the Allocation Hearing and to address any questions.

Any question or concerns regarding the application process should be addressed to the Chair of the Allocations Committee.

The Request for Proposals

Public notice of the availability of NCDPS funds is made by advertisement in the local media, through a distribution on the JCPC website, and a specific mailing to public and private non-profit agencies and organizations that are involved with high-risk youth. This advertisement includes information from the Allocations Calendar such as, the date of the JCPC Applicant Orientation meeting, the deadline for applications, and the date of the JCPC Allocation Hearing.

Applicant Orientation

All applicants must attend the applicant orientation in order to be eligible to apply for NCDPS funds. Any applicant who fails to send a representative to this session shall be deemed ineligible for NCDPS funds. The executive directors of currently funded JCPC programs will be notified in advance of the orientation meeting and attendance will be recorded. At this meeting, the NCDPS allocations process is explained and technical assistance for completing the grant applications is provided. At minimum, the following information is shared at the applicant orientation:

- i. Statistical data concerning juveniles in the community, provided by the Area Consultant
- ii. JCPC and NCDPS guidelines and regulations
- iii. Information about JCPC
- iv. The Allocation Calendar
- v. NCDPS grant application
- vi. Presentation guidelines
- vii. Overview of court system

The JCPC Application

All applicants complete the application provided by the area consultant. All applicants must also include one copy of the information below by the application deadline:

- Statement of agency mission and goals
- Financial statement of entire agency that includes a summary of revenues and expenditures
- List of Board of Directors
- List of other services provided by the agency
- Other information if requested

All grant applications shall be certified as accurate by signature of the Program Manager. Applicants must submit the application in NC Allies by the deadline specified.

Upon receipt of the NCDPS applications, the Area Consultant shall review the applications to determine their eligibility for NCDPS funding. The Allocations Committee will screen applications which may be denied if incomplete, and will be denied if submitted after the deadline. Applicants who have submitted incomplete or late applications and have been deemed ineligible for funding will be notified. The Allocations Committee reserves the right to request additional reasonable information from any program applying for NCDPS funds, prior to the Allocation Hearing.

The Allocation Hearing

The Allocation Committee will hold an Allocation Hearing for potential applicants. The hearing is open to the public for observation. However, voting is limited to committee members. There must be a minimum of ten voting members of the committee present before voting may commence. Committee members must declare any conflict of interest prior to the start of the Allocation Hearing. The Allocations Committee will then agree on a process to address disclosure of conflicts of interest.

At the Allocation Hearing, applicants will be given a time limit to present information about their proposals. During the time period, applicants will also be allowed to respond to questions committee members may have. Applicants will be allowed to distribute a handout and/or a brochure. At the conclusion of the question and answer period, the committee shall begin deliberation.

The Allocations Chair will direct the deliberations. During deliberations, committee members are allowed to ask applicants questions regarding their proposals. All questions for applicants can be made verbally to the committee chair. However, all requests from applicants to speak to the committee must be made in writing to the committee chair. It is at the discretion of the chair whether those requests will be heard. During deliberations, the committee will formulate a plan for the distribution of available NCDPS funds to programs by a majority vote. Preliminary voting may be done by signed paper ballots, by a show of hands, or another means established by the chair. However, the final vote must be written. Any paper ballots will be made available to the public upon request.

Approval by the JCPC Board

The NCDPS funding recommendations made by the Allocations Committee will be submitted to the JCPC for their approval. The JCPC must approve the NCDPS funding recommendations of the Allocations Committee by a majority vote. Once approved, the Allocations Chair and a JCPC representative will present the County Plan to the Buncombe County Commissioners for their final approval and adoption.

Appeals

An individual or program may appeal procedural error during any part of the application or allocation process. The right to appeal should be made known to all applicants as part of the application process. Appeals for application must be made in writing to the JCPC Chair and the

Allocations Chair within five (5) business days following the Application deadline. The Allocations Committee has the authority to render a decision on application appeals and will communicate decision to the applicant. Appeals for allocations must be made in writing to the JCPC Chair and the Allocations Chair within five (5) five business days following the Allocations Hearing. The Allocations Committee will give a notice in writing of receipt of appeal and appeal process to the applicant. The Allocation Committee will review the appeal and make recommendations to the JCPC within five (5) business days. A final decision will be rendered in writing within 30 days by the JCPC.

Procedures for Additional Funding

The JCPC Chair will notify the Allocation Committee of the availability of additional funds. The Allocation Committee will then notify all eligible applicants of additional funding and process of distribution of funds. The Committee may be reconvened to review and allocate funds.

Procedures for Discretionary Funds

The JCPC Chair will ensure all eligible applicants are aware of the availability of discretionary funds. In the interest of meeting DPS submission timelines the JCPC Chair, Allocations Chair and Allocations Vice Chair will review any requests for discretionary funds and submit a recommendation to the area consultant on behalf of the JCPC.

Buncombe County Juvenile Crime Prevention Council
An initiative of the NC Department of Public Safety/Division of Adult Correction and
Juvenile Justice/Juvenile Community Programming and the
Buncombe County Juvenile Crime Prevention Council (JCPC)
buncombecountyjcpc.org

NEWS RELEASE

For Immediate Release:
December 14th, 2018

Contact Person: Melissa Moses
Email: buncombecountyjcpc@gmail.com

Funds available for Juvenile Delinquency Interventions

Approximately \$508,064 in state funding will be awarded to local non-profits and public agencies to assist in funding a variety of innovative projects for delinquent and at-risk youth. There will be a **mandatory** Applicant Orientation meeting on Wednesday, January 23rd, 2019 to be held at 35 Woodfin Street in Asheville in the lower level in rooms A122 and A123. Currently funded agencies will meet from 9:15am to 10:00am and new applicants will meet from 10:00am to 12:00pm. Programs will be required to complete an online application through NC Allies, the requirements and guidelines for access and submission will be given during the orientation. The application deadline is Friday, February 8th, 2019 at 5:00pm. All applications must be submitted in NC Allies and 18 hard copies submitted to Melissa Moses at 35 Woodfin Street Asheville, 28801 on the main level. The allocations hearing date will be Wednesday, March 6th, 2019 at 200 College Street in the main level conference room.

The JCPC planning committee observed the following risk factors.

R6 – Known Use – Alcohol, Illegal Drugs (prior 12 months) Buncombe County in 2017-18 is reporting 40% ** of youth having some substance abuse use and need further assessment and have substance abuse and an assessment or treatment is needed. That is higher than the state rate of 32%.

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- Priority 1: Restitution/Community Service**
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Melissa Moses

From: Melissa Moses
Sent: Tuesday, December 11, 2018 4:32 PM
To: Amy Hobson (amy.hobson@caring4children.org); Blue Ridge Treks (blueridgetreks@gmail.com); Carla; Celeste Ordiway; Cindy Hamilton (cynthia.hamilton@charter.net); CWhitaker; Cynthia Barcklow; Danielle; Eric Robinson; Heather Welch; Jackie Latek; Jan Shephard; Jasmine; Jeanne; Jen Ramming; Joe; Joe Hanlon; Karen Peerson (baexecutive@att.net); Kelly; Kendra; Kim Castano (kimcastano@hotmail.com); Laura Jeffords; LC Ray; Libby ; Lili; Linda Graney; Mark Halstead; Martin; Massey Whiteside; Melisa (Melisa.Enclade@buncombecounty.org); Meredith Pressley; Natasha Adwaters; Rob Leftwich; Shannon; Shawntell Smart; Sheriff Duncan; Steve White; Susan Dotson-Smith; Suzanne Avett; sylvia clement (sylvia.clement@ncdps.gov); Tammy; Van Duncan (donna.caraker@buncombecounty.org); Wade Wood (wwood@ashevillenc.gov)
Subject: JCPC RFP

The RFP for JCPC funds is below. Please feel free to forward it along to any program you think might be interested.

Buncombe County Juvenile Crime Prevention Council
An initiative of the NC Department of Public Safety/Division of Adult Correction and Juvenile Justice/Juvenile Community Programming and the
Buncombe County Juvenile Crime Prevention Council (JCPC)
buncombecountyjcpc.org

NEWS RELEASE

For Immediate Release:
December 11th, 2018

Contact Person: Melissa Moses
Email: Melissa.moses@buncombecounty.org

Funds available for Juvenile Delinquency Interventions

Approximately \$508,064 in state funding will be awarded to local non-profits and public agencies to assist in funding a variety of innovative projects for delinquent and at-risk youth. There will be a **mandatory** Applicant Orientation meeting on Wednesday, January 23rd, 2019 to be held at 35 Woodfin Street in Asheville in the lower level in rooms A122 and A123. Currently funded agencies will meet from 9:15am to 10:00am and new applicants will meet from 10:00am to 12:00pm. Programs will be required to complete an online application through NC Allies, the requirements and guidelines for access and submission will be given during the orientation. The application deadline is Friday, February 8th, 2019 at 5:00pm. All applications must be submitted in NC Allies and 18 hard copies submitted to Melissa Moses at 35 Woodfin Street Asheville, 28801 on the main level. The allocations hearing date will be Wednesday, March 6th, 2019 at 200 College Street in the main level conference room.

The JCPC planning committee observed the following risk factors.

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Melissa Moses
Administrative Assistant
Buncombe County Administration
Juvenile Crime Prevention Council Coordinator
(828) 776-7204 – Cell
(828) 250-5971 – Office

Melissa Moses

From: Melissa Moses
Sent: Tuesday, December 11, 2018 4:26 PM
To: 'ae@firstwnc.org'; 'partnersunlimited@juno.com'; 'jasmine.hanks.87@gmail.com'; ashley Edmonds; Karen Peerson (baexecutive@att.net); Karen Peerson (karen@buncombealternatives.org); Billy; bloveproductions@bellsouth.net; Blue Ridge Treks (blueridgetreks@gmail.com); 'mchristinab@mediatewnc.org'; 'dan@greenopportunities.org'; 'enelson@strategicbh.com'; 'Kidsatwork.chefrachel@gmail.com'; Kim Castano (kimcastano@hotmail.com); 'healinghousedebi@gmail.com'; Horse Sense; 'Janet Price-Ferrell'; Tammy; John Lauterbach; Amy Hobson (amy.hobson@caring4children.org); Kelly; Kelly L. Schaefer; Melisa Enclade; Kim Castano (kimcastano@hotmail.com); Laura Jeffords; Mark Siler (sigmonsiler@gmail.com); 'missy@thesparcnetwork.net'; info@blackmountainhome.org; 'journeymenasheville@gmail.com'; Blue Ridge Treks (blueridgetreks@gmail.com); 'alex@blueridgetreks.com'; Jackie Latek; 'ann.flynn@r2sasheville.org'
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STATE OF NORTH CAROLINA

COUNTY OF BUNCOMBE

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made and entered this the 1st day of July 2019, by and between Buncombe County, hereinafter called "Employer" and Melissa Moses, hereinafter called "Employee," both of whom understand as follows:

WITNESSETH:

WHEREAS, Employer desires to employ the services of said employee as the Juvenile Crime Prevention Council Coordinator; and

WHEREAS, it is the desire of the Employer to provide certain benefits, establish certain conditions of employment, and set working conditions of said employee; and

WHEREAS, it is the desire of Employer to (1) secure and retain the services of Employee and to provide inducement for him to remain in such employment, and (2) provide a just means for terminating Employee's services at such time as he may be unable fully to discharge his duties or when Employer may otherwise desire to terminate his employment;

WHEREAS, Employee has accepted employment as Juvenile Crime Prevention Council Coordinator; and

WHEREAS, this Agreement replaces and supersedes the prior Agreements between Buncombe County and Melissa Moses.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

SECTION 1. DUTIES

The Employee:

- Will attend each bi-monthly JCPC meeting and each bi-monthly Executive Committee Meeting
- Will take notes and will prepare minutes for each meeting
- Will coordinate the preparation of the Agenda by requesting agenda items from all committee chairs and the JCPC Chairperson before each meeting and during executive committee meetings
- Will notify council members of the meetings, location, and times, and will coordinate the use of JCPC funded programs in placing reminder calls and/or sending notices
- Will consult with the NCDPS-DJJ area consultant on behalf of the Chair or other members
- Will maintain planning process documentation
- Will maintain council records and files (Attendance, Minutes, Committee Reports, Annual Plan, Program Agreements)

- Will collect Program Agreements from funded programs and obtain required signatures and submit to area office of NCDPS-DJJ by deadline
- Will assist committees in completing their responsibilities without having to serve on these committees
- Will prioritize workflow and deadlines required by JCPC
- Will serve as communication, distribution, and organization structure for the JCPC
- Will coordinate with, schedule and assist Chair at JCPC meetings
- Will direct the JCPC in the successful completion/update of the yearly plan to be submitted to the NCDPS-DJJ by June 1. This includes completion of information in plan format, submission to the County Commissioners for approval and submission to NCDPS-DJJ
- Will distribute information and materials for meetings of the JCPC, executive committee and various committees when called upon to do so
- Will coordinate and arrange facilities and necessities for JCPC meetings
- Will make information available to community when requested (i.e., Resource Assessment, statistics, etc.)
- Will coordinate publicity/advertisements for JCPC, Allocations Committee, RFP program recruitments, and program activities
- Will assist the chair of the Allocations Committee in obtaining the necessary supplies for the allocations process as well as creating notebooks of program applications and copies needed for both the Allocations Committee Training as well as the Applicants meetings. Will attend both training for the Allocations Committee and Applicants meeting to assist in those processes and provide support
- Will assist the chair of the Monitoring Committee in pairing members of the committee with Court Counselors
- Will prepare the annual Certification of JCPC for presentation to the County Commissioners by the Chair of the JCPC
- Will assist in notifications during the nominations process on an annual basis
- Will schedule presentations to County Commissioners
- Will plan, appropriate, and arrange the serving of food both at meetings of the JCPC as well as during the allocation process
- Will submit an invoice for reimbursement for food, provisions at meetings, office supplies, postage, and advertising to the JCPC chair with receipts attached
- Will prepare the final year end accounting for the review of the Chair and submission to NCDPS-DJJ
- Update JCPC website
- Will submit invoices with receipts attached, for reimbursement for food, provisions for meetings, office supplies, postage, and advertising to the chair of the JCPC for signature. The Coordinator's mileage, phone, and internet expenses will not be eligible for reimbursement expenses; however, mileage for mandatory out of County meetings might be eligible for reimbursement. The chair will sign and submit receipts within fifteen days of receipt to Buncombe County Planning and Development for approval, who will forward the Request for Reimbursement to Finance once reviewed for payment.

SECTION 2. TERM

- A. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employer to terminate the service of Employee at any time.
- B. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of Employee to resign at any time from his position with Employer.

SECTION 3. TERMINATION

- A. In the event Employee voluntarily resigns his position with Employer, then Employee shall give Employer thirty (30) working days' notice in advance unless the parties otherwise agree.

SECTION 4. SALARY

The Employer agrees to pay Employee for services rendered hereto an annual base salary of \$13,800 as of July 01, 2018.

SECTION 5. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

- A. Employer shall fix and such other terms and conditions of employment as it may determine necessary from time to time, relating to the performance of Employee, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this agreement, or any applicable law.
- B. This position is a non-benefitted position with the County, and the employee is not eligible for benefits under the County's Personnel Ordinance.

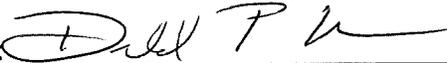
SECTION 6. GENERAL PROVISIONS

- A. The text herein shall constitute the entire agreement between the parties.
- B. If any provision or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- C. The parties may renew this agreement on an annual basis with written consent by both parties.

(continued on the next page)

IN WITNESS WHEREOF, Buncombe County has caused this agreement to be signed and executed in its behalf and duly attested to, and the Employee has signed and executed this agreement, both in duplicate, the day and year first written above.

Buncombe County

By:  _____

Don Warn, Buncombe County Finance Director

By:  _____

Melissa Moses, Juvenile Crime Prevention Council
Coordinator

Buncombe County Plan Addendum: "Raise the Age" Priorities

The Buncombe County Juvenile Crime Prevention Council (JCPC) seeks to maximize available allocation funding by addressing the priorities of the Raise the Age legislation in the areas of targeted intervention programming for 16-17 year old offenders in the Juvenile Justice system by seeking to do the following:

- Increase the capacity of existing programming to address additional 16-17 year olds entering and/or being retained in the juvenile justice system;
- Provide funding for new programming to 16-17 year olds via additional components in existing programs or newly funded programs
- Seek collaboration from surrounding counties to provide funding for multi-county programming focusing on 16-17 year olds in a district or region.

"Raise the Age" program priorities include:

- Mentoring Services
- Interpersonal Skill Building
- Vocational Skills
- Experiential Skills
- Tutoring/Academic Enhancement
- Restitution/Community Services
- Teen Court
- Sexual Offender Treatment
- Runaway Shelter
- Juvenile Structured Day

Another important feature of Raise the Age addresses school-based offenses/complaints. The Buncombe County Juvenile Crime Prevention (JCPC), in response to local initiatives seeking to address this issue, seeks to expand Juvenile Crime Prevention programming in support of the following legislative priorities:

- Reduce in-school arrests
- Reduce subsequent referrals to juvenile courts
- Reduce out-of-school suspensions and expulsions

Data reviewed by the JCPC as well as a county Resource Assessment focusing on the full range of juvenile jurisdiction proposed by Raise the Age indicates the following gaps that the additional programs indicated above will seek to address:

- Interpersonal Skill Building
- Teen Court (Note: Currently offered, but JCPC funded and needed)
- Restitution /Community Service (Note: Currently offered through Earn and Learn, but JCPC funded and needed)

- Sex Offender Assessment and Treatment (Note: Currently offered through Children’s Hope Alliance, but JCPC funded and needed).
- Runaway Shelter (Note: Currently offered through Trinity Place, but JCPC funded and needed)
- Structured Day (Note: Currently offered through Partners Unlimited, but JCPC funded and needed)
- Mentoring
- Vocational Skill Building
- Tutoring and Academic Enhancement

Tier I Planning for FY 2019-2020 includes priority service needs and RFP development based on the current Buncombe County allocation of \$508,064.

Tier II Planning for FY 2019-2020 includes priority service needs to address RFP development with JCPC expansion funding. Tier II planning includes the development of the following identified expansion of services.

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Priorities for Expansion Funding: While conducting an additional needs assessment specifically related to the focus service expansion to meet the RTA legislation, the following service needs and cost associated with those services have been identified as follows:

Program Funding Priorities	JCPC \$ Amount	Program Expansion Focus
Restitution/Community Service	\$35,400.00	20 additional Level 1 & 2
Sex Offender Treatment	\$3,000.00	3 additional non-Medicaid Level 1 or 2
Teen Court	\$21,795.00	15 additional diversions
Vocational Skills	\$30,000.00	20 vocational skills at \$1500 each – any level
Interpersonal Skills - Horsepower	\$4,322.00	2 at \$2,161.00 each – any level
Runaway Shelter	\$38,205.00	15 at \$2,547.00 each - any level
Structured Day	\$25,360.00	5 at \$5,072.00 each – any level
Interpersonal Skills – Kids at Work	\$24,220.00	10 at \$2,422.00 each – Div./level 1
Interpersonal Skills – Love Notes	\$3,032.00	8 at \$379.00 each – Div./level 1
Experiential Skills	\$10,000.00	10 at \$1,000.00 each – any level