

Mayor's St. Paul's Advisory Committee

Meeting Minutes

Date of Meeting: December 6, 2018

Minutes Prepared By: Megan Erwin, Budget and Policy Analyst, City of Norfolk

1. Purpose of Meeting: Discuss youth programs in St. Paul's and provide an update on People First

2. Attendance at Meeting

Councilman Riddick – not present	Councilwoman Williams- Graves - present	Dr. Glenn Porter - present	Dr. Robert G. Murray – not present
Mr. Don Musacchio – not present	Mr. Brodie Parker – not present	Mr. Lavonne Pledger – present	Ms. Deirdre Love - present
Rev. James P. Curran - present	Dr. Ruth Jones Nichols – present	Rev. Dr. Kirk T. Houston, Sr. – not present	Tara Saunders - present
Shamika Kirby - present	Mr. Earl P. Fraley, Jr. – not present	Michelle Cook – not present	Dr. Boone – present
Caz Ferguson – present	Mr. William Harrell - present	Dr. LeGrand – not present	Alphonso Albert - present

3. Agenda

- I. Welcome**
 - a. Co-Chair Angelia Williams Graves
 - b. Co-Chair Paul Riddick
- II. Youth Programs and Services**
 - a. Kim Thomas and Julius Norman, NRHA
 - b. TWP Video
 - c. Deirdre Love, Teens with a Purpose
- III. St. Paul's Youth Council Discussion**
- IV. People First Update**
 - a. Susan Perry, City of Norfolk
- V. Next Steps/Announcements/Closing Remarks**

4. Meeting Notes, Decisions, Issues

- I. Welcome:** Dr. Porter opened in prayer. Councilwoman Graves explained that this meeting will be the meeting for both November and December, due to the holiday scheduling difficulties.

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She wished everyone happy holidays and new year, and thanked the committee for their dedication and commitment to the success of this project.

II. St. Paul's Youth Council Discussion

- Mr. Pledger said he has noticed some trouble with getting the St. Paul's community to operate as a community, and feels that it is a big concern that people do not own the work in their own community. Right now they don't control the narrative, and it feels like maybe we jumped a step. He stated that while not the responsibility of the city, there is a need for the community to speak as one voice, and right now it feels like the city and NRHA is speaking for us, not with us. He said he knows it is hard to organize, but it has to be done. He stated that he doesn't even know if the community wants him as a representative, because there is no structure now to determine that. Mr. Pledger stated that the youth council idea was intended to provide a foundation for discussion. He said 1 in 5 youth struggles with obesity, so he would like to also incorporate some health activities to the youth council. Mr. Pledger also said about a month ago he was pulled over, which was a very aggressive experience as the officer did not immediately tell him why he was pulled over. He said it was a very unnerving and believes it is important to help the youth learn how to handle that situation because there are so many layers to that interaction. Mr. Pledger stated that we need that community organization piece, and we definitely need to come to our youth and educate them about what is going to happen very soon.
- Mr. Albert pointed out that Julius Norman of NRHA was present at the meeting and has an outstanding group of youth that serves as a council and is doing well.
- Mr. Pledger responded that he does know that they are in the community, but added that we must do something about the narrative. He stated that he thinks a youth council specifically on this topic is necessary.
- Councilwoman Graves replied that it may not be necessary to reinvent the wheel, that maybe we can use the existing groups and youth that are already involved can be engaged on this topic.
- Mr. Pledger agreed but said we need to increase our radius and connect with more kids. If we don't have people that eat sleep and breathe this, we won't be successful.
- Councilwoman Graves stated that NRHA will share about programs that they do that maybe we can piggyback on. Their programs are limited by grant funding, but there may be areas where People First can support.

III. Youth Programs and Services

a. Kim Thomas and Julius Norman, NRHA

- Ms. Thomas and Mr. Norman walked through the attached presentation (see attached).
- Councilwoman Graves asked Mr. Norman if they are seeing young people from the public housing communities willing to cross over into other communities for programs. Mr. Norman responded that there are territorial issues, but kids do come to participate in different programs. He stated that they provide the same services at each site. He also said that we should do a better job of

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helping our kids see themselves as residents of Norfolk, not just their specific neighborhood; that we need to eliminate the territorial attitude ourselves.

- Ms. Kirby asked Mr. Norman what they are doing to bring the communities all together, as there is a big issue with gang violence. Mr. Norman responded that they have two youths from each community on the Youth Executive Council, and they talk about strategies they can use to counteract gang violence. He said they are doing a career awareness strategy, and healthy lifestyle strategies. He said they work with the Department of Housing and Urban Development, the American Heart Association, and others.
- Councilwoman Graves asked Mr. Norman how that program is funded. Mr. Norman stated that The Youth Leadership Council is funded by Hampton Roads Ventures and that the youth are receiving training to start their own youth council in their respective communities. Councilwoman Graves pointed out that we need to work on how to help NRHA reach each community equally.
- Ms. Thomas stated that there are very few funding streams for youth and that this is a situation where the community must work together to bring more programs to young residents. She stated that while NRHA should be involved with everything but can't do everything. In the instances where NRHA can be advocates, they will, but they understand that they are not the subject matter experts in many areas.
- Ruth Nichols requested that NRHA respond to Mr. Pledger's concern that we are doing things for people rather than with people as they walk through the presentation and indicate which programs were given to NRHA rather than built out of need or built based on feedback from the community. Councilwoman Graves agreed and asked that they be open and honest so that the Committee could determine where the need is and determine whether they are able to supplement the programs to make them more meaningful to the people who are participating.
- Mr. Norman explained that the Out of School Youth program has a requirement to serve residents 17-24, but that they are prevented from helping people who are not listed as being in the household. NRHA makes referrals to those who they aren't able to serve for this reason to TCC or others but can't help them directly. Councilwoman Graves asked whether they can just add them to the lease, so they become eligible. In response Donna Mills from NRHA said that it's not necessarily that they can't be added to the lease, but they may not want to be added. In some cases, they have income they don't want to report, or they have a criminal background. They can be added to the lease but first they must be screened.
- Rev Curran asked if NRHA know how many youth are in the community between the ages of 17-24? Mr. Norman responded by saying that it's a volunteer program, so anyone looking for a paid training would be in the potential pool. Susan Perry said that about 75% of the children in the area are young kids with the median age being 9 years of age.
- Ruth Nichols asked if NRHA or the city can do a comparative analysis of how many are participating with NRHA vs participating in other programs. She asked if maybe they don't want to participate?

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- Mr. Albert pointed out that this team is in the community, and they try to expand the options and do what people want. He said while he wants to fully appreciate that Mr. Pledger's comments were genuine and real, it's hard. He stated that he knows how hard staff work to engage the youth in programming.
- Ms. Kirby asked Mr. Norman if NRHA has groups working on the drug issue that are in the community and if there any rehab units available? She asked what NRHA is doing to address this issue other than just talking to people to try to prevent it? Mr. Norman responded that they provide a referral services, but do not provide clinical services. Ms. Thomas pointed out that for certain things they can't provide services directly to the child, as they have to inform the parents.
- Ms. Kirby said that there is a problem with people getting high right behind the Calvert Square Family Investment Center (FIC), and that it even happens during work hours. Councilwoman Graves stated that maybe we need to partner with the Norfolk Community Services Board (NCSB), but we are not going to be able to fix everything for everyone.
- Ms. Kirby followed up with her comments by saying there is also an issue with Booker T Washington sending kids home at 11am because they are perceived to be high. She said that it is not helping because they are just going to another house until the end of the school day and then going home. Dr. Boone responded, and said she recognizes that there is a drug problem. She said the school is required to enforce a drug-free zone. She said that they also make referrals and connect families to services. Dr. Boone mentioned that they have therapeutic day treatment programs that you don't have to be referred to through NCSB. If a child is eligible for Medicaid they can receive those services. She said that the schools recognize that there is a gap between what we have to do academically and what students need to succeed, and that many of those services are provided right there at the school. Dr. Boone said they have also been doing programs with trauma-informed care and are trying to do some of that family connections work.
- Ms. Kirby asked a follow-up question about when kids are connected to services - How many times do you have to send them home before they are connected to services? Dr. Boone said that they have staff that are notifying them when they identify students who need help. Ms. Kirby responded that maybe we need an intervention earlier than that, like the first time they are caught. She said that as a mom she is fighting the same drug epidemic as the school. She said that if the option is just to kick them out of the school, that is not helpful, and proposed that maybe they send an officer to escort the student to where they need to be, instead of letting them walk out that door. She also said that parents need to know about the services that are offered and be called if a child is being sent home. She is not receiving a phone call before her son is sent home.
- Councilwoman Graves mentioned an important point that came out of the poverty committee: There are services and there are people, but there is only a two-lane highway between them when what we really need is an interstate. She said it is important to get the word out to people to know what is available. She also said the city sends information on a variety of topics by mail, and puts it on the internet, but still hears that people did not know or receive the information.

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She pointed out that mail is costly to the city, especially for things to be never opened. Then she asked the group, how do we get folks to engage so that they can help themselves utilize the programs that are available?

- Mr. Albert asked if there any opportunity for the organization that is hired to run people first to work on this? Councilwoman Graves said that the committee talked about narrowing down the services provided based on the survey of what respondents said they need, because we need to do what meets the greatest need of people.
- Councilwoman Graves asked Mr. Norman if they get any money for administration costs. He responded that the Out of School Youth Program does provide some administrative funds, but it's a small percentage of what is needed for salaries. On other grants he said they do get a full salary paid but it's never guaranteed. He also mentioned that one of the go-to funding sources that we use may not be available anymore as we transform units. Dr. Boone replied that impact is kind of like NPS state funding – as we transform the community it will impact the state funding that NPS receives.
- Ms. Saunders asked Mr. Norman if the universities contacted them about partnering up. He said that they partner with ODU and NSU's business, education and social work schools.

TWP Video

- Ms. Love reminded the committee members that at their very first meeting, Councilman Riddick asked the committee to think about what they are going to do now, because the change is not happening in a year - it's real and it's started. She said that she just wanted to point out that her organization has been active. Teens With a Purpose (TWP) programs are youth-centric, as the peer approach is authentic and culturally relevant. She stated that to Lavonne's point, it's their narrative, and she wants the committee to hear their voice.
- Ms. Ferguson remarked that she had an opportunity to tour the TWP building and noted that she appreciates just coming into the TWP building and seeing that it is driven by the kids. She said that there is a reflection room there that kids can go if they get kicked out of school and mentioned that there is a connection needed from the schools to that space.
- Councilwoman Graves reflected that there used to be grant programs that addressed out of school suspension, but the funding dried up and it seems nobody took up the mantle. She said there were multiple grant programs that paid for nonprofits to help kids. Dr. Boone replied saying that since the recession, schools have not seen the state return those types of grants, even as they are making changes to suspension policies. Dr. Boone said also that the federal budget has programs on the chopping block that help students who are out of school. She said the federal government wants schools to collaborate but grant funding does not allow for comingling funds, which makes it challenging, and NPS can't just absorb grant funded programs into their budget. She said that while grants get the door open sometimes, unless there is a plan to sustain the programs we just become frustrated when those services go away.

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- Ms. Love reflected that small organizations seem to operate much differently than the large organizations. She mentioned that TWP is underutilized, even by the people in the room, and that they have some flexibility that others don't have.
- Ms. Love shared a video showing some of the work that has been done by TWP, which highlighted youth voices.

Deirdre Love, Teens with a Purpose

- Ms. Love shared that one of the things TWP has been working on is something called "circles," which are peace circles. During those circles they have youth who talk about the violence in their community. Ms. Love expressed feels that the youth are falling through the cracks. She said that when adults see the youth standing behind that building getting high, the people inside should pass no judgement, say come inside and let's hear what's going - let me just lean back and listen and have the conversation about what you need and what you want. Ms. Love shared that it's very important that young people have a credible messenger, and asked, are we involving the community to move this project forward? Are their voices empowered? She shared that she mentioned to Dr. Perry that they should have some of the members of this group be a part of presentations and a face to the community as credible messengers.
- Ms. Love also shared that one of the things that is missing is that young people need money, and they need to be incentivized. She said that TWP partnered with Miller Oil to hold a \$10/hour paid peer-led program in which the students had work responsibilities for the community garden. She then challenged the group to spend the time thinking about what we can do now, perhaps commit to doing something for the young people, middle and high school, and especially the boys. She said that we can't do something *for* someone, only *with* them, but we have to make the resources better.
- Councilwoman Graves responded saying that she likes Ms. Love's idea of the circles and the internships and wondered if we can partner with businesses and get some funding for additional young people. She said she understood that people need money and that we need to provide an opportunity for them to earn it. Ms. Love replied that they don't necessarily need cash, as a lot of what they do is in-kind. She said for example that you have to be able to feed people. She stated that there are a lot of ways to incentivize young people with in-kind support. She said that she organized that program because of Councilman Riddick's challenge to the committee.
- One of Ms. Love's youth participants spoke to the group, voicing that her issue is that she is the only youth at the meeting. She said that she knows they can't change the issues, and that NRHA has great programs, but she would never know about them. She stated that a lot of youth have potential, but in some cases you need to push them. She then asked NRHA how they are going to push the youth to stay in their programs and concluded by saying there was no youth voice here tonight, and the committee needs to hear from more of them. How are you going to fix youth programs without youth in the room?
- Mr. Albert shared that he had an idea for people on the board of social service organizations to commit 6 months on the board of another group. He said he can see some value right here to us

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committing to an organization. It would help people learn about another organization and bring another outside eye and ear as well as resources.

IV. People First Update

a. Susan Perry, City of Norfolk

Dr. Perry provided a one-pager, which is attached.

Dr. Perry said that she has took the feedback from this group and others and has made changes to the RFP based on that feedback. She shared that she has been advised by procurement to wait until the new year to send out the RFP because of the holidays, and that the city is going to put it out for at least 60 days. She said another change was to stop using the term case management, and rather talk about coaching and empowerment of residents. Dr. Perry addressed the feedback from the group that the respondent had to be all things to all people by rewriting it so that organizations can bid on one or more of three task areas. Finally, she said they also added language to ask the potential organizations to respond to some case studies, to explain how they would help unique families move forward, to avoid a one-size fits all approach.

Dr. Nichols thanked Dr. Perry for bringing this back and giving the committee the opportunity to provide feedback. She said that she likes how it allows people to bid on one or more things but expressed that it seems to be missing a project manager, which could add value. Because at the end someone should be responsible for the success of the program. Dr. Perry replied that she was not sure if that project manager piece should be part of the RFP, and that it might just need to be someone directly hired by the city. Councilwoman Graves responded that even if they are not a city employee, that they need to be able to report to the city. Rev Curran asked if maybe that person should be hired first to help make decisions about the RFP, and Dr. Nichols questioned if it needed to be a person or a national organization.

Dr. Nichols also asked about the hypothetical scenarios. She said that while she thinks it's great to offer cases that the organizations can respond to, she wondered if there might be value in having people express their case in person and have the finalists respond to it in a closed session. Dr. Boone agreed, saying the hypothetical cases just touch the surface and a real case would provide more depth. She said that she likes the fact that it would connect to the residents.

Councilwoman Graves asked if they can hold the finalist interviews at St. Mary's instead of at Nauticus to make it more accessible to residents and they can come. She also proposed having residents do their own assessment of the candidates.

Ms. Love asked if we are focusing too much on organizations outside of this area, because she wants to be sure local organizations have the opportunity to apply. Dr. Perry that now that they have split up the work, if anyone has organizations to suggest, to let her know and she will ensure they are providing the RFP when it is released. She said that the link to the RFP is up on the purchasing website, and that they can put it on the St. Paul's website as well. She said that once it's out, it can be distributed, but the people on the review board cannot speak about it to others.

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Dr. Boone asked if there an option to hold a pre-bid conference now that the RFP has split up the services. Councilwoman Graves agreed, saying that she liked that idea because it gives smaller organization an opportunity to know what is expected and what they need to do.

Dr. Perry shared that soon we will find out whether we are a finalist for the CNI grant, and that it would be 30-90 days before HUD would be here for a site visit. She wanted it to be on the committee's radar since it could happen before the next meeting.

V. Next Steps/Announcements/Closing Remarks

Councilwoman Graves announced that Clarissa McAdoo has stepped down from her role as facilitator for personal health reasons. A new facilitator will be sought.



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Agenda

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2. Youth Programs and Services
 - Kim Thomas and Julius Norman, NRHA
 - TWP Video
 - Deirdre Love, Teens with a Purpose
3. St. Paul's Youth Council Discussion
4. People First Update
5. Next Steps/Announcements/Closing Remarks



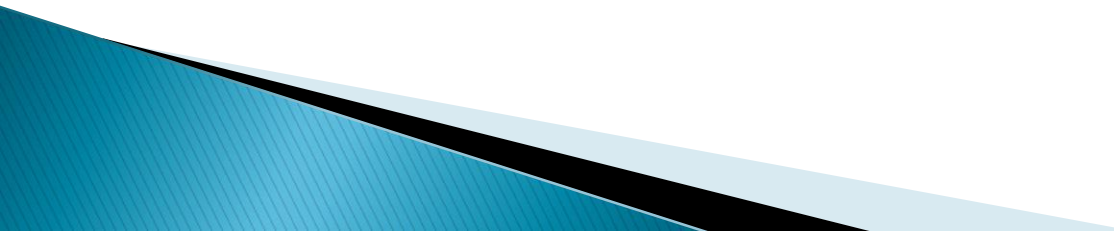
Norfolk Redevelopment and Housing Authority

Youth Services Programs


Presented by Kim Thomas and Julius Norman

December 6, 2018

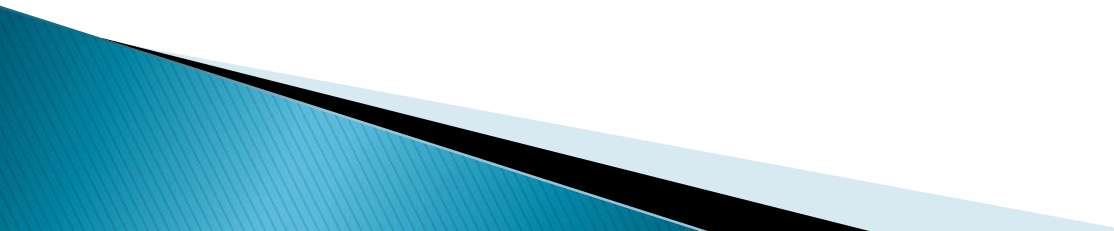
Overview

- ▶ Programs offered to all youth residents in low income public housing (LIPH), project-based voucher (PBV) and Housing Choice Voucher (HCV) programs (age appropriate)
 - ▶ Primary service location currently is at the Calvert Square Family Investment Center (FIC); expanding to Oakleaf Forest in 2019
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Program: Out-of-School Youth (OSY)

- ▶ Grant funded by Hampton Roads Workforce Council (formerly Opportunity Inc.)
 - ▶ Serves youth residents ages 17 to 24 years old
 - ▶ Provides access to GED attainment, career training and placement, college exploration and career certifications
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Program: Youth Leadership Council (YLC)

- ▶ Comprised of youth representative all assisted housing communities including HCV
 - ▶ Assists in developing civic engagement and effective community leadership
 - ▶ Supports youth in recruiting and developing programs and services to actively engage in the community
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Programs: College Here We Come

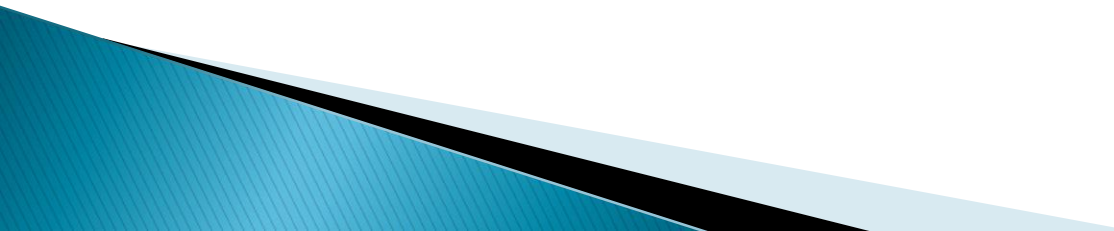
- ▶ Provides high school resident with the opportunity to explore secondary education options as a path to career development and self-sufficiency
 - ▶ Includes guided tours to regional (Mid-Atlantic) colleges and universities (usually one HBCU and one PWI)
 - ▶ Most popular youth program
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2016 Bill & Melinda Gates Millennium Scholarship Recipient

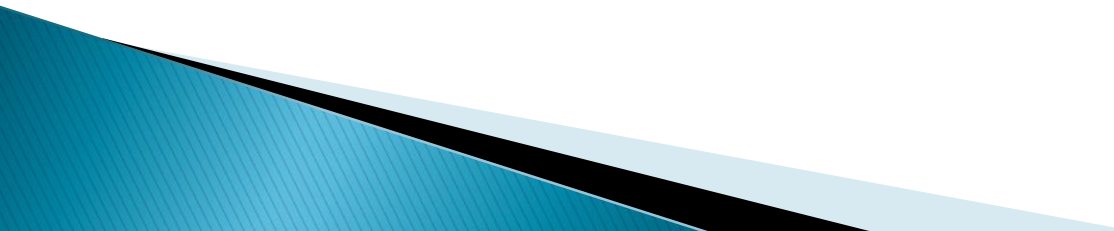


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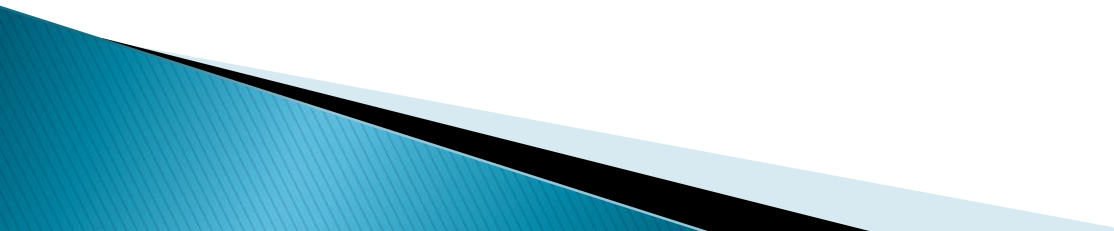
Program: Norfolk Emerging Leaders (NEL)

- ▶ Partnership with the City of Norfolk and Norfolk Public Schools
 - ▶ Successfully place 30+ residents each year in the program
 - ▶ The 'backbone' of summer youth employment for our residents
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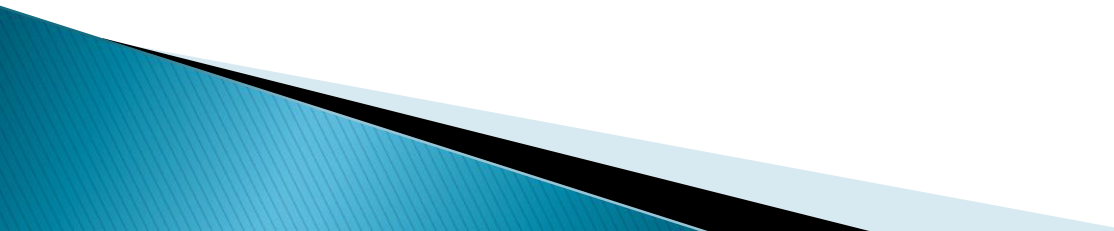
Programs: Reading Enriches All Children (REACH)

- ▶ Partnership began in the summer of 2018
 - ▶ Read-A-Loud (RAP) sessions held throughout all family communities and at NRHA community events
 - ▶ Over 2,100 books distributed to youth ages 3 years to 11 years old
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Other Programs / Activities

- MacArthur On Ice–ice skating
 - Purchase recreational cards for Norfolk Recreation, Parks and Open Spaces facilities and programs
 - Report card club (with incentives)
 - Norfolk State Community Mural program
 - Teens With a Purpose Fuse Fest
 - Kroc Kids Summer Camp
 - From One Hand to Another Summer STEAM camp
 - United for Children
 - Virginia Wesleyan University Blue Marlin Basketball Camp
 - State Farm Community Garden program
 - Various communities of faith summer programs
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Challenges

- ▶ Sustainable funding sources
 - ▶ Capacity
 - ▶ Transportation
 - ▶ Parental involvement
 - ▶ Diversifying programming
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Teens with a Purpose Video

