

REDUCING YOUTH GUN VIOLENCE IN WILMINGTON



March
2014

Strategies to Reduce Youth Gun Violence as
Collected from Series of Community Conversations

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Reducing Youth Gun Violence in Wilmington

LETTER FROM WILMINGTON CITY MANAGER STERLING CHEATHAM

As you are aware, the level of youth gun violence in our City and the nation has steadily increased at an alarming and unacceptable rate. In response, I established a series of community conversations – forums designed to bring a community response to our problem. My commitment was, at the end of the series, to create a report of *key recommendations shared at the forums*. That information is herein included.

Absent from the report is any one “silver bullet” or panacea. Instead, it is more of a reflection of the community’s past successes that just may be worth revisiting. The report is not intended as a research product or a survey of best practices, but rather the sharing of the most reasonable thoughts from active community participants who have their ears to the ground and their hearts set on change. I fully invite critique and improvement. Like other challenges, I am convinced by working together, we can create the change.

The recommendations are categorized as: immediate, short, and long term strategies. Though not new, they are focused, measurable and provide the opportunity for reassessment and re-calibration as the years ensue, which in itself is important. The matrix of recommendations is intended to capture the essence of the idea instead of the implementation details. Discussions around resource allocation/reallocation may be needed in getting into the implementation of many of the strategies. However, the context for the recommendations can be found among the notes from the forums. Those notes are attached for your perusal.



Only
by working
together,
with full
community
engagement,
will we
positively
affect
change.

As a business leader, community organizer or concerned citizen, your past and continued involvement is sincerely appreciated.

Again, only by working together, with full community engagement, will we positively affect change. I invite your attention to the specific series of recommendations that are within your sphere of influence in order to compel immediate, meaningful and ongoing change.

Invaluable support and assistance was provided to create this report, including the New Hanover County Administration, the Wilmington Chamber of Commerce, UNCW, CFCC, New Hanover County Sheriff Ed McMahon and staff, Wilmington Police Chief Ralph Evangelous and his Community Relations Officer Linda Rawley, Chris Nelson of the United Way and a plethora of other non-profit organizations and individuals. I apologize for any omissions of other significant contributors. Special thanks also to Brandon Hickman "Big B" and the resources of Coast 97.3 for moderating a number of the events and promoting the forums.

Most of all, thanks to all of our citizens who took the time to attend one or more of these community conversations and provide feedback and input on this critical issue.

I am happy to present and discuss these recommendations and respond to any questions.

Sincerely,

Sterling Cheatham, City Manager
City of Wilmington, NC

REPORT ON STRATEGIES TO ELIMINATE YOUTH GUN VIOLENCE IN THE WILMINGTON COMMUNITY

Purpose: To eliminate youth gun violence by improving the character and quality of our neighborhoods

Background: The first Community Forum was conducted on November 4 in Council Chambers at Wilmington's City Hall. It grew out of anxiety that we needed to make some extraordinary changes in the community if we are to reverse the alarming increase in youth gun violence. This is despite the recent significant reduction in the overall crime rate in the City of Wilmington.

The community has responded and has actively engaged in dialogue through four months (November, 2013-February 2014) of sharing and conversation. Up to this point, the City of Wilmington and New Hanover County had done – and continues to do – much to be responsive to this crisis. Additional staffing and resources have been provided. The Wilmington Police Department and the New Hanover County Sheriff's Department have exhibited unprecedented cooperation and collaboration, with positive results. Yet, the decay of the core of our neighborhoods and the loss of life of our children appeared to continue.

The call was for a community dialogue with Wilmington City Manager Sterling Cheatham as a guaranteed listener and reporter to the whole community; results of that dialogue are included in this report. New Hanover County District Attorney Ben David has underscored that "We cannot arrest our way out of the problem." Instead, the total community needed to be engaged to come up with the "right" answers for this community.



Key observations immediately of note included:

- A high interest expressed for doing something (changing course) about the trend of violence in the community;
- Resource providers exist in the community and they need to be better matched with the specific needs of individuals and families;
- To create change, everyone has to focus on results, both large and small, while demonstrating a passion for caring.

Before the start of the process, the staff identified four factors as significant contributors to the problem:

- Absence of family structure;
- Lack of education;
- Lack of early child development/prevention & intervention activities;
- Lack of jobs.

From that first brainstorming session, these four were accepted, but other elements were also noted: **racism, media, lack of accountability** and an **overloaded criminal justice system**.

This report is not intended as a research product or a survey of “best practices,” but rather the sharing of the most reasonable thoughts shared by our own “local folk” who have their ears to the ground and their hearts set on change. The draft of the report is herein provided. Critique and ideas for improvement are invited by all community members.

Key Observations:

- A sound pre k-12 education was identified as essential in order for our youth to effectively compete and participate in today’s society.
- Many stakeholders, including parents, educational systems and health systems, influence the likelihood of a child being able to achieve a proper education.
- Nutrition, physical, mental and emotional support is needed so that children can earn a diploma and become a self-sustaining adult.
- The development of the skills needed to problem solve, resolve conflicts, develop healthy nutritional, physical and mental habits was underscored as necessary for youth to cope with today’s challenges.
- Our youth need opportunities to develop the technical skills needed to obtain and retain gainful employment.
- Programs that provide transition skills for those individuals being released from incarceration back into society were deemed critical.



Desired Outcomes:

- Measurably improve the quality of education and skill development of our children.
- Provide all New Hanover County (NHC) children a bona fide chance for a productive life by increasing emphasis on prenatal care, plain and simple caring, encouraging individual responsibility, providing critical early child development and after school learning opportunities.
- Create more job opportunities.
- Match training, retraining and re-socialization of our citizens who are returning from incarceration to gainful employment opportunities.
- Provide a law enforcement emphasis around neighborhood and community building that is acknowledged by the community.

Next steps:

The support from businesses, churches, volunteer organizations, law enforcement/criminal justice partners and each of us, total engagement, is required in order to make positive changes to our community. The challenges are within and beyond the walls of City and County Government. In order to achieve the goal identified, full community engagement and additional resources are required.

We must continue to underscore the many good efforts already underway in the community, before, during and after the forums. That work needs to continue as a prerequisite to any community success.

We will post the report on our website and make it available to anyone interested for review and comment. Formal presentations can be made to various stakeholders. Specific lead agencies will be provided with a copy of the draft for consideration of the concepts as part of their respective budget development processes.

A public input session will be held in order to receive feedback and comments within the next thirty days. This first phase effort will be finalized at that point and formal presentations will then be scheduled with appropriate public agencies and privately-owned organizations.

As a recommendation for sustainability of the effort, it is recommended that a formal process be created (outside City Hall) to establish appropriate measures of progress, recalibration of the strategies and promotion of transparency and celebration of successes.



Recommendations

The following recommendations are classified as: immediate, short, and long term strategies. The subsequent matrix provides a summary of ideas, but greater details can be gleaned from the notes from each of the forums included in the appendix.

Key recommendations from Community Conversations

#	RECOMMENDATION	LEAD ORGANIZATION	PARTNERS
IMMEDIATE STRATEGIES (TODAY)			
1	Increase volunteerism at local, non-profit organizations that serve under privileged citizens (P/I,E)	Everyone	United Way
2	Make a financial commitment to an agency supporting our children (P/I,E)	Everyone	United Way
3	Mentor a child/youth (P/I)	Everyone	Community
4	Promote the availability of existing early childhood, pre-k, prevention/intervention programs (P/I)	NHC Dept. of Human Services, NHC Schools	City, media
SHORT TERM STRATEGIES (TOMORROW)			
5	Increase funding for early childhood, pre-k, prevention/intervention/after school programs (P/I,E)	State, City, County, NHC Schools	Private organizations
6	Increase the safety of schools (P/I,E). The December 13, 2013 “Safer Schools Task Force Report” contains specific statements for action that support this recommendation. (Report can be found at wilmingtonnc.gov/nonviolence .)	State, County	Community, parents
7	Improve literacy rate (E)	State, County, NHC Schools, CFCC	Community, parents
8	Improve the graduation rate for NHC Schools (E)	State, County	Non-profits, community, Church
9	Strengthen quality and quantity of offerings at youth recreation facilities (P/I)	County, NHC Schools, City, non-profits	Non-profits

E= Education P/I= Prevention and Intervention J= Jobs LE= Law Enforcement

#	RECOMMENDATION	LEAD ORGANIZATION	PARTNERS
10	Allocate resources to non-profit organizations based on demonstrated performance outcomes and demonstrated ability to collaborate (P/I)	State, County, City, private organizations	Community
11	Improve the integration of faith based outreach priorities with identified needs of families	Church, community	Local non-profits
12	Give priority funding to the Blue Ribbon Commission on Youth Violence to support holistic child development and learning (E, P/I)	County, City, private businesses	State
13	Improve transportation to and from after school programs. (E, P/I)	County, NHC Schools	Non-profits
14	Provide cultural training for law enforcement and teachers that work in the urban environment and monitor/assess the implementation of those skills (LE)	Sheriff, Police, NHC Schools	Community, Wilmington Housing Authority (WHA)
15	Promote the “soft” (human) and sensitivity skill development and use by law enforcement (LE)	Sheriff, Police, WHA	Community, NAACP, Media
16	Increase law enforcement/community outreach efforts (community policing) (LE)	Sheriff, Police	Community, Church, NAACP
17	Increase funding for rehabilitation/re-entry/job readiness efforts for ex-offenders (J)	State, County, City	Non-profits, media, NAACP
18	Rebalance resource allocations to emphasize prevention/intervention and re-entry versus incarceration (P/I, J, LE)	State, County, City, non-profits	Community
19	Provide the financial and other commitments to routinely evaluate and adjust the strategies identified through a community facilitated exercise (outside of City Hall) (P/I, E, LE,J)	County, City, non-profits, educational institutions	Private organizations
20	Provide parenting skills to expectant mothers. (P/I, E)	County, Non-profits	Private organizations

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#	RECOMMENDATION	LEAD ORGANIZATION	PARTNERS
LONG TERM STRATEGIES (CONTINUING EFFORTS)			
21	Provide better teacher pay to attract and retain teaching talent (E)	State, County, Schools	Community
22	Improve the student graduation rate in NHC Schools (E)	State, County, Schools	Community
23	Ensure an equitable distribution of funding between schools in the same district and across the state (E)	State, County, community	
24	Build and adequately staff more recreation facilities in order to provide alternatives to our youth (P/I)	State, County, City, NHC Schools, WHA	Non-profits, community
25	Support the redevelopment of the Hillcrest Community via the Choice Neighborhood Project (P/I)	County, City, NHC Schools, WHA	HUD, private organizations, UNCW
26	Increase funding for mental health services (P/I)	State, County	Non-profits
27	Provide parenting skills to expectant mothers. (P/I, E)	County, Non-profits	Private organizations
28	Shift the funding emphasis more to early childhood, pre-K, prevention/intervention and re-entry programs versus incarceration and enforcement (LE, E)	Federal, State, County, City	Community
29	Create expanded and structured opportunities for ex-offenders to re-enter society (J)	State, County, City, private organizations, UNCW, CFCC, NHRMC	Non-profits, community, private organizations

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APPENDIX

i	Feedback and photographs from November 4, 2013 Community Conversation at City Hall
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Gang Violence in Wilmington November 4, 2013 City Hall, Council Chambers

Following are verbatim responses to input provided on handouts from participants attending the Nov. 4 meeting.

Following are key factors identified to contribute to gun/ten violence and their participation in gangs. Are these the right factors? If not, what do you think are the key factors?

- Mentoring! Student organizations of difference ethnicities.
- Welfare system created a home where the father did not have to be present or provide for his family. Responsibility – define manhood
- Racism, lack of understanding/empathy
- Mental health/learning disabilities/SA/parents with MH & SA- drugs bring gangs (fast money)
- No alpha males in house
- Media – markets violence, parenting out of wedlock, etc.
- Where there is UNITY there is strength
- Crime generative factors!
- The big factor in violence is with the teens because they have younger siblings and the parents aren't attending to them enough so they turn to the gangs for love because they don't get love.
- Hope – Vision, dream, support system. What can we do? Mentor, advocate. Socioeconomic problem
- Lack of support, broken families
- Community support, churches, school volunteers, community judge/give up, *territory - not
- 2000, 800 in 12, Comm. BIG Club, Outside the Wall
- Big B 97.3 Coast and other give testimonials, NAACP Chris spoke, couple members spoke, gang work discussing care issues
- Father in the household
- People raise thousands of dollars to go to foreign countries to do outreach, go back to the kids, but none of this has to do with kids

- Attention, conversation, ignored, lack of accountability
- Yes, we feel that this discussion should be centered around VIOLENCE in general – not just gang violence. We aren't sure that all of the recent activity is gang related. Focus on being proactive!
- Family, health, education, economics, key stakeholders
- Hopelessness, despair, media (negative portrayal)
- Fathers in the house
- More development
- Attention – economics – not organized, community center – closed
- Racism, police, understanding/empathy/ Not in My Back Yard, youth stereotyping
- These are the right factors, but, I would add racism as a continuing factor
- Family support, health, education, economics, racism, understanding/empathy
- Racism, understanding, stereotyping, justice system
- Racism, lack of empathy
- This discussion did not address the current problem – which is how to stop and address the current gang situation. This discussion was good for future intervention, but did nothing to address the current problem.

FAMILY

WHAT: Primary Issues

- Lack of father figures. COMMUNICATION High demand of young black males
- Young people
- Poor parenting
- Single parent households
- Parents, under 12, male role models, mothers a young age
- WHA – single parents w/under 12 yr olds, guidelines – need mentors
- Single parents
- Single parent families, young mothers
- Single parent family, school dropout, young parents & younger, mentors
- Parenting – lack of parenting skills. What is manhood?
- Affordable early child care for working mothers. Role models for parents – parenting skills are needed.

- Both stable male and female. But some stable male should be in every household. If not father, grandfather, uncle, cousin, brother – at one stable male figure – Welfare family or not make the exception
- Overwhelmed, lack of family support, young families, support lacking, sensitivity/economic pressures, institutional
- Children having children, single parents – appropriate/adequate leadership, lack of positive role models, lack of adequate supervision & discipline
- Males are missing in homes, mothers are not mother, marketing violence, recruiting at skating rings, movies, neighborhoods
- Alpha males are missing/younger parents, grandparents raising children/values and instilling hope
- Fathers lacking in families, parents lacking values need support
- Alpha males are missing, single parent households, stop ABDICATING the leadership
- Fatherless – without God’s design for the family, the family is at a much higher risk of failure
- Fatherless and absent males (alpha males among elephants) 96% of leaseholders in Creekwood are female (according to Star News)
- Single parent homes, father figure, values, respect, principle – taught in the family
- Dysfunctional family, absent or neglecting parent(s) (negligent)
- Schools, community centers, the system
- Poverty, young families, no direction
- Broken family, guidance – poverty, dream , spiritual support – church – watchdog (program in school)
- Lack of family support, lack of values, fatherlessness, family structure
- Lack of family support, broken families, guidance, trust
- Guidance, DREAMS, support, spiritual foundation, values, fatherlessness, time and attention, parental training, structure, single family households
- Broken families – fatherless, guidance, foster – multiple – adjudicated, trust, how to parent education, Common Core, DREAMS, time and attention, values
- Single parent home, parental engagement/support/supervision, drugs, alcohol, abuse/domestic violence
- Single family homes, lack of stability, adequate support levels, drugs and alcohol, domestic violence
- Single parent home/lack of proper role models/support engagement/drugs/alcohol/DOM/neglect

- Watchdogs, support, guidance
- Single parent home (absence of male role model), lack of support, partial involvement engagement, drugs/alcohol, domestic violence in the home
- Single parent homes, lack of position m/f role models, lack of support, powerful, involvement, engagement, supervision, D&A in the home, DV, abuse issues w/in home
- Single parent homes, lack of positive male role models, lack of support, drugs and alcohol, domestic violence
- Single parent families, lack of male role models, lack of support, drugs and alcohol, abuse, domestic violence
- Lack of adult involvement, absent males, parenting skills, lack of trust in system, retaliation, fear
- Adult supervision/involvement, absent positive role models, trust/fear, mentor, parent advocate
- Lack of education in the household, there's no structure, the parents of today, are not the parents of yesterday.
- External resources, internal resources
- Single household, family structure
- Lack of fathers, lack of guidance discipline, single parent homes
- Breakdown in the family such as single parenting, lack of exposure out of the community, lack of support
- Single family homes
- Under educated parents without skills, weak family support structure, help single parents, parental fear of older kids who resist discipline, identify isolated single parents who are alone and put in contact with others
- Communication
- Togetherness, love, respect, truth, parenting
- Food, clothing, shelter, parent, involvement, childcare
- Dysfunctional – moral values, extended family, time, love
- Lack of male role models or positive role models, home alone, teen pregnancy, substance abuse
- Children having children, single parents, substance abuse, being home alone, lack of discipline
- Parental discipline, accountability
- Children having children, positive role models, parents drug users

- Broken families, impoverished families, lack of discipline
- Lack of male mentors (positive), single parent households, substance use disorder
- Enrich family, time and love
- Stop being child friends, stop giving children choices, communication, lack of fathers in home, education, under education, suspensions, school board doesn't share information about student's stats, programs are children – but student doesn't have means to get there
- Lack of adequate guidance from mothers/fathers or single parent families, children having children
- We need to determine who the family is, redefine who family is – it can be the surrounding community, the community needs to be more intentional, segregation vs. isolation, access to income, employment and advocacy within, we have lost the heroes in the neighborhood, sustainability
- Mentoring, family values, community structure, giving back, support system, you
- Love, lack identity, lack of respect for individual culturally and racially and how the individual is perceived, family, racial divide, lack of resources for people: schools = best, shelter, food, no options lead to by and men responsible to survive or be accepted socially, fund law enforcement instead of program for people, provide resources and services

FAMILY

WHO: Key Stakeholders

- Offer family mentoring programs
- Parents, grandparents, neighbors, community
- Neighborhood, city
- Parents, grandparents
- Parents, elders
- Parents, grandparents
- Parents, grandparents, neighbor
- Higher Voice Movement – speaking to the inner self
- Parents & grandparents
- Mother, father, children
- Children/parents, grandparents
- Children at Heart
- Church
- Nuclear family members, neighborhood, community, society

- Churches, the system
- Church – teachers – coaches (village) Can't say it not your kid. Build relationships – have family trust
- Parents, teachers, coaches, public servants
- Children, teen, adults, teachers, coaches, neighbors, village
- Children, teens, adults, pastors
- Children, teachers, teens, coaches, adults, neighbors, clergy, non-profits, the village, police
- Community, teacher
- Parents, grandparents, caretakers, siblings, community, church, school
- All people in the family
- Family/community/church/schools, justice system
- Parents, siblings, grandparents, community, churches, schools (siblings have impact on younger)
- Community, schools, church, justice system, county & city, family members, siblings, etc
- Everybody, church, schools, church
- Everyone (community), immediate household
- Parents, children
- Mothers, teachers
- Parents, relatives, neighbors – lock up your medicine cabinets
- Community, school, organizations
- Parents, teachers
- Teachers, parents, pastors, grandma, grandpa, you, your
- Parents, kids
- Fathers, mothers, community
- Families need to stand strong together
- Families, community, elected officials
- Families, community
- Community, family, kids
- Families, community, policy makers
- Families, parents
- The children, parents, grandparents, community they reside in

FAMILY

WHERE: Resources available to help

- Get info out
- WRAAP after school programs, Boy's Club funding, neighbors, DREAMS
- Neighbors
- Boys Girls Club, organizations, cut backs
- Develop parenting skills – Parenting Classes
- Resource Program, i.e. LITE Build, Community College Programs
- CAPP, OTVX, KMI, B&G Clubs, YMCA, LINK, Youth Build, Smart Start
- Link, Lite youth build
- Mentoring agencies, Communities in Schools/Outside the Walls/DREAMS
- The Church
- Church, mentoring programs
- Churches, social services
- The resources, job fairs
- Programs, Police, non-profit, funding
- Church, nonprofit org
- Church, community, schools, non-profits, police, law enforcement PALS
- Non-profit, church, Police
- Church, schools/volunteers
- Non-profits, police
- Church, community center, daycare
- Church, community centers
- Churches, community centers
- Churches, community centers, daycares, afterschool programs
- Church, community centers, day cares
- Churches, community center
- Churches, community center
- Churches, CIS/Babyfast, Social Services/DSS, B & G Club, WIC. Smart Start
- Health Dept, schools, First 2000 days (Smart Start), DSS, Comm. Boys/Girls, faith based groups, DREAMS, mentorship

- Boys Club/Girls Club/YMCA
- Parenting classes, getting parent educated, DC Virgo, CAAP
- LINC, YMCA, YWCA
- Home, church, schools, programs, yourself
- Housing
- Inexpensive childcare unavailable
- Mom & dad need to do more
- Smart Start, mentors, teachers, Coastal Horizon, LINC, Comm. Boys & Girls Club, Elected Officials, Kids Making IT, child advocacy, Outside the Walls, Youthbuild, YMCA, YWCA
- Nonprofits, government
- CAPP, Smart Start, teachers/schools, Coastal Horizons, Blue Ribbon Commission, Outside the Walls, Hillcrest Community Campus, CIS BabyFAST, Kids making It, Boys & Girls Club (Brigade & Comm.), YMCA, YWCA
- Coastal Horizons, Parenting Place, teachers, Outside the Walls, Youthbuild, Communities in Schools, Kids Making It, Boys & Girls Clubs, policy makers, Smart Start, Child Advocacy
- DREAMS, teachers, KMI, CISCF, YWCA, Coastal Horizons, Boys & Girls Clubs, Smart Start, CAPP, OTW, nils
- Boys/girls clubs, YMCA, YWCA, youth groups, church groups, Kids Making It
- Outside the Walls

EDUCATION

WHAT: Primary Issues

- School push out (expulsion) -> out on the streets (hopeless) Offer alternatives to expulsion. Expulsion punishes children – withholding education should not be an option.
- Lack of transportation to after school programs
- Drop out at 16
- Drop out at 16, vocational education, sex education, Black History, character education
- Black History, shop gone, vocational ed gone, rec gone, language gone
- Drop out at 16, high poverty kids grouped, “Black History” taught, no recreation in summer, after school
- Dropout rate
- Responsibility
- Segregated schools, poorly paid teachers, ^Black History

- Historical disconnect, citizenship classes, mentoring both male and female
- Unequal education, unprepared to start school, poverty, (hunger)
- Mentoring, tutors
- Pushing through high school
- Unaddressed learning disabilities, judgmental teachers, dropout rate @ 16 increased # kids dropping out, lack of opportunities
- No mentors, 16 yr/o dropout, high poverty grouped together, black history, summer education
- *Stop allowing children the choice if they go to school or not.
- Are some schools targets for failure?
- Pressure in some pockets/cultures NOT to succeed
- Support our teachers so they can support our students, use the schools as a means to educate the parents – get the parents to the schools
- No education, mis-education
- The schools don't have enough time to learn lessons and the extra things that they have
- Grass roots teaching, literacy, parenting & kids, dropout, self-esteem, job skill, vocational school, black history, lack of rec programs in summer.
- Literacy, dropout rate
- Lack of education, literacy, parenting ed, common core, dropout prevention, vocational schools
- No real grassroots teaching, mentoring, teaching boys how to be a man, literacy, self esteem, job skills, dropout, stay in school, are some schools designed to fail, afterschool programs, vocational training
- Grassroots teaching, literacy – parents and kids, parenting education, black history – identity, high poverty use together, dropout parent, self-esteem, job skills
- Dropout, literacy, self, job-voc
- Suspension, sports, grades, comm. sporting teams, transportation
- Suspensions/rigidity/need vocational training, we need vocational programming
- Kids get put out of school, if the behaviors are disruptive
- Barriers for parents and children
- Initial disparity, well-placed fear and distrust, school-to-prison pipeline
- Parents need to take time and study with the children
- Programs

- Parents are under educated, younger grandparents, no diversity on school boards
- Are some of our schools designed to fail? Lack of knowledge of programs available, dealing with education gaps in various schools, trust/fear, student readiness, lack of opportunities, ed system
- LT suspensions of kids who need to be in school, kids not performing on grade level due to many disciplining issues in classrooms and not being prepared for academic success, more emphasis on education for vocational/trades
- Getting back to the basics
- Bring back vocational education, hire teachers that give more, dropout rate
- Lack of respect and discipline, lack of parental involvement in schooling, connect spiritual substance to education, develop God conscious – not one religion vs. another, not only Ten Commandments but 200 and Ten, isolate trouble makers and remove
- Mis-education, under education, disproportionate suspension rates, school to prison pipeline factors, parent adversary
- High dropout rate/parent conferences, lack of after school programs, lack of summer school program, programs for children – but students do not have the means to go
- Giving choices, learning, living life and respecting oneself and another
- Values – how to functional illiterate parent educate their children
- Need more programs like WRAAP. WRAAP had 5 full time staff and served 135 adolescents last year, but fewer grants have caused this important organizations to have to downsize and serve fewer adolescents
- Tough love
- Legislature – not giving resources, unequal education, dropout rate, disproportionate minority contact, economics, health & human services, lack of cultural training, overwhelming teachers/ratio
- Unequal education in Wilmington
- Unequal education in Wilmington, overtaxed teachers, dropout rate, lack of believing in kids, disproportionate contact (need more black male teachers), ineffective discipline, lack of cultural training, lack of school funding
- Unequal education in Wilmington, technology, too many kids in classroom, early dropout, not believing in kids, disproportionate minority contact, using teaching moments, civics – knowing issues, opening schools on weekends
- Unequal education, poverty (hunger)
- Early dropout rate
- Schools should provide love, food, discipline, and education >> if not fulfilled by direct family

EDUCATION

WHO: Key Stakeholders

- After school programs, friendly, DREAMS
- Society, weight on social programs
- Drop out at 16, hi poverty kids grouped
- Parents, teachers, government
- Parents, grandparents, employers, educators, students
- Students/teachers
- Hold classes in high school, lack of education/literacy of parents
- *Write letters to state to get law changed that 16 yrs cannot drop out*
- More emphasis on vocational schools
- First Party Subject, family, neighborhood, community, schools
- Extra things like homework
- Parents, gov, school, community leaders
- Schools, colleges, tutors, alum
- Parents, schools, community, City of Wilmington, WPD, housing
- Non-profits, govt, pastors
- Parents, teachers, schools, government, churches, recreation after school, peer-to-peer, teach parents their kids subjects (weekends), civics educ
- Part, schools
- Children/families (transportation)
- School system teaches parenting
- Family, neighbors, teachers, electorate, Bd of Ed
- Parents, children, community – neighbors, school system, board of education, electorate
- Parents, teachers, principals, students
- Parents, teachers, community
- Parents, grandparents, school personnel, employers, students, PTA
- Families, students, employers
- Parents/guardians, employers, school staff, community, kids/students
- Schools, after school programs, parents, family, educators, students, corporate, employers, PTA

- PTA, parents, school personnel, employers, students
- Elementary, Jr & HS students, family, teachers, employers, PTA

EDUCATION

WHERE: Resources available to help

- Corp supports
- Communities in schools
- Supt local program, more funds in after school program, vocation alone w/college
- DREAMS Program, Nov 13th – 7 pm UNCW – Earl Sheridan
- Family Support Health Economics
- Vocational
- Comm. agencies
- CFEC/UNCW/Lite Manhood
- Change age to drop out
- SODA
- “Cultural Communication” – that term intrigues me. How effective is it for people outside the cultural pocket to come in and “fix” it? Ex: whites coming into mentor blacks – is that as effective as black men mentoring young black men.
- Schools, teachers, parents, extended family, afterschool programs
- Day cares, community center
- Schools, churches, literacy council, resource, philanthropy, political ed, soc econ policy of all peer – NAACP
- Lit programs
- Organizations working together, community boys & girls club, WIA program
- School, church, literacy council
- Schools, nonprofits, govt
- School
- Transportation
- Transportation
- Alternative to sports as they are now
- Cape Fear Community College, DSS, Cape Fear Literacy Council, NAACP Intervention/Prevention Outside the Walls

- Their parents
- Transportation, \$, volunteers
- MLK, churches
- More black history/herstory
- Board of Education
- Community, government, organizations, individuals, mentoring programs
- Mentors, free libraries, Comm. in schools, civics in schools, Outside the Walls, Bd of Education, nonprofits, DREAMS, Youthbuild
- Board of Education, non-profits
- Communities in Schools, UNCW, WHA Community Campus, Outside the Walls, PTA, DREAMS, YMCA, YWCA, library, Board of Education, Blue Ribbon Commission, UNCW Watson College of Education, Big Buddy, Kids Making It, Boys & Girls Club
- Libraries, Communities in Schools, PTA, Board of Ed

ECONOMICS

WHAT: Primary Issues

- Vocational education, blue collar jobs
- Need jobs
- Downturn increase crime, lack of jobs; manufacturing
- Felony records prevent employment and education
- Technical training programs
- Lack of wisdom to use resources
- Adequate employment opportunities, living wage, lack of transitional planning
- Need jobs
- Lack of resources/cost of living/lack of jobs/entrepreneurship
- Cost of living too high, lack of employment, lack of jobs & benefits, low pay cannot live off of, background harms people
- Lack of training
- Govt rewards irresponsible behavior (more kids -> more \$)
- Unemployment, poverty
- Poverty, employee skills, jobs, volunteer (strongest organization) entre, livable wages, affordable housing – generational poverty, prison re-entry, transition transportation plan

- Felines cannot get jobs
- No job skills, no diploma, transportation, childcare, micro
- Poor, poverty, lack of skills, living wages, generational poverty
- Jobs, transportation, poverty, subsidy program, employability skills, church, living wage, seed \$, choices and alternatives, rap sheet, transitions, childcare
- Poverty, wage livable, new job market
- Jobs, high unemployment, vocational trades, financial literacy/investment
- Living wage/lack of jobs, no transitional program for welfare programs in move up and off assistance
- Half unemployment, vocational tracks/training
- High unemployment, criminal records prevent hiring, need vocational tracts, training/Towest Community need variety of jobs
- Unemployment, no jobs
- High unemployment, lack of jobs
- Lack of jobs, bias and prejudice in hiring, poor re-entry
- Lack of opportunities for all?? (prejudice in hiring equality in job market), education, previous records/activity (no second chances), sustainability
- Resources – see what else is not there/find something they might like to give them something to work for, if the youth see a career or activity outside of their neighborhood might give them a reason or hope to stay out of trouble.
- Poverty line, being impoverished
- Employers should relax criminal records
- Lack of vision toward success and financial security, how is support coming to family, more vocational education
- Hopelessness, despair
- Lack of resources/transportation
- No jobs for black fathers that have felonies
- Free employment training, learning legal hustles, mentors
- Lack of opportunities (jobs), community
- Lack of opportunities to go after other jobs, unemployment, lack of transportation, lack of transition plan, lack of micro money grants and loans
- Lack of transportation, lack of jobs, lack of opportunity, lack of hope, lack of affordable housing, no transition from public assistance to self-sufficiency

- Lack of jobs, lack of opportunities
- Lack of understanding and empathy, lack of transportation, lack of jobs, opportunities lacking, lack of transition plan from public assistance, lack of grants and loans
- Lack of opportunity >> hope, transportation
- Jobs for our youth, lack of transportation, fair & equitable pay for all age groups

ECONOMICS

WHO: Key Stakeholders

- Community
- Employers, community
- Community/students/parents
- Businesses need to give people chances & mentor them & let them grow
- Family, public sector
- Felons can't get jobs because their backgrounds, some of those things were so long ago and you're holding them back so they can't succeed in life, but you say you want them to live better
- Business, city, county gov, bus community, employee base devp
- City, businesses
- People who lack skills, people who need employees
- Schools, gov, community college, businesses, state
- Social programs
- Business leaders, Chamber of Commerce, schools, parents, kids
- Families
- Community program directors, hiring managers
- Those who community buy-in
- Employers – stop asking about criminal record
- Employers need more lenient to excons, create programs to remove felonies
- Role models, mentors, tutors
- Vocational rehab, Habitat, LINK, government, economic dev programs
- Employers
- Employers, community, family

- Employers, employees, community
- Employers, community
- Our youth, employees, employers, community as a whole

ECONOMICS

WHERE: Resources available to help

- Corporate Community Partners investing in vocational training in schools
- Business comm.
- Businesses hire within community, businesses give people opportunities to climb ladder of success
- Children at Heart – adopting services
- Funds from directors, city/county. UNCW, CFCC, school, business leaders
- Where are they?
- Need more jobs and economic opportunities
- Economic development agencies, government
- Vocational Rehabilitation, LINC, Phoenix Employment, Govt Programs, Economic Dvlp Agencies, YWCA, Making Waves Fdn, Good Shepherd Center
- Vocational rehabilitation, LINC, government programs
- Phoenix Employment, Habitat, YWCA
- Good question – with the unemployment rate today, who does have the answer

HEALTH AND HUMAN SERVICES

WHAT: Primary Issues

- Transportation to after school programs to keep kids off the streets.
- Early child hood, basic care, early labels (identity), funding (mental health)
- Cape Fear Comm. College – co-sponsor programs on educational technical skills
- Lack of access to healthy food, lack of access to health care, early pregnancies, mental health
- Education, funding
- Education/functional behavior/funding
- Lack of Mental Health services, lack of education by teachers regarding MH/SA induced issues

- Crisis pregnancy, mental health
- No health care, medical crisis, unhealthy diets and food
- They cost too much
- Mental health, substance abuse, devp disabilities, faith-based, pastoral counseling, insurance, health insurance, equal access, health literacy
- WHAT, depression, SA
- Education, mental illness, insurance, access, politics, access, health literacy, prevention, schools open for weekends
- Criminal justice system is designed to disproportionately affect black males, access to health care, knowledge of available resources
- Health insurance, allow education to services
- Welfare assistance – not crutch, mental health issues
- Identify trouble makers and target reform, targeted family counseling for problem families, keep older kids from younger, kids ID with kids more than adults
- Mental health and physical issues with children
- Not enough outlets
- MLK Center needs more staff and programs, need second recreation center in Maides Park to serve that area of town
- Lack of quality healthcare, addictions, politics, early pregnancies, food desserts – healthy diets, mental health problems
- Mental health problems
- Food Deserts (low access to healthy foods), early pregnancy, lack of mental health services
- Isolation due to lack of job, transportation, money; lack of health care, lack of access to foods, addictions, early pregnancy, mental health, funding/politics
- Food deserts, access
- Early pregnancy, lack of self esteem due to social class, healthy food availability

HEALTH AND HUMAN SERVICES

WHO: Key Stakeholders

- Teachers
- Teachers, nonprofit, parents/schools
- Parents/children
- Medicaid, Obama care, Life

- WHA
- Community
- Mental health, doctors, area clinics
- Mental health agencies
- Mental health providers, families, community
- Young men and women, parents, grandparents

HEALTH AND HUMAN SERVICES

WHERE: Resources available to help

- Dental vans
- Lifeline Pregnancy, Children@ Heart adoption agency
- Children at Heart – adopting services
- Emergency Room, medical centers
- WHA, Health Dept
- Unity -> strength, justice system bias, racism, political education
- Educating people on what health & human services really mean
- Coastal Horizon, Cape Fear Habitat
- Cape Fear Healthnet, Feast Down East, Coastal Horizons, UNCW/WHA Community Campus, Health Clinics, CIS Baby FAST, Southeastern Mental Health, Good Shepherd Center
- Doctors, clinics
- CFHN, Coastal Care
- Free health clinics/programs

November 4 Meeting

City Hall



Violence Reduction Initiative Forum #2 November 13, 2013 | UNCW CIS Building

UNCW's Dr. Earl Sheridan hosted a second in a series of community forums with the City of Wilmington on a violence reduction initiative. Three faculty members presented statistics and case studies around crime.

- Moderator: Dr. Aaron King, Public and International Affairs, UNCW
- Participants: Drs. Craig Burnett (Public and International Affairs); Cecil Willis (Sociology and Criminology); Donyell Rosborough (Watson College of Education)

Dr. Burnett

- Individuals do not link more guns with more crime or violence.
- A increasingly partisan issue, more southern, more republican.
- No real strong support for gun control, politically.

Dr. Willis

- U.S. more likely to kill with gun than any society in world.
- Gun homicides decreased in last five years, except for pockets --- and Wilmington is one.
- Gun suicides exceed homicides.
- # of homes with guns down, but those with them increased
- Guns are handier, accessible, powerful, and meaningful.
- Still #1 reason for gun purchase is to self---protect.

Dr. Rosborough

- Hard to teach by telling kids to leave problems of home at door. Their home is their environment.
- Hip hop promotes the ghetto! Ghetto values of how to get from rags to riches surpasses the status quo and the notion of Obama becoming President, as example.
- Our culture teaches what is/is not possible. Hard for 6 hours of school to refute.
- Don't look at overall school numbers but sub numbers, how black males are doing.
- Perhaps short term suspensions which lead to expulsion and drop out, along with interface with law enforcement system, needs to be examined.
- It is easier for kids to believe in the "ScarFace" example for success than President
- Zero tolerance in schools may exacerbate the Path to Prison syndrome for minority students.

Possible ideas:

- Support safer Schools Initiative (Dr. Barth, Ben David)
- Recognize it is not people but places and situations that create violence.
- Most kids are not involved in gang violence; don't treat them as if they do.
- Good kids can be placed in bad situations and yield a bad outcome.
- Inequitable funding of schools by states and within states can create pockets of violence. Need funding based on the quality and needs of the specific schools.
- Make reading proficiency a priority; there is no substitute for this
- Teach problem solving in schools.
- It is all about economics. Need to provide skills for youth to make it with above ground vs. under-ground economies
- Improve graduation rates.
- Give teachers culture training to be better successful in inner city schools
- Think of Christ's rewarding of those working in vineyards.

Violence Reduction Initiative Forum #3

December 2, 2013 | CFCC Union Station Building

The forum was a collaboration between UNC Wilmington (Chancellor Gary L. Miller), Cape Fear Community College (President Ted Spring), and the City of Wilmington / New Hanover County representatives. The evening featured a keynote speaker (Kenneth Griffin) and three panelists: Dr. Tim Markley (NHCS Superintendent), Jeff Hovis (Wilmington Housing Authority Board Chair) and Honorable Judge James H. Faison III (District Court Judge for New Hanover and Pender Counties).

The evening started off by addressing how education, housing and the judicial system can help alleviate the problems associated with violence within our communities. Panelists discussed the importance of linking our local institutions with available resources to help address this issue, as well as the need to fully develop an understanding of the underlying problems, challenges and strategies to make us safer.

Keynote speaker Kenneth Griffin mentioned that we all need to come together and take ownership of these problems because 78% of community challenges come from misunderstandings. Don't talk about how bad it is if you're not going show up to the dance. Mr. Griffin then asked members in the audience to address two items: Challenges to reducing violence and solutions to improving the situations.

Challenges:

- Family communication
- Peer pressure
- Keeping youth engaged or active in church and sports (after school activities)
- Finding out what a person's *purpose* is (per Judge Faison)
- More involvement in education
- Communication to find resources
- Everyone is trying to do the same thing so reduce redundancy of efforts
- What resources do we have and how do we deliver them
- Not enough people volunteering in public housing areas
- Too much fragmentation of services/resources
- Changing the perception of our police departments (that they are not just around to arrest people)
- WRAAP funding is needed
- Need more adult support services

- Poverty (lack of jobs)
- Conflicting school policies
- Reducing the lack of collaborations among agencies
- Prioritizing funds, collaboration for grants
- Disconnect within our school systems (black male students and white middle class teachers)
- Policy level and government disconnect?
- Process for change takes such a long time
- Recruiting enough African American males to go into the teaching fields (need to make the field more enticing for this profession)
- Getting prominent role models to return to their communities after they venture off to college.
- Gangs providing “Now” solutions for “Now” problems. We aren’t offering smart Solutions or finding ways to have positive “Rock stars” in the violent neighborhoods
- Need to identify allocation of funds

Solutions:

- Need resource coalitions to encourage buy in from residents of the housing areas. What do they want or ask them what they need
- Address the behaviors and the reason for the behaviors
- Have forums that have actual “action items” so that the forum isn’t just a gathering of citizens
- Take ownership of the problems
- Take forums into the troubled communities, to bring together a common focus
- Use all available resources and offer them to target communities. If this is done, then people will tell you who needs the resources, it will help collaborate with all interested parties and not waste time
- People hate meetings with no action afterwards.
- Have interested kids spend time in court with Judge Faison
- United Way needs to turn in process map to ensure agencies are aligned with strategies and funding (federal initiative)
- Cape Fear literacy (Youth Action Coalition being revived)
- Affordable effective programs in the schools are necessary

- Model after the Durham programs – coordinator/case workers for after jail programs for juvenile offenders go straight to the neighborhoods to help.
- Dade County – collaborative grants, stronger grant being funded for collaborative efforts (usually federal) think long term and strategic
- Emphasis on preventive programs, support programs using faith based, community based where relationships are cultivated with various agencies
- Need more after school opportunities
- Need more volunteers in our schools (more than just the one time volunteer effort) where volunteers are there on a regular basis.
- Volunteer in schools at least four times to be successful
- Partner with private industry to be sustainable
- Hire more black male teachers, and if they are not available, find funds to recruit them.
- Need to change culture, smarter about rewarding students doing well in school.
- Condition for probation can be going to literacy or youth build or get GED etc.
- Change the paradigm by involvement in vocational training
- Put vocational training back in the high schools
- Just do it, don't just talk about it

General Comments:

- We need to be Proactive rather than Reactive
- Forums should be geographically located (in the heart of where the violence occurs)
- Housing resource coalition to have collaboration of resources, maybe have QENO coordinate
- WHA wanted to start after school program – NHCS already had program in place and they didn't know it.
- Need to change the perception that violence is only a Wilmington (City) problem. Important for schools to show what's outside their neighborhoods
- Additional law enforcement in schools creates lawlessness, teachers aren't disciplining the students, officers are which creates a "school to prison" pipeline
- Remember that what works in Raleigh or Charlotte doesn't always work here
- Why is attendance dropping? – People think no one is listening
- Vocational programs need to be back in the high schools and the Board of Education needs to know this.

- Team sports provide a good model for skills and behavior. Sports, band, ROTC and other engaging activities teach leadership as well as skills needed for career and college (this is critical to what schools do)
- Wilmington has a different set of resources than other areas. We have the water (river/ocean) so why aren't there more blacks involved in sailing, boat building, involved at yacht clubs etc.?
- Pair youth with similar people to support a connection for greater success
- Judge Faison developing program to send youth into things that interest them with professionals of like interests. Communicating that resources are available b/c many people don't know they exist.
- Don't be afraid, and fond others to get involved.

Violence Reduction Initiative Forum #4 January 13, 2014 | New Hanover County Library

Presenters:

- Ms. Lisa Burris, NHCS Student Support Services and Lead Counselor
- Lt. Novella Frieslander, NHC School Resource Officer Commander and Juvenile Crime Prevention Council Chair
- Mr. Marrio Jeter, Communities in Schools Cape Fear Program Director
- Ms. Donna Lynn Pleasants, NHCS School Based Licensed Clinical Supervisor
- Ms. Teresa Huffman, NHC Youth Empowerment Services Coordinator

Panel overviewed the various programs and services offered in the schools to aid our youth's ability to learn. This included: school resource officer services, dropout prevention, summer and after school programs, treatment, counseling, rehabilitation, restitution, court diversion, prevention, intervention, behavioral modification, anger management, conflict resolution, tutoring and programs for teen parents.

Challenges:

- Lack of hope, graduating to do "what"
- Inadequate transportation to and from programs
- Lack of youth appreciation for the importance of education
- Too many students deemed "not capable" early in education process, a label that sticks (some students do not take the standardized tests well)
- Parents not having the "tough conversation" with kids
- Growing pool of at risk kids and shrinking resources to assist them
- Inadequate parental leadership and involvement
- Don't be friend, be parent
- Don't allow kids to get away with everything
- To discipline is to teach!
- Parents feel overwhelmed by the plethora of issues that need to be worked on

Short and long term solutions

- Parents need to know what is happening in their children’s lives
- Know what services are available
- Know who your kids friends are
- Drop by school unannounced
- Parents need to be accountable for follow up
- Give kids no downtime; provide multiple outlets
- Create sense of wellness
- Create routine
- Access the services that are available (some people are reluctant to let others know of their need)
- More early detection of youth issues
- Open the centers at public housing facilities and other facilities- giving kids a safe place to develop
- Invest in kids

Gaps

- Adequate transportation
- Mobile population due to inability to maintain a basic household or address
- Behavioral health and special education needs going undetected
- Lack of continuity of treatment
- Lack of a productive relationship between the parent and the child

Q and A

- How do you take the “sexiness” out of gangs
- How can non-parents get engaged—volunteerism
- Why are there so many cases of individuals with mental health diagnosis – all diagnoses are not permanent
- Where are the resources for the 16- 30 age group
- Where is the services inventory—lots of providers, tracking a problem
- Need more group home (smaller setting) intervention opportunities
- Budget/funding needs are great

Violence Reduction Initiative # 5
January 22, 2014 | CFCC Union Station
Sponsored by Wilmington Chamber of Commerce

Presenters:

- Connie Majure-Rhett, CEO of Chamber
- District Attorney, Ben David
- D.C. Virgo Principal Eric Irizarry
- Jana Jones Halls, CEO of Blue Ribbon Commission on Prevention of Youth Violence
- Wilmington Mayor Bill Saffo

A principal priority of the Chamber for this year was announced as supporting the Cape Fear Future Initiative for the work of the Blue Ribbon Commission on the Northside; and, specifically, the work at the recently reopened D.C. Virgo Middle School that promotes “excellence in the kids in that community.”

District Attorney Ben David noted that much progress had been made in enriching the learning experience for kids on the Northside and much more efforts are needed, including continuing assistance from the private sector. He noted that poverty and lack of structure were the two key barriers for our youth and that more programming is needed. He specifically asked for support for the “Summer Enrichment Initiative” at the school.

This specific request was for funds to add the BELL (Building Educated Learners for Life) Program as a summer enrichment initiative for D.C. Virgo. This would be done in partnership with New Hanover County Public Schools and area non-profits, including Dreams, Kids Making It and the Community Boys and Girls Club.

The BELL Program recognizes that much of the academic gain accumulated over the nine months of regular activity gets lost over the summer for at-risk kids at a significantly greater rate than others. The activities of the BELL Program are designed to close and limit this gap.

The cost of this program is \$75,000 annually. Businesses were asked to make contributions to make this happen.

Wilmington Mayor Saffo noted that education is the single most important way to break the cycle of incarceration of our youth, and we need to start spending more on prevention and

intervention, which, over time, will reduce our investment in societal decay, enforcement and incarceration activities.

The group was asked to make financial contributions today for the BELL Program. Two significant contributions were announced for this cause; \$10,000 by Roundtree, Losee and Baldwin and \$5,000 by Monteith Construction.

The meeting concluded after a series of selections from the D.C. Virgo Youth Orchestra.

Violence Reduction Initiative # 6
February 10, 2014 | DC Virgo Academy

There was a full house at the fifth community conversation about gang/gun violence held on Monday, February 10 at D.C. Virgo Academy. This meeting was hosted by United Way of the Cape Fear Area, who invited representatives from local non-profits to provide information about services available that can help address this issue. Several non-profits were on hand to share information about their services with citizens who attended.

February 10 Meeting DC Virgo Academy



Violence Reduction Initiative # 7
February 25, 2014 | MLK Community Center

Key highlights:

Youth panelists included: Tyrone McMillan, Nick Dalucka, Ashley Newsome and Tyrone Brag. Each provided their background:

Tyrone grew up on the Northside; felt it important to have a good mentor; now an entrepreneur and would encourage youth to give entrepreneurship a try – owns a skateboard company.

Ashley, a former gang member who grew up in foster care; pregnant at 15 and a high school dropout. Felt it was important for people to give “props” to themselves for doing constructive things. Now 1 exam away from getting her GED and has a job!

Nick, born in New Jersey but grew up in the Wilmington area; found it hard to fit in and make friends; felt gang violence is an issue, but is also being used to mask other things.

Panelists felt they grew up in gangs for a variety of reasons, such as: inadequate after-school programming at recreation centers; inadequate family structure and parental participation in their children’s activities; demolition of housing projects and facilities; and lack of affordable housing.

Panelists felt kids cannot come to just any recreation center without fear of gang reprisal; rebuilding community trust is considered a real need; recreation centers (the few we have) close at 7 p.m., leaving nothing for kids to do in the evenings after that.

It was noted by one person in the audience that, since the forums started, it has provided the opportunity for more conversations – in families with children – and around accountability.

WPD Chief Ralph Evangelous was asked whether the police were adequately trained? He responded the WPD does State-mandated training on juvenile development and more training is being planned.

Wilmington Mayor Bill Saffo was asked what the City is doing to hire ex-felons? He responded that the City provides financial support to L.I.N.C. and felt more dollars should be focused at prevention and intervention versus incarceration.

In response to a question from the audience as to what can be done to improve things, officials emphasized that working hard and working together is the most important element to success.

The City Manager thanked everyone for staying with the series of forums since November 2013. A report of recommendations will be forthcoming within the next thirty days that will be based largely on previous discussions to date. The report will be posted on our website with an opportunity for the public to provide input.

The City Manager noted that our community is not waiting for a final report to start work. Some initiatives that have already begun include efforts of the Chamber of Commerce to raise funds for the “closing the gap” summer achievement program at D.C. Virgo; more volunteerism and mentoring in the community. There is much more to come.

February 25 Meeting

MLK Community Center

