

Application for Funding – Cover Page

Applicant Agency

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Federal Employer Tax Id #	45-0418456	Unique Entity Identifier #	GL8UKM3LBTT6
Dates of Active Registration in System for Award Management		July 7, 2023-July 6, 2024	

Total Amount of Funding Request	\$154,193.00
Evidenced-Based Services (Y/N)	Yes
Name and Source of Evidenced-Based Services	Restorative Justice
Geographic Area to be Served	Primarily Cass and Burleigh Counties (ND) with potential for rural reach through Human Service Zones
Estimated Number of Youth to be Served	230
Estimated Number of Minority Youth to be Served	90

Signature



Signature of the Person Submitting this Form

Name Ann Crews Melton

Name of the Person Submitting this Form (print)

Date of Signature September 15, 2023



Juvenile Justice State Advisory Group (SAG) Proposal

a. Description of the Project (5%)

Restorative Justice (RJ) is a philosophy that prioritizes the relationship impact of wrongdoing. It asserts that when someone commits a crime or causes harm, a relationship is damaged and the person responsible has an obligation to repair the harm to those affected. This proposal outlines two simultaneous projects--RJ in Bismarck and West Fargo Public Schools and RJ in Social Services—and aims to serve 230 youth over the course of the grant period.

RJ services have existed in North Dakota since 1998. The RJ program was operated by Lutheran Social Services of ND (LSSND) until the agency's abrupt closure in 2021, when it transitioned to Consensus Council (CC). For most of the program's tenure, it has partnered with the ND Juvenile Court system to serve referrals already cited by law enforcement. Though most of these youth are diverted away from the court's more formal processes, access to RJ services have most commonly been dependent on the relationship with the justice system.

In the ND 2021 legislative session, HB1035 restructured and redefined some aspects of the Uniform Juvenile Court Act. Specifically, status offenses such as truancy and unruly youth moved from Juvenile Court to social services jurisdiction (Aug. 1, 2022), and certain low-level, misdemeanor offenses committed on school grounds during the school day are no longer eligible for Juvenile Court without proof of alternative intervention efforts (Aug. 1, 2023). According to a reference data chart created by a Juvenile Court director serving on the HB1035 policy workgroup, in FY2022 Burleigh County (including Bismarck) schools reported 38 status offenses and 65 qualifying misdemeanor delinquencies, and Cass County (including West Fargo) schools reported 186 status offenses and 230 misdemeanor delinquencies. This county-wide data illustrates the impact the policy change has on the systems included in this proposal.

It is also important to recognize that racial disparities are evident in both arrest and disciplinary data. In a 2017 North Dakota Disproportionate Minority Contact Plan for the Office of Juvenile Justice and Delinquency Programs, data showed that in Cass County, 11.18% of Black youth were arrested compared to 2.6% of white youth, and in Burleigh County 12.06% of American Indian youth were arrested compared to 2.85% of their white peers. These disparities are also seen in school disciplinary data. Data provided by one Bismarck public middle school reported that American Indian youth accounted for 30% of "major disciplinary logs" in 2022-23, though American Indian youth comprise less than 9% of the school's population. Similarly, Black youth comprise only 17% of West Fargo Public School's student population but account for 35% of major disciplinary

referrals for one reporting middle school. The services proposed in this project are intended to address these disparities by fostering a culture of understanding, empathy, and conflict resolution, ultimately leading to more equitable outcomes for all youth.

Research and risk assessments consistently show that youth who experience trauma and/or have elevated Adverse Childhood Experience (ACE) scores are at a greater likelihood to engage in delinquency (Baglivio, M.S., et al., 2014). Similarly, research has shown that youth who are represented in the juvenile justice system are at a greater likelihood to remain involved, especially if they are introduced at a young age (Mears, D.P., & Siennick, S.E., 2016). Consequently, youth represented in the social services system may be at risk for *greater* delinquency if the only approach is to send them through Juvenile Court. In 2019, North Dakota implemented a plan to work more intentionally with “dual status youth,” that is, youth represented in both systems. However, in a 2020 evaluation authored by consultant John Greacen, he noted, “If the theory of the initiative was to minimize deeper penetration into the systems, it was met. But minimizing penetration did not lead to fewer or less serious subsequent referrals,” and further recommended to reduce the frequency of formal involvement of identified youth in a second system altogether. By partnering with Human Service Zone case managers, we aim to do exactly that.

In 2010, restorative practices (RP) began building momentum in school systems, and both districts partnered in this proposal have a successful track record in implementing RP. Bismarck and West Fargo Public Schools both currently train staff on the restorative philosophy and have partnered with the RJ program in the past (BPS with LSSND and WFPS with CC). Both agree that restorative practices play a critical role in prevention and effective intervention and reduce reliance on exclusionary discipline and the justice system.

b. Project Planning, Design, and Implementation (17%)

As stated in Section A, Restorative Justice (RJ) is a philosophy that prioritizes the reparation of relationships over punishment when someone causes harm. Restorative practices exist on a continuum from prevention to intervention and are further applicable in multiple systems and across demographic groups. The planning, design, and implementation of this project will define how RJ will meet identified needs of the state's two largest school systems and select Human Service Zones of ND Department of Health & Human Services' (DHHS) Children and Family Services.

For each project, “RJ services” will consist of Restorative Conferencing and Victim Empathy Seminars, though schools may also utilize Peacemaking Circles. **Restorative Conferencing** is a process that provides an opportunity for a face-to-face meeting, in the presence of a trained facilitator, between the victim of an offense and the person(s) responsible. Careful preparation is done with each participant individually to ensure a safe and neutral setting for the parties to come together to discuss what happened and the impact it has had on their lives. A signed agreement, reached by consensus, is often an outcome. The **Victim Empathy Seminar** is a four-hour virtual class with live facilitation geared to promote empathy by discussing the impact an offense has on

victims, families, and communities. The seminar provides a supportive environment where people responsible for causing harm are encouraged to take accountability for their actions. As a part of the seminar, participants are taught to write an apology letter to the victim and/or others impacted by the offense. **Peacemaking Circles**, a practice with Indigenous roots and the capacity for culturally specific facilitation, provide an opportunity for people to come together with the intent of listening to each other to build and repair relationships. With a strong emphasis on establishing shared values, participants are invited to share their perspectives through a series of guided questions answered by passing a talking piece.

We anticipate serving approximately 230 youth with SAG funding. This is a ballpark estimate so as not to over- or understate our capacity prior to stakeholder meetings; thus this number is susceptible to change. Both systems (schools and social services) will start with two primary partners and build to four within the course of the first year, totaling eight (8) partners over the grant period. Consequently, the Project Timeline (appended) is the most important document in the first months of funding.

RJ in Schools

Bismarck and West Fargo Public Schools have both agreed to identify two middle schools to participate in the proposed initiative, with one school in each district starting the process in the first quarter. Simle Middle School (Bismarck) has already stepped forward and West Fargo will identify either Liberty or Heritage Middle School to kick off the project. In the first quarter of the funding period, CC staff will hold regular stakeholder meetings with each school to identify screening criteria; establish referral processes and participation expectations; and develop outcome standards. It is important to note that though both districts are interested in receiving RJ supportive services, the design and implementation will be unique to the needs of the district. Specifically, Bismarck Public Schools would like a restorative practitioner positioned within their schools up to 20 hours a week to establish relationships with students in addition to providing intervention services. Conversely, West Fargo is presently considering RJ services as a community resource to use by referral only. Both service models support the overall premise of Goal 1 (Section F) but will look different based on identified needs.

Once the initial schools have implemented services, we will begin the same process with the second identified school in each district. Presumably, the planning process should be expedited since we would hope to replicate some services, but even schools in the same district have different needs. These planning meetings are also key to building trust and relationships. We anticipate providing services in all four schools by Quarter 3. Quarter 4 will cover most of the summer break, so deliverables will be reduced and resume at full capacity for the 2024-2025 academic year. Regular check-ins with stakeholders will be important to discuss sustainability planning for the future.

RJ in Social Services

The DHHS Director of Children and Family Services in North Dakota is an advocate for restorative practices. He agreed that making RJ services accessible to youth under the

care and custody of their agency would offer case managers an alternative to involving law enforcement and could prevent youth from holding dual status (defined in Section A). As a result, DHHS has committed to being a part of this proposal.

There are 19 Human Service Zones (HSZs) in North Dakota. In the first quarter of the funding period, CC will work with the Director of Children and Family Services to identify four (4) Human Service Zones to participate, with two (2) to initiate the work. The first two quarters will focus on building trust and relationships between CC staff and the HSZ teams, as well as establishing guidelines for screening criteria; the referral process and participation expectations; and outcome standards. In Quarter 3, we expect the Human Service Zones will start to make referrals and youth will begin receiving services, while the remaining two zones begin their stakeholder meetings. RJ services are expected to be available in all four zones by October 2024, with ongoing stakeholder meetings necessary to assess progress, identify challenges, and plan for sustainability.

c. Priority Consideration (10%)

CC's statewide RJ program serves youth and adults referred through schools, courts, and corrections. Of the 887 people served in 2022, 451 were youth ages 11-17. Many of these individuals presented with Adverse Childhood Experiences (ACES), and 47% of referrals citing the individual's race were for minority youth. RJ referrals reflect the reality that racial/ethnic minorities and children with emotional disturbances are disciplined at a disproportionately high rate.

All CC staff have undergone extensive DEIA training, and this project team includes individuals from a diversity of backgrounds and lived experiences, including people of color, LGBTQ individuals, and justice-involved individuals. If this grant enables us to hire additional facilitators, we will prioritize seeking staff members with lived experience and particularly racial/ethnic identities reflecting those of the clients we serve.

The public schools and HSZs we propose partnering with serve the general population, thus comprise a broad diversity of socioeconomic class and racial/ethnic identities, especially in North Dakota's urban centers (Fargo and Bismarck). Each partner district (Bismarck and West Fargo) has designated staff focused on culturally specific services, in particular Native American/Indian Education and English Learners programs (e.g., Bismarck Public Schools employs an Indian Education Director who oversees three Cultural Responsive Coordinators serving each middle school; these four individuals represent four tribes: MHA Nation, Standing Rock, Spirit Lake, and Turtle Mountain). In providing services for disproportionately disciplined BIPOC youth, we will ensure the culturally responsive staff are key team members of our planning and approach.

Finally, CC is expert at building community connections for all clients since relationship-building and collaboration are key to our mission. While we do not presently plan to formally contract with additional agencies, we maintain strong relationships with myriad culturally responsive organizations (and/or those who run culturally specific programs) including Youthworks, Global Neighbors, Sacred Pipe Resource Center, Indigenous Association, New American Development Consortium, Jeremiah Program of FM, and

many faith communities. We actively keep tabs on community youth programming and would connect and refer youth as needed to other services and organizations.

d. Capabilities and Competencies (8%)

Consensus Council's mission is to facilitate conversations and build agreements that empower people, transform communities, and advance the public good. Throughout our 33-year history, CC has remained true to our root purpose of bringing people together across differences to resolve conflict, repair harm, and engage in participatory decision-making. All of our programs foster listening and empathy building, and we prioritize inclusion of individuals with diverse lived experiences, including people with disabilities, racial/ethnic minorities, justice-involved folks, and people experiencing housing and/or food insecurity.

RJ services have existed in North Dakota since 1998. The program was operated by LSSND until the agency's abrupt closure in 2021, when CC adopted the program and its staff. With facilitators located in Selfridge, Bisbee, Williston, and Grand Forks, in addition to 3 Bismarck and 4 Fargo staff, CC provides services in every corner of the state.

CC has a long history of successful grant management, including federal, state, and philanthropic grants. We are currently a Bush Foundation Ecosystem grantee (3-yr cycle) and have received longstanding support from Otto Bremer Trust. In 2021-22 CC became a new recipient of federal VOCA grant funds through the ND Dept of Corrections & Rehabilitation. In addition, CC subcontracted with ND DHHS to provide Administration for Community Living (ACL) grant project support for the ND Brain Injury Advisory Council State Plan. CC is currently subcontracting with ND DHHS Adult & Aging Services and the Center for Health Care Strategies to fulfill grant obligations for the ND Multigenerational Plan on Aging. Our staff has many years' experience in planning, proposing, and meeting multi-year grant project requirements, including detailed tracking and reporting.

Regarding fiscal accountability, CC conducts an annual audit, contracts with an independent accounting firm, and adheres to robust internal policies and procedures overseen by staff leadership and the Board of Directors. CC's Form 990s are accessible for public review.

The specific project team for this grant includes a portion of our hierarchically structured staff: our Executive Director will provide overall project oversight, supervise the Program Director, and assist with grant tracking and reporting; the Program Director will perform the bulk of program planning and development, plus grant reporting, and supervise the Victim Empathy Specialist and Program Coordinator; the Program Coordinator ensures smooth day-to-day operations and supervises the Facilitators, who will respond directly to referrals in each project location as needed. Through clear delineation of roles, but also cross-training and a team-based, collaborative staff culture, we are confident we can efficiently fulfill all proposed project goals and objectives.

e. Plan for Collecting Performance Data and How it Will be Used for Continuous Quality Improvement (10%)

As stated in Section B, this proposal essentially builds from four (4) initial partnerships (two schools and two human service zones) to double in each system in one year. Consequently, benchmarks will be crucial to seeing the elements of this proposal brought to life and be successful.

CC will record the dates, participants, and minutes of all stakeholder meetings. These meetings are initially intended to establish the details of the MOUs, specifically as they pertain to what is expected of each partner to ensure the success of the deliverables noted in this proposal. The MOUs should outline data-sharing such as referral and post-referral information (i.e., subsequent disciplinary or justice-system involvement), as reporting data on students and youth served will be a primary source of measurement. In the second year of funding, these meetings will be pivotal to ongoing assessment of program success, and feedback will be considered and applied in making any improvements to existing processes.

Referral and outcome data will be recorded and monitored in CC's secure and customized cloud-based database. This database allows CC staff to enter demographic data as well as track progress through services. It also allows CC staff to run nearly infinite customized reports on multiple data points, which will prove useful when looking at outcomes by programmatic, geographic, and/or demographic designation. Data such as the number of youth and families served; number of youth served by an evidenced-based program or promising practice; number of youth receiving culturally specific services; and number of youth with successful completion from diversion programming with no system involvement will all be easily accessible using the database.

Participant satisfaction surveys will be informed by stakeholder meetings and ready for distribution by the time youth begin receiving services. These surveys will be collected both in hard copy and digital format using the Microsoft Forms platform.

f. Goal, Objectives, and Activities (10%)

The following goals, objectives, and activities are referenced in the Project Timeline.

Goal 1: To minimize reliance on exclusionary disciplinary practices and/or law enforcement involvement for criminal and non-criminal harms caused in West Fargo and Bismarck Public Middle Schools through relationship-based restorative interventions

- **Objective 1:** Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools detailing referral and service relationships. MOUs in all four schools will be formalized by June 2024.
 - **Activities (Objective 1):** Regular stakeholder meetings; Formalized agreements amongst partners; Identification of screening criteria, referral process, participation expectations, and outcome standards; Evaluation of established processes and services; Sustainability planning

- **Objective 2:** Provide RJ services to 190 total youth referred by schools in each partnered school each quarter school is in session and utilizing services. (Number is further defined in timeline.)
 - **Activities (Objective 2):** Facilitate pre-meetings, Restorative Conferences, follow-up meetings, and monitor all agreements in Restorative Conferencing cases; Facilitate Victim Empathy Seminars; Facilitate restorative “re-entry” circles for students coming back from in-school or out-of-school suspensions
- **Objective 3:** Maintain a 3-month recidivism/re-offense rate less than 15% for school-based referrals.
 - **Activities (Objective 3):** Provide RJ services named in Objective 2 activities; Monitor disciplinary data for referred students.

Goal 2: Minimize reliance on law enforcement and justice-system involvement for criminal and non-criminal harms caused by youth and/or adolescents under the care and custody of Human Service Zones through relationship-based restorative interventions

- **Objective 4:** Establish and maintain MOUs with four (4) Human Service Zones detailing referral and service relationships. MOUs with all four zones will be formalized by October 2024.
 - **Activities (Objective 4):** Regular stakeholder meetings; Formalized agreements amongst partners; Identification of screening criteria, referral process, participation expectations, and outcome standards; Evaluation of established processes and services; Sustainability planning
- **Objective 5:** Provide RJ services to 40 youth referred by partnered Human Service Zone utilizing services (Number is further defined by timeline).
 - **Activities (Objective 5):** Facilitate pre-meetings, restorative conferences, follow-up meetings, and monitor all agreements in Restorative Conferencing cases; Facilitate Victim Empathy Seminars
- **Objective 6:** Maintain a 6-month recidivism/re-offense rate less than 25% for referrals from partnered Human Service Zones
 - **Activities (Objective 6):** Provide RJ services named in Objective 5 activities; Monitor recidivism data for referred youth

School administration and personnel and Human Service Zone case managers are key decision-makers when it comes to how a young person will be held accountable for misbehavior and harm. Instead of relying on the justice system to impose punishment, which is all too often ineffective at creating safe and healthy communities, the proposed plan will amplify accountability by allowing youth an opportunity to repair and strengthen the very relationships key to their being safe and healthy citizens.

Consensus Council- Restorative Justice Proposal Timeline

Year/Quarter	Project Goal	Related Objective	Activity	Expected Completion Date	Person Responsible
Y1/Q1 Oct-Dec 23	Goal #1	Objective 1: Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools, detailing referral and service relationships. MOUs in all four schools will be formalized by June 2024.	Hold 3-6 meetings with first Bismarck Public Middle School administration, SROs, and BIPOC resources to: 1. Identify screening criteria 2. Establish referral process and participation expectations 3. Identify/develop outcome standards 4. Recruit and interview for new facilitator 5.	12/31/2023	Executive Director; Program Director; Program Coordinator; Victim Empathy Specialist
	Goal #1	Objective 1: <i>continued</i>	Hold 3-6 meetings with first West Fargo Public Middle School administration, SROs, and BIPOC resources to: 1. Identify screening criteria 2. Establish referral process and participation expectations 3. Identify/develop outcome standards	12/31/2023	Program Director; Program Coordinator; Victim Empathy Specialist
	Goal #2	Objective 4: Establish and maintain MOUs with four (4) Human Service Zones (HSZ) detailing referral and service relationships. MOUs with all four zones will be formalized by October 2024.	Meet with DHHS Director of Children and Family Services to: 1. Identify four HSZs with the greatest need for restorative services 2. Identify two of the above four HSZs most ready to establish new partnership	10/31/2023	Executive Director; Program Director; Program Coordinator
	Goal #2	Objective 4: <i>Continued</i>	Hold 3-6 meetings with the directors of the two HSZs most ready to establish new partnership to: 1. Identify screening criteria 2. Establish referral process and participation expectations 3. Identify/develop outcome standards	12/31/2023	Program Director; Program Coordinator

Consensus Council- Restorative Justice Proposal Timeline

Year/Quarter	Project Goal	Related Objective	Activity	Expected Completion Date	Person Responsible
Y1/Q2 Jan-Mar 24	Goal #1	Objective 1: Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools, detailing referral and service relationships. MOUs in all four schools formalized by June 2024.	Hold monthly meetings with first Bismarck Public Middle School administration, SROs, and BIPOC resources to evaluate progress and address challenges	3/31/2024	Program Director; Program Coordinator; Facilitator(s)
	Goal #1	Objective 1: <i>Continued</i>	Hold 3-6 meetings with second Bismarck Public Middle School administration, SROs, and BIPOC resources to: 1. Replicate Simile programming to meet unique needs of new school 2. Establish referral process and participation expectations	3/31/2024	Program Director; Program Coordinator
	Goal #1	Objective 1: <i>Continued</i>	Hold monthly meetings with first West Fargo Public Middle School administration, SROs, and BIPOC resources to evaluate progress and address challenges	3/31/2024	Program Director; Program Coordinator; Victim Empathy Specialist
	Goal #1	Objective 1: <i>Continued</i>	Hold 3-6 meetings with second West Fargo Public Middle School administration, SROs, and BIPOC resources to: 1. Replicate programming from first middle school to meet unique needs of new school 2. Establish referral process and participation expectations	3/31/2024	Program Director; Program Coordinator; Victim Empathy Specialist
	Goal #1	Objective 2: Provide Restorative Justice services to 20 students each quarter school is in session and utilizing services	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar Hold restorative circles for youth coming back from suspensions	3/31/2024	Program Coordinator; Victim Empathy Specialist; Facilitator(s)

Consensus Council- Restorative Justice Proposal Timeline

Year/Quarter	Project Goal	Related Objective	Activity	Expected Completion Date	Person Responsible
	Goal #2	Objective 4: Establish and maintain MOUs with four (4) Human Service Zones (HSZ) detailing referral and service relationships. MOUs with all four zones will be formalized by October 2024.	Meet individually with each case manager in the two (2) early-partnered HSZs to further educate and build relationships for successful implementation.	3/31/2024	Program Director; Program Coordinator
	Goal #2	Objective 5: Provide Restorative Justice services to 2 referrals made by HSZs	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar	3/31/2024	Program Coordinator; Facilitator(s)
Y1/Q3 Apr-Jun 24	Goal #1	Objective 1: Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools, detailing referral and service relationships. MOUs in all four schools will be formalized by June 2024.	Hold monthly meetings with partnered Bismarck Public Middle School administration, SROs, and BIPOC resources to: 1. Evaluate progress and address challenges 2. Discuss sustainability options	6/30/2024	Program Director; Program Coordinator; Facilitator(s)
	Goal #1	Objective 1: <i>Continued</i>	Hold monthly meetings with partnered West Fargo Public Middle School administration, SROs, and BIPOC resources to: 1. Evaluate progress and address challenges 2. Discuss sustainability options	6/30/2024	Program Director; Program Coordinator; Victim Empathy Specialist; Facilitator(s)
	Goal #1	Objective 2: Provide Restorative Justice services to 40 students each quarter school is in session and utilizing services	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar Hold restorative circles for youth coming back from suspensions	6/30/2024	Program Coordinator; Victim Empathy Specialist; Facilitator(s)
	Goal #1	Objective 3: Maintain a 3-month recidivism/re-offense rate less than 15% for school-based referrals	Engage youth in Restorative Justice services Monitor disciplinary data for referred students	6/30/2024	Program Coordinator; Facilitator(s)

Consensus Council- Restorative Justice Proposal Timeline

Year/Quarter	Project Goal	Related Objective	Activity	Expected Completion Date	Person Responsible
Y1/Q4 Jul-Sep 24	Goal #2	Objective 4: Establish and maintain MOUs with four (4) Human Service Zones (HSZ) detailing referral and service relationships. MOUs with all four zones will be formalized by October 2024.	Hold monthly meetings with partnered HSZ directors and case managers to evaluate progress and address challenges	6/30/2024	Program Director; Program Coordinator
	Goal #2	Objective 4: <i>Continued</i>	Hold 3-6 meetings with the directors of the two remaining HSZs to establish new partnership to: 1. Replicate services already provided other two HSZ 2. Establish referral process and participation expectations	6/30/2024	Program Director; Program Coordinator
	Goal #2	Objective 5: Provide Restorative Justice services to 4 youth referred by partnered HSZs	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar	6/30/2024	Program Coordinator; Facilitator(s)
	Goal #1	Objective 1: Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools, detailing referral and service relationships	Hold 1 meeting per partnered school to: 1. Build relationships with any new staff/stakeholders 2. Review process from previous year 3. Evaluate progress and address challenges	9/30/2024	Executive Director; Program Director; Program Coordinator; Victim Empathy Specialist; Facilitator
	Goal #1	Objective 2: Provide Restorative Justice services to 10 students to start the quarter	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar Hold restorative circles for youth coming back from suspensions	9/30/2024	Program Coordinator; Victim Empathy Specialist; Facilitator(s)
	Goal #2	Objective 4: Establish and maintain MOUs with four (4) Human Service Zones (HSZ) detailing referral and service relationships. MOUs with all four zones will be formalized by October 2024.	Meet individually with each case manager in the two (2) remaining HSZs to further educate and build relationships for successful implementation.	9/30/2024	Program Director; Program Coordinator

Consensus Council- Restorative Justice Proposal Timeline

Year/Quarter	Project Goal	Related Objective	Activity	Expected Completion Date	Person Responsible
	Goal #2	Objective 5: Provide Restorative Justice services to 6 referrals per partnered HSZ	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar Hold restorative circles for youth coming back from suspensions	9/30/2024	Program Coordinator; Facilitator(s)
	Goal #2	Objective 6: Maintain recidivism/re-offense rate less than 25 % for you referred by HSZ	Engage youth in Restorative Justice services Monitor recidivism data for referred youth	9/30/2024	Program Coordinator; Facilitator(s)
Y2/Q1 THRU Y2/Q3 Oct 24-Jun 25	Goal #1	Objective 1: Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools, detailing referral and service relationships.	Hold quarterly meetings with BPS and WFPS middle school administration, SROs, and BIPOC resources to: 1. Evaluate progress and address challenges 2. Discuss sustainability options	6/30/2025	Program Director; Program Coordinator; Victim Empathy Specialist; Facilitator(s)
	Goal #1	Objective 2: Provide Restorative Justice services to 40 students each quarter school is in session and utilizing services	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar Hold restorative circles for youth coming back from suspensions	6/30/2025	Program Coordinator; Victim Empathy Specialist; Facilitator(s)
	Goal #1	Objective 3: Maintain 3-month recidivism/re-offense rate less than 15% for school-based referrals	Engage youth in Restorative Justice services Monitor disciplinary records	6/30/2025	Program Coordinator; Facilitator(s)
	Goal #2	Objective 4: Establish and maintain MOUs with four (4) HSZs	Hold quarterly meetings with directors and case managers to: 1. Evaluate progress and address challenges 2. Discuss sustainability options	6/30/2025	Program Director; Program Coordinator; Facilitator(s)

Consensus Council- Restorative Justice Proposal Timeline

Year/Quarter	Project Goal	Related Objective	Activity	Expected Completion Date	Person Responsible
Y2/Q4 Jul-Sep 25	Goal #2	Objective 5: Provide Restorative Justice services to 8 youth referred by HSZ	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar Hold restorative circles for youth coming back from suspensions	6/30/2025	Program Coordinator; Facilitator(s)
	Goal #2	Objective 6: Maintain 6-month recidivism/re-offense rate less than 25% for youth referred by HSZ	Engage youth in Restorative Justice services Monitor recidivism data for referred youth	6/30/2025	Program Coordinator; Facilitators
	Goal #1	Objective 1: Establish and maintain MOUs with two (2) Bismarck Public Middle Schools and two (2) West Fargo Public Middle Schools, detailing referral and service relationships.	Hold final meeting with administration and each partnered school to discuss sustainability for future years	9/30/2025	Executive Director; Program Director; Program Coordinator
	Goal #2	Objective 4: Maintain MOUs with four (4) HSZs	Hold final meeting with all four HSZ directors to discuss sustainability for future years	9/30/2025	Executive Director; Program Director; Program Coordinator
	Goal #2	Objective 5: Provide Restorative Justice services to 4 youth referred from HSZ	Facilitate pre-meetings, conferences, and follow-up meetings; Monitor agreements Facilitate Victim Empathy Seminar	8/15/2025	Program Coordinator; Facilitator(s)
	Goal #2	Objective 6: Maintain 6-month recidivism/re-offense rate less than 25% for youth referred from HSZ	Monitor recidivism data	9/30/2025	Program Coordinator

Budget Summary

Applicant:

Consensus Council

Project Period:

10/1/2023-9/30/2025

	Grant Request	Match	Total
Budget Categories:			
Personnel	\$115,045	-	\$115,045
Fringe Benefits	\$29,618	-	\$29,618
Travel	\$9,530	-	\$9,530
Supplies	-	-	-
Subaward/Contractual	-	-	-
Other Direct Costs	-	-	-
Indirect Costs	-	-	-
Total Grant Funds	154,193.00	-	154,193.00

Budget Detail Worksheet and Narrative

Applicant: Consensus Council

Project Period: 10/1/2023-09/30/2024 (YEAR 1)

Personnel				Total Grant Period		
Position	Name	Annual Salary	Grant Allocation %	Grant Request	Match	Total
Program Director	Elizabeth Hilt	65,148	30%	\$19,544		
Program Coordinator	Sonia Ostlund	41,846	30%	\$12,554		
Victim Empathy Specialist	Logan Ellingson	41,600	15%	\$6,240		
Executive Director	Ann Crews Melton	76,385	5%	\$3,819		
Facilitator	Peggy Weber	6,971	35%	\$2,440		
Facilitator	Sarah Prom	3,708	22%	\$816		
Facilitator	NEW HIRE	16,800	66%	\$11,088		
Total Personnel Costs				\$56,501	\$0	\$56,501

Personnel Narrative:

The Program Director, Program Coordinator, Victim Empathy Specialist, and Executive Director are all full-time employees, so calculating the approximate amount of time expected for work proposed is based on a 40-hour work week. The facilitators are part-time, hourly employees, and their weekly time fluctuates depending on caseload volume. Their salaries were projected based on either total hours submitted last year (Peggy) or hours averaged recently (Sarah). The New Hire is expected to start in January to provide services in the Bismarck Public Schools, so they will only be employed for 9 of 12 months in the first year. The Executive Director will provide overall project oversight, supervise the Program Director, and assist with grant tracking and reporting; the Program Director will perform the bulk of program planning and development, as well as grant reporting, and supervise the Victim Empathy Specialist and Program Coordinator; the Program Coordinator ensures smooth day-to-day operations and supervises the Facilitators, who will respond directly to referrals in each project locations as needed. Though we are not submitting formal match for this proposal, it is important to note that we have a substantial biennial contract with the Juvenile Court system, and leadership fully supports our program in assisting with the legislative transition impacting schools. The Court contract has previously supported time spent presenting to and training school personnel. This worksheet represents the FIRST YEAR of funding ONLY. Please reference "Budget Worksheet-YEAR 2" for the second year, as responsibilities and time commitments change.

Fringe Benefits				Total Grant Period		
Position	Name	Annual Benefits	Grant Allocation %	Grant Request	Match	Total
Program Director	Elizabeth Hilt	19,892	30%	\$5,967		
Program Coordinator	Sonia Ostlund	15,443	30%	\$4,633		
Victim Empathy Specialist	Logan Ellingson	13,842	15%	\$2,076		
Executive Director	Ann Crews Melton	22,312	5%	\$1,116		
Facilitator	Peggy Weber	533	35%	\$187		
Facilitator	Sarah Prom	284	22%	\$62		
Facilitator	NEW HIRE	1,285	66%	\$848		
Total Fringe Benefits				\$14,889	\$0	\$14,889

Fringe Benefits Narrative:

FICA benefits are included for all staff. Consensus Council provides full-time staff (facilitators excluded) with Blue Cross Blue Shield individual health insurance, 9% retirement contributions, and AD&D insurance.

Travel			Total Grant Period		
Purpose	Location	Expense Type (Hotel/Mileage/Per Diem)	Grant Request	Match	Total
Stakeholder meetings	Bismarck; TBD HSZ	Mileage	\$2,620		
Stakeholder meetings	Bismarck; TBD HSZ	Hotel	\$2,400		
Facilitation/Training	Bismarck; West Fargo;	Mileage	\$1,000		
Total Travel Costs			\$6,020	\$0	\$6,020

Travel Costs Narrative:

Stakeholder meeting mileage is based on six (6) round trips from Fargo to Bismarck for the purposes of Bismarck Public School planning and new facilitator recruitment/training and four (4) 400 mile round trips from Fargo for the purposes of meetings with Human Service Zones yet to be identified. Facilitation/Training mileage is based on approximately 1500 miles estimated for our closest Bismarck facilitator to support the onboarding process of a new hire, and the needs for travel for cases referred by both school systems and Human Service Zones in the first year. The mileage rate is \$0.655/mi. Hotels are based on two rooms for one night (since most stakeholder meetings should be attended by at least two Consensus Council staff) for all 10 of the above listed trips. We estimated each room may cost \$120 per night. These costs may also be mitigated by pairing travel with non-SAG related work activities, in which case we will bill the related contract/grant. Virtual/hybrid meetings will also be utilized when appropriate, though some onsite/in-person work is critical to relationship/team building and facilitation. **This worksheet represents the FIRST YEAR of funding ONLY. Please reference "Budget Worksheet-YEAR 2" as travel needs are expected to change in the second year.**

Supplies			Total Grant Period		
Item	Quantity	Per Unit Cost	Grant Request	Match	Total
Please see narrative					
Total Supply Costs			\$0	\$0	\$0

Supply Costs Narrative:

We are proud recipients of general operating funds from the Bush Foundation (2022-25 Ecosystem grant) and the Otto Bremer Trust. Consequently, we are able to focus the funding provided by SAG on the planning and services, leaving peripheral expenses to be covered by philanthropic support.

Subawards/Contracts		Total Grant Period		
Description/Purpose	Computation	Grant Request	Match	Total
N/A				
Total Subaward/Contractual Costs		\$0	\$0	\$0
Subaward/Contractual Costs Narrative:				

Other Direct Costs		Total Grant Period		
Type	Computation	Grant Request	Match	Total
N/A				
Total Other Direct Costs		\$0	\$0	\$0
Other Direct Costs Narrative:				

Indirect Costs			Total Grant Period		
Description	Base	Rate	Grant Request	Match	Total
Please see narrative					
Total Indirect Costs			\$0	\$0	\$0

Indirect Cost Narrative:

We are proud recipients of general operating funds from the Bush Foundation (2022-25 Ecosystem grant) and the Otto Bremer Trust. Consequently, we are able to focus the funding provided by SAG on the planning and services, leaving peripheral expenses to be covered by philanthropic support.

Budget Detail Worksheet and Narrative

Applicant: Consensus Council

Project Period: 10/1/2024-09/30/2025 (YEAR 2)

Personnel				Total Grant Period		
Position	Name	Annual Salary	Grant Allocation %	Grant Request	Match	Total
Program Director	Elizabeth Hilt	67,102	20%	\$13,420		
Program Coordinator	Sonia Ostlund	43,102	30%	\$12,931		
Victim Empathy Specialist	Logan Ellingson	42,848	25%	\$10,712		
Executive Director	Ann Crews Melton	78,676	5%	\$3,934		
Facilitator	Peggy Weber	7,178	15%	\$1,077		
Facilitator	Sarah Prom	3,820	29%	\$1,108		
Facilitator	NEW HIRE	16,809	85%	\$14,288		
Facilitator	Kyla Schweikert	3,708	29%	\$1,075		
Total Personnel Costs				\$58,544	\$0	\$58,544

Personnel Narrative:

The Program Director, Program Coordinator, Victim Empathy Specialist, and Executive Director are all full-time employees, so calculating the approximate amount of time expected for work proposed is based on a 40-hour work week. The facilitators are part-time, hourly employees, and their weekly time fluctuates depending on caseload volume. Year 2 accounts for a 3% Cost of Living wage increase. The Program Director's allocation decreases since most of the planning efforts take place in Year 1. The Victim Empathy Specialist's time increases since he will be responsible for most of the work in West Fargo Public Schools. The rest of the facilitators will support cases referred by Human Service Zones. The Executive Director will provide overall project oversight, supervise the Program Director, and assist with grant tracking and reporting; the Program Director will perform the bulk of program planning and development, as well as grant reporting, and supervise the Victim Empathy Specialist and Program Coordinator; the Program Coordinator ensures smooth day-to-day operations and supervises the Facilitators, who will respond directly to referrals in each project locations as needed. Though we are not submitting formal match for this proposal, it is important to note that we have a substantial biennial contract with the Juvenile Court system, and leadership fully supports our program in assisting with the legislative transition impacting schools. The Court contract has previously supported time spent presenting to and training school personnel. This worksheet represents the **SECOND YEAR** of funding ONLY. Please reference "Budget Worksheet-YEAR 1" for the first year. The "Budget Summary-BOTH YEARS" document gives totals for the entire grant period.

Fringe Benefits				Total Grant Period		
Position	Name	Annual Benefits	Grant Allocation %	Grant Request	Match	Total
Program Director	Elizabeth Hilt	20,217	20%	\$4,043		
Program Coordinator	Sonia Ostlund	15,652	30%	\$4,696		
Victim Empathy Specialist	Logan Ellingson	14,050	25%	\$3,512		
Executive Director	Ann Crews Melton	22,693	5%	\$1,135		
Facilitator	Peggy Weber	549	15%	\$82		
Facilitator	Sarah Prom	292	29%	\$85		
Facilitator	NEW HIRE	1,286	85%	\$1,093		
Facilitator	Kyla Schweikert	284	29%	\$82		
Total Fringe Benefits				\$14,729	\$0	\$14,729

Fringe Benefits Narrative:

FICA benefits are included for all staff. Consensus Council provides full-time staff (facilitators excluded) with Blue Cross Blue Shield individual health insurance, 9% retirement contributions, and AD&D insurance.

Travel			Total Grant Period		
Purpose	Location	Expense Type (Hotel/Mileage/Per Diem)	Grant Request	Match	Total
Stakeholder meetings	Bismarck; TBD HSZ	Mileage	\$1,310		
Stakeholder meetings	Bismarck; TBD HSZ	Hotel	\$1,200		
Facilitation/Training	Bismarck; West Fargo;	Mileage	\$1,000		
Total Travel Costs			\$3,510	\$0	\$3,510

Travel Costs Narrative:

Stakeholder meeting mileage is based on three (3) round trips from Fargo to Bismarck for the purposes of Bismarck Public School planning and new facilitator recruitment/training and two (2) 400 mile round trips from Fargo for the purposes of meetings with Human Service Zones yet to be identified. Facilitation/Training mileage is based on approximately 1500 miles estimated for any case related travel (primarily for the Human Service Zones). The mileage rate is \$0.655/mi. Hotels are based on two rooms for one night (since most stakeholder meetings should be attended by at least two Consensus Council staff) for all 5 of the above listed stakeholder trips. We estimated each room may cost \$120 per night. These costs may also be mitigated by pairing travel with non-SAG related work activities, in which case we will bill the related contract/grant. Virtual/hybrid meetings will also be utilized when appropriate, though some onsite/in-person work is critical to relationship/team building and facilitation. **This worksheet represents the SECOND YEAR of funding ONLY. Please reference "Budget Worksheet-YEAR 1" for first year expenses.**

Supplies			Total Grant Period		
Item	Quantity	Per Unit Cost	Grant Request	Match	Total
Please see narrative					
Total Supply Costs			\$0	\$0	\$0

Supply Costs Narrative:

We are proud recipients of general operating funds from the Bush Foundation (2022-25 Ecosystem grant) and the Otto Bremer Trust. Consequently, we are able to focus the funding provided by SAG on the planning and services, leaving peripheral expenses to be covered by philanthropic support.

Subawards/Contracts		Total Grant Period		
Description/Purpose	Computation	Grant Request	Match	Total
N/A				
Total Subaward/Contractual Costs		\$0	\$0	\$0
Subaward/Contractual Costs Narrative:				

Other Direct Costs		Total Grant Period		
Type	Computation	Grant Request	Match	Total
N/A				
Total Other Direct Costs		\$0	\$0	\$0
Other Direct Costs Narrative:				

Indirect Costs			Total Grant Period		
Description	Base	Rate	Grant Request	Match	Total
Please see narrative					
Total Indirect Costs			\$0	\$0	\$0

Indirect Cost Narrative:

We are proud recipients of general operating funds from the Bush Foundation (2022-25 Ecosystem grant) and the Otto Bremer Trust. Consequently, we are able to focus the funding provided by SAG on the planning and services, leaving peripheral expenses to be covered by philanthropic support.

LETTERS
OF
SUPPORT



Letters of Intent and Support

Key Stakeholders

Bismarck Public Schools

Dr. Ben Johnson, Assistant Superintendent of Secondary Schools

Role: Planning, oversight, and development of MOUs with two middle schools

Russ Riehl, Principal, and Randy Lamberth, Assistant Principal, Simle Middle School

Role: Planning, advising, and implementation of Restorative Justice services on campus, including collaboration with SROs and culturally responsive staff

West Fargo Public Schools

Annie Richards, Director of Behavioral Health and Wellness

Kari Chitty, Behavioral Health and Wellness Coordinator

Role: Planning and development of MOUs with two middle schools; advising and oversight of implementation with campus staff teams

ND Department of Health & Human Services

Cory Pedersen, Director, Children and Family Services

Role: Planning, implementation, and oversight of partnership with 4 Human Service Zones

Letters of Intent: BPS, WFPS, NDDHHS Children and Family Services

Letter of Support: ND Juvenile Court

September 11, 2023

Dear Juvenile Justice State Advisory Group (SAG) Grant Review Committee,

Bismarck Public Schools is thrilled to announce its partnership with the Consensus Council in pursuit of SAG funding for the expansion of restorative practices within our educational system. We are committed to transforming the way we address harm within our school community, with the ultimate goal of reducing unnecessary reliance on the juvenile justice and social services systems.

Restorative practices have proven to be a cornerstone in both prevention and intervention efforts, and we firmly believe they are an essential component of K-12 education services in North Dakota. These practices seamlessly align with all three tiers of the Multi-Tiered Systems of Support (MTSS) framework that we currently implement across our school system. By embracing restorative practices, we are providing a holistic range of supports for students, families, and educators alike.

Recent legislative changes pertaining to low-level misdemeanor offenses committed by students on school premises have underscored the urgent need for accessible services. Our partnership with the Consensus Council is poised to offer relationship-based alternatives to the traditional punitive approaches to discipline. Our aim is to keep students fully engaged with their school community and prevent their entry into the school-to-prison pipeline.

Furthermore, we recognize that the implementation of restorative practices offers an opportunity to address racial disparities in disciplinary processes. Through open and empathetic dialogues, individuals will have a chance to share their unique lived experiences, fostering greater understanding and unity among our diverse student body.

We are deeply grateful for your thoughtful consideration of our application for SAG funding. Together with the Consensus Council, we are dedicated to reshaping our educational landscape, fostering a safer, more inclusive, and equitable environment for all our students.

Thank you for your support.

Sincerely,



Dr. Ben Johnson, Assistant Superintendent of Secondary Schools



WEST FARGO PUBLIC SCHOOLS

"Educating today's learners for tomorrow's world."

September 14, 2023

Dear Juvenile Justice State Advisory Group (SAG) Grant Review Committee,

West Fargo Public Schools is pleased to partner with Consensus Council in its application for SAG funding for the expansion of restorative practices to reduce unnecessary reliance on the juvenile justice and social services systems when addressing harm occurring in schools. Restorative practices have become integral in both prevention and intervention and are a necessary component of K-12 education services in North Dakota. They align with all three tiers of the Multi-Tiered Systems of Support (MTSS) framework currently utilized in West Fargo Public Schools and provide a comprehensive set of supports for students, families, and educators.

Recent legislative changes regarding low-level misdemeanor crimes committed by students on school grounds have created a gap in accessible services for those impacted by criminal harm. By partnering with Consensus Council, we look forward to providing relationship-based alternatives to traditionally punitive discipline approaches in effort to keep students connected to their school community and out of the school-to-prison pipeline. We also stand to impact racial disparities in disciplinary processes by offering individuals an opportunity to share their unique lived experiences with one another through dialogue, a process that fosters empathy and understanding across differences.

Thank you for your thoughtful consideration!

Sincerely,

Annie Richards
Director of Behavioral Health and Wellness
West Fargo Public Schools

August 21, 2023

To Whom it May Concern:

This letter of commitment is in support of the Restorative Justice Consensus Council's proposal for Family Intervention and Counseling Services, specifically for Children in Need of Services (CHINS) cases.

The North Dakota child welfare system is county-administered with state funds and policy oversight. The North Dakota Department of Health and Human Services' Children and Family Services Section is responsible for many programs and services and sets policies and procedures for child welfare – including child protection/prevention (in-home), foster care, and adoption services – for the safety, wellbeing, and permanency of all children in North Dakota.

Family intervention and counseling services, by being provided within days of incidents, offers another avenue for preventing children from entering the child welfare system. Preventative services such as those proposed by the Council with help strengthen families across North Dakota by keeping them from out-of-home care and increasing their resiliency.

If you have any questions or need additional information, feel free to contact me at (701) 328-3587.

Respectfully,



Cory Pedersen, Director

CHILDREN AND FAMILY SERVICES

600 E Boulevard Ave Dept 325 | Bismarck ND 58505-0250

701.328.2316 | Fax 701.328.3538 | 800.245.3736 | 711 (TTY) | www.hhs.nd.gov



STATE OF NORTH DAKOTA JUVENILE COURT

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James Grimley
Dawn Peters
Brad Saville
Nicole Burkhartsmeier
Saddi Fontaine
Cassie McCamy
Chad Fischer
Kaitlen Engen

September 14, 2023

RE: ND Juvenile Justice State Advisory Group (SAG) Grant

Dear SAG Grant Committee:

I was pleased to learn that the Restorative Justice Program of the Consensus Council is applying for a SAG grant to provide funding for the restorative justice program and expansion of the program to schools.

North Dakota Juvenile Court has been partnering with the staff of the Restorative Justice program for over a decade to address the needs of at-risk delinquent, unruly and dual status youth in our region. Consensus Council Inc. took over the Restorative Justice programming in 2021 from Lutheran Social Services of North Dakota when LSSND closed. The restorative justice staff transitioned to the Consensus Council because of the passion they have for this work. This is such a valuable service as the facilitators bring together victims of crime and the person responsible in order to bring understanding and an appropriate resolution that is victim approved. This work brings relief to victims, an opportunity for youth to make amends, and leaves communities a safer place to live.

I appreciate and value the work of the Consensus Council in this community and know that access to a quality restorative justice program is an invaluable resource to our middle and high schools as they seek to address problematic school behaviors which could lead to undue justice system involvement if left unaddressed.

Please consider thoughtfully their request.

Sincerely,

A handwritten signature in cursive script that reads "Karen Kringlie".

Karen Kringlie, Esq.
Director of Juvenile Court Services
East Central and Southeast Judicial Districts