

# 2025 NOVPN Annual Report

July 1, 2024 – June 30, 2025



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# Introduction

In the midst of significant challenges, the field of community violence intervention (CVI) has continued to demonstrate resilience, innovation, and undeniable progress. Despite shifting landscapes and resource constraints, our collective commitment has not only endured—it has flourished. Jurisdictions across the nation are reporting record-low homicide rates, and we've witnessed the codification of several new offices of violence prevention (OVPs). These milestones reflect a growing recognition of CVI as not just an alternative approach, but a vital pillar in the fight to reduce violence.

This momentum has been further reinforced by the explosive growth of the National Offices of Violence Prevention Network (NOVPN). Over the past year, membership has surged by 30%, now encompassing 78 member offices as of June 30, 2025. This expansion signals an extraordinary vote of confidence from cities and states investing in strategies that center community voices; employ a public health approach; and focus on long-term, sustainable safety solutions.

This year's theme, "Harnessing Community Power: The Path to Sustainability," embodies our dedication to strengthening and connecting our field for a lasting future. We are collectively building a national movement centered on community, aiming for impactful and sustainable violence reduction and the creation of thriving, safe neighborhoods.

In this time of uncertainty, it's more crucial than ever to recognize that this is not just a passing moment, but a significant movement. We must join forces to champion sustainable growth. Moving forward, we will continue to harness the power of community to innovate, collaborate, and accelerate impact. By centering lived experience, amplifying neighborhood-led initiatives, and integrating evidence-informed practices, we'll push the boundaries of what CVI can achieve.

The strength of our CVI ecosystems hinges on our ability to build, sustain, and support relationships. Over the last year, offices of violence prevention in our network have:

- forged non-traditional partnerships with schools, faith groups, and local businesses;
- employed a whole-of-government approach to coordinate resources across public safety, health, and social services; and
- elevated community members as equal partners—co-designing strategies, leading outreach, and driving accountability.

Together, we're not just interrupting cycles of violence; we're rewriting the story of what's possible when community and government stand shoulder to shoulder.



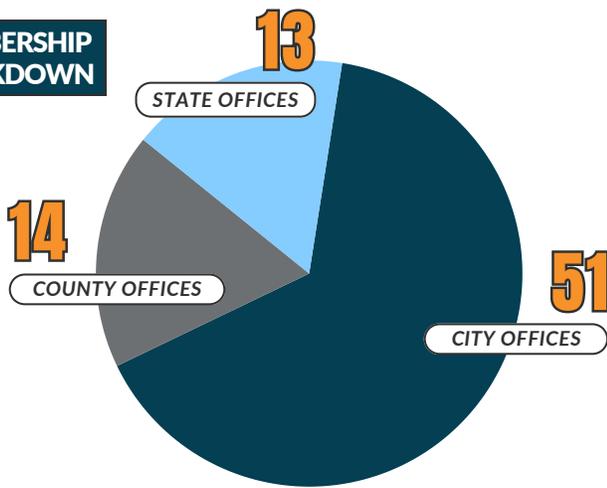
National  
**OVP**  
Network

# YEAR IN REVIEW

July 1, 2024–June 30, 2025

Over the past year, NOVPN made significant strides in expanding our network, deepening institutional partnerships, and delivering tailored support to offices of violence prevention (OVP) across the country. As we look ahead, we remain focused on sustaining this momentum; scaling our efforts; strengthening our infrastructure; and advancing the field of community violence intervention through collaborative, community-powered strategies.

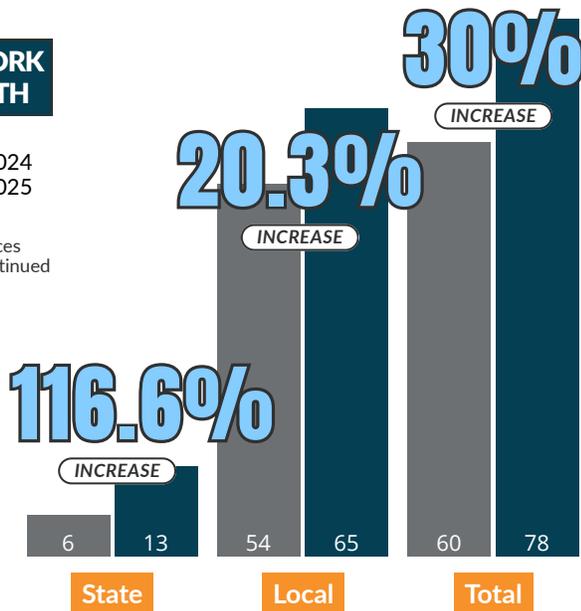
## MEMBERSHIP BREAKDOWN



## NETWORK GROWTH

■ FY 2024  
■ FY 2025

Note: 2 offices were discontinued



### JULY

### AUGUST

- Lansing, MI, joined NOVPN
- State of Maryland joined NOVPN
- St. Louis County, MO, joined NOVPN
- Q3 Virtual Convening
- Tionee Drumwright joined NOVPN team

### SEPTEMBER

- Annual Convening in Los Angeles, CA
- States of California, Pennsylvania, and Rhode Island joined NOVPN

### OCTOBER

- Midwestern Regional Convening in Indianapolis, IN
- Hennepin County, MN, joined NOVPN
- Denver, CO, joined NOVPN

### NOVEMBER

- Fayetteville, NC, joined NOVPN
- Q4 Virtual Convening
- NOVPN Strategic Plan released

### DECEMBER

### JANUARY

- Tracie Campbell joined NOVPN team
- Columbia, SC, joined NOVPN
- State of Connecticut joined NOVPN
- Implementation of NOVPN Strategic Plan began

### FEBRUARY

- Q1 Virtual Convening
- Celebrated Black History Month

### MARCH

- State of Washington joined NOVPN
- Celebrated Women's History Month
- OVP Toolkit released

### APRIL

- Cities of Pittsburgh, PA, and Gary, IN, joined NOVPN
- Celebrated Sexual Assault Awareness Month
- Southeastern Regional Convening in Birmingham, AL
- Member data collection began

### MAY

- State of South Carolina joined NOVPN
- Celebrated Mental Health Awareness Month
- Anna Marie Keppel-Benson joined NOVPN team
- Q2 Virtual Convening

### JUNE

- Celebrated Gun Violence Awareness Month
- Mid-Atlantic/Eastern Regional Convening in Philadelphia, PA
- Alameda County, CA, joined NOVPN



## NETWORK GROWTH

NOVPN experienced significant growth over the past year. Our membership increased by 30%, with a notable boost in state-level participation as more state OVPs are being established and institutionalized. We also welcomed three new team members in critical roles and launched our first-ever multi-year [Strategic Plan](#) to guide and sustain the Network's momentum. The plan introduced a framework for NOVPN to deliver a new membership structure, enhanced data reporting, and expanded reach to jurisdictions nationwide.



## INSTITUTIONALIZATION

NOVPN continued to focus heavily on supporting OVPs in their work to achieve institutionalization. In just a short time, we have seen real progress: both Maryland and New York have successfully codified their state-level OVPs into law, marking major milestones in embedding community-centered public safety into state infrastructure. With the launch of the OVP Toolkit, public safety agencies now have the resources and guidance needed to accelerate this momentum.



## TRAINING AND TECHNICAL ASSISTANCE

NOVPN supports newly established and existing OVPs in strengthening, scaling, and sustaining a comprehensive public health approach to violence reduction. In FY25, NOVPN provided generalized training and technical assistance (TTA) to eight jurisdictions and specialized TTA to seven jurisdictions, with support grounded in the specific needs and priorities of each site. Through this work, NOVPN continues to ensure that OVPs have the tools, knowledge, and strategic guidance needed to build sustainable violence reduction strategies.

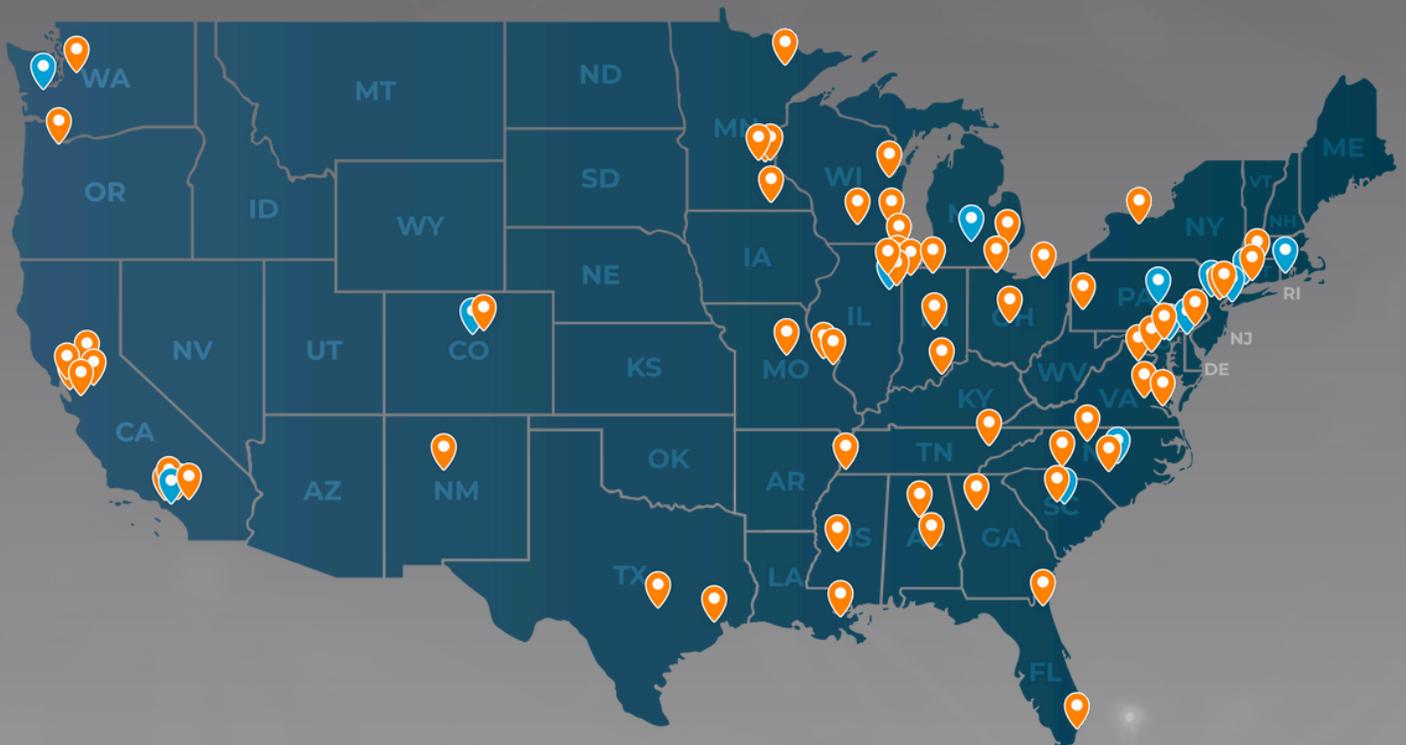


## LOOKING AHEAD

As we enter the new fiscal year, NOVPN remains committed to advancing the goals outlined in Year 1 of the Strategic Plan. This includes launching our Network Ambassadors initiative, introducing a repository of national TTA providers, and establishing a learning exchange framework, among other exciting developments. We will continue expanding the Network by welcoming new OVPs and supporting jurisdictions seeking to establish an OVP. Simultaneously, we will begin the implementation of Year 2 of the NOVPN Strategic Plan, ensuring continued growth and sustainability across the field.

# Cultivating Collective Community Power

We are the National Offices of  
Violence Prevention Network.



STATE OFFICES



COUNTY & CITY OFFICES

Expanding, supporting, and sustaining OVPs ultimately contributes to the growth of the field and our collective impact. We believe that membership in NOVPN is our greatest asset. Our members' contributions and ability to harness the community's collective power, lived expertise, diverse perspectives, and shared values are essential to advancing CVI work and achieving violence reduction across the country. That is why NOVPN supports relationships by providing opportunities for regional, state, and national collaboration. We also create avenues to access resources, training, and education, with the understanding that expanding, supporting, and sustaining OVPs ultimately contributes to the growth of the field and our collective impact.

### The NOVPN:

- **Connects people** - Brings together changemakers from across multiple disciplines and geographies to share violence reduction ideas and results
- **Sets collective goals and measures** - Aligns members around shared key performance indicators and theories of change
- **Enables shared learning** - Deepens collective knowledge through the sharing of both successful and unsuccessful experiences
- **Supports distributed leadership** - Provides skill-building opportunities, with an understanding that leadership is about much more than being in a position of authority
- **Accelerates progress toward impact at scale** - Facilitates fast-cycle learning to understand what works and brings together key stakeholders who can achieve systems-level change



# Network Members

## State Offices

- California - Office of Gun Violence Prevention
- Colorado - Office of Gun Violence Prevention
- Connecticut - Office of Firearm Injury Prevention
- Illinois - Office of Firearm Prevention
- Maryland - Center for Firearm Violence Prevention and Intervention
- Michigan - Office of Community Violence Intervention Services
- New Jersey - Division of Violence Intervention and Victim Assistance
- New York - Office of Gun Violence Prevention
- North Carolina - Office of Violence Prevention
- Pennsylvania - Office of Gun Violence Prevention
- Rhode Island - Community Violence Intervention and Prevention Unit
- South Carolina - Community Violence Intervention and Prevention Unit
- Washington - Office of Firearm Safety and Violence Prevention



# Network Members

## County Offices

- Alameda County, CA - Public Health Office of Violence Prevention
- Harris County, TX - Community Health and Violence Prevention Services Division
- Hennepin County, MN - Safe Communities Hennepin County
- Kankakee County, IL - Kankakee United
- Seattle and King County, WA - Regional Office of Gun Violence Prevention
- Los Angeles County, CA - Office of Violence Prevention
- Lake County, IL - Gun Violence Prevention Initiative
- Madison and Dane County, WI - Violence Prevention Unit
- Miami-Dade County, FL - Office of Neighborhood Safety
- Mecklenburg County, NC - Office of Violence Prevention
- Prince William County, VA - Office of Community Safety
- Ramsey County, MN - Office of Neighborhood Safety
- Shelby County, TN - Joint Office of Neighborhood Safety and Engagement
- St. Louis County, MO - Office of Violence Reduction



# Network Members

## City Offices

- Albuquerque, NM - Violence Intervention Program
- Atlanta, GA - Mayor's Office of Violence Reduction
- Austin, TX - Office of Violence Prevention
- Baltimore, MD - Mayor's Office of Neighborhood Safety and Engagement
- Birmingham, AL - Community Safety Initiatives
- Chicago, IL - Office of Violence Prevention and Behavioral Health
- Cleveland, OH - Mayor's Office of Prevention, Intervention and Opportunity for Youth and Young Adults
- Columbia, MO - Office of Violence Prevention
- Columbia, SC - Office of Neighborhood Safety and Engagement
- Columbus, OH - Office of Violence Prevention
- Denver, CO - Office of Neighborhood Safety
- Detroit, MI - Office of Community Violence Intervention Services
- Fayetteville, NC - Office of Community Safety
- Gary, IN - Office of Violence Prevention
- Green Bay, WI - Office of Violence Prevention
- Greensboro, NC - Community Safety Department
- Hartford, CT - Office of Violence Prevention
- Indianapolis, IN - Office of Public Health and Safety
- Jackson, MS - Office of Violence Prevention and Trauma Recovery
- Jacksonville, FL - Grants and Contract Compliance Division
- Joliet, IL - Violence Prevention Programming
- Knoxville, TN - Community Safety and Empowerment Department
- Lansing, MI - Neighborhoods, Arts and Citizen Engagement Department
- Los Angeles, CA - Mayor's Office of Gang Reduction and Youth Development
- Louisville, KY - Office of Violence Prevention
- Milwaukee, WI - Office of Community Wellness and Safety
- Minneapolis, MN - Office of Violence Prevention
- Montgomery, AL - Office of Violence Prevention
- New Haven, CT - Office of Violence Prevention
- New Orleans, LA - Office of Violence Prevention
- New York, NY - Gun Violence Prevention Task Force
- New York, NY - Office of Neighborhood Safety
- Newark, NJ - Office of Violence Prevention and Trauma Recovery

# Network Members

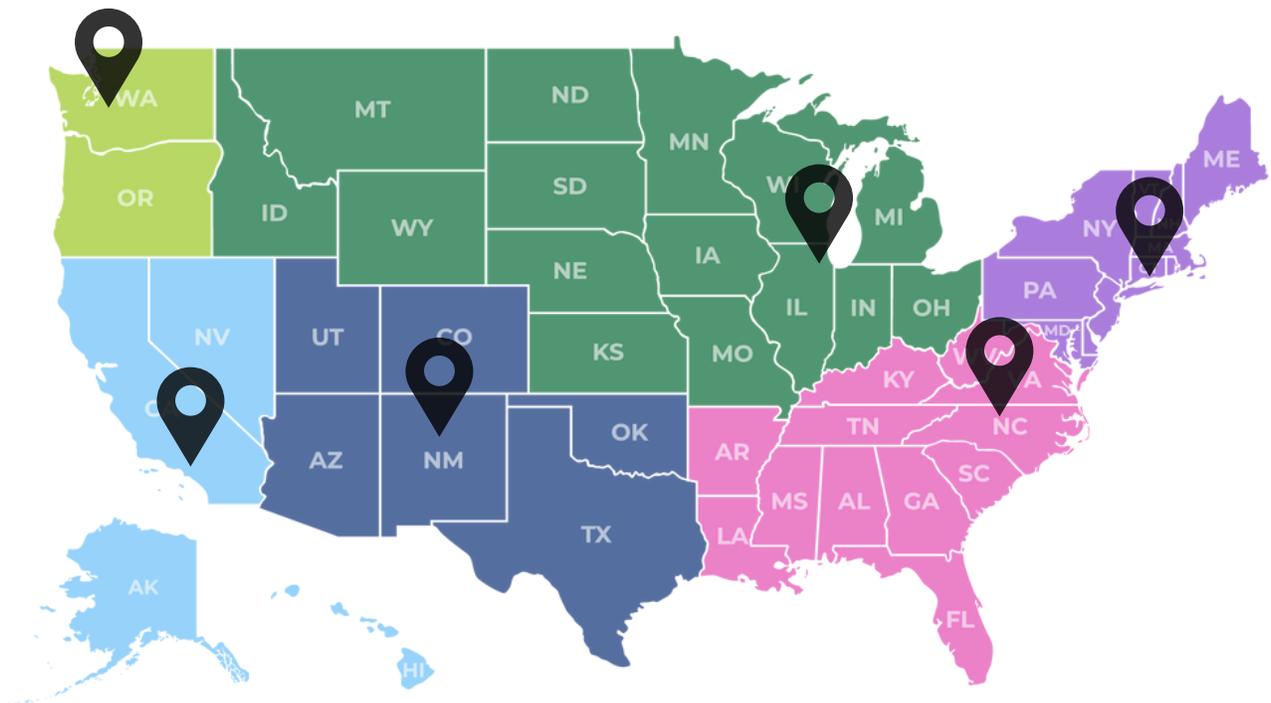
## City Offices Continued

- Newport News, VA - Community Safety Initiative
- Oakland, CA - Department of Violence Prevention
- Philadelphia, PA - Office of Safe Neighborhoods
- Pittsburgh, PA - Office of Community Services and Violence Prevention
- Pomona, CA - Office of Violence Prevention and Neighborhood Well-Being
- Portland, OR - Office of Violence Prevention
- Richmond, CA - Office of Neighborhood Safety
- Richmond, VA - Office of Neighborhood Safety and Engagement
- Rochester, NY - Office of Violence Prevention
- Sacramento, CA - Office of Violence Prevention
- St. Louis, MO - Mayor's Office of Children, Youth and Families
- St. Paul, MN - Office of Neighborhood Safety
- San Bernardino, CA - Violence Intervention Program
- South Bend, IN - Division of Community Initiatives
- Stockton, CA - Office of Violence Prevention
- Toledo, OH - Mayor's Office of Neighborhood Safety and Engagement
- Washington, DC - Office of Gun Violence Prevention
- Washington, DC - Office of Neighborhood Safety and Engagement



# OVP Snapshots

Collaboration is at the core of meaningful sustainability. When individuals, organizations, and institutions unite around a shared vision, capacity multiplies. Collaboration transforms siloed efforts into collective momentum, allowing communities to pool resources, exchange knowledge, and amplify impact. The partnerships highlighted below demonstrate OVPs' ability to harness community power on the path to sustainability.



- **Lake County, IL**  
Midwestern Region
- **New Haven, CT**  
Eastern & MidAtlantic Region
- **Greensboro, NC**  
Southeastern Region
- **Pomona, CA**  
Western Region
- **Albuquerque, NM**  
Southwestern Region
- **King County, WA**  
Pacific Northwest Region

# Lake County, IL



In March 2023, the Lake County Gun Violence Prevention Initiative (GVPI) partnered with the Lake County Peacemakers (LCP), a community-based organization focused on community violence intervention, to address high rates of violence in Waukegan, North Chicago, and Zion—three communities that have been disproportionately impacted by gun violence and historic disinvestment.<sup>1</sup>

Lake County Peacemakers is a grassroots organization that manages the community violence intervention work of the GVPI by building trust with the community, mediating disputes, preventing retaliation, and engaging with high-risk individuals. Street Outreach Specialists canvass neighborhoods in the three communities daily and respond to any incidents in under an hour. Crucially, LCP’s Outreach Specialists utilize their own lived experience and credibility to relentlessly engage individuals at the highest risk of being involved in violence and build deep, trusting relationships with them.

Once an individual is identified, Case Managers work with them to determine areas of need and provide warm handoffs to community-based services. The support is tailored to the client and can span referrals to employment, therapeutic services, and education support. Street Outreach Specialists also work with participants to create risk reduction plans that aim to lower an individual’s risk level within 90 days.

The GVPI plays an essential coordinating role with the Lake County Peacemakers, providing administrative infrastructure that supports the frontline work. This includes access to real-time gun violence data from partners such as local law enforcement and the Coroner’s Office, which helps identify emerging trends and hotspots. In addition, the GVPI manages an extensive resource ecosystem of over 50 organizations. This ecosystem helps facilitate linkages to services for LCP clients.<sup>2</sup>

This partnership has already shown strong results, with the Lake County Peacemakers reporting a 60% year-over-year decline in homicides and a 98% success rate in preventing recidivism among participants. The GVPI and the Lake County Peacemakers demonstrate the power of community-based leadership and the value of lived experience when supported by government systems that center equity and elevate grassroots voices.

1. [Community Violence Intervention](#)
2. [Resource Ecosystem](#)

# New Haven, CT

Launched in 2019, the Connecticut Violence Intervention and Prevention (CTVIP) initiative is a major component of New Haven’s public safety efforts. The program supports individuals aged 12 and older, with a focus on young adults aged 18–25. Since its inception, the initiative has had over 5,000 client interactions and has helped contribute to a measurable decline in violence in New Haven.

CTVIP utilizes Violence Prevention Professionals (VPPs), who are trained credible messengers that serve as mentors, violence interrupters, and trusted community members. Each VPP manages a caseload of 15–20 high-risk young adults who are actively engaged in gun violence or exposed to violence. After conducting a needs assessment, a VPP creates an individualized case plan with the client, which can include support for employment, temporary housing, and identification procurement. The program takes a whole-family approach, recognizing that successful violence reduction often requires engaging the broader family system.

Through intensive mentoring, reentry assistance, and conflict mediation, VPPs detect and interrupt potential conflicts before they escalate. VPPs also respond quickly after violent incidents to support community stabilization and reduce the likelihood of retaliation. These efforts are guided by real-time data from the Department of Community Resilience and the New Haven Police Department. Staff meet weekly with the New Haven Police Department to review high-risk individuals, conduct post-shooting reviews, and identify patterns.

The initiative is embedded within New Haven’s Department of Community Resilience and operates directly under the Office of Violence Prevention. The OVP provides administrative support, convenes regular coordination meetings, and ensures that CTVIP is integrated with other stakeholders in New Haven, such as probation, parole, schools, and hospitals, to create an effective referral system and response to violence.

In 2024, New Haven recorded its lowest number of homicides since 2019—a 39% decline from the prior year.<sup>3</sup> These reductions mark a return to pre-pandemic levels of violence and demonstrate the impact of data-driven intervention. As New Haven looks to scale this work, future goals include expanding the number of VPPs on staff to take on more clients and increasing available programming inside jail facilities.

3. [2024 Crime Review: Homicides, Gunshots Down](#)

# Greensboro, NC



Greensboro’s approach to violence reduction is rooted in equitable, collaborative relationships between the City and grassroots organizations that have built trust with local communities. As a relatively new office, the Greensboro Community Safety Department is actively building a broader community violence intervention ecosystem by bringing together City agencies, service providers, and community members. The Department works to ensure alignment of strategic priorities among partners and creates opportunities for shared learning and collaboration.

One of those key partners is Aunt E’s, a nonprofit organization known for its longstanding work in reentry, violence interruption, and homeless outreach. Although Aunt E’s does not receive direct funding from the Greensboro Community Safety Department, the two entities have a robust partnership. Since 2023, Aunt E’s has partnered closely with one of the City’s contracted providers to engage individuals at high risk for being involved in violence. Aunt E’s Outreach Workers and Cultivation Specialists, many of whom have lived experience with violence, focus on canvassing neighborhoods and responding to violent incidents within 72 hours to deescalate tensions. A central component of their work is reentry support, including assistance with securing identification, navigating housing, connecting to employment and education services, and general support for individuals returning from incarceration.

Aunt E’s approach is non-punitive and based on meeting people where they are, whether that’s in neighborhoods, at hospitals, or in transitional housing. Staff offer consistent support, drawing on personal experience to build trust and provide guidance. This presence in the community, combined with the provision of services and resources, help disrupt violence and reduce recidivism. The organization also maintains strong informal relationships with community members, acting as a trusted bridge between residents and formal systems of care.

Greensboro’s ability to harness community power has contributed to the reduction of violence in the City. Between 2023 and 2024, homicides dropped from 74 to 44—a 40.5% decrease.<sup>4</sup> As the City continues to build its violence reduction ecosystem, partnerships with community organizations like Aunt E’s remain essential to sustaining this progress.

4. [City of Greensboro Comprehensive Community Safety Plan](#)

# Pomona, CA

For over a decade, God's Pantry, a local nonprofit organization, has served as a trusted community resource in Pomona. While it was originally launched as a food pantry, the organization has steadily expanded its services to support individuals and families experiencing a range of challenges, including violence and trauma. After the COVID-19 pandemic exacerbated community needs, God's Pantry broadened its work to include mentorship, substance use counseling, and mental health services.

Recognizing the strength of God's Pantry's grassroots relationships, the Pomona Office of Violence Prevention (OVP) partnered with the organization in February 2024 to implement the Advance Peace model in the city. This partnership was made possible through California Violence Intervention and Prevention Program grant funding. A comprehensive Gun Violence Problem Analysis conducted by the City helped guide this decision, as it identified a small group of individuals at the highest risk for being involved in violence, many of whom were already being reached by God's Pantry.

Advance Peace's Peacemaker Fellowship interrupts gun violence by providing transformational opportunities to young men involved in lethal firearm offenses and placing them in a high-touch, personalized fellowship. Through this model, God's Pantry works with around 40 Fellows who receive personalized services, including life coaching, mentoring, cognitive behavioral therapy, and cultural and educational excursions. Fellows also receive financial stipends tied to their participation and achievement of individualized milestones.

God's Pantry leads the day-to-day implementation and frontline service delivery of Advance Peace, while the Pomona Office of Violence Prevention provides infrastructure and capacity-building support. This includes supporting the program's growth by coordinating evaluation efforts in partnership with Cal Poly Pomona and offering capacity-building opportunities, such as trainings on procedural justice and trauma-informed care, to equip outreach staff with practical tools for violence reduction work.

The impact of the Peacemaker Fellowship is evident. At the end of 2024, Pomona experienced a 24% reduction in nonfatal shootings and a 53% reduction in firearm homicides. These initial results demonstrate what can occur when community-based organizations and local government entities come together to improve public safety.



# Albuquerque, NM



In 2022, the ABQ Against Violence initiative was launched through a partnership between the Albuquerque Community Safety (ACS) Department Violence Intervention Program (VIP) and Youth Development, Inc. (YDI), a well-established community-based organization in Albuquerque. ACS VIP joined forces with YDI after identifying a need for a youth-focused model that embeds a gun violence prevention curriculum with support services to break cycles of gun violence and violent crime. ABQ Against Violence utilizes a peer support model that seeks to provide safety, healing, and growth for youth ages 12–26 who are most likely to be victims or perpetrators of gun violence.<sup>5</sup>

A hallmark of ABQ Against Violence is its therapeutic focus. Participants can engage in up to 200 hours of cognitive behavioral therapy annually, alongside group sessions over the course of 16 weeks after initial intake. YDI clinicians and peer support specialists—many of whom have been personally impacted by violence or the justice system—build trust with high-risk youth through consistent engagement and mentorship. This approach allows staff to identify and support young people in crisis, de-escalate conflict, and connect them with services that address needs, such as GED assistance and substance use treatment.

As part of this initiative, ACS provides direct support to the School-based Violence Intervention Program (SBVIP) and the Youth Violence Intervention Program—two of six specialized teams within the ACS VIP division. Both programs extend the ABQ Against Violence model by focusing on youth aged 14–17 who are increasingly impacted by violent crime. These efforts are supported by collaboration with schools, courts, substance use treatment providers, and law enforcement agencies. Since its launch in 2022, ACS's youth violence programming has achieved a 92.9% non-recidivism rate, underscoring the effectiveness of its wraparound, trauma-informed approach.

The ABQ Against Violence initiative continues to grow through strong coordination between ACS and YDI, which has allowed for more tailored service delivery and alignment of shared goals. This partnership ensures that youth at the highest risk of violence receive comprehensive, community-based care. Together, ACS and YDI are redefining what youth-centered violence reduction looks like in Albuquerque. The overarching goal of ACS VIP is to work collaboratively with partners such as YDI on more focused, hands-on approaches to youth violence reduction programming by combining peer mentorship, trauma-informed therapeutic support, and deep community engagement. These efforts have proven effective; Albuquerque has seen a significant decrease in violent crimes and homicides since 2023, underscoring the value of community working in partnership toward the shared goal of interrupting cycles of violence.

# King County, WA

As violence escalated during the COVID-19 pandemic in 2020, a coalition of Black-led youth-serving organizations in King County mobilized to advocate for a community-led approach to gun violence in King County—calling on government partners to invest in services and support systems rooted in the neighborhoods most impacted. Their collective action focused on bringing resources directly to underserved areas in the county and elevating the voices of those closest to the issue. Following the King County Executive’s declaration of gun violence and racism as public health issues, Seattle and King County launched the Regional Gun Violence Program (formally established as the Regional Office of Gun Violence Prevention, ROGVP, in 2023), with the critical mission of coordinating a regional approach and implementing community-led strategies to reducing gun violence in King County. In June of 2021, the Regional Peacekeepers Collective (RPKC) Initiative was launched.

The Regional Peacekeepers Collective is a Community Violence Intervention (CVI) initiative of the ROGVP that serves youth and young adults at the center of gun violence. RPKC is composed of five contracted community-based organizations (CBOs) that have longstanding community ties, employ credible messengers, and are committed to providing services that disrupt cycles of violence. RPKC services are delivered in geographic areas identified by high rates of incidents and experiencing the impacts of gentrification and displacement. Each organization provides a suite of services including intensive outreach, violence interruption, safe passage, violence reduction-focused cognitive behavioral intervention, and more. Additionally, the ROGVP and the City of Seattle co-invest in the Hospital-based and Community Linked intervention at Harborview Medical Center, Washington State’s only level-one trauma- center.

The ROGVP provides crucial support by convening and managing the five organizations within the RPKC. The ROGVP also coordinates and ensures alignment among partners, including mayors, police departments, and prosecutors. To further strengthen community efforts, the Office has engaged an intermediary partner for fiscal management and data reporting, enabling the CBOs to focus on the frontline work.

Despite ongoing challenges such as the lack of sustainable funding and professional recognition of violence intervention work, the Regional Peacekeepers Collective continues to interrupt cycles of violence and restore impacted communities. Early data from the King County Prosecuting Attorney's Office indicates promising reductions in retaliatory violence and successful incident response, with gun violence, firearm homicides, and injuries all reaching five-year lows in the second quarter of 2025.

# Our Mission

The mission of the National Offices of Violence Prevention Network is to increase the expertise and effectiveness of local and state offices of violence prevention and other similar agencies by growing a national learning community that employs evidence-informed and innovative strategies to reduce violence in geographically and culturally relevant ways.

## Strategic Plan Updates

### The Path Forward

We are delighted to share our progress in implementing the three-year NOVPN Strategic Plan, which was unveiled last year and is organized around three core pillars. As we continue to move forward, we believe it's important to reflect on our achievements and clearly define our future direction.

### Pillar 1

#### Network Development and Expansion

- Develop the Field
- Increase Membership
- Evolve Membership Structure
- Utilize Network Ambassadors
- Build out Multi-Level Learning Community

### Pillar 2

#### Training and Technical Assistance Coordination and Collaboration

- Assign Dedicated Jurisdictional Resources
- Coordinate National TTA Partners
- Expand Strategic Partnerships
- Build Capacity of OVPs

### Pillar 3

#### Institutionalization of OVPs

- Establish OVPs as Public Safety Organizations
- Co-Create Policy/Advocacy Platform
- Plan for Sustainability
- Implement Evaluation and Foster Accountability

# 2025 Strategic Plan - Pillar 1

Q1 1/2025 - 3/2025	Q2 4/2025 - 6/2025	Q3 7/2025 - 9/2025	Q4 10/2025 - 12/2025
Release of OVP Toolkit Version 1	Launch Cohort 1 of VRMI	Create Learning Exchanges Framework	
Western Regional Convening	Southeastern Regional Convening	Annual Network Convening	Midwestern Regional Convening
	Mid-Atlantic / Eastern Regional Convening		State OVP Convening
Virtual Quarterly Convening	Virtual Quarterly Convening	Virtual Quarterly Convening	Virtual Quarterly Convening
Website Updates			
Introduce New Membership Structure	Establish Network Ambassador Program		Launch Membership Portal on NOVPN Website
	Introduce Local-Level OVP Case Study	Member Directors Establish Shared KPIs	
	Collect Member Data		
	Determine Top 100 Municipalities with Highest Rates of Gun Violence		Begin Recruitment of Top 100 Municipalities with Highest Rates of Gun Violence into Network
			Introduce State-Level OVP Case Study
			Recruit Ambassadors

**Behind / Incomplete**
 **In Progress**
 **Complete**



# 2026 Strategic Plan - Pillar 1 Additions

Q1 1/2026 - 3/2026	Q2 4/2026 - 6/2026	Q3 7/2026 - 9/2026	Q4 10/2026 - 12/2026
Pilot Network Ambassador Program	Fully Launch Ambassador Program		Midwestern Regional Convening
Roll Out Member Access-Level Dashboard	Announce VRMI Cohort 2	Annual Convening	State Convening
Member Directors Establish Shared KPIs	Mid-Atlantic / Eastern Regional Convening		
Show Municipalities on Dashboard	Southeastern Regional Convening		
Western Regional Convening			
Initiate Forums on NOVPN Website			
Conduct Learning Exchanges			
Virtual Convening	Virtual Convening	Virtual Convening	Virtual Convening
Website Updates			

**Behind / Incomplete**
 **In Progress**
 **Complete**



# 2025 Strategic Plan - Pillar 2

Q1 1/2025 - 3/2025	Q2 4/2025 - 6/2025	Q3 7/2025 - 9/2025	Q4 10/2025 - 12/2025
	Develop Network TTA Assessment Tool		
		Pilot Network TTA Assessment Tool	
Create Mechanism for National TTA Coordination			
	Begin Dedicated Jurisdictional Assignments		
	Establish Repository of National TTA Providers		
Establish Standing MOU for Strategic Partnership			
		Create Data Presentation Capacity for OVPs	

# 2026 Strategic Plan - Pillar 2 Additions

Q1 1/2026 - 3/2026	Q2 4/2026 - 6/2026	Q3 7/2026 - 9/2026	Q4 10/2026 - 12/2026
Create Mechanism for Local TTA Coordination			
Collect Peer Ratings for National TTA Providers			
		TTA Provider Ratings Available on Ambassador & Executive-Level Membership Access	
Offer TTA for OVP Data Capacity			

■ Behind / Incomplete

■ In Progress

■ Complete

# 2025 Strategic Plan - Pillar 3

Q1 1/2025 - 3/2025	Q2 4/2025 - 6/2025	Q3 7/2025 - 9/2025	Q4 10/2025 - 12/2025
Begin the Co-Creation of Policy/Advocacy Platform			
	Deliver Sustainability Plan Template and Training		
Establish National Research Partnerships			

# 2026 Strategic Plan - Pillar 3 Additions

Q1 1/2026 - 3/2026	Q2 4/2026 - 6/2026	Q3 7/2026 - 9/2026	Q4 10/2026 - 12/2026
Co-Deliver Policy/Advocacy Action Plan for OVP Codification			
Rollout Sustainability Plan Training			
	Conduct Evaluation of NOVPN Impact on Members		
Establish National Research Partnerships			

**Behind / Incomplete**
 **In Progress**
 **Complete**



# Power of Partnership

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## FY25 Network Funders



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## 2025 Convening Sponsors



# Trailblazer Awards

Building and sustaining the work of offices of violence prevention is critical to the success of jurisdictional violence reduction efforts. At the heart of this work is a deep love of community and a willingness to take the bold steps necessary to see jurisdictional change. This year, we honor three OVP directors who have done just this as our 2025 Trailblazers of the Year.

These directors exemplify a pioneering spirit through their innovation, leadership, and collaboration. Their ability to harness community power to drive change is truly inspiring. They courageously challenge the status quo, relentlessly pursue equity and justice, and have forged paths for others to follow.



**Calliana Thomas**  
New York, New York



**Andrea Welsing**  
Los Angeles, California



**Latisha McNeil**  
Greensboro, North Carolina



## Calliana Thomas

Calliana Thomas is the Director of the New York State Office of Gun Violence Prevention. She has been instrumental in the codification of the Office, working tirelessly with the State Senate to advocate for this significant change. During this time, she also seamlessly managed the Office's transition from the State Department of Health Center for Community Health to the Division of Criminal Justice Services.

Additionally, Calliana has provided oversight for the expansion and support of the statewide Should Never Use Guns (SNUG) Street Outreach Program. SNUG operates in 14 communities, employing outreach workers, social workers, case managers, and hospital responders who work to reduce violence and prevent retaliation in neighborhoods experiencing elevated levels of gun violence. This public health approach has proven to be extremely impactful for communities disproportionately affected by gun violence.

Through her dynamic leadership and advocacy, Calliana has driven sustainable change that will continue to positively impact the lives of New York residents for years to come. Calliana is a trailblazer, lighting the path for others to follow.



## Andrea Welsing

Andrea Welsing is the Director of the Injury and Violence Prevention Program at the Los Angeles County Department of Public Health. In this role, she has demonstrated a deep commitment to reducing gun violence and addressing the root causes of violence through community-led solutions. Under Andrea's leadership, the OVP recently launched a gender-based violence prevention initiative that distributed \$2 million to support community-based organizations that are committed to advancing gender-based violence prevention, healing, and safety across Los Angeles County.

Understanding the need for both perceived and actual safety, Andrea is also collaborating with jurisdictions across the county to address urgent concerns within immigrant communities. Through education and outreach in partnership with trusted community-based organizations, she and others are working to ensure community members who feel threatened still receive the services they need regardless of their immigration status.

By cultivating powerful partnerships, Andrea has ensured that jurisdictions across Los Angeles County receive a wide range of holistic violence reduction services. Andrea's ability to align her vision with strategic partnerships to enhance service provision in communities with the greatest need is truly incredible.



## Latisha McNeil

Latisha McNeil serves as Director of the Greensboro, NC, Community Safety Department. Latisha is a visionary leader who deeply values community voice and collaboration.

Following a local incident, government officials, law enforcement, and community stakeholders recognized the need for more compassionate, human-centered responses to crisis situations. Latisha spearheaded the creation of the City's Violence Prevention Behavioral Health Co-Response Team to address this need. Since 2020, the Team has responded to over 15,000 calls for service.

The Co-Response Team is composed of police officers, licensed clinicians, and other trained mental health professionals who respond to crisis calls together. This comprehensive approach helps ensure service coordination, address mental health concerns, reduce the burden on law enforcement, and provide a community-level response, ultimately leading to fewer criminal charges and less involvement with the criminal justice system.

Latisha's unwavering commitment to ensuring that communities are equal partners in shaping the vision of safety in Greensboro has sparked meaningful and measurable progress in the fight to reduce gun violence. She has championed the power of community-driven solutions, setting a transformative precedent for future generations and redefining what true leadership looks like.

# NOVPN Membership Structure

On July 1, 2025, we launched a new NOVPN membership structure with three tiers: Basic, Ambassador, and Executive.

Each tier offers unique benefits and deeper engagement opportunities. No matter the level, our commitment to equity remains firm: Access to the Network will always include a free option because this work is too important to leave anyone behind.

## Basic

**Free**  
**(Current members grandfathered in on 7/1/2025)**

- Monthly newsletter
- Social media highlights
- Quarterly Virtual Convening participation
- Dedicated NOVPN Coordinator
- Monthly data submission requirement
- Up to one hour of generalized TTA quarterly
- Regional or State Convening for one employee (travel costs to be paid by OVP)
- Annual Convening for as many employees as desired (travel costs to be paid by OVP)

## Ambassador

**\$10k annually**  
**(\$4K for jurisdictions already contracted with us for training and TA as of 7/1/2025)**

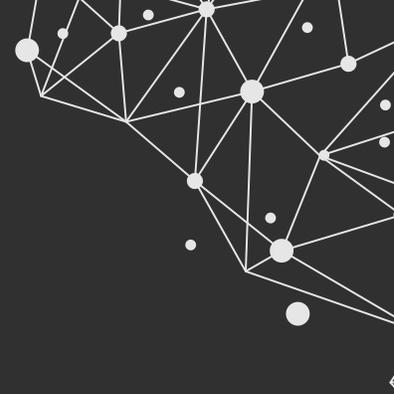
- Monthly newsletter
- Social media highlights
- Quarterly Virtual Convening participation
- Dedicated NOVPN Coordinator
- Monthly data submission requirement
- Up to two hours of TTA monthly
- Regional or State Convening for up to two employees (all costs covered by NOVPN)
- Annual Convening for as many employees as desired (travel costs to be paid by OVP)
- Ambassador Access to NOVPN Online Portal (upon website upgrade)

## Executive

**\$25k annually**  
**(\$13K for jurisdictions already contracted with us for TTA as 7/1/2025)**

- Monthly newsletter
- Social media highlights
- Quarterly Virtual Convening participation
- Dedicated NOVPN Coordinator
- Monthly data submission requirement
- Up to four hours of TTA monthly
- Regional or State Convening for up to two employees (all costs covered by NOVPNI)
- Annual Convening for as many employees as desired (all costs covered by NOVPN; travel costs for any additional employees to be paid by OVP)
- Learning exchange sponsorship for one employee
- Executive access to NOVPN Online Portal (upon website upgrade)

# Working Together to Reduce Violence and Improve Lives



## Join the Network

Reap the benefits of membership in our learning community.

## Contribute to the Work

Your monetary support and invested resources amplify the impact of our violence reduction work.

## Become a Network Ambassador

We're always looking for inspiring individuals to help us promote the benefits of NOVPN membership.

## Become a Partner

We'll work with you to figure out the best opportunity for your organization.



Follow Us [@NOVPNnetwork](https://www.instagram.com/NOVPNnetwork)

Contact Us

[NOVPN@nicjr.org](mailto:NOVPN@nicjr.org)

[www.ovpnetwork.org](http://www.ovpnetwork.org)