

Buncombe County Family Justice Center
Collaborative Agreement

I. Introduction

This agreement is between Buncombe County, Buncombe County Health and Human Services, The Office of the District Attorney of the 28th Judicial District, Buncombe County Sheriff's Office, Asheville Police Department, Helpmate, Mission Hospital Inc., Our VOICE Inc., Pisgah Legal Services and Mountain Child Advocacy Center (Partner Agencies) whose representatives sign this agreement. These agencies represent the onsite partners providing services at the Buncombe County Family Justice Center (the "FJC") whose leadership comprises the Family Justice Center Leadership Team.

Each Partner Agency will retain its independence but agrees to work collaboratively with other agencies in order to provide integrated, trauma informed, victim centered services in the FJC location. The collaborative mission of the FJC partners is "building a resilient community free from domestic and sexual violence."

II. Purpose

The Buncombe County Family Justice Center is a project in which many organizations collaborate but retain their individual identity. This project co-locates the services of Partner Agencies within 35 Woodfin St, a location called the Buncombe County Family Justice Center. The purpose of this Agreement is to document the intention of the partner organizations and to outline the collaborative structure of partners in the Buncombe County FJC. The parties intend that this agreement will support the creation and long term success of the collaboration within the Buncombe County Family Justice Center.

This agreement is not intended to create any legal partnership, association, entity or joint venture between the parties under state, federal or common law. The term partner refers to the collaborative nature of this agreement and should not be construed as to mean a legal relationship. This collaboration of separate legal entities has no authority to acquire, hold or transfer property nor sign contracts or agreements in the name the Buncombe County Family Justice Center. Nothing in this agreement should be construed as to supersede or conflict with the legal or ethical obligations of any partner agency.

III. Objectives

The Partner Agencies providing services at the Buncombe County Family Justice Center will work collaboratively to achieve the following objectives:

1. Integrate existing community resources to provide high quality, trauma informed services for victims of domestic and sexual violence.
2. Increase victim safety by coordinating services to empower victims, reduce assaults, build hope and prevent homicides.
3. Hold offenders accountable through arrests and prosecutions of domestic violence and sexual assault perpetrators.
4. Engage the community in preventing domestic and sexual violence through outreach, education and trainings.
5. Promote healthy community norms that do not tolerate domestic and sexual violence.

The Partner Agencies recognize the importance of utilizing available data to assess progress towards outcomes and will, to the best of their ability, share information and data about their services to the extent allowable by law.

IV. Onsite Partner Agencies

The following agencies comprise the onsite partner agencies of the Buncombe County FJC. Additional Onsite Partners Agencies may provide services at the Buncombe County FJC upon the agreement of the Leadership Team. The term Partner Agencies is not inclusive of the terms “community partners” or “Offsite Partners” as used below.

Buncombe County is the local government entity for Buncombe County, North Carolina, serving a 2013 census reports a population of 247,912. The Mission of Buncombe County is to: promote a healthy, safe, well-educated, and thriving community with a sustainable quality of life, provide effective and efficient government our citizens can trust and deliver needed service through a responsive work force committed to excellence, integrity, and teamwork.

Buncombe County Health and Human Services brings together the Departments of Health and Social Services, to create streamlined services that address the health, safety, and well-being of residents of Buncombe County. An integrated Health & Human Services and a strong network of community partners coordinate to effectively support individuals and families. At the community level, Health & Human Services plays a vital role in keeping our community strong and working to align our community resources in ways that are efficient and lead to better outcomes for our citizens.

Office of the District Attorney, 28th Judicial District is committed to seeking justice by ensuring that victims' rights and the public safety are number one priority through the fair, equal, vigorous, and efficient enforcement of the criminal laws. The District Attorney, Todd M. Williams, was elected in 2014 and is committed to the prosecution of domestic and sexual violence crimes.

Buncombe County Sheriff's Office is a professional, service oriented law enforcement agency dedicated to improving the quality of life of everyone in Buncombe County by utilizing the highest degree of integrity and professionalism at every level, making certain they lead by example, treat all persons with dignity, and hold themselves accountable to the highest possible standards. The foundation principles for the Buncombe County Sheriff's Office are service, integrity, accountability, professionalism and dignity. The elected sheriff is Van Duncan and he has served as the elected sheriff since 2006. Buncombe County Sheriff's Office has 398 full time employees, 28 part time employees and 549 volunteers.

Asheville Police Department is dedicated to providing public safety and maintaining order; maintaining a safe city with safe neighborhoods and enforcing the laws of North Carolina and the United States Constitution and national security. The Asheville Police Department, led by Chief Tammy Hooper, has 278 sworn and non-sworn men and women and approximately 20 volunteers. It is a nationally accredited police department and committed to excellence based on four guiding principles: integrity, fairness, respect and professionalism.

Helpmate is the nonprofit domestic violence service provider in Buncombe County. It has served the community since 1978 and was incorporated in 1980. Helpmate has 21 staff members and serves approximately 2,100 victims per year, including 200 housed in emergency shelter. Key program areas include a 24 hour hotline, civil and criminal court advocacy, case management, emergency shelter, individual and group counseling, crisis support, victim outreach and prevention education.

Mission Hospital, Inc. is a North Carolina nonprofit corporation and regional healthcare provider offering inpatient, outpatient and other ambulatory services to the citizens of Western North Carolina. Mission's Forensic Nursing Program cares for patients who have experienced domestic violence and sexual assault. In addition, Mission's Child Safety Team, including but not limited to physicians and child forensic interviewers, provide services to care for children who are or may be subjected to sexual and other abuse. Mission provides medical care and treatment for both physical and emotional trauma to the patient and its staff have specialized training to assist law enforcement and prosecution with evidence collection and testimony in court proceedings, as is appropriate in accordance with all applicable law. Mission Hospital provides statewide leadership as an approved SANE program for professional training. The Mission Hospital forensic nursing program currently has 13 nurses on the team and responded

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to 72 sexual assault cases and 30 intimate partner domestic violence cases 2014. Qualified and specially trained nurses deliver compassionate care to people needing services related to sexual assault and domestic violence.

Our VOICE Inc. ("Our VOICE") is a nonprofit organization founded in 1974 to serve victims of sexual assault and their families, ages 13 and up. Our VOICE offers client and counseling services, a 24 hour crisis line, prevention education and outreach, trauma education, sex worker outreach, a men's program, a program for girls 12-14 "Climbing toward Confidence" using rock climbing and mentors to build confidence and strengthen their voice. Our VOICE staff operates with a staff of 7, a certified therapy dog, 50 volunteers, and a 13 member Board of Directors. Our VOICE provided service to 439 individuals, including 68 hospital calls, and prevention education to 1,954 individuals in 2014.

Pisgah Legal Services is an innovative, growing nonprofit law firm founded in 1978 that provides free civil legal aid to low-income people. The firm consists of 18 staff attorneys and a network of approximately 300 volunteer attorneys that assist clients obtain and/or enforce protective orders against partner abuse and court orders that stabilize families and reduce the potential for future violence; obtain or retain decent, affordable housing; access health care for themselves and their children; secure sufficient financial resources to afford necessities such as groceries and utilities; receive protection from illegal creditor harassment and/or protect essential assets and obtain legal immigration status. Pisgah Legal Services provided service to 14,000 low-income individuals in 2014, and 24% of cases were related to domestic violence.

Mountain Child Advocacy Center (f.k.a. Child Abuse Prevention Services) provides counseling and support to children who have experienced abuse. The mission of the Child Abuse Prevention Services as it develops into its role as the Child Advocacy Center is to provide Buncombe County with a coordinated, team approach to the problem of child abuse and neglect. Our goals are to reduce trauma, seek justice, and foster hope and healing for children, their non-offending caregivers and the community.

V. Offsite Partners

Many community partners may provide services at the Family Justice Center including, but not limited to: supervision of children, program assessment and evaluation, group classes, training programs, and counseling. Any such agency may be considered an approved Offsite Partner of the FJC if recommended by the FJC Leadership Team and approved by Buncombe County. To be considered an Offsite Partner, agencies will agree to meet with clients in need of services at the FJC for initial intake and for consideration of the need for ongoing services, agree to the confidentiality provisions and other applicable policies of the FJC partners and ensure that the services provided to FJC clients are victim centered and trauma informed. Onsite and Offsite

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Partners will work to provide an integrated system of care for individuals and families who need services of both the FJC and CAC.

Representatives from Offsite Partner Agencies may serve on the BCFJC Operations Team. With input from the FJC Leadership Team, Buncombe County will review agreements with all Offsite Partners annually and determine whether services provided by Offsite Partners continue to be appropriate and necessary for the clients of the FJC. If at any time, with input from the Leadership Team, Buncombe County determines that services of Offsite Partners are not appropriate for the FJC, Buncombe County may terminate the agreement and relationship with 30 (thirty) days prior written notice.

VI. Leadership Structure

The collaboration of Partner Agencies providing services the Buncombe County Family Justice Center is guided by teams made up of representatives from partner agencies and the FJC Coordinator who is employed by Buncombe County.

A. The FJC Leadership Team is made up of the following:

- 1 One Designee of each onsite partner organization who serves in a leadership role in that organization.
2. One representative of the BCFJC Survivors Group
3. The Buncombe County Family Justice Center Coordinator

The **Family Justice Center Leadership Team** provides guidance to the collaborative project in the FJC while building long term sustainability and community engagement. The Leadership Team meets regularly to:

- Provide overall vision for the FJC.
- Develop and maintain funding sustainability for services provided within the FJC.
- Review data trends and provide community leadership in meeting objectives.
- Ensure the roles of all member agencies are clearly defined and well-coordinated to achieve the goals of the FJC collaboration.
- Provide input into the hiring, evaluation and termination of the FJC Coordinator with the understanding that the FJC Coordinator is employed by Buncombe County and any and all employment and personnel decisions regarding the FJC coordinator are ultimately decided by Buncombe County and not the FJC Leadership Team
- Make recommendations regarding appropriate Onsite and Offsite Partners.
- Ensure staff in the FJC are working collaboratively to provide high quality, trauma informed services to survivors.

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- Review and approve protocol recommendations from the Implementation Team.

The FJC Implementation/Operations Team. This team is currently referred to as the Implementation Team, when the FJC opens, the Implementation Team will become the Operations Team. The FJC Implementation/Operations Team is made up of direct service providers from each Partner agency identified by Leadership Team members and the Buncombe County FJC Coordinator. The Implementation/Operations Team, ensures the collaboration of partners in the FJC provides high quality, victim centered, trauma informed, integrated services for survivors.

The **Family Justice Center Implementation/Operations Team** meets at least monthly to

- Encourage the delivery of victim centered, trauma informed and efficiently integrated services by Partner Agencies at the FJC.
- Review data trends and client survey information.
- Discuss and recommend protocols related to collaboration and integration of services, evaluate policies as they are implemented.
- Provide a regular, structured opportunity for discussion of concerns, challenges and issues that arise in collaboration and co-location.
- Share information between partner agencies as allowed by statute and not in conflict with the legal or ethical obligations of any partner agency.

Both Teams are chaired by the Buncombe County Family Justice Center Coordinator.

a. Authority

The Leadership Team may make recommendations regarding the vision of Family Justice Center collaboration. The Leadership Team provides oversight and guidance to the collaborative effort of the agencies in the FJC while building long term sustainability and community engagement. The Leadership Team shall not make any decision that improperly infringes on the autonomy of any Partner Agency to provide services to clients except that, Buncombe County may implement safety protocols limiting to whom on-site services may be provided in the FJC. The Leadership Team will provide input into which agencies are considered Onsite Partner Agencies and/or Offsite Partners of the Buncombe County Family Justice Center as described by this agreement

No decision by the Leadership Team will supersede the legal or ethical obligations of any partner agency

Neither the FJC Leadership Team nor the Implementation/Operations Team has any authority to acquire, hold or transfer property nor sign contracts or agreement in the name the Buncombe County Family Justice Center. While the Leadership Team will be consulted, decisions regarding building safety, maintenance, renovation and use as well as decisions regarding grants for which Buncombe County is the fiscal agent and contracts and agreements with vendors and partners are ultimately reserved for Buncombe County. Nothing in this agreement shall supersede the legal or ethical obligations of any Partner Agency.

The Implementation/Operations Team will communicate regarding day to day collaboration at the FJC and recommend protocols regarding that collaboration to the Leadership Team. Challenges related to co-location and integration of services should be raised at the FJC Implementation/Operations Team for solution focused problem solving by the FJC Implementation/Operations Team. When the FJC opens and becomes operational the Operations Team may make decisions regarding issues related to collaborating to provide client services when those decisions are not addressed by an agreed upon policy or protocol.

b. Decision Making

FJC Team members recognize the value of collaboration to improve services for victims and are committed to developing creative solutions which respect the needs of all parties when and if a conflict arises. FJC Partner Agencies commit to encouraging a culture of respect, accountability and honesty within this collaboration.

FJC Teams will strive to make decisions based on group consensus. However, in times that consensus is not attainable, a decision may be made by a two thirds majority of the voting members of a team present at a regularly scheduled team meeting or a special meeting called with 5 (five) days notice via email.

For Leadership Team votes, only one representative of each Partner Agency may vote. That representative may be the Leadership Team Member or the Leadership Team Member may give their proxy to a designee representing that member's organization. A quorum will be required for any decision made via a two thirds majority vote. Quorum is a simple majority of the Partner Agencies listed in this agreement.

All meetings of the Leadership Team are open to members of the Implementation or Operations Team. However, upon agreement and/or two-thirds majority vote of the Leadership Team, the Leadership Team may go into closed session during which only members of the Leadership Team may remain.

VII. Conflict Resolution

FJC Partner Agencies recognize the value of collaboration to improve services for victims and are committed to developing creative solutions which respect the needs of all parties when and if a conflict between agencies or staff of different Partner Agencies arises. Partner Agencies commit to regularly attend FJC Team Meetings to participate in cross agency communication, problem solving and systems improvement.

Partner Agencies or staff members of a Partner Agency who have a conflict with another Partner Agency or staff member of another Partner Agency should make every effort to discuss the issue directly and openly with the involved parties. If the conflict is at a staff level, partner agency leaders may be called in to support a conversation between the staff members. If the issue is not resolved it should be discussed with the FJC Coordinator. If, after discussion with the FJC Coordinator, an individual is dissatisfied with the proposed solution that individual may request, in writing, submitted to the FJC Coordinator, the opportunity to present the issue to the FJC Implementation/Operations Team. The FJC Implementation Team will discuss the concern and recommend a proposed solution to the FJC Leadership Team.

If there are significant concerns regarding the conduct of an Executive Director or other leader of a Partner Agency whose participation is essential to the provision of services in the FJC and those concerns are not resolved through direct conversation, the FJC Coordinator may reasonably communicate with the Board of Directors or other leaders of such entity such as a Chief Executive Officer by following that organization's official grievance policy. If a Partner Agency does not have a grievance policy the FJC Coordinator may communicate directly with the organization's Board Chair or other appropriate Senior Leader.

VIII. Service Provision

All direct services provided to survivors at the FJC are delivered by the staff from partnering agencies of the FJC. Each Partner Agency provides services consistent with its respective organizational mission and expertise within a collaborative model. Integrated intake will be performed by Intake Specialists who are staff employed by a victim services agency. The FJC Coordinator will work closely with the Intake Specialists to ensure that all intake protocols are followed consistently, appropriate information is being collected and survivor confidentiality is being protected.

Onsite Partner Agencies executing this Agreement will have office space within the Family Justice Center which will be staffed on a regular basis, will actively participate in the Leadership

and Implementation Teams and will provide services in accordance with operational guidelines at the FJC, signed leases and all applicable laws and statutes. Each Partner Agency will be responsible for its own actions in providing services under this agreement. The Partner Agencies shall exercise reasonable business judgment and act in good faith in the performance of their duties, and shall take all reasonable and necessary steps to correct any mistakes, errors or shortcomings in the performance and fulfillment of the agency's duties and responsibilities.

Partner Agencies may also provide services at the Child Advocacy Center when appropriate and should make all efforts to integrate services to families at the FJC and the Child Advocacy Center.

Partner agencies agree they will not deny services to any survivor based on language, race, religion, sexual orientation, gender identity or disability. Partner Agencies agree to follow the protocols of the Buncombe County FJC Handbook when adopted by the FJC Leadership Team and abide by all provisions of their leases.

- To the best of their ability and to the extent allowable by law, Partner Agencies agree to: utilize an integrated intake process for all new clients and returning clients accessing services after their previous service delivery has ended;
- make all efforts to meet with clients at the FJC at the convenience and request of survivors and within regular business hours;
- share information, data, outcomes and narratives about their services provided at the FJC with the FJC Coordinator;
- ensure that service delivery within the FJC is victim centered and trauma informed;
- communicate and collaborate with FJC Partner Agencies to develop holistic and coordinated service plans that address the needs of survivors; and
- participate in client follow-up and service evaluation processes.

In addition, onsite Partner Agencies agree to the following:

Buncombe County will provide and maintain approximately 12,000 square feet of physical space to house the Family Justice Center at 35 Woodfin Street in Asheville, NC including provision of certain utilities, furnishings, custodial services, security and shared technology as defined by leases with individual partner agencies. This facility is located in a downtown service corridor with proximity to the County Courthouse, Buncombe County Sheriff's Office, Asheville Police Department and a range of other services. Buncombe County will provide security for the Family Justice Center, in coordination with the operational guidelines adopted by the Leadership and Implementation Teams. Buncombe County will apply for and administer grant awards for the implementation of a Family Justice Center. Buncombe County will provide

leadership in the coordinated community response plan and convene the Family Justice Center Leadership and Implementation Teams.

Buncombe County Health and Human Services Intake Social Workers for Child Protective Services (CPS) and Adult Protective Services (APS) will be available to perform onsite intakes at the Family Justice Center. CPS and APS will work closely with partner agencies to coordinate investigations, victim services, and assist in safety planning for victims. Economic Services will provide on-site information and applications for Food and Nutrition Services, Medicaid, Children's Health Insurance Programs, Child Care Subsidy and services to support self-sufficiency. BCDHHS Public Health will support the work of the Family Justice Center by connecting clients with available public health services such as medical screenings, prevention services, health education opportunities and immunizations and by supporting community partnerships that assure all people in Buncombe County have the opportunity to make healthy choices within a healthy environment.

Office of the District Attorney of the 28th Judicial District will consult in matters pertaining to the effective prosecution and enforcement of N.C. domestic violence laws. The District Attorney's office will have capability to interview victims, witnesses and experts at the Family Justice Center.

Buncombe County Sheriff's Office will meet victims and witnesses at the Family Justice Center to take reports and conduct investigations. The Sheriff's Office will work closely with partner agencies to coordinate investigations, victim services, serving domestic violence protection orders, and assist in safety planning for victims and the enforcement of protection orders and bond conditions. Due to cross-jurisdictional lines within the county, the Sheriff's Office will collaborate with the Asheville Police Department and other municipal law enforcement agencies to assist in receiving reports, investigations, data collection and enforcement of the orders of the court. The Sheriff's office will provide expert law enforcement consulting as needed for community partners, training in law enforcement issues and assistance with serving domestic violence protection orders.

Asheville Police Department will meet victims and witnesses at the Family Justice Center to take reports and conduct investigations. Asheville Police Department will work closely with Partner Agencies to coordinate investigations, victim services, serving domestic violence protection orders, and assist in safety planning for victims and the enforcement of protection orders and bond conditions. Due to cross-jurisdictional lines within the county, Asheville Police Department will collaborate with Buncombe County Sheriff's Office and other municipal law enforcement agencies to assist in receiving reports, investigations, data collection and enforcement of the orders of the court. Asheville Police Department will provide expert law

enforcement consulting as needed for community partners, training in law enforcement issues and assistance with serving domestic violence protection orders.

Helpmate will provide direct client services to victims of domestic violence who request services. This will include crisis calls, intake, safety planning, case management, counseling and court advocacy and support in civil and criminal cases. Shelter services will be provided offsite. Helpmate will provide expert testimony for community partners in court cases and training on forensic issues with domestic violence, assistance with prevention programs and public awareness campaigns.

Mission Hospital will provide medical assistance and care to victims of domestic violence and sexual assault and offer child safety services to children. Mission Hospital will coordinate with Our VOICE and Helpmate to provide victim support with proper patient consent. Mission will coordinate with the District Attorney's office and law enforcement in the collection and storage of evidence, patient interviews, safety planning, and expert testimony for civil and criminal cases as is proper and in accordance with applicable law. Mission Hospital will outfit medical examination rooms, provide equipment and provide medical supplies necessary to provide SANE Forensic Nurse exams within the FJC and provide certain services to children at 11 Vanderbilt Park Drive, Asheville, NC. In accord with all applicable law Mission Hospital will endeavor to provide expert or other testimony in court cases where appropriate and as Mission has the resources to do so and subject to the consent of the patient or his or her legal representative or pursuant to a court order. Mission will provide training regarding forensic issues with domestic violence and sexual assault cases, assistance with prevention programs and public awareness campaigns.

Our VOICE will provide direct client services to victims of sexual assault who request services. This will include crisis calls, intake, safety planning, counseling, and court advocacy and support during both civil and criminal cases. As may be appropriate, Our VOICE will meet with Mission SANE nurses on call when reports of sexual violence are received and the victim accesses services from the SANE and forensic nurses at the Family Justice Center. Our VOICE will provide expert testimony for community partners in court cases and training on forensic issues with sexual assault cases, assistance with prevention programs and public awareness campaigns.

Pisgah Legal Services will provide civil legal assistance to clients of the Family Justice Center who request services. Pisgah Legal Services will assist clients in seeking domestic violence protective orders on an emergency and permanent basis and assist with efforts to obtain remote access to domestic violence emergency orders for clients at the Family Justice Center. Pisgah Legal Services will be available to collaborate with partner agencies to develop safety plans for victims and address housing, access to medical care, immigration assistance, and

economic assistance. Pisgah Legal Services will provide training and support to community partners on civil legal issues around domestic violence and sexual assault.

Mountain Child Advocacy Center (f.k.a. Child Abuse Prevention Services) will pursue accreditation as a Child Advocacy Center and establish a safe, child friendly environment for interviews and medical evaluations for the child victim and offer continued support to the child and non-offending family members. CAPS will promote specialized training for professionals as well as public education and prevention efforts. CAPS will work collaboratively to meet the needs of children and families to provide advocacy and support, coordination of a multidisciplinary team, mental health service, community education, professional training, cultural competency and diversity and court support services.

Additional Partners Many other community partners may provide services at the Family Justice Center including, but not limited to: supervision of children, program assessment and evaluation, group classes, training programs and counseling.

IX. Protecting Client Confidentiality

The Partner Agencies recognize that providing empowering and safe services to survivors requires protection of their personal, confidential information. Partner Agencies agree that at least once per year they will participate in and share information to the extent allowable by law for a confidentiality audit, led by the Family Justice Center Coordinator. During this audit the FJC Coordinator will evaluate client information flow, evaluate the obligations and ability of partners to maintain confidentiality of client information, ensure necessary releases and agreements are signed by clients if information is being shared and provide any necessary training to improve confidentiality systems.

X. Media and Public Statements

The Family Justice Center is a collaborative effort of many partners each with different practices regarding media interactions. Partner Agencies agree to refrain from making statements to the media or publically regarding the policies or budgets of the Family Justice Center or another Partner Agency nor will they speak 'on behalf of' the Family Justice Center or another agency without that agency's express permission to do. Partner Agencies may share information about other agencies' services to assist survivors in accessing resources but all efforts should be made to direct agency specific questions to the appropriate agency.

XI. Building Resiliency

Resiliency is the capacity to cope with stress, overcome adversity and thrive despite challenges in life. Research shows that children, adults and even communities can learn skills and ways of thinking that boost resilience and help them grow.

Building a resilient community means a commitment to understanding trauma and its impact both on those we serve and on those *who* serve. The staff of partner agencies at the FJC work with individuals who have been traumatized and are in crisis; this work can be traumatizing over time. The FJC Partner Agencies are committed building resiliency by creating a supportive working environment. Self-care, celebrating successes, training in the Community Resiliency Model, building strong relationships and creating regular opportunities for feedback are protective factors to help offset the impacts of work stress and vicarious trauma and tip the scale towards resiliency.

The staff of Partner Agencies working at the FJC are encouraged to recognize symptoms of vicarious trauma and to support one another in seeking assistance to address vicarious trauma. FJC Partner Agency staff may utilize the Critical Incident Stress Management (Peer Support Model), a standard practice for first responders that is activated when a critical incident arises that impacts the FJC partner agency staff and which can contribute to secondary trauma. Any time the Family Justice Center Coordinator, Operations Team, Leadership Team or director of a partner organization recognizes that a critical incident has occurred, they contact the Resiliency Specialist, who works with the BCPRN (Buncombe County Peer Response Network) to request appropriate services for the personnel involved in the incident and can mandate that all personnel involved, within their span of control, be in attendance at defusing or debriefing. In addition, the Resiliency Specialist can offer follow up one on one dialogue related to the incident if needed.

XII. Term

This Operating Agreement shall be effective upon signing and shall continue for a one year term renewable term, unless essential functions of the collaboration are impaired as such that the purpose of this Operating Agreement is no longer feasible as recommended by the FJC Leadership Team and/or determined by Buncombe County. After annual review, this Operating Agreement will automatically renew unless modified or terminated.

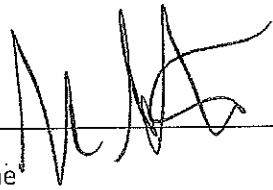
XIII. Modification

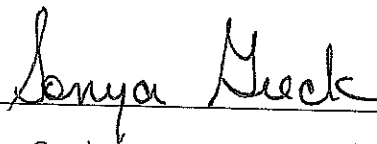
This Operating Agreement may be amended or modified pursuant to a written agreement following the procedures set forth in section VI of this agreement and signed by the members of the Leadership Team of the Buncombe County Family Justice Center.


XIV. Termination

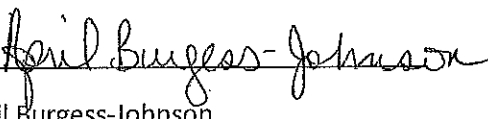
The Leadership Team may jointly terminate this Collaborative Agreement by unanimous action confirmed in writing and signed by the appropriate designee of each partner agency. Any Partner Organization shall have the authority to terminate its participation in this agreement upon sixty (60) days written notice to the Leadership Team. Any organization terminating its participation in this Agreement and ceasing to provide onsite services at the FJC will also be bound by requirements in any signed lease and or Right to Use agreement regarding space, furnishings and equipment. The withdrawal of less than all the agencies shall not act as a termination of the Agreement between the remaining partners.


Signed March 2016 by:


By: 
Amanda Stone
Assistant County Manager
Buncombe County


By: 
Sonya Greck
Mission Hospital, Inc.
Senior Vice President

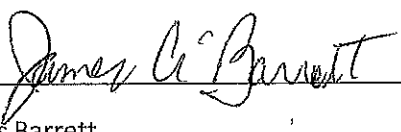
By: 
Tamela Shook
Social Work Director
Buncombe County Health and Human Services


By: 
April Burgess-Johnson
Helpmate
Executive Director

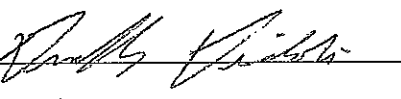
By: 
Todd Williams
District Attorney
28th Judicial District

By: 
Angelica Wind
Our VOICE
Executive Director

By: 
Van Duncan
Buncombe County Sheriff

By: 
James Barrett
Pisgah Legal Services
Executive Director

By: 
Tammy Hooper
Asheville Police Department
Chief

By: 
Geoff Sidoli
Mountain Child Advocacy Center
Executive Director