

Council Workshop

Tuesday July 18, 2023 @ 5:15 pm

1. Review of ARPA Application for Future Review and Discussion

Attached is a list of all ARPA applications received and reviewed by Heart of Maine United Way citizen review panels. At the July 11th workshop, Councilors indicated a desire to have the opportunity to determine which applications would be scheduled for future review and discussion.

2. Update on Items From 7/5/2023

- a. Habitat for Humanity – followed up with Executive Director
- b. Bangor Housing Development Corporation – followed up with Executive Director
- c. Volunteers of America Northern New England (2) – Connected applicant to City's Community Development Officer
- d. Together Place Housing – followed up with Executive Director
- e. Wellspring – Attached
- f. Health Equity Alliance – followed up with Executive Director

3. Update on Items from 7/10/2023

- a. Middle School Health Clinics – followed up with Superintendent
- b. Public Restroom – will schedule further staff discussions on capital, operating and location

4. Update on Items From 7/11/2023 (will follow up early in the week)

- a. Bangor Area Homeless Shelter (Warming Center) -
- b. Penobscot Community Health Center –
- c. Maine Multicultural Center –
- d. Wabanaki Public Health and Wellness –

Wellspring

The City Councilors requested additional information from the applicant on the following items; How would staffing needs be met? What resources (additional) are available from the State of Maine?

How would staffing needs be met?

It certainly is a good question and to be fair, hiring for Substance use counselors and nursing staff is challenging!

Wellspring has taken many intentional steps in the past year to increase our capacity to hire and retain qualified staff including a formal overhaul of our HR policies and the new hire orientation process- all with the intention of decreasing turnover and increasing retention. At the heart of our efforts is the goal of making Wellspring a desired employer for the demographic we seek to hire. We have added hiring bonus', retirement benefits, generous paid holidays and vacation days, family flexible work schedules, paid training programs including pay for licensure renewal, an internal career ladder, and student loan repayment incentives. Additionally, we work closely with the area colleges and universities to bring interns on board and ideally as potential hires. For example, we've hired college graduates with a guaranteed future start date (I.e. they graduate in May and start with us in September).

For the anticipated new expansion project we are already mapping out a recruitment strategy that will take advantage of the State of Maine's new targeted hiring page for people working in the field of behavioral health as well as working with national sites to recruit and bring in qualified professional staff from out of state if need be. While there are no guarantees we believe we understand the hiring issues and are embracing best practices to ensure that we will be able to address the city and the State's need for additional treatment options, staffed by qualified individuals.

What resources (additional) are available from the State of Maine?

We have submitted an application to the State of Maine for the entire cost of renovation and start-up costs. We are starting off with a 20 point deficient because we are not addressing the two priority areas for the state, meaning that we are not serving adolescents/teens and we are not setting up our new program in a rural area/county that the state specified. We anticipate notification of the application awards in early August. It is Wellspring's hope that we can put together the needed funding package through full or partial funding from both the city and the State. We assume that if both entities made full awards then we would only accept what we needed and the extra funds could be applied to another community need.

Additional Information Provided

Wellspring currently operates 10 detox beds at 80% capacity. We plan to add 5 more which is a good scale up without adding additional nursing staff. The number one issue that the staff at the Detox program face is placing people who have gone through 5-7 days of detox into the next level of care. Many people need additional stabilization time of 30-45 days to begin looking at and taking steps to address their disease of addiction. While a number of people do transition into sober living with some success, the need for additional behavioral health support is almost always indicated and that is why Wellspring is committed to expanding the continuum of care and adding the additional 15 beds to support those individuals coming out of detox with a 30-45 day program that will ideally reduce the need for multiple trips to the Detox unit.

ARPA Applications with Initial HoMUW Rankings

Applicant	Request Amount	Approved	Addl Info Req	Alternate Funding	Applicant	Request Amount
1 Bangor Area Homeless Shelter	10,000	7/11/2023			26 Bangor East Side Little League	79,782
2 Habitat for Humanity Greater Bangor	1,000,000		7/5/2023		27 Bangor Symphony Orchestra	71,560
3 Wellsping	597,500		7/5/2023		28 Good Samaritan Agency	264,570
4 Bangor Housing Develop Corporation	2,000,000		7/5/2023		29 River City Athletics	230,000
5 Bangor Area Homeless Shelter	10,000			7/11/2023	30 Literacy Volunteers of Bangor	50,000
6 Eastern Area Agency on Aging	67,000	7/11/2023			31 Bangor Children's Home	450,748
7 Bangor Area Recovery Network	415,600	7/5/2023			32 Fresh Start Inc	1,200,000
8 Penobscot Community Health Ctr	2,774,880		7/11/2023		33 Food and Medicine	261,342
9 Maine Multicultural Center	70,700		7/11/2023		34 Design Wall Housing	100,000
10 Nothern Light Acadia Hospital	2,000,000				35 Safe Familiar for Children Alliance	15,000
11 Health Equity Alliance	697,710		7/5/2023		36 Food and Medicine	151,718
12 Bangor Region YMCA	2,000,000				37 Bangor Friends of Affordable Housing	90,000
13 Bangor Area Homless Center	50,000				38 The Learning Garden	15,000
14 Volunteers of America Northern NE	275,000			7/5/2023	39 Peace & Justice Center	10,000
15 Big Brothes Bigs Sisters of Mid Maine	260,000				40 35 Main Downtown LLC	2,000,000
16 Penquis CAP	1,500,000				41 Dirigo Counseling Clinic	90,000
17 Christine B Foundation	100,000				42 Parkside Children's Learning Center	10,000
18 Together Place Housing	375,000		7/5/2023		43 St. Joseph Hospital	700,000
19 Boys & Girls Club of Bangor	4,684,290				44 Dignity First	5,000,000
20 Together Place Peer Run Recovery Ctr	260,628				45 Maine Discovery Museum	105,000
21 St. Andre Home	50,000				46 Challenger Learning Center	100,000
22 Volunteers of America Northern NE	349,979			7/5/2023	47 Partners for Peace	373,015
23 Penobscot Theatre Company	178,000				48 Bangor Youth Ballet	20,000
24 Northern Light Health	450,588				49 Bangor Halfway House	80,000
25 Wabanaki Public Health & Wellness	1,250,000		7/11/2023		50 The Mansion Church	50,000
Indicates application has been reviewed at City Council workshop						
Previously established Councilor Conflicts						
Council Chair Fournier	12 - Bangor Region YMCA					
Councilor Leonard	16 - Penquis CAP					
Councilor Yacoubagha	09 - Maine Multicultural Center					
	United Way - Requires Council Review					
	800,000					