North Carolina Certified Peer Support Specialist

Request for Applications for Specialty Training

Crisis Course - Development of a Crisis Response in Peer Support Curriculum for training as a Specialty Course for enhancing the knowledge and skills of CPSS working with individuals in crises.

FUNDING AGENCY: North Carolina Department of Health and Human Services (NCDHHS) Division of Mental Health, Developmental Disabilities and Substance Use Services (DMHDDSUS) through the North Carolina Certified Peer Support Specialist Program.

ISSUE DATE: November 14, 2025

INFORMATION SESSION: November 21, 2025

QUESTIONS DUE: November 28, 2025

APPLICATIONS DUE: December 15, 2025, by 5:00 PM

ANTICIPATED NOTICE OF AWARD: January 15, 2026

ANTICIPATED PERIOD OF PERFORMANCE: January 15 – June 30, 2026.

Continuation of funding beyond 6/30/2026 is subject to the sustainability plan presented by the organization.

INQUIRIES AND DELIVERY INFORMATION: Direct questions and applications to email: nccpssprogram@unc.edu

Applications will be received electronically until 5 PM on December 15, 2025.

Send all applications directly to the funding agency email address as indicated below:

Emailing Address: nccpssprogram@unc.edu

 IMPORTANT NOTE: Indicate agency/organization name and RFA number in the filename of each submission and in the subject line of the email.

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INTRODUCTION

In North Carolina, crisis services are more crucial than ever. The rates of depression and anxiety across the nation have increased, and in North Carolina alone, the rate of suicide has doubled. People experiencing substance use disorders and mental illness are common, with 25% of people in North Carolina reporting symptoms in 2023. People in crisis often turn to hospital emergency departments, overburdening hospitals and first responders. The behavioral health system requires rapid responses and increased capacity to offer relief to patients and providers, and help people access the care they need, and to reduce the use of emergency rooms, psychiatric hospitals, and unnecessary criminal justice intervention.

This service gap, particularly in peer support and behavioral health services, presents a critical opportunity to improve outcomes, improve access to care, and promote healthier transitions back into the community.

To address this need, the North Carolina Department of Health and Human Services (NCDHHS) Division of Mental Health, Developmental Disabilities, and Substance Use Services (DMHDDSUS), in partnership with the North Carolina Certified Peer Support Specialist (NCCPSS) Program, proposes to utilize workforce development funds to design and implement a specialty course, "Crisis Response Peer Support." This initiative aims to strengthen the capacity of Certified Peer Support Specialists (CPSS) by equipping them with advanced knowledge and skills to support individuals in crisis at all levels of the behavioral health system.

ELIGIBILITY
- Community organizations with experience in curriculum development, peer support, behavioral health, or crisis systems are encouraged to apply.
- Applicant agencies must be public entities or non-profit/not-for-profit entities.

- Applicants must be an organization in good standing with the North Carolina Secretary of State's office.
- Applications must demonstrate a clear understanding of barriers that exist within the selected and identified special population, as well as strategies to improve access and increase engagement and use of substance use disorders services and supports.
- Preference will be given to organizations that:
    - Owned certification courses approved by the NCCPSS Program.
    - Incorporate evidence-based or best practices.
    - Seek to share strengths and knowledge through clear partnerships and train across multiple counties.

Selected partners will collaborate with the NCCPSS Program to design and implement these innovative training modules.

BACKGROUND

North Carolina is facing a growing behavioral health crisis that is straining emergency departments, law enforcement, and community providers. In 2023, over 1.8 million adults in the state lived with a mental health condition, including 471,000 with serious mental illness. Emergency departments (ED) are increasingly used as entry points for individuals in crisis, with 23% of all ED visits statewide linked to mental health issues. The median wait time for psychiatric patients in EDs was 5.25 hours, often leading to individuals leaving without care due to limited inpatient beds and outpatient services.

Crisis services are more critical than ever. Nationally, rates of depression and anxiety have surged, and North Carolina's youth suicide rate has doubled. Many individuals continue to seek care in EDs because they feel they have no other options. Mobile Crisis Teams (MCT) and Facility-Based Crisis (FBC) teams are increasingly viewed as vital alternatives to law enforcement and EDs. Crisis

services can serve as entry points to other behavioral health services, including for those with co-occurring conditions, substance use, intellectual and developmental disabilities (I/DD), and traumatic brain injury (TBI). A robust crisis continuum must ensure timely access, public awareness, trained staff, and sufficient capacity across North Carolina.

Peer support is a cornerstone of North Carolina's evolving crisis response. Certified Peer Support Specialists (CPSS), drawing from lived experience, offer empathy and stability to those in distress. CPSSs are a critical yet underutilized component of the behavioral healthcare continuum. For example, in 2024, the launch of the 24/7 statewide Peer Warmline provided non-clinical support and has become a vital resource. Working in tandem with the 988 Suicide & Crisis Lifeline has seen a 25% increase in use, acting to decrease stigma and increase engagement in care.

Despite progress, there is no standardized statewide training for CPSS in crisis settings. To address this gap, DMHDDSUS and the NCCPSS Program propose a specialized "Crisis Response Peer Support" training. This initiative will prepare CPSS to respond effectively, promote trauma-informed care, and improve peer-led recovery services. It supports state goals to enhance mobile crisis response, connect individuals to appropriate services, and reduce reliance on Emergency Departments (ED). With about 300 individuals held in EDs daily and psychiatric hospitals, this training is a vital step toward more community-based, recovery-oriented care.

SCOPE OF WORK

The NCCPSS Program is issuing this RFA to solicit applications that address gaps in peer support education by designing, developing, and delivering virtual training programs on assigned specialty topics, ensuring that CPSS are equipped to work within the crisis system of care. The content must be evidence-based with thorough

research aligned with current trends in peer support. Training must address the following content areas (see appendix for the detailed description of each topic):

- **Overview and Objectives:** Purpose of this training and a brief introduction about the Peer Supports Role and Scope of the Peer in a crisis scenario.
    - Include a brief dialogue of Peer Support Principles and Values when responding to a crisis.
    - Instruction/emphasizing personal awareness, self-care, and triggers during this training.
- **Crisis System in NC:** The crisis response system encompasses multiple points of contact where individuals in crisis may enter, move through, or exit the system.
    - Emergency Numbers (988 nationwide crisis number, 911, Peer Warmline)
    - Emergency Departments
    - Facility-Based Crisis Centers
    - Peer Lines/Warmlines
    - First Responders
    - Mobile Crisis Teams (MCT)
    - Law Enforcement Crisis Intervention Teams
    - Barriers to care
- **Crisis Defined and the spectrum/continuum of Crisis:** Focused on working with people who are experiencing a crisis and will cover the following:
    - What is a crisis? How can a crisis look different for everyone?
    - What are the three Stages of Crisis?
    - Talk about the importance of knowing your communities' resources and availabilities.
    - Discuss how Co-Occurring Disorders can affect a person and the process in any of the stages of crisis.
        - Brief Discussion about MH/DD/SUD
        - Brief discussion about PTSD.

- Brief discussion about TBI.
  - Discuss the importance of trauma-informed approaches on all stages of crisis.
    - Brief discussion on Adverse Childhood Experiences (ACE.)
    - Discuss the importance of trauma-informed storytelling.
    - Recognizing Triggers.
    - Active Listening.
    - Meta Communications Body language.
    - Discuss appropriate self-disclosures.
  - Prevention (Pre-Crisis)
    - Talk about the different Pathways to Crisis and how Suicide Prevention strategies can prevent a crisis.
    - De-Escalation and Crisis Resolution
    - Engagement and Resource Connection / Navigation (Community resources)
  - During Crisis
    - Re-emphasize De-Escalation and Crisis Resolution strategies.
    - Re-emphasize the importance of knowing your community's resources and availability.
  - Post-Crisis / Recovery/ Follow-up
    - Crisis planning and support.
      - Mutual Aids
      - Faith-Based support
      - Community-based support
      - Employers, family, friends
      - Follow-up
- **The Digital Age and its Impact on both the Peer Specialist and Peer Cohort:** This section will explore the impacts of the digital age as follows:

- Describe and explain how the Digital age has impacted Peer Supports both personally and professionally.
  - Discuss how the digital age can be a cause of a crisis. i.e. Cyber bullying.
  - Discuss how the digital age can impact the Peer Support Specialist, post-event.
- Reemphasizes overall HPPA Regulations and includes digital footprints, Release of Information, and Duty to Inform.
- **Cultural Competencies:** Understanding diversity and difference in persons served in the behavioral health setting and highlighting the following:
  - Define Cultural Competency and how this can affect a crisis event.
  - Develop strategies to recognize and address one's own implicit bias.
  - Understand how individuals and a community's history, culture, beliefs, values, and needs can affect the crisis continuum.
  - Briefly Describe Specialty Populations.
    - Older Adults
    - Youth
    - LGBTQ+
    - IDD
    - TBI
    - Family
    - Justice Involved
    - Veterans
    - Other marginalized or disenfranchised populations (i.e., EBCI, Latinx)
- **Professional Boundaries and Ethics:** Understand and emphasize the importance of ethics and boundaries:
  - Accessing the NCCPSS Code of Ethics from the PSS website and discussing the content and application.

- **Documentation and Supervision:** Understand the requirements for documentation, including:
    - Discuss how Documentation is an integral part of the process and how individual agencies may be different.
    - Discuss how Professional Practice Supervision is an essential part of personal growth for pre- and post-crisis.
- **Self-Awareness, Self-Care, and Advocacy:** Understand the critical role of these concepts as follows:
    - Provide a basic overview of how Peer Support Professionalism 24/7/365 can help to reduce stigma.
    - Person-First Recovery Language.
    - Self-Care
    - Presence, Dress, Body Language
    - Compassion fatigue and burnout
    - Hobbies, Respites, Personal time
    - Personal therapy

PERFORMANCE STANDARDS AND EXPECTATIONS

In the application, the applicant shall provide the following:

1. **Organizational capacity and relevant experience:** Expertise in developing the course to equip peers and address documented gaps in access. The course must not exceed 20 hours and be designed for virtual delivery (over Zoom, Teams, or any other video conferencing platform) across North Carolina.

2. **Training Delivery:** Enhance and expand knowledge of emerging trends in justice-involved peer support across the state. Include proof of the applicant organization's capacity and experience in successfully training across the state at a minimum cost to participants.

3. **Proposed budget and justification:** Include a budget justification and outline of the cost-effectiveness of the proposed activities. Conform to all allowable

expenses as outlined in the DMHDDSUS budget guidance through the NCCPSS Program.

4. **Training Sustainability:** Include an explanation of the potential for sustainability and the long-term impact of the developed course on the target beneficiaries and the broader community.

5. **Evaluation and reporting plan:** Include a plan to update the NCCPSS Program on progress with the course development. This incorporates plans for an evaluation to ensure training fidelity.

GENERAL INFORMATION ON SUBMITTING APPLICATIONS

1. **Award and Rejection:** All eligible applications will be reviewed according to the criteria outlined. The award will be granted to the agency or organization whose proposed budget and training development capacity best serve the interests of the NCCPSS Program. The NCCPSS Program reserves the right to reject any application that does not align with its objectives. Successful applicants will be notified by January 15, 2026.

2. **Cost of Application Preparation:** All expenses related to preparing or applying are the sole responsibility of the agency or organization. The NCCPSS Program will not reimburse any pre-award costs incurred by applicants.

3. **Elaborate Applications:** Detailed or elaborate applications, such as brochures, promotional materials, or other presentations beyond what is necessary to submit a clear and complete application, are discouraged.

4. **Oral Explanations:** The NCCPSS Program will not be held responsible for any oral explanations or instructions provided at any stage of the competitive process or after the grant has been awarded.

5. **Reference to Other Data:** Only information submitted in direct response to this RFA will be considered for evaluation; references to previously submitted materials will not be accepted.

6. **Titles:** The titles and headings used in this RFA, and in any subsequent RFAs, are provided for convenience only and carry no legal or binding effect.

7. **Form of Application:** Each application must be submitted using the form provided by the NCCPSS Program and, if selected, will be incorporated into the agency's Performance Agreement (contract).

8. **Exceptions:** All applications are subject to the terms and conditions outlined in this document. All responses will be assessed based on these terms. Any additional or alternative terms and conditions introduced by an agency or organization may result in the rejection of the application. Funded agencies and organizations must agree to and adhere to all provisions specified in the Performance Agreement (contract).

9. **Advertising:** By applying, agencies and organizations agree not to use the results of the application process, in whole or in part, for any news release, publicity, or commercial advertising without the prior written consent of the funding agency.

10. **Right to Submitted Material:** All responses, inquiries, or correspondence related to or referencing the RFA, as well as any reports, charts, displays, schedules, exhibits, and other documentation submitted by the agency or organization, shall become the property of the funding agency upon receipt. This includes the final product developed if selected.

11. **Competitive Offer:** Pursuant to the provisions of G.S. 143-54, and under penalty of perjury, the signer of any application submitted in response to this RFA certifies that the application was not prepared collusively and does not violate any Federal or North Carolina antitrust laws.

12. **Agency and Organization's Representative:** Each agency or organization must include with its application the name, address, and telephone number of the individual(s) authorized to bind the agency or organization and to respond to questions or provide clarification regarding the application.

13. **Contract:** The NCCPSS Program, on behalf of the DMHDDSUS, will execute a contract with the recipient of RFA funding (the "Grantee"). Expenditures may commence at the Grantee's site only after the contract has been fully fulfilled. The NCCPSS Program reserves the right to withdraw the award before contract fulfillment.

APPLICATION SUBMISSION PROCESS AND APPLICATION REVIEW

Below is a general overview of the application process and review used to select an organization for this project.

1. **Announcement of the Request for Applications (RFA):** The announcement of the RFA and instructions for receiving the RFA will be posted on the NCCPSS website on November 14, 2025: https://pss.unc.edu/

2. **Distribution of the RFA:** RFAs will be posted on the NCCPSS Program's website and may be sent via email to interested agencies and organizations beginning November 14, 2025.

3. **Information Session:** All prospective applicants are encouraged to attend a virtual information session on November 21, 2025, at 10:00 AM. You may join by logging in at the link: https://unc.zoom.us/s/96170850759

4. **Question & Answer Period:** Written questions concerning the specifications in this Request for Applications will be received until November 28, 2025.

5. **Applications:** Applicants shall submit their application as one single, consolidated PDF file with all required attachments and scanned signatures to: nccpssprogram@unc.edu. Paper mailed and faxed applications will not be accepted.

6. **Format:** The application must be typed on 8.5" x 11" pages with 1" margins. Line spacing should be single-spaced. The font should be Arial and sized 11-point. All pages should be numbered. Use appropriate headings for each section.

7. **Application Deadline:** All applications must be received by 5:00 pm on **December 15, 2025** at email nccpssprogram@unc.edu. Only emailed

applications will be accepted (scanned signatures are acceptable). Faxed or mailed applications will not be accepted. Indicate agency/organization name and RFA number in the filename of each submission and in the subject line of the email.

8. **Receipt of Applications:** Applications from each responding agency or organization will receive an email confirmation if the application is received on time.

9. **Review of Applications:** Applications are reviewed by a three-member committee from the NCCPSS Program and DMHDDSUS, who are peer support services subject matter experts. Staff from applicant agencies are not eligible to participate as reviewers.

   Applications will be reviewed and evaluated by a committee based on completeness, content, experience with similar projects, the qualifications of the agency's or organization's staff, benefit to the State, and other relevant factors. The award of a grant to one agency or organization does not imply that other applications lacked merit; instead, after considering all factors, the selected application was determined to provide the most significant benefit to the NCCPSS Program. Agencies and organizations are reminded that this is a request for applications, and the NCCPSS Program reserves the unconditional right to reject any or all applications if such action is deemed in the best interest of the Program.

10. **Request for Additional Information:** At their discretion, application reviewers may request additional information from any or all applicants to clarify or expand upon the materials submitted. However, applicants are cautioned that reviewers are not obligated to seek clarification. Therefore, all applications should be complete and present the most favorable terms available from the agency or organization.

11. **Assurances:** The contract may include assurances that the successful applicant must execute before receiving the contract and at the time of contract signing.

12. **Additional Documentation Before Contract Execution:** The NCCPSS Program may require more documentation before contract execution. After the award announcement, agencies will be contacted about providing additional documentation to execute the contract.

13. **Application Process Summary Dates**

- 11/14/2025: Request for Applications released to eligible applicants.
- 11/21/2025: Information Session at 12:00 PM
  https://unc.zoom.us/s/96170850759
- 11/28/2025: End of Q&A period. All questions must be submitted in writing by 5:00 pm.
- 12/15/2025: Applications are due at 5:00 pm.
- 01/15/2026: Contract proposed start date

PROJECT BUDGET

Funding Availability

Funding will be provided to the selected organization for up to $100,000 to support justice-involved specialty training. Applicants must submit a reasonable budget that aligns with the project goals. The chosen organization may not apply for another RFA for the NCCPSS Program in the same year.

Budget and Justification

Applicants must submit a budget with line items, each accompanied by a narrative justification for the expense.

Narrative Justification for Expenses

A narrative justification must be provided for each expense listed in the budget.

Each justification should explain how the amount on the line-item budget was

determined and clearly demonstrate the relationship between the cost and the project.

Allowable and Unallowable Costs:

Below are the allowable and unallowable costs for this project.

Allowable Cost	Unallowable Cost
1. **Travel for the contractor on this project.**	1. Advertising and public relations cost.
2. **Staff time for course development**	2. Automobile Costs for Personal Use
3. **Supplies**	3. Contingency Funds for future events that are not certain.
4. **Office/IT (such as software for virtual training)**	4. Entertainment such as social activities.
5. **Instructional material updates**	5. Goods and services for personal use by the organization's employees
	6. Lobbying/Political Activities cost
	7. Major alteration and renovation of where to house the training.
	8. Meals for staff on project (training).
	9. Promotional materials such as gifts, souvenirs, etc.

Travel Reimbursement Rates

Mileage reimbursement rates will be at the university-approved rate of $0.70 per mile.

EVALUATION CRITERIA
PHASE I: INITIAL QUALIFYING CRITERIA

The applicant's proposal must satisfy the following Phase I application acceptance criteria to be considered for further review. Any proposal that receives a "No" response to questions 1-3 of the qualifying criteria will be disqualified from further consideration.

ITEM	APPLICATION ACCEPTANCE CRITERIA	RFA SECTION	YES	NO
1.	Did the applicant meet the eligibility criteria?			
2.	Was the applicant at the information session?			
3.	Did the applicant's proposal include all required items listed in the checklist (pages 14-16) of the RFA, including the assurances and certifications signed by the authorized representative?			
4.	Did the organization have any pending complaints with the state?			

PHASE II: CRITERIA FOR SCORING PROPOSAL/APPLICATIONS

The review team will score qualified applications (made up of NCCPSS Program and DMHDDSUS) staff based on the content, quality, and completeness of responses to the scope of work and how well they address core factors. Overall scores, organizational capacity, catchment area distribution, and diversity of quality

improvement and sustainability plans will determine awards. Applications that do not meet Phase I eligibility or mandatory requirements will not be scored. *All scores must total 100.*

Applications will be evaluated by a committee based on the following criteria:

Evaluation Criteria	Score (%)
Organizational Capacity and Relevant Experience	40
Training Delivery Plan	20
Proposed Budget and Justification	10
Training Sustainability	10
Evaluation and Reporting Plan	10
Supporting Documents	10
Total Score	**100**

APPLICATION
Application Checklist

The following items must be included in the application:

- Cover Letter
- Application Face Sheet
- Applicant's Response/Form
- Project Budget

1. **Cover Letter:** The application must include a cover letter, on agency letterhead, signed and dated by an individual authorized to bind the applicant legally.

Include in the cover letter:
- the legal name of the Applicant agency
- the RFA number
- the closing date for applications.

2. **Application Face Sheet:** This form serves as the application cover page, providing key information about the applicant and proposed project with the

NCCPSS Program. The authorized representative's signature confirms the accuracy of the information, compliance with required assurances and certifications, and acknowledgment that continued compliance is necessary for funding. Please complete the form below.

1. **Legal Name of Organization:**

2. **Name of Individual with Signature Authority:**

3. **Mailing Address**

4. **Street Address (if different from mailing address):**

5. **Contract Administrator**   **Email:**

   Name: **Phone:**

   Title:

6. **Agency Status:**

   ☐ **Nonprofit** ☐ **For-profit** ☐ **Other**

7. **Agency Tax ID Number:**

8. **Agency's URL (Website):**

9. **Current Service Delivery Areas (county(ies) and communities):**

10. **Amount of Funding Requested:**

11. **The governing body of the applicant has duly authorized this document, and I am authorized to represent the applicant. I certify, to the best of my knowledge and belief, that the information provided herein is true, complete, and accurate. I am aware that providing false, fictitious, or fraudulent information, or omitting any material fact, may subject me to criminal, civil, or administrative consequences, including but not limited to violations of U.S. Code Title 18, Sections 2, 1001, and 1343, and Title 31, Sections 3729–3730 and 3801–3812.**

12. **Signature of Authorized Representative:**   13. **Date:**

3. **Applicant's Response:**
   A. **Proposal Summary: (1 Page)**
   The summary should be written after completing the full application to capture all key elements of the proposed project. It serves as the foundation and first impression of the proposal, often being the primary or only section reviewed before a decision is made to move the project forward.
   B. **Organization Background and Qualifications: Describe the organization and its qualifications for funding (3-page limit)**
   Applicants must provide the following information in their proposal:
      1. Mission and Goals: Clearly state the mission and primary objectives of the organization.
      2. Organizational History: Provide a brief overview of the organization's background and development.
      3. Experience and Achievements: Summarize the organization's experience in providing the proposed service, highlighting past achievements, accomplishments, and evidence of impact.
      4. Services Provided in the Last Two Years under contracts (if any).
   C. **A written description of the applicant's approach to the project that meets all requirements and deliverables (3-page limit)**
   Applicants must provide a written description of their approach to the project, clearly explaining how they will meet all requirements and deliverables outlined in the RFA. This section should outline the methodology, strategies, and steps the organization will take to achieve the project goals.
   D. **Sustainability (Steps taken to guarantee ongoing success or continuation of the project beyond the awarded period (1-page limit).**
   This includes future financial backing, staff needs, and sustained community interest.

4. **Project Budget.** Use a template that clearly outlines the line items and the expenditure associated with them.

GENERAL TERMS AND CONDITIONS:

Recipients must follow all requirements outlined in this contract and any related guidelines. The award is contingent upon compliance with the approved scope of

work, budget, and performance standards. Any modifications to program activities, staffing, or budget allocations must have prior written approval from the awarding agency.

- **Compliance with Laws and Regulations:** Awardees must comply with all applicable federal, state, and local laws and regulations. This includes, but is not limited to:
  - o **Nondiscrimination:** Services and employment practices must be free from discrimination based on race, color, national origin, sex, disability, age, religion, sexual orientation, or any other protected category.
  - o **Data Protection and Confidentiality:** All personal and program data must be collected, stored, and shared in accordance with relevant data privacy and confidentiality laws (e.g., HIPAA, FERPA, or state-specific statutes).
- **Conflict of Interest Disclosures:** Awardees must disclose any actual, potential, or perceived conflicts of interest that could impact the contract's performance. This includes financial, personal, or organizational relationships that might influence decision-making or the fair management of funds. The applicant is responsible for establishing policies to identify, manage, and resolve conflicts of interest in accordance with applicable law.

Crisis in Peer Support Outline

No.	Content Area	Key Points	Notes
1	**Overview and Objectives**	Purpose of this training and a brief introduction about Peer Supports Role and Scope of the Peer in a Crisis Situation and on a Crisis Team • Include a brief dialogue of Peer Support Principles and Values in a Crisis • Instruction/emphasis on personal awareness, self-care, and triggers during this course • Explain Objectives (identified in Content Area)	Lived Experience vs Clinical Practices (example: step out if it becomes too much)
2	**Crisis System in NC**	• Emergency Numbers • Emergency Departments • Facility-Based Crisis Centers • Peer Lines/Warm Lines • First Responders • Law Enforcement Crisis Intervention Teams (CIT) • Barriers	
3	**Crisis is defined, and the**	• What is a crisis? How can a crisis look different for everyone?	

| | spectrum/continuum of crisis. | • What are the three Stages of Crisis?
• Talk about the importance of knowing your communities' resources and availabilities.
• Discuss how Co-Occurring Disorders can affect a person and the process in any of the stages of crisis.
  o Brief Discussion about MH/DD/SUD
  o Brief discussion about PTSD.
  o Brief discussion about TBI.
• Discuss the importance of trauma-informed approaches at all stages of crisis.
  o Brief discussion on Adverse Childhood Experiences (ACE).
  o Discuss the importance of trauma-informed storytelling.
  o Recognizing Triggers.
  o Active Listening.
  o Meta Communications Body language.
  o Discuss appropriate self-disclosures.
• Prevention (Pre-Crisis)
  o Talk about the different Pathways to Crisis and how Suicide Prevention strategies can prevent a crisis.
  o De-Escalation and Crisis Resolution
  o Engagement and Resource Connection / Navigation (Community resources)
• During Crisis
  o Re-emphasize De-Escalation and Crisis Resolution strategies. | Prevention or Pre-Crisis, During Crisis, and Post-Crisis |

		○ Re-emphasize the importance of knowing your community's resources and availability. - Post-Crisis / Recovery/ Follow-up ○ Crisis planning and support. ▪ Mutual Aids ▪ Faith-based support ▪ Community-based support ▪ Employers, family, friends ▪ Follow-up	Triggers: include sensory processing and communication challenges. Use CIT De-Escalation and Crisis Resolution Core Principles and Strategies. Abbreviated version NOT the whole CIT class.
4	**The Digital Age and its Impact on both the Peer Specialist and Peer Cohort**	- Describe and explain how the Digital age has impacted Peer Supports both personally and professionally. ○ Discuss how the digital age can be a cause of a crisis. i.e., Cyberbullying. ○ Discuss how the digital age can impact the Peer Support Specialist, post-event.	Include both release and re-release, i.e., Facebook posts

		• Reemphasizes overall HPPA Regulations and includes digital footprints, Release of Information, and Duty to Inform.	

5	**Cultural Competencies**	• Define Cultural Competency and how this can affect a crisis event.
		• Develop strategies to recognize and address one's own implicit bias.
		• Understand how individuals and a community's history, culture, beliefs, values, and needs can affect the crisis continuum.
		• Briefly Describe Specialty Populations.
		   o Older Adults
		   o Youth
		   o LGBTQ+
		   o IDD
		   o TBI
		   o Family
		   o Justice Involved
		   o Veterans
		   o Other marginalized or disenfranchised populations (i.e., EBCI, Latinx)	

6	**Ethics/Boundaries**	• Walk the class through how to access the NCCPSS Code of Ethics from the PSS website and discuss the content	For time's sake, this may be briefly mentioned, as this is also a required

			stand-alone class for CPSS.
7	**Documentation and Supervision**	• Discuss how Documentation is an integral part of the process and how individual agencies may be different. • Discuss how Professional Practice Supervision is an essential part of personal growth for pre- and post-crisis situations.	i.e., handwritten vs electronic. This may be a separate block.
8	**Advocacy for self, others, and the Recovery Oriented System of Care, thus reducing prejudice and/or discrimination. (e.g., stigma)**	• Provide a basic overview of how Peer Support Professionalism 24/7/365 can help to reduce stigma. • Person-First Recovery Language. • Self-Care • Presence	

North Carolina Certified Peer Support Specialist (NCCPSS) Program
Conflict of Interest Disclosure Form

All applicants responding to this Request for Applications (RFA) must complete this Conflict of Interest Disclosure Form. The purpose of this form is to identify any potential conflicts of interest that may affect the applicant's ability to perform services objectively and impartially. Please complete all sections and sign where indicated.

Applicant Information

Organization Name: _____

Primary Contact Name: _____

Title/Position: _____

Phone Number: _____

Email Address: _____

Conflict of Interest Disclosure

1. Please disclose any financial, personal, professional, or other relationships with individuals or organizations that could influence or appear to influence your application or performance under this RFA.

_____

_____

_____

2. If no conflicts exist, please state: I hereby certify that, to the best of my knowledge, no conflicts of interest exist in relation to this application.

Certification and Signature

I certify that the information provided in this Conflict of Interest Disclosure Form is true, complete, and accurate to the best of my knowledge. I understand that providing false information may result in disqualification from consideration or termination of any award.

Authorized Representative Name: _____

Title: _____

Signature: _____

Date: _____

CONCLUSION

Thank you for your interest in this opportunity and for the work you do to advance this initiative. We look forward to reviewing your application and exploring potential opportunities for collaboration. Please ensure that all required documents are submitted by the deadline. If you have any questions or need clarification, please don't hesitate to contact the NCCPSS Program at the University of North Carolina at Chapel Hill, School of Social Work at nccpssprogram@unc.edu.

Your dedication and expertise are greatly appreciated.