

G.V.I.



MORE GRADUATIONS, LESS FUNERALS

# York County Group Violence Intervention

Annual Report  
2024

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## York County Group Violence Intervention

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# WHY GVI?

York became involved with the Group Violence Intervention (GVI) strategy in response to a pressing need for a smarter, more effective approach to gun violence. Traditional enforcement alone wasn't enough to address the complex cycle of group and gang-related violence impacting our neighborhoods. City leaders, law enforcement, and community members recognized that a focused, collaborative strategy, one that combined enforcement, community moral voice, and genuine support, was needed to save lives and rebuild trust. GVI offered a proven model that aligned with York's commitment to both accountability and redemption, and it has become a key pillar in our ongoing work to create a safer, stronger community.

***“Even those with violent pasts are worthy of love, compassion, and success.”***

***- Carrisa Eaddy - GVI Community Voice***

## Our Journey: Building a Safer York through GVI

York's journey with Group Violence Intervention (GVI) began in 2016. Law enforcement led the charge, recognizing the need for a more focused and collaborative strategy to address the violence gripping our community. Early on, there were signs of success, but those victories were limited without sustained, broad-based support. Law enforcement remained committed, but GVI struggled to gain the full engagement of all three critical legs: law enforcement, community, and support services. When the COVID-19 pandemic struck in 2020, the effort faltered further. Call-ins stopped. Custom notifications ground to a halt. GVI, teetered on the edge of collapse.

But York didn't give up.

In 2021, Police Commissioner Michael Muldrow reignited the mission by hiring our first credible messenger, Tiff Lowe, someone with lived experience who could connect authentically with those most at risk. In early 2022, the commitment deepened with creating the Violence Intervention Unit (VIU), a specialized team of officers devoted solely to gun violence prevention and intervention. At the same time, strategic leadership changes and

renewed partnerships breathed new life into the strategy. York doubled down on GVI in 2022, even as that year marked one of the deadliest in the city's history. It would have been easy to walk away, but instead, York leaned in.

By staying true to the mission, we turned a corner. In 2023, we saw a drastic drop in violence. In 2024, the progress continued, with even further reductions in gun-related homicides and non-fatal shootings. Our journey has not been linear or easy. But through persistence, collaboration, and belief that change is possible, York's GVI strategy has matured into a true partnership that continues to save lives and build a safer, stronger city for all.

***"It's not a handout. It's a hand up."***  
***- Diaz Woodard - GVI Community Voice***

## UNDERSTANDING THE STRATEGY

### The GVI Strategy: A Three-Legged Stool

The York County Group Violence Intervention (GVI) strategy is built on the idea that no single group or agency can stop violence alone. Real, lasting change requires a focused partnership. To explain how GVI works, we often use the image of a three-legged stool. Each leg represents one of the core components of the strategy: **Law Enforcement**, **Community**, and **Support & Outreach**. Just like a stool, if even one leg is missing or unstable, the entire structure becomes shaky, or it may collapse altogether.

#### **Leg One: Law Enforcement**

Law enforcement's role in GVI is to apply focused deterrence by identifying and addressing the small number of individuals responsible for the majority of violence. Law enforcement delivers a clear message that violence will not be tolerated and ensures swift and certain consequences when it occurs, but at the same time, it offers a genuine path away from violence for those who are willing to take it. Police agencies work closely with all levels of the criminal justice system to support targeted investigations and effective prosecutions. Their work is not about over-policing communities; it's about holding the right people accountable while helping to make neighborhoods safer for everyone.

#### **Leg Two: The Community**

Community voices are central to GVI. Family members, faith leaders, neighborhood influencers, and credible messengers all play a critical role in reinforcing the message that

violence is not acceptable, not just from a legal standpoint but from a moral one. The community leg provides the moral voice that says, *“We care about you, but the violence has to stop.”* This is powerful because it’s not just police saying it, it’s mothers, uncles, pastors, teachers, and neighbors who speak with love, concern, and accountability. Their involvement gives the strategy legitimacy and emotional weight that law enforcement alone cannot achieve.

### **Leg Three: Support & Outreach**

The third leg is equally vital: offering support, services, and real opportunities to those at the highest risk of being victims of violence or perpetrators. These are individuals often disconnected from traditional pathways to jobs, education, housing, or mental health care. GVI works to connect them with outreach workers, case managers, service providers, and mentors who can help them stabilize their lives and make lasting changes. The message is clear: *“You are not alone. We will walk with you if you choose a different path.”*

## **HIGHLIGHTS OF THE YEAR**

### **Broadening Horizons: Experience and Exposure Trips**

In 2024, the GVI team launched a series of Experience and Exposure Trips, which was a meaningful initiative designed to expand the worldview of young people growing up in the City of York. These trips provided students with the chance to step outside their day-to-day environments, connect with one another, and explore new places, cultures, and possibilities.

Through these trips, they experienced the vibrancy of New York City, the history of Washington, D.C., the natural beauty of the Poconos, and other unique destinations. By bringing students together in new environments, these experiences fostered unity, broadened their perspectives, and reminded each participant that the world is much larger and fuller of opportunities than they may have ever imagined.

These transformative trips were made possible through the generous support of The Rotary Club of York, whose commitment to youth development and community enrichment helped turn vision into reality.



## Partner Spotlight: Job Corps

Job Corps offers students the opportunity to develop practical skills, earn academic credentials, and pursue fulfilling careers, all while residing in a structured, supportive environment.



This past year, Job Corps staff maintained a regular presence at our GVI headquarters in York, creating a strong, on-the-ground connection between our teams. We referred 25 interested students, and we're proud to report that seven are now fully enrolled and on a path toward a brighter future. These outcomes demonstrate the effectiveness of partnership and the importance of providing tangible options for growth, stability, and long-term success.

***“Every Community member has a role to play, whether it’s education, advocacy, or boots-on-the-ground.”***

***- Kelli Masters, RN - GVI Community Voice***

## WINS AND SUCCESSFUL INTERVENTIONS PRESENTED BY OUR PROJECT MANAGER

### Tiff Lowe

#### Wins

##### More Graduations, Less Funerals Cohort at York County Prison.

The GVI team has implemented the MGLF cohort and curriculum, created by Tiff Lowe, to educate individuals in prison on essential life skills, therapeutic conversations, and strategies to assist with their time in prison. Eighteen students participated in this 12-week course, resulting in fewer write-ups, improved decision-making, and a renewed sense of hope for the future.

##### Empowering Community Partners through GVI Training

Since 2022, more than 150 individuals and organizations from the community have participated in GVI training sessions, gaining an in-depth understanding of the GVI



strategy. Upon successfully finishing the program, participants receive a certification affirming their readiness to collaborate with GVI in delivering personalized, door-to-door assistance to individuals at high risk and their families.

***"It is an honor to be just a small part and community partner with GVI"***

***- Kristin Einsig - GVI Community Voice***

## Successful Interventions

### Sides Do Not Matter, Hearts Do

During a trip to the bustling city of New York with eight students, two of whom were GMI members from opposing sides of town, the team was understandably concerned. Their initial interactions were tense and distant, with both students avoiding conversation and making sly remarks that heightened our apprehension.

Once we boarded the train, a moment of serendipity occurred. Both students, having never been on a train before, momentarily forgot their "beef" and shared a spontaneous laugh and a sense of gratitude for the new experience. This fleeting connection was quickly noticed, but they reverted to their previous behavior.

The turning point came during a Broadway show, "The Lion King," where the seating arrangement had them side by side. During the performance, they discreetly shared a puff bar. Observing this, the staff chose to look the other way, realizing that this simple act might bridge the gap between them. From that moment on, they began to engage, laugh, and sit together, indifferent to who might be watching.

By the end of the trip, they had forged an unexpected bond. Today, one of them is enrolled in Job Corps, and the other has found full-time employment. This story exemplifies the power of shared experiences in breaking down barriers and creating lasting connections.

- **Life-Changing Collaboration: GVI and State Prison**

The State prison staff and inmates, inspired by the remarkable work of GVI, extended an invitation to the GVI team to join their Impact of Crime Class.

Both the inmates and staff were profoundly moved by the stories and insights we shared, and the warmth and appreciation we received exceeded our expectations.



The GVI team now has inmates actively working to implement the GVI strategy within the prison walls, creating a mirror of our external efforts by utilizing the resources available to them. This experience, although difficult to fully encapsulate in words, can best be described as life-changing. The tools and techniques shared by the prisoners have been brought back to the community to support our clients further.

***“The commitment GVI has to the youth of York County inspires me and fills my cup”***

***- Kristin Einsig - GVI Community Voice***

As a result of this collaboration, the GVI team has been invited to present at two additional state facilities, SCI Muncy and Pine Grove, further expanding the reach and impact of our efforts.

- **The ROC: A Beacon of Hope and Transformation**

The Reentry Opportunity Center (ROC) has become a cornerstone of the GVI strategy. Commissioner Michael Muldrow and Credible Messenger Luis Berrios generously volunteer their time once a month to connect with inmates who are about to re-enter society, providing not only phenomenal haircuts but also a sense of hope and dignity.



This collaboration has been remarkable in many ways, offering individuals a fresh start and boosting their self-esteem. The GVI team meets with inmates at the ROC twice a month to address their needs as they prepare for release. These inmates, soon to become outmates, are equipped with resources, support, and, of course, a great haircut, aiding their successful reintegration into society.

***“The GVI team is constantly showing up, adapting to community needs, and refusing to take no for an answer to support our community’s youth and strive for more graduations and less funerals.”***

***- Carissa Eaddy - GVI Community Voice***



# LOOKING AHEAD

## GVI Workshops- Thrive Through Peace

These workshops, led by the dedicated GVI Staff, span twelve weeks and offer a variety of transformative activities. Participants can engage in "Pen and Pad" therapeutic writing, join roundtable discussions, explore arts and crafts, and experience the healing power of equine therapy provided by Leg Up Farm.



## Internships

GVI is excited to offer summer internships for individuals aged 16-24. These internships provide a unique opportunity for the younger generation to engage more deeply with their community while gaining valuable insights into GVI's strategy. This experience aims to equip participants with the skills and knowledge needed to make a positive impact, fostering a sense of responsibility and civic engagement. Through hands-on involvement, interns will not only learn about community initiatives but also contribute to the ongoing efforts to create a safer and more resilient York.

## Trauma Responder



Ms. Endi Dabney transitioned from a volunteer to Assistant Project Manager to Trauma Responder, a role that is more essential than ever. GVI will collaborate closely with Ms. Dabney as she works tirelessly to bring peace to the community by responding to all trauma incidents within the city. Her dedication and expertise are instrumental in addressing the immediate and long-term needs of those affected by trauma, fostering a safer and more supportive environment for everyone.

# JOIN THE MISSION: HOW YOU CAN GET INVOLVED

## Volunteer Your Time

Be part of the change. Whether it's lending a hand at events, supporting outreach efforts, or sharing your talents and experience, your time and presence make a real difference. Every hour invested helps build a stronger, safer York.

## Contribute Resources

Support the work of GVI by donating funds, supplies, or services. Your *contributions* directly fuel intervention efforts, community programming, and vital support for individuals ready to change their path. Every gift helps sustain momentum and save lives.

Scan Me to become  
a resource



## Collaborate with Us

If you're part of an organization, business, school, or community group, let's work together. Partnerships are key to expanding our impact, and collaboration drives innovation and multiplies results.

Together, we can continue building safer neighborhoods and brighter futures for York. Ready to get started? Reach out today and join the mission.

## Attend a Custom Notification

Members of the public are welcome to attend our custom notifications, which take place nearly every week. These respectful and direct conversations offer support and accountability to individuals at the highest risk of violence. Your presence as a concerned community member helps reinforce the message that York stands united against violence—and that everyone deserves a second chance.



## Join Our Weekly Community Staff Meeting

Every Friday at 9:00 AM, we host the GVI Community Staff Meeting, and you're invited. These meetings provide updates on the week's violence trends, progress reports on interventions, and an opportunity for real-time collaboration on the next steps. It's a powerful opportunity to hear the work happening behind the scenes and help shape the path forward.



# LAW ENFORCEMENT IN ACTION: 2024 HIGHLIGHTS

## Overview

In 2024, the Law Enforcement leg of GVI remained persistent in its commitment to reducing gun violence through dedication, collaboration, and innovation. The York City Police Department played a pivotal role and focused officers and investigators on preventing and interrupting gun violence while apprehending those responsible.

After celebrating major reductions in gun violence in 2023, we entered 2024 determined to sustain that progress. We knew that without continued pressure and strong collaboration with our partners and community, we risked backsliding. Instead, we built on that success, concluding 2024 with *historic* reductions in gun-related homicides and non-fatal shootings.

Much of this success is rooted in outstanding communication and cooperation within our department and with external partners. Patrol officers were given increased responsibility for firearm-related crimes and were tasked with gathering and sharing critical intelligence. Our collaboration with York County law enforcement agencies, the District Attorney's Office, York County Prison, and Probation Services was vital in driving results and building community trust.

The York City Police Department remains fully committed to creating a safer city for everyone. We're proud of the strides made this year and grateful to our officers, staff, and partners for their unwavering dedication. Together, we continue to build a foundation for lasting change.

## High-Profile Homicide Cases Successfully Prosecuted

The York City Detective Bureau, in partnership with the District Attorney's Office, celebrated significant victories in 2024 by prosecuting high-profile gang-related homicide cases. These outcomes not only delivered justice to victims and their families but also sent a clear message that gang violence will not be tolerated.

## Enhancing Safety with the Knight Watch Camera Systems

In 2024, the York City Police Department purchased several trailer-mounted mobile camera systems to enhance public safety and deter criminal activity. Strategically placed in high-visibility areas, these systems provide 24/7 surveillance, aiding crime prevention, evidence collection, and community reassurance. Their mobility allows for rapid deployment to address emerging trends. The Knight Watch systems have become key to our proactive approach to crime prevention.



## Notable, Even Historic, Crime Reduction

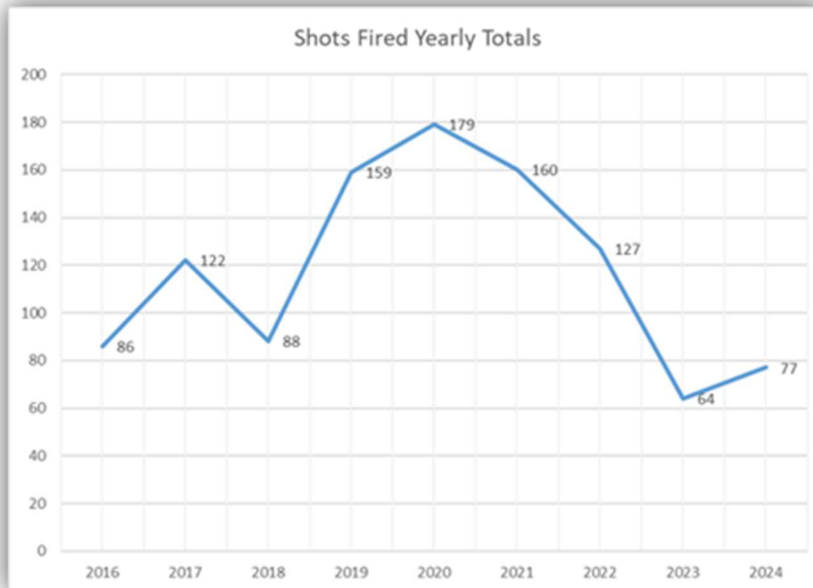
We hailed 2023 as a success in reducing crime. In 2024, we continued that success and hit even more milestones, reflecting our ongoing public safety initiatives. The city recorded the lowest number of gun-related homicides since before digital record-keeping. Non-fatal shootings also saw a dramatic decline, dropping from an average of 49 incidents to just 19, a 61% decrease. Additionally, the City of York experienced an entire quarter without a single homicide, a feat not achieved since 2009. These numbers underscore the progress made toward creating a safer community for all residents.

## Strengthening Intelligence and Courtroom Testimony

The York City Police Department enhanced its crime-fighting capabilities by hiring a full-time intelligence analyst and certifying two officers as gang experts. These accomplishments bring advanced analytical and investigative skills to the department, improving our ability to identify patterns, disrupt group and gang activity, and proactively address violent crime.

***From surveillance to prosecution - York's coordinated strategy is saving lives, powered by mobile cameras, expert gang testimony, and a relentless focus on violent crime.***

# VIOLENCE SNAPSHOT

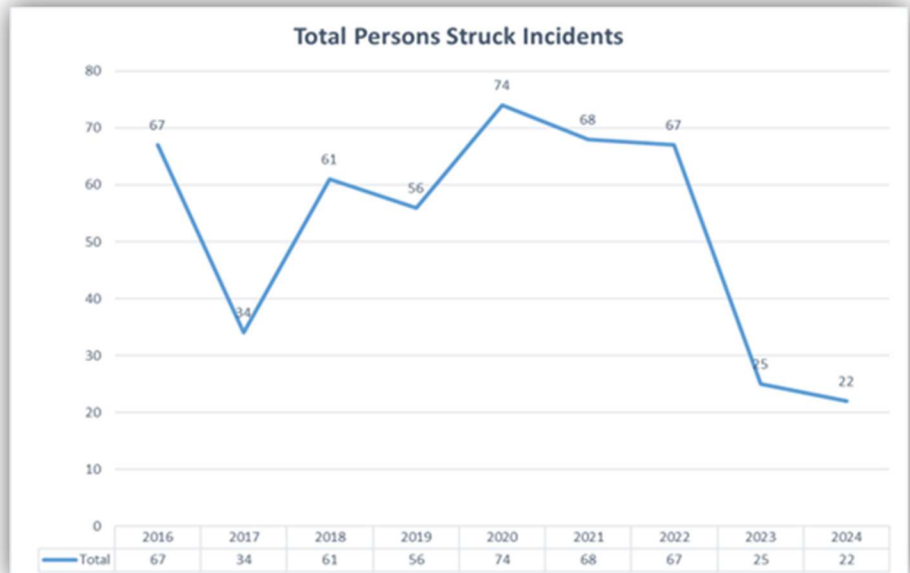


## Shots Fired Calls

The number of shots fired averages about 123 per year. In 2024 we had 77, which is a 37% decrease.

## Persons Struck Incidents

Since 2016, we have averaged 56 persons shot per year. In 2024, we had 22 people shot, which is a 61% drop from the average.



*Our efforts continue to pay off - 2024 saw a 25% drop in firearm-related incidents compared to the long-term average of 319 incidents per year.*



## GOVERNANCE BOARD AND LEADERSHIP TEAM

GVI Project Manager Tiffany Lowe, District Attorney Tim Barker, Mayor of York Michael Helfrich, York City Police Chief Michael Muldrow, York County Probation Chief April Billet-Barclay, US Deputy Chief of the Middle District of Pennsylvania Fran Sempa, WellSpan Chief Quality Officer Dr. Michael Seim, York City School Police Chief Quinn Johnson, Community Leader Jamiel Alexander, Pastor Oscar Rossum, York City Police Chief of Staff Daniel Lentz, and Law Enforcement Lead Lt. Matthew Irvin.



**Dave Sunday**, who served as York County District Attorney and a longtime GVI board member, has now stepped into his new role as Attorney General for the Commonwealth of Pennsylvania. Dave was known for his unwavering commitment to both accountability and redemption. Under his leadership, the DA's office was restructured to prioritize GVI, which played a critical role in securing several major gang-related convictions. His support for focused deterrence laid the foundation for much of the success we've seen.



**Bruce Brandler**, Criminal Chief for the U.S. Attorney's Office for the Middle District of Pennsylvania, retired in January of 2025 after years of faithful service on the GVI Governance Board. From the early days of the strategy, Bruce brought leadership, insight, and a deep belief in the mission. His impactful speeches during our call-ins left lasting impressions on those we sought to reach.



**Kiuana Henderson**, who joined GVI in January 2023 as our first Assistant Project Manager, has transitioned to focus on her real estate career. She also began working as a family-based therapist, which further developed her background in education and deepened her passion for strengthening family relationships. Kiuana brought both professional excellence and heartfelt compassion to her role. Her professional intellect and deep care for the York community helped move GVI forward during a pivotal time, shaping the program into what it is today.



# APPRECIATING THOSE WHO MAKE IT POSSIBLE

