



Father's On the Move Phone: 919-338-9563
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Chapel Hill, NC 27516 Victor Glover, CEO

March 17, 2026

To: Durham County Sheriff's Office

From: Victor Glover, CEO/Executive Director

Subject: Sole Source Justification for Pre- and Post-Release Mentoring Services

Dear Procurement Officer / Sheriff's Office Representative,

This letter serves as a formal justification for the sole source procurement of pre- and post-release mentoring services from **Father's on the Move, Inc.** for individuals under the supervision of the Durham County Sheriff's Office.

1. Unique Qualifications and Expertise

Father's on the Move, Inc. specializes exclusively in men development, reentry support, and family reunification services for justice-involved individuals. Our program is uniquely designed to address the specific needs of incarcerated and formerly incarcerated men, combining evidence-informed mentoring, life skills development, and parenting education.

Our services include:

- Pre-release mentoring focused on personal responsibility, parenting readiness, and emotional intelligence
- Post-release support including reintegration planning, employment readiness, and co-parenting strategies
- Individualized mentoring plans tailored to each participant's family structure and reentry challenges
- Ongoing case management and accountability tracking

2. Proprietary Program Design

The curriculum and mentoring framework utilized by Father's on the Move, Inc. is proprietary and has been developed through direct experience working with justice-involved fathers and men. This model integrates trauma-informed practices, culturally responsive engagement, and fatherhood-specific interventions not readily available through other providers.

3. Continuity of Care (Pre- and Post-Release Integration)

A critical component of successful reentry is continuity of services. Father's on the Move, Inc. offers a seamless transition from incarceration to community-based mentoring, ensuring participants receive consistent guidance, relationship-building support, and accountability. This continuity significantly reduces recidivism risk and improves family outcomes.

4. Proven Community Impact

Fathers on the Move, Inc. has demonstrated success in:

- Strengthening family relationships and increasing father engagement
- Supporting successful reintegration into the community
- Reducing repeat system involvement through structured mentorship
- Collaborating effectively with local agencies and community stakeholders

5. Lack of Comparable Providers

To our knowledge, no other provider in the region offers the same comprehensive, fatherhood-specific pre- and post-release mentoring model with integrated continuity, culturally competent engagement, and targeted reentry support for fathers.

6. Alignment with Agency Goals

These services directly support the Durham County Sheriff's Office mission to enhance public safety, reduce recidivism, and promote positive community outcomes.

Strengthening family bonds and supporting responsible fatherhood are key factors in long-term behavioral change.

Conclusion

Based on the specialized nature of these services, the proprietary program structure, and the demonstrated need for continuity of care, it is respectfully requested that Durham County Sheriff's Office approve a sole source contract with Father's on the Move, Inc.

Please feel free to contact me at 919-338-9563 or bishopglover7@gmail.com for additional information or documentation.

Sincerely,

Victor Glover
CEO/Executive Director
Father's on the Move, Inc.