

HAYTI REBORN - JUSTICE MOVEMENT

Durham County Contract Scope of Service

DESCRIPTION OF THE ISSUE

Durham County lacks coordinated reentry services for individuals with criminal justice system involvement. Despite multiple organizations offering valuable support, the fragmented system creates barriers that undermine successful reentry. Between facilities releasing individuals daily and organizations operating independently, returning citizens face duplicated intake processes, conflicting requirements, and service gaps that contribute to Durham County's 67% recidivism rate.

The Hayti Reborn – Justice Movement (HR-JM) addresses this challenge through centralized coordination.

PROJECT DESIGN AND IMPLEMENTATION

Hayti Reborn-Justice Movement is a 501(c)(3) nonprofit organization that serves as a centralized hub, coordinating community-based organizations, law enforcement agencies, and service providers into a cohesive network focused on interrupting recidivism. This collaborative framework systematically addresses the factors that contribute to criminal justice system reengagement, including lack of employment, housing instability, unresolved trauma, and limited access to support systems.

Through strategic partnerships and coordinated service delivery, HR-JM ensures that individuals with criminal justice system involvement receive comprehensive, wraparound support from the moment of reentry through long-term community integration. This approach reduces duplication, fills service gaps, and creates accountability across the network of providers serving Durham residents.

Addressing Service Coordination Challenges

The primary challenge to effective reentry services is fragmented service delivery. When organizations operate independently without coordination, gaps emerge that reduce reentry success rates. HR-JM addresses this by building a coordinated network that connects service providers, eliminates duplication, and ensures participants receive comprehensive support.

Benefits of Coordinated Service Delivery

By connecting organizations working with the same individuals, HR-JM enables:

- Organizations to focus on their core competencies

- A centralized location where participants can attend programming and receive services
- Consistent guidance and leadership ensuring all groups operate within a unified framework
- More efficient and effective service delivery that meets organizational and community needs

Organizational Capacity and Leadership

Hayti Reborn-Justice Movement has the leadership experience necessary for interrupting the cycle of recidivism within Durham County. The two co-founders/co-executive directors each served more than thirty years in law enforcement before retiring at the top of their fields. This expertise informs HR-JM's comprehensive approach, which provides wraparound services with unified community resources, alternatives to violence, combined reentry services, workforce readiness, and mentoring for Durham residents.

Instead of requiring participants to search for resources across multiple locations, HR-JM provides a single location where resources are readily available and employment opportunities that do not require a college degree are accessible to employment-ready participants.

POPULATIONS SERVED

HR-JM serves the following populations:

1. Male and Female Individuals with Criminal Justice System Involvement (Adult and Youth)
2. Children and Families of Returning Citizens
3. Durham County Communities
4. Local Community-Based Organizations who service Durham residents
5. City/County Criminal Justice Officials
6. Schools and Community Employers
7. Corporations Seeking Durham Employees, such as Research Triangle Park (RTP)

THE HR-JM PROGRAMMING APPROACH

Outreach and Assessment

HR-JM's community outreach partners have established relationships with Durham residents reentering from incarceration and individuals at high risk of criminal justice system involvement. HR-JM's goal is to serve at least 150 participants annually. In the previous year, HR-JM exceeded this goal by serving 176 participants with 751 services.

Each participant is assigned a dedicated Care Manager who coordinates their services and supports plan development throughout their time in the program.

Upon enrollment, each participant receives comprehensive assessments in the following areas:

- Educational background and needs
- Mental health status
- Substance abuse history and treatment needs
- Employment readiness
- Housing stability
- Transportation access

These assessments identify individual service needs and inform HR-JM's understanding of community-wide service gaps. Based on assessment results and research-based best practices, participants receive access to services in the following areas:

- Criminal justice-related support
- Economic assistance
- Educational and vocational training
- Health and wellness (including mental health and substance abuse treatment)
- Job training and placement
- Housing assistance
- Mentoring
- Life skills development
- Recreational opportunities

Housing and Transportation

Stable housing is a foundational need that must be addressed before participants can engage effectively in programming. HR-JM mobilizes all partnerships and resources to ensure participants have access to safe, stable housing.

Transportation is provided throughout all stages of program participation, including workforce development, education, and service appointments. HR-JM arranges bus passes, ride-sharing, and other transportation options to eliminate barriers to participation.

Inspirational and Emotional Support

Participants who desire spiritual or faith-based support are connected with communities that align with their personal beliefs, including:

- Traditional faith organizations
- Meditation or alternative emotional guidance
- AA, AL-ANON, and NA 12-Step Programs

- Other resources as requested

HR-JM is not affiliated with any faith practice, and participation in this area is entirely voluntary.

Assessment Review and Partnership Development

After assessment completion, participants meet with their Care Managers to collaboratively develop an individualized success plan. These sessions are participant-driven, with Care Managers serving as facilitators and resource connectors rather than prescribing predetermined outcomes.

Success is defined by each participant based on their personal goals and needs. The focus is on identifying resources that enable participants to recognize their value and contribute productively to Durham communities.

Implementation of Participant Plans

After the success plan is developed, participants review and sign a partnership agreement that formalizes the plan and outlines expectations and commitments for both parties. HR-JM then coordinates with the participant and community-based organizations to implement the agreed-upon goals through a wraparound service model.

Wraparound services address multiple participant needs simultaneously rather than treating issues in isolation. This comprehensive approach recognizes that successful reentry requires coordinated support across housing, employment, education, health, and other life domains. As demonstrated in the previous year when HR-JM served 176 participants with 751 services, the program provides holistic, multi-faceted support averaging more than four services per participant.

While each plan is individualized, all agreements include a core commitment to non-violence, including participation in conflict resolution programming and adherence to program behavioral expectations. Goals are research-based, measurable, and achievable to support data collection for annual reporting and provide tangible progress markers that motivate participants.

Participants receive a living wage of \$15 per hour for time spent in HR-JM classes, training sessions, and structured program activities, recognizing the value of their engagement and supporting their economic stability during the program.

Education and Preparation

Upon entering the partnership, participants engage in programming tailored to their goals, which may include:

- Educational enrollment
- On-the-job training
- Substance abuse treatment
- Entrepreneurship programs
- Soft skills and communication training
- Direct employment placement
- Enrollment in partner organization programs

Each participant is paired with a mentor who provides guidance, support, and accountability.

Mentors include professionals from Durham County organizations such as:

- Durham County Criminal Justice Resource Center
- Durham County Sheriff's Office
- Durham Chamber of Commerce
- US Attorney's Office for the Middle District of NC
- Other engaged Durham residents committed to community service

These mentoring relationships demonstrate the importance of community connection and provide participants with role models who exemplify civic engagement and giving back to Durham communities.

Community Partnerships and Employment Pipeline

HR-JM has established partnerships with 60+ community-based organizations that provide services, resources, training, and employment opportunities to participants. These partnerships create a sustainable pipeline that leads to vocations and jobs.

In return, HR-JM supports partner organizations by:

- Streamlining coordination between mission-driven organizations
- Providing capacity-building resources
- Supporting community events

Through HR-JM's employer partnerships and job placement coordination, employers recognize that HR-JM participants have the support, education, training, and accountability to become productive members of the Durham workforce.

HR-JM conducts job fairs and participates in community conferences throughout Durham County, including rural areas, to ensure services are offered to all Durham residents.

Ongoing Support and Participant Growth

HR-JM's approach is dynamic and responsive to emerging challenges and new research. Participants become part of a supportive community that values them during struggles and

celebrates their successes. Successful participants may be invited to mentor newly enrolled individuals, creating a cycle of support and community engagement.

PERFORMANCE MEASUREMENT AND REPORTING

HR-JM will submit quarterly reports to the Durham County Manager's Office and the Director of Community Intervention and Support Services measuring the following key performance indicators:

Participant Engagement

- Attendance rate Percentage of scheduled sessions attended
- Retention rate Percentage of participants who persist through program completion

Training Outcomes

- Course completion rate Percentage of participants who complete training courses
- Training pass rate Percentage of participants who successfully pass training courses

Service Delivery

- Assessed needs met Percentage of participants receiving wraparound services
- Participant satisfaction rate Percentage of participants satisfied with HR-JM services

Employment Outcomes

- Participants employed Percentage of participants who become employed through HR-JM

FUNDING AND REPORTING SCHEDULE

Funding Request: \$500,000 for a one-year period

Quarterly Report Schedule:

- Quarter 1 (July 1 September 30): Due October 31
- Quarter 2 (October 1 December 31): Due January 31
- Quarter 3 (January 1 March 31): Due April 30
- Quarter 4 (April 1 June 30): Due July 31

Each quarterly report will include activities, key performance indicators, and outcomes.

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