



Service  
Outcomes,  
Impact and  
Funding Trends

*Presentation to the*

# Durham Board of County Commissioners



Budget Work Session  
Monday, June 2, 2025

*Lisa “L.A.” Jones, Executive Director of Operations  
Steven W. Chalmers, Executive Director of Programs*



# Rebuilding our **VILLAGE** one **BRIDGE** at a time.

## Our Vision

To develop a one-stop shop for Black, Brown and Justice-Involved residents from marginalized communities with the purpose of improving inequities within the social, economic and criminal justice systems.

## Our Mission

To develop and coordinate a total Durham partnership, comprised of existing programs, resources and organizations to enable access and seamless entry to comprehensive service for community member success.

[www.hrjm.org](http://www.hrjm.org)



# Why We Are Here

## Historic Funding Trends

- How the County's past funding was spent
- How HR-JM's have evolved
- What we have learned or adjusted
- Why continued funding is a smart investment

## We're not here to ask....

We're here to **show** you why continued investment in HR-JM isn't charity, it's strategy.



# Behind Every Number Is a NAME...

Every statistic we will share represents more than a data point - it represents a life.

We share this information because it is necessary to secure the resources our community needs. But we refuse to do so in a way that reduces people to numbers, especially those who have already spent too much of their lives feeling unseen.

So, before we share one participant's journey, we pause to say this:

They are not just a case. They are not just a chart.

They are **strong, resilient**, and **they belong** in this community.

**We are proud to call them our neighbors.**

# Strategic Use of County Funds

## Why Some funds Remain Unspent to Date:

- Time-limited federal and ARPA funds had strict spending deadlines
- County dollars offer long-term flexibility with no immediate expiration
- Spending has been sequenced intentionally to avoid forfeiting restricted funds

## Our Strategy

- Prioritized use of expiring funds first
- Reserved County funds to sustain and expand core programming
- Ensures service continuity and strategic growth into FY24/25

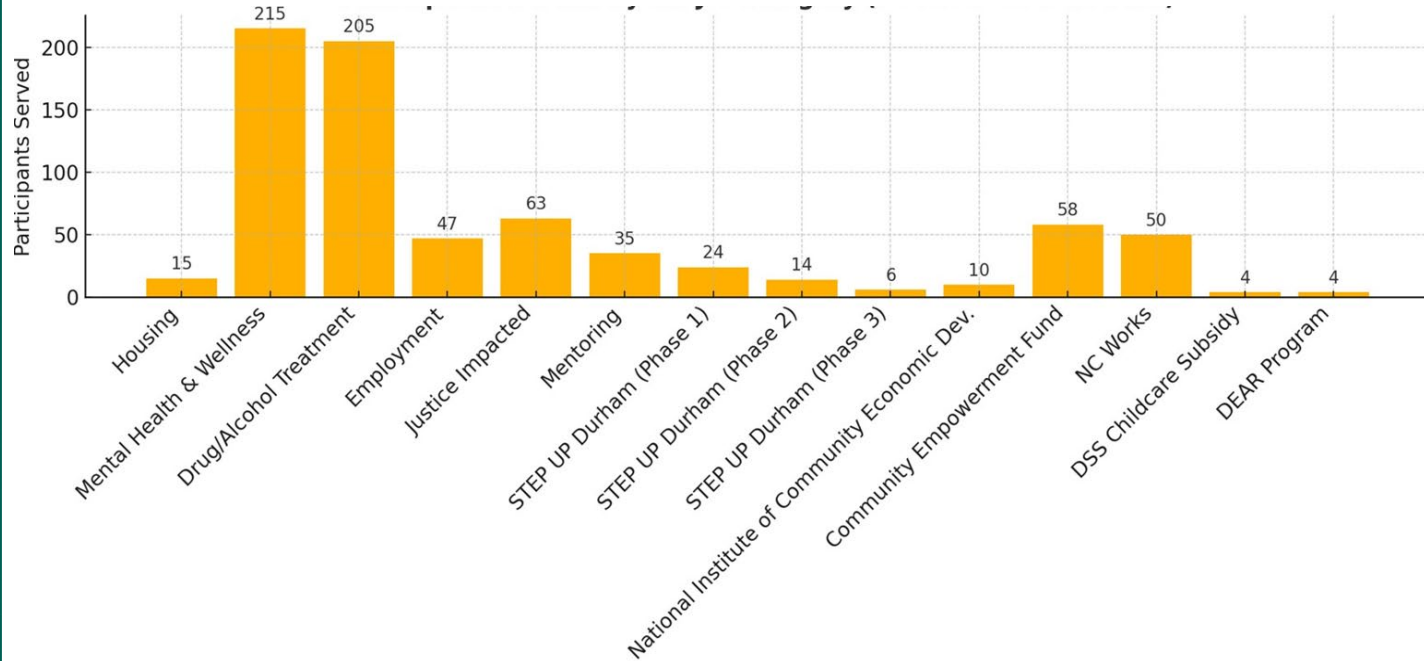


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**Who We  
Serve &  
Why It  
Matters...**

**Participants Served: 178**  
**Services Provided: 750**





# Launching Lives Through Learning

Our participants have demonstrated remarkable growth through – but the journey often begins with BRIDGE, our flagship initiative created in partnership with Durham Technical Community College.

This isn't just a program – it's a launchpad. BRIDGE moves beyond the classroom, connecting learning to leadership, entrepreneurship, and community reinvestment.

It is the foundation from which our participants rebuild not just careers, but confidence and purpose.



# The BRIDGE Program – Built for Us. By Us. With Purpose.

- Stands for **B**uilding, **R**einventing, **I**mproving, and **D**eveloping **G**reat **E**mployees and **E**ntrepreneurs
- Represents our highest standard of holistic, justice-informed workforce training
- PIVOT Assessment - evaluates interests, aptitudes, and readiness for career, employment, and education.
- Student stipend of \$15.00/hour, transportation allotment, and educational supplies



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# The BRIDGE Program – Built for Us. By Us. With Purpose.

90+ hours of in-person instruction includes:

- Communicating with Purpose
- Working Smart
- Technology Awareness for the Workplace
- Making Dollars Work / Achieving Platinum Plus
- NC Works Training Centers for Careers



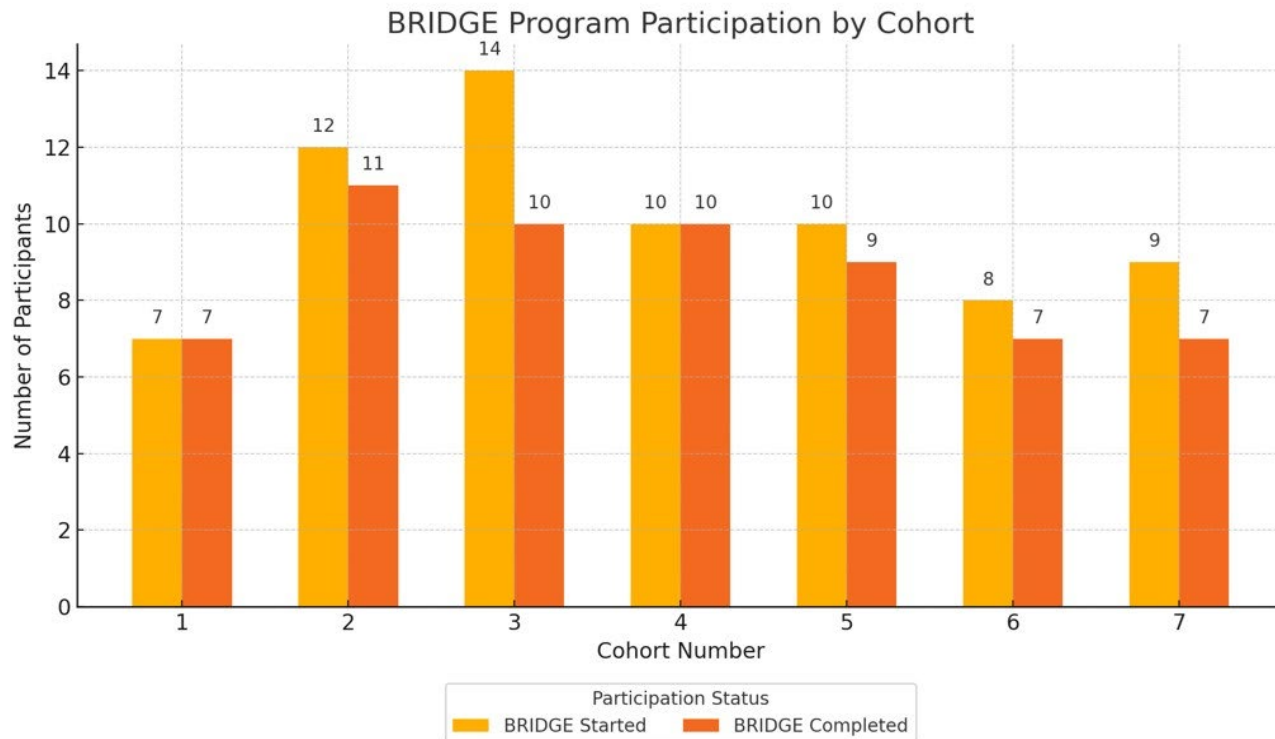
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**Who We  
Serve &  
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# BRIDGE Program

Cohorts 1 – 7

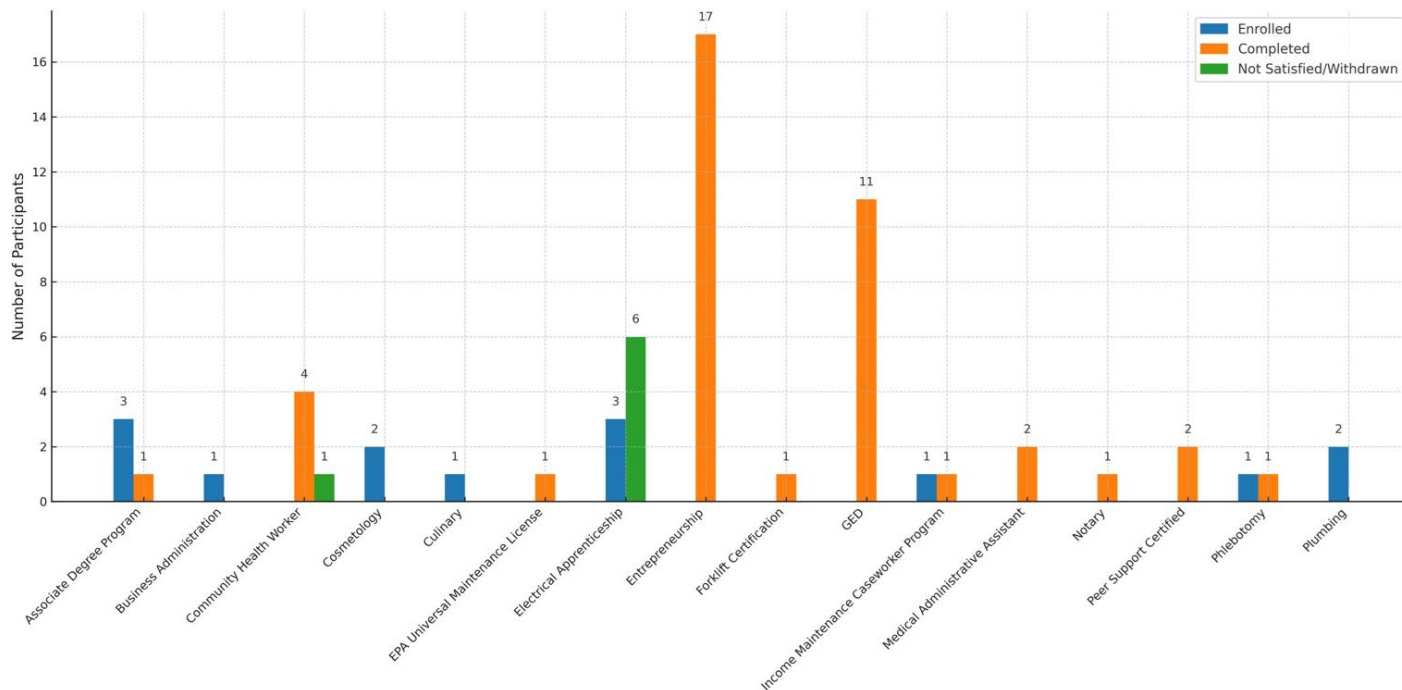




## The Education Continues

# Program Completion Rates

Continuing Education Program Outcomes (FY 2024-2025)  
Total Participants: 63



# Expanded Training & Certification Pathways

## **National Institute of Community Economic Development**

HR-JM's entrepreneurial participants receive:

- Licensing, capital, and policy/procedure support
- Connections to Black-led business ecosystems
- Access to culturally relevant entrepreneurship training

## Expanded Training & Certification Pathways cont'd

### **Apprenticeship Programs in Skilled Trades**

- Current Enrollment:
  - 3 in Electrical Systems Technology
  - 3 in Construction Trades
- Partnership with SKK Electrical and Durham Tech
- Includes Plumbing, HVAC, Welding, Carpentry, and Pre-Construction Training
- Leads to industry-recognized certifications and direct job placement



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# Employer Impact

## Officially Accepted HR-JM Referrals

Duke University

H2Go

LiveFast Motorsport

BP Gulf

Food Lion

GP Campbell's Body Shop

Coca Cola

Brown Brothers

Burlington Coat Factory

Flagship

SKK Electric

RDU Airport

City of Durham



# Workforce Training Partners

## *Helping Lift The Barriers to Employment*

- **Durham Technical Community College** – Technical & continuing education, BRIDGE program host
- **The National Institute of Minority Economic Development** – Entrepreneurship & business readiness
- **SKK Electric** – Electrical Systems apprenticeship & hands-on job site training
- **StepUp Durham** – Workforce readiness, mentorship, and conflict resolution coaching
- **Vance-Granville Community College** – Trade skills, CDL training, and certification pathways
- **NC Works** – City of Durham workforce development system





## **How HR-JM Has Evolved...**

### **Our Journey of Growth, Self-Reflection and Lessons**

Last year, during our organizational assessment, Steve and I asked the hard question: If our participants are receiving biopsychosocial assessments at intake, why aren't more of them succeeding?

Instead of placing blame on participants, we looked inward—and realized something critical was missing.

And we made adjustments.....



## Adjustments We've Made

- **Dr. Rodney E. Harris** to lead clinical care assessments.
- Reoriented our intake process based on his evaluations to determine readiness for workforce/education vs. the need for healing.
- Accepted **education numbers might decline** as we prioritized mental health and substance use treatment.

### **Listened to our community, who told us:**

- BRIDGE-style program tailored for disengaged youth ages 16–20, (60% of crime in Durham.)
- Reimplement **public health approach to violence prevention**, treating it as a contagious disease, just as is being done with the opioid crisis.



# Rodney E. Harris, PhD, LCMJC-S, NCC, BC-TMH, CBSPC

*Chief Clinical Officer, The E.T.C. Group and Associate Professor, The Chicago School*

## **As HR-JM's Clinical Advisor & Change Agent**

- Reviews every clinical care assessment submitted to HR-JM.
- Determines whether participants are ready to enter programming or need intervention first.
- Led the charge in helping us certify as a **trauma-informed organization**.

## **Why Trauma-Informed Care Matters**

- Recognizes the lasting impact of systemic and personal trauma.
- Builds trust through emotional safety and cultural responsiveness.
- Helps our staff respond, not react, to participant behaviors.
- Dr. Harris has become an indispensable voice in HR-JM's evolution, reminding us that **healing must come before transformation**.





## How HR-JM Has Evolved...

### Strategic Decisions That Mark Our Growth

1. Our participants needed **full clinical care assessments** from licensed mental health professionals - not just intake screenings.
2. Many participants expressed a desire to work with a **Black male mental health provider** they could culturally relate to and trust.
3. We **cut back on consultant hours** - now that we're on our feet and creating best practices for our innovative approach to redirect funds toward sustainable participant support.
4. We **welcomed two new members to our Board of Directors**, strengthening our governance and community leadership.



# NEW HR-JM Board Members

**Dennis  
McCaskill**

**Areas of Strength:**

- Marketing
- Business Development
- Client Assessment
- Banking
- Investment Management & Advisory
- Revenue Growth
- Leadership



**Jada H. Smith**

**Areas of Strength:**

- Nonprofit Leadership
- Ops Management
- Strategic Planning
- Human Resources
- Community Relations
- Workforce Development



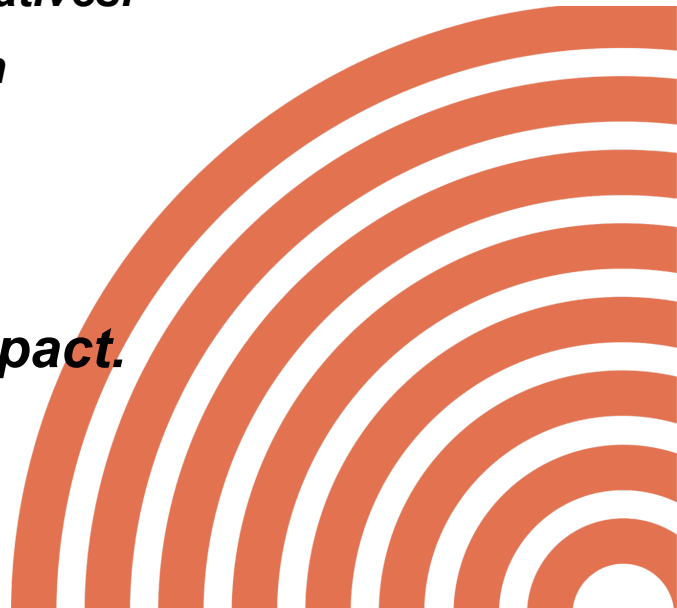
# Alright, let's make it official

This is the part where I smile, pause dramatically,  
and ask for the money.

***\$500K for sustaining operations + \$1M for two new initiatives.***

***Youth BRIDGE and re-implementation of a public health  
approach to the prevention of violence.***

***We've done the work. Now let's scale the impact.***



# Thank you for your time

## Questions and Answers



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