



Virginia Community Action Re-Entry System, Inc.



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Fiscal Year 2015-2016 marked many advancements in the VA CARES reentry program and the structure of our service delivery model. VA CARES has transitioned to an evidenced-based format that utilizes the “Thinking for a Change” cognitive-behavioral therapy curriculum. It’s been shown that the highest rate of success in preventing recidivism occurs when an individual receives services within six months of release from incarceration. VA CARES serves individuals in this time frame and assesses each returning citizen to determine their criminogenic factors and provide essential services to assist them in successfully reintegrating into their community. Through the dedication and determination of our administrative and service delivery staff, VA CARES strives to provide each qualified returning citizen with the resources and services best suited to their needs, thus improving the quality of life for those returning from incarceration, their families, and their communities. Encouraging reentering citizens to return to society as productive individuals who can improve their own financial well-being (as well as the financial well-being and safety of their community) will continue to be the driving force behind VA CARES.



Ann M. Fisher

To lead a state-wide network of re-entry programs that reduces recidivism, promotes public safety by advocating for ex-offenders, and provides supportive services to help them live successful lives.



OUR CENTRAL OFFICE

Executive Director - Ann M. Fisher

Ann Fisher has served as Executive Director for VA CARES since 2003. Before joining VA CARES, she worked for the Federal Bureau of Investigation for 14 years and Total Action for Progress (TAP) for five years. She sat on the Board of Directors for the Dumas Hotel and the Inner City Athletic Association, and she is currently Secretary on the Board of Directors for the Virginia Community Action Partnership. As an expert in the field of reentry, Mrs. Fisher served as an advisor for the 2015 Governor's Prisoner and Juvenile Reentry Council on statewide reentry reform and is a member of the Virginia 4 Reentry: PAPIS Coalition.



Chief Operations Officer - Anthony West

Anthony West has over 16 years of experience in reentry and has served as the Chief Operations Officer for VA CARES since 2007. As Chief Operations Officer, Mr. West oversees eight direct service sites and supervises 23 service site staff members. Over the years, he has refined the agency's training and monitoring procedures and has enhanced program performance across the state. Mr. West has a Bachelor's degree in Social Work and certifications in Group Therapy, Choice Theory Counseling, Basic Mediation, Motivational Interviewing, Thinking for a Change, and Life Skills Education. He has been featured in several publications and is now in the process of writing a book about his life experiences.



OUR CENTRAL OFFICE

Chief Financial Officer - Don Jones

A certified Business Administrator through Virginia Community Action Partnership and a National ROMA Implementer, Don Jones has served as Chief Financial Officer at VA CARES since 2004. Mr. Jones is responsible for all financial activities, including budgeting, financial monitoring, and maintaining compliance with the agency's state and Federal funders. He holds multiple accounting certifications from CAPLAW and other organizations. Prior to joining VA CARES, Mr. Jones worked as an accountant for 13 years.



Human Resources Coordinator/Finance Assistant - Angella Nicely

Angella Nicely joined VA CARES in 2013 as a Match Support Specialist for the agency's Second Chance Act mentoring program. She was promoted to Finance Assistant in 2014 and Human Resources Coordinator in 2015. Mrs. Nicely is responsible for administering employee health and welfare plans, resolving benefit related problems, and ensuring effective utilization of plans and positive employee relations.



Executive Assistant/Training Coordinator - Aisha Kirtley

As the Executive Assistant/Training Coordinator, Aisha Kirtley is responsible for managing agency purchases and training arrangements, coordinating information to and from the Executive Director, and overseeing and maintaining the agency's data system. She also coordinates annual statewide staff trainings in evidence-based practices, as well as Department of Criminal Justice Services' mandated trainings for new staff. Before to joining VA CARES in 2006, Aisha worked for Total Action for Progress (TAP) for five years.



Client Services

Risk and Needs Assessment:

VA CARES provides risk and needs assessment to all participants at program entry using the (Modified) Offender Screening Tool, an evidence-based assessment approved and used by Virginia probation and parole offices. Risk and needs assessment allows VA CARES to tailor services to meet the unique needs of each participant and determine appropriate service dosage.

Case Management:

Participants take part in weekly one-on-one case management sessions with VA CARES Case Managers who ensure that participants' reentry needs are met. During sessions, staff may make referrals for additional services.

Motivational Interviewing:

Case management and peer support group sessions incorporate Motivational Interviewing, an evidence-based counseling technique to enhance participants' intrinsic motivation for positive change.

Cognitive-Behavioral Therapy:

VA CARES incorporates the Department of Corrections' Thinking for a Change (T4C) model into case management sessions and support groups. T4C is a cognitive-behavioral change program that discourages criminogenic thinking and behaviors, reducing the likelihood of recidivism.

Peer Support Groups:

Participants work in a group setting with Case Managers to discuss the challenges and successes they encounter while reintegrating into the community. Support groups also incorporate life skills training to prepare participants for self-sufficiency. Support groups facilitators are trained using the evidence-based Facilitation Skills for Offender Groups curriculum.

Emergency Aid:

VA CARES provides emergency assistance to participants in need, including food, clothing, transportation assistance, and funding to apply for identification and other important documents.

Job Readiness and Employment Assistance:

We provide one-on-one job readiness training that includes resume and cover letter writing, interviewing skills, workplace etiquette, and more. After completing training, VA CARES connects participants to a wide array of employer partners who are willing to train and/or hire those who are qualified.

Statewide Advocacy

Restoration of Rights:

VA CARES assists participants with applying to have their voting rights restored, as well as serves as an organizational advocate for voting rights reformation in Virginia.

Ban the Box:

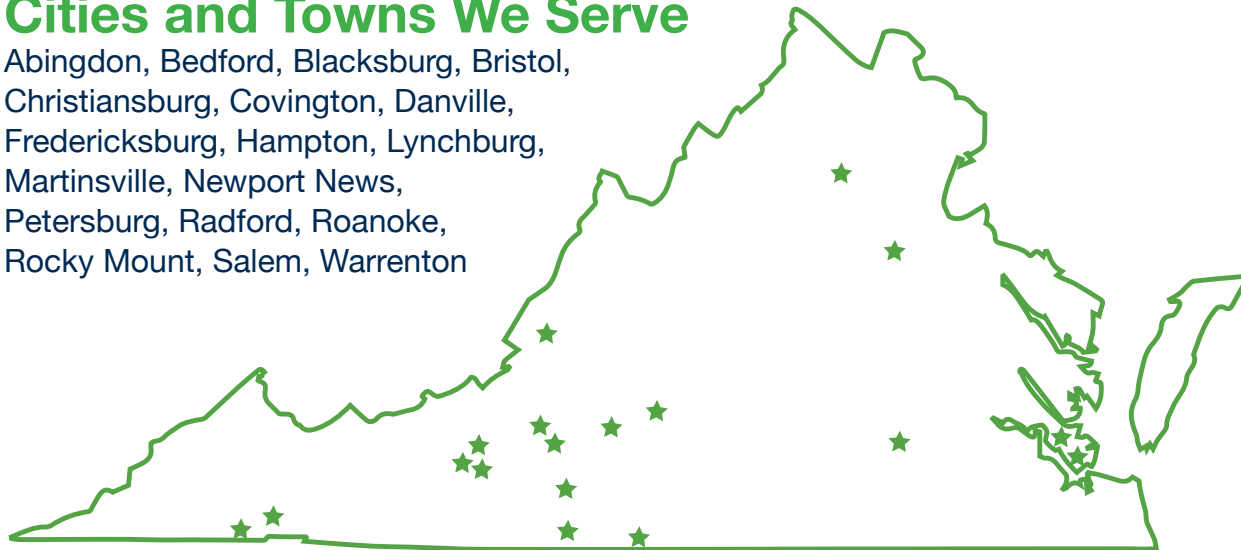
VA CARES participates in the international Ban the Box campaign, which encourages employers to stop requiring that job applicants check a box indicating their criminal history on job applications. Employers are encouraged to inquire about criminal history later in the application process to encourage fair hiring practices for ex-offenders.



VA CARES provides direct services at eight subcontract sites operated by Virginia Community Action Agencies.

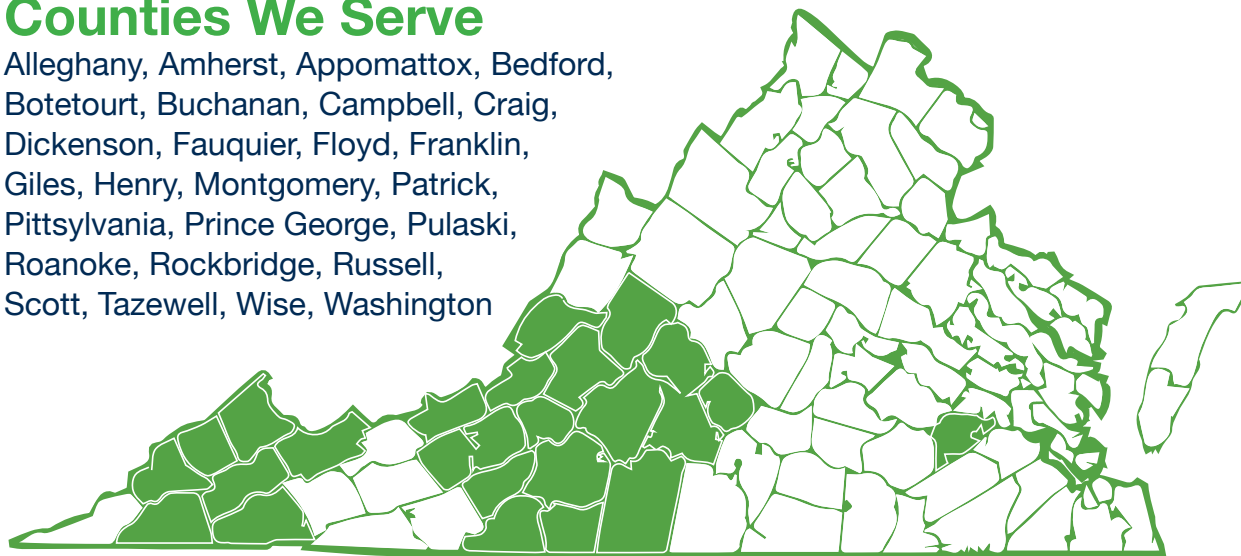
Cities and Towns We Serve

Abingdon, Bedford, Blacksburg, Bristol, Christiansburg, Covington, Danville, Fredericksburg, Hampton, Lynchburg, Martinsville, Newport News, Petersburg, Radford, Roanoke, Rocky Mount, Salem, Warrenton



Counties We Serve

Alleghany, Amherst, Appomattox, Bedford, Botetourt, Buchanan, Campbell, Craig, Dickenson, Fauquier, Floyd, Franklin, Giles, Henry, Montgomery, Patrick, Pittsylvania, Prince George, Pulaski, Roanoke, Rockbridge, Russell, Scott, Tazewell, Wise, Washington



The VA CARES Central Office also serves the entire state of Virginia through our Restoration of Rights and Ban the Box advocacy campaigns.

VA CARES is proud to announce that we have adopted evidence-based practices into our reentry programming. The National Institute of Corrections (NIC) defines evidence-based practice as “the breadth of research and knowledge around processes and tools which can improve correctional outcomes, such as reduced recidivism.” Beginning in 2015, VA CARES has adopted a variety of evidence-based practices that have demonstrated effectiveness in reducing ex-offender recidivism. These practices include:

Thinking for a Change (T4C) - Developed for ex-offenders in cooperation with the NIC, T4C is a cognitive-behavioral change program for ex-offenders that encourages cognitive restructuring, social skills development, and problem-solving skills. T4C is also offered pre-release in correctional institutions across Virginia, allowing VA CARES to reinforce the same curriculum post-release.

Motivational Interviewing - Staff use goal-oriented Motivational Interviewing techniques during case management to reverse participants’ ambivalence and motivate them to seek positive change. Originally developed to assist individuals with substance abuse issues, the NIC recognizes Motivational Interviewing as an evidence-based practice in reentry.

(Modified) Offender Screening Tool (MOST/OST) - Risk and needs assessment is critical to ensuring that participants receive the type of services they need, as well as ensuring that high-risk offenders receive adequate frequency and intensity of services. At intake, participants are administered the MOST/OST which assesses risk and need across nine domains: vocational/financial, education, relationships, residence, alcohol, drug abuse, mental health, attitude, and criminal behavior. MOST/OST aligns with Andrew and Bonta’s Risk-Needs-Responsivity (RNR) Model, an assessment model widely used in reentry and considered an evidence-based practice by the Bureau of Justice Assistance. The assessment tool is also used by probation and parole offices across Virginia.

Facilitation Skills for Offender Groups (FSOG) - To guide peer support groups, VA CARES staff are trained in FSOG, an evidence-based approach to leading groups in achieving specific learning goals. Staff are trained in predicting and accommodating learner behavior; setting the climate; utilizing facilitation strategies; and dealing with conflict in groups. FSOG is critical to ensuring that ex-offender peer support groups are productive and support reentry goals.

IMPACT: THE NUMBERS

VA CARES provided reentry services to **1,581** ex-offenders in 2015-2016.
These reentry services included:

350 job readiness workshops to prepare participants for the job search and application process.

565 job search assistance sessions, including **1,064** employer contacts to identify potential employment opportunities.

4,624 case management sessions, including **1,848** sessions centered on career development; **1,008** sessions focused on financial assistance; and **1,768** sessions on family support.

2,900 referrals to meet ex-offenders' needs, including **924** referrals to substance abuse and mental health treatment providers; **848** referrals to housing providers; and **1,128** referrals to agencies that provide financial assistance (e.g. additional financial literacy classes).

367 peer support group sessions that provide solidarity and social, emotional, and professional support to reentering citizens.

119 educational workshops on topics including responsible parenting, financial management, the restoration of rights process, and more.

The VA CARES approach to reentry is proven to work. The Virginia Department of Corrections reports that the recidivism rate in Virginia in 2015 was **23.4%**. Among previous VA CARES participants tracked in 2014, only **14%** of participants had recidivated.

IMPACT: THE PEOPLE

ZYKERIA MARSHALL | HAMPTON ROADS COMMUNITY ACTION PROGRAM (HRCAP) IN NEWPORT NEWS, VA

After being released from a decade of incarceration, Zykeria Marshall was determined to get her life back on track. When she enrolled in VA CARES, the staff were impressed that she had already secured an apartment and had scoured Craigslist to find free furniture to furnish it. They immediately noted her strong drive to succeed, despite her barriers.

While in VA CARES, Ms. Marshall regularly attended peer support groups sessions and was eager to support other participants through advice and personal anecdotes. VA CARES helped her enroll in the Elevate Program to receive training as a Medical Assistant, which she will soon complete. She has also re-discovered many productive hobbies, such as a passion for cooking.

Ms. Marshall calls the VA CARES office several times per week to keep staff updated on her progress and always comes to visit with a smile on her face. With her positive attitude and commitment to success, she is a prime example of how ex-offenders can utilize VA CARES to get back onto their feet.



IMPACT: THE PEOPLE

WILLIAM CARTER | TOTAL ACTION FOR PROGRESS (TAP) IN ROANOKE, VA

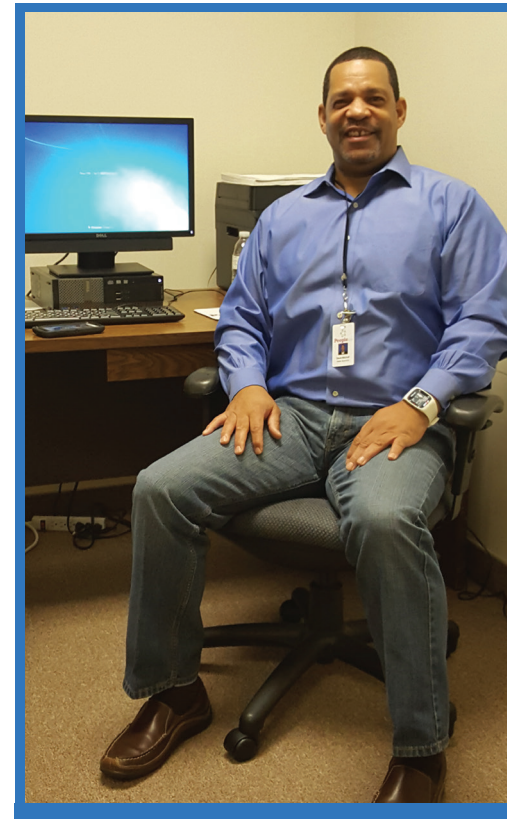
William Carter was in prison for thirty years before he was released to Roanoke. After such a long time behind bars, Mr. Carter enrolled in VA CARES with almost no resources. Within two weeks, VA CARES helped him secure a job at a local restaurant, after which he continued to excel. His positive attitude has helped him achieve what is impossible for many ex-offenders: after securing employment, Mr. Carter accomplished the difficult task of paying all his court fines and fees. After paying his fines, he obtained his driver's license and even purchased a car. Although Mr. Carter has accomplished much of this due to his good attitude and perseverance, he credits VA CARES with helping him make the initial leap into employment that jump-started his reentry success.



IMPACT: THE PEOPLE

DAVID MITCHELL | PEOPLE, INC. IN FREDERICKSBURG, VA

David Mitchell is an Ohio native from a middle class, blue-collar community. Despite a good upbringing, David and his two older brothers were no strangers to the criminal justice system. Mr. Mitchell spent time in jail and prison and eventually moved to Fredericksburg, VA. He sought reentry services at VA CARES and began working with Case Manager Marshall Williams, who helped him find a job. Mr. Mitchell developed a deep interest in the VA CARES program and began to assist staff with facilitating peer support groups. Over time, his knowledge of reentry services increased and staff were impressed by his dedication to the field. In March 2016, Mr. Mitchell was hired as an Intake Specialist for the VA CARES office in Fredericksburg. He is very pleased with his new job and feels that he has a calling to work in reentry. Mr. Mitchell credits VA CARES with helping him achieve reentry success and gain knowledge and experience as a reentry professional. In his words: "I feel that the sky is the limit for me in this field."



Elected Officials and Representatives:

Chris Head, General Assembly Delegate. Designee: Theodore Edlich, III
Sam Rasoul, General Assembly Delegate
Sherman Lea, Jr., Roanoke City Council Designee
Tim Allen, Roanoke City Sheriff's Office
James D. Politis, Montgomery County Board of Supervisors

Low-Income Representatives:

Benjamin Lomax, Ex-Offender
Curtis Thompson, Total Action for Progress (TAP)
Stephen Alan Musselwhite, Kairos Foundation
Rosana Anderson, Low-Income Individual
Linda Moyer, Low-Income Individual

Private Representatives :

Bobby Russell, Superintendent of Western Virginia Regional Jail
Richard E.B. Esquire, Foster Law Firm
Rita Joyce, First Citizens Bank
John K. Bergen, Private Citizen
Bobby Vassar, Private Citizen

Executive Committee:

President: Theodore Edlich, III
Vice President: Bobby Russell
Treasurer/Secretary: Tim Allen
Parliamentarian: Bobby Vassar
Ad Hoc Board Member: Rosana Anderson
Ad Hoc Board Member: Jim Politis

Revenue

Government grants - \$1,235,185
Donations and other contributions - \$24,839

Total revenue = \$1,260,024

Expenses

Salaries and compensation - \$146,552
Other salaries and wages - \$121,847
Pension plans - \$8,002
Other employee benefits - \$18,860
Payroll taxes - \$17,370
Accounting - \$16,884
Other - \$9,425
Office expenses - \$13,079
Information technology - \$25,150
Office space rental - \$37,696
Travel - \$52,373
Training, conferences, and meetings - \$59,316
Insurance - \$15,158
Subcontractor expenses - \$632,242
Subcontractor client services - \$36,778
Other - \$22,133
Telephone - \$10,059
All other expenses - \$9,548

Total expenses = \$1,252,472

Assets and Liabilities

\$102,461 - Cash and cash equivalents
\$54,523 - Pledges and grants receivable
\$25,085 - Prepaid expenses and deferred charges

Total assets = \$182,069

\$181,197 - Accounts payable and accrued expenses

Total current liabilities = \$181,197

(\$30,185) - Unrestricted net assets
\$31,057 - Temporarily restricted net assets

Total net assets or fund balances = \$872

Capitol Area Partnership Uplifting People/Petersburg

700 S. Sycamore Street, Suite 3
Petersburg, Virginia 23803
Phone: (804) 733-3350
Case Manager: Audrey Taylor
Employment Specialist: Adrian Lee

Intake Specialist: Tiffany Merritt
Program Director: Tom Wagstaff
Email: ataylor@capup.org
alee@capup.org
tmerritt@capup.org
twagstaff@capup.org

People Incorporated of Virginia (Abingdon Office)

1173 West Main Street
Abingdon, Virginia 24210
Phone: (276) 623-9000
Fax: (276) 628-2931
Case Manager: Gary Todd

Employment Specialist: Greg Arnold
Program Director: Linda Midgett
Email: gtodd@peopleinc.net
garnold@peopleinc.net
lmidgett@peopleinc.net

Lynchburg Community Action Program

926 Commerce Street
Lynchburg, Virginia 24504
Phone: (434) 455-1601 ext. 300
Fax: (434) 455-1604
Case Manager: Roz Carter
Employment Specialist: Collison Corner

Intake Specialist: Margrette Reid
Program Director: Melissa Yuille
Email: rcarter@lyncag.org
jdjones@lyncag.org
mjreid@lyncag.org
ccorner@lyncag.org
myuille@lyncag.org

People Incorporated of Virginia (Fredericksburg Office)

5620 Southpoint Centre Boulevard
Fredericksburg, Virginia 22407
Phone: (540) 710-2102 ext. 151
Fax: (540) 710-2113

Case Manager: Marshall Williams
Program Director: Linda Midgett
Email: mwilliams@peopleinc.net
lmidgett@peopleinc.net

New River Community Action Agency, Inc.

110 Roanoke Street
Christiansburg, Virginia 24073
Phone: (540) 382-9382
Fax: (540) 633-2585
Case Manager: Shannon Lowery

Intake Specialist: Carmen Rosales
Program Director: Glenda Vest
Email: slowery@nrcaa.org
crosales@nrcaa.org
gvest@nrcaa.org

Total Action for Progress (Roanoke Office)

302 Second Street, SW
Roanoke, Virginia 24011
Phone: (540) 283-4901
Fax: (540) 777-0225
Case Manager: Sam Coles
Employment Specialist: David Winley

Intake Specialist: Nadirah Wright
Program Director: Jo Nelson
Email: sam.coles@tapintohope.org
david.winley@tapintohope.org
nadirah.wright@tapintohope.org
melissa.woodson@tapintohope.org

Hampton Roads Community Action Program, Inc.

115 28th Street, 2nd Floor
Newport News, Virginia 23607
Phone: (757) 245-0328
Fax: (757) 245-0274
Case Manager: Monique Ricks
Employment Specialist: Candice Bryant

Intake Specialist: Mary Jones
Program Director: Michelle Grant
Email: mricks@ohainc.org
cbryant@ohainc.org
mjones@ohainc.org
mgrant@ohainc.org

Total Action for Progress (Covington Office)

118 South Lexington Avenue
Covington, Virginia 24426
Phone: (540) 962-6328

Program Staff: James Wall
Intake and Enrollment: Anne St. Clair
Email: james.wall@tapintohope.org
anne.stclair@tapintohope.org

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Roanoke, VA 24016