

Overview of Our Work

The hub of Community Success Initiative's trainings consist of inspiring people to discover their potential, set worthy goals for their lives, and take action in a positive way. A program consisting of the **15 Principles of Personal Growth and Leadership to Take You From Where You Are to Where You Want to Be** is utilized as a core part of these trainings and serves as a common thread to all of our work. Trainings are conducted one-on-one or in groups.

Our programs include:

- Personal development and leadership skills training
- Entrepreneurial training
- Youth development and enrichment
- In-prison, formerly incarcerated, people in transition and advocacy
- Building just and caring communities

Testimonials

"I met a friend and mentor Dennis Gaddy on the inside who stoked the flame of enlightenment I had been tending with an unparalleled enthusiasm and generosity of spirit. He shared his collection of classic personal development material dutifully, and I soaked up the pages as if my very life depended on it. Funny how that works, for I believe that in some ways, it did."
- Peyton Myrick

15 Principles of Personal Growth and Leadership to Take You From Where You Are to Where You Want to Be

1. You become what you think about
2. Maintain character and integrity at all times
3. Discovering your spirituality and putting it into practice
4. Develop and maintain a positive mental attitude and pleasing personality
5. Establish worthy goals and review them daily
6. Spend quality time with family and those that mean the most to you
7. Establish a sound financial plan
8. Take care of your body and overall health
9. Read daily and increase your knowledge, skills and vocabulary
10. Learn to laugh and have a sense of humor
11. Be a giver
12. Establish and maintain the habit of self-control
13. Always look for ways to improve
14. Understand the principles of leveraging and compounding
15. Take time to measure your activity and progress

Our Story

Community Success Initiative, (CSI) was created out of a desire to fill a need to see personal growth and development, and leadership principles become a recognized strategy for achieving success in the lives of everyday people.

CSI was officially incorporated in May 2004, and was the inspiration of Dennis W. Gaddy, founder and Executive Director. Due to some very unwise financial choices made in the late 90's, Dennis found himself serving a five year, eight month prison sentence. Prior to prison, Dennis had spent 20 years in the direct selling industry, where he helped grassroots folk build home base businesses.

While incarcerated, rather than becoming overcome with either the successes or failures of the past, Dennis had time to study both, and out of this prison experience, he wrote the preliminary outline of what would later become the "**15 Principles of Personal Growth and Development to Take You from Where You Are to Where You Want to Be**", a core set of principles that serves as the hub of CSI's work. Starting with an inmate who wanted help in getting his GED and later incorporating the help Chaplain James Hales, Dennis was able to test these principles through a leadership class that he was allowed to facilitate while still incarcerated, a class that about 100 inmates took over a two year period.

During the summer of 2001 while on a prison community volunteer pass. Dennis met John Parker, Executive Director of Good Work, a Durham NC nonprofit organization that helps low wealth-low income folk start or strengthen a small business or nonprofit organization. After several meetings with Dennis at the prison, John invited Dennis to come to work at Good Work as a leadership coach to the entrepreneurs. As a result of this invitation, Dennis was able to complete his work release assignment.

It was during the Good Work experience that Dennis began to realize how little attention was being given to personal development and leadership skills training as a vital part of success. Although he had gone to school for 19 years, (1979 graduate of UNC-Chapel Hill, and a 1982 graduate of the Campbell University School of Law), Dennis had never had a class on setting goals. This stimulated his thinking about the formation of an organization where people from ordinary backgrounds could learn success principles. As a result, Community Success Initiative was formally incorporated in May, 2004. Over the past 10 years CSI has impacted well over 1500 people.

At the end of the day, CSI's work is really about helping other people discover their untapped potential, and inspiring them to take action in a positive way.

Re-entry Support for Formerly Incarcerated Persons

Resource Center Without Walls

Through a network of community partners, we work with men and women in prison, former prisoners, people in transition, and their families through our "Resource Center Without Walls". We provide small group trainings and individual mentoring in general life skills, leadership, entrepreneurship, financial literacy, and areas related to transitioning back into family and community life.

We also convene gatherings that provide the opportunity for people with life experience with the criminal justice and prison systems to network with each other, exchange knowledge and resources, and solve problems. These gatherings usually take the shape of family sessions to strengthen family relationships as well as support and empowerment groups for prisoners and former prisoners. We also collaboratively convene roundtables for people to learn more about the criminal justice and prison systems from people with real life experiences, and organize advocacy efforts around related issues.

We identify appropriate community resources and broker relationship building between formerly incarcerated persons and the needed resources; we will specifically inventory and connect people to:

- businesses that may hire formerly incarcerated persons, work-release inmates, and youth.
- training programs that enhance the participants opportunities of obtaining a good job with opportunities for advancement and career development.
- housing programs
- family counseling programs
- substance abuse counseling and recovery programs
- mental health counseling
- other services as needed

Re-Entry Curriculum

REENTRY ORIENTATION

Initial Interview
Orientation sessions

PERSONAL DEVELOPMENT

15 Principles of Personal Growth and Development
Goal Setting
Cognitive Behavioral Training and Workshops
Spirituality
Mindfulness

JOB EDUCATION

Job Readiness Training
Resume Prep
Interviewing Techniques
Career Assessment Tools
(ex. Work Keys)
How to Use Job Link Center
Employer Incentives, Bonding, Work Tax Credit (WOTC)
Dressing for Success Classes
Entrepreneurship Workshops

EDUCATION

GED
Community College Partnership
St. Augustine College Gateway Program
Career Readiness Certification

HOUSING

Ready to Rent Certification
Homebuyer Workshop
Transitional Housing

HUMAN SERVICES

Family Support (Fatherhood Initiatives, Therapy Group/Individual Sessions, Wake County Human Service Partnership)
Anger Management
Medical
Substance Abuse
Mental Health

MENTORING

Mentor Orientation
Connecting Mentors to Mentees
Ongoing Recruitment

FAMILY/CHILDREN ISSUES

Reconnecting With Family
Family Counseling

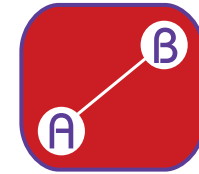
COMMUNITY OUTREACH

Reentry Resource Roundtables
Networking
Exchanging Knowledge and Resources

CIVIC EDUCATION

Formerly Incarcerated Persons Right to Vote
Engagement in the advocacy and electoral process

COMMUNITY SUCCESS INITIATIVE



**HELPING INDIVIDUALS &
COMMUNITIES MOVE FROM
WHERE THEY ARE TO
WHERE THEY WANT TO BE**

OUR FOCUS

- (1) Helping formerly incarcerated persons get back on their feet
- (2) Reducing crime in the community

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