

community success initiative
HELPING INDIVIDUALS & COMMUNITIES MOVE FROM WHERE THEY **Are** TO WHERE THEY WANT TO **Be**

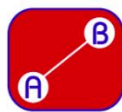
Community Success Initiative (CSI) is a non-profit founded in May 2004 to help men and women transitioning from jail or prison, or who otherwise find themselves entangled in the criminal justice system



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Executive Summary

Community Success Initiative
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CSI Executive Summary

Introduction to CSI

Last year marked 20 years that CSI has been assisting those in Re-entry. CSI was the first Re-entry agency in NC, which currently recognizes 20 Re-entry agencies. CSI's goals are to:

- Reduce Homelessness and Recidivism through training, supporting, and connecting clients to new and legal livelihoods.
- Reduce Substance Abuse and other destructive dependencies, including Youth-Gang involvement, by mentoring, connecting to mental health treatment, and promoting positive lifestyles.
- Reduce Domestic and other Violence by lessening multiple forms of pressure.
- Reduce Unemployment through training, preparing, and connecting clients to viable and sustainable employment.
- Increase Self-Esteem, Confidence, and Sense of Belonging and contributing by mentoring, supporting, encouraging, and sharing many examples of CSI Program Success Stories – told in person by those who once walked in our Clients' shoes.

Reentry Research

Studies have shown that if a person can get a job within the first year of prison release, they are three times less likely to commit a new crime. Further, After working for three years, the likelihood that they will commit a crime is equal to someone who has never committed one. In addition, the child of an incarcerated parent is three times as likely to become incarcerated themselves. Stable families make stable neighborhoods. Stable neighborhoods create vibrant, healthy, and safe communities. CSI helps to provide a pathway to this stability.

Sustainable Careers and New Businesses - Not just Jobs

Securing gainful employment is often an immediate and critical need for those in reentry. However, CSI emphasizes careers, not jobs, to encourage viable and sustained community reintegration and fulfilled lives. Virtually all new and potential CSI Clients are low or no income. CSI's proposed project includes expanded job and preferably career preparation, resume support, and employment networking. This networking includes frequent cluster-hiring events.

Merely having gainful and sustained employment is the difference between reintegrating individuals and their spouses and children earning, spending, borrowing, and contributing to the tax base, vs. the immense cost of annual incarceration, being a burden on community emergency services, and public financial support. Successful society/community reintegration is usually only as successful as the ability to remove show-stopping obstacles, such as emergency housing, medical and mental health treatment, and even job-specific needs, such as mobile phones, driver's licenses, and even industrial footwear.

CSI Support Tactics

- Creation of individual workflow plans for employment readiness and subsequent job placement to stabilize household budgets through employment.
- Identification of housing resources, supporting security deposits, rental assistance, and training reports to instill confidence in the City's role with Housing and Lodging Partners.
- Increasing services to build self-sufficiency and sustainability by assisting clients in securing livable wages by nurturing second-chance employment opportunities.

CSI Client Status and Progress Management System

- Community Success Initiative staff interacts with CSI clients while knowing the probability of justice involvement of adult men and women who are housing insecure or homeless. Our certification process includes proof of residence at the Raleigh, NC-area shelters. In addition, if referrals are made from stakeholders and service providers, they understand and rely on CSI's systems for client workflow and sustaining self-sufficiency to emerge from emergency governmental status. CSI will require proof of residence status to work with these clients according to the needs of specific funding sources. When clients complete the required CSI self-assessment form, they confirm that their entered information is accurate.
- Building rapport with clients based on their assessment information, along with valid and viable resumes, is needed to respond quickly to employment and housing opportunities. CSI collaborates with judges, County District Attorney's Offices, law enforcement, and service agencies to reduce chances of incarceration despite the realities of social determinants.
- Outcome measurement and tracking is done via direct communication with employers, administrators, landlords, et al. CSI's communication tracks and quantifies employment and recidivism rates. Another key indicator is Family and Community Integration.

CSI Financial Management

CSI operates under Fiscal Policies and Procedures that abide by GAAP and are coordinated through regular inspections and filing by a certified accounting firm – which is one of this proposal's budget line items. CSI's Board of Directors oversees its Operating Budget and has no unresolved matters with federal or other agencies. CSI makes its Fiscal Policies and Procedures Manual available to emerging reentry agencies and referral partners.

CSI Partnering

CSI's partnering with institutions and agencies is essential to helping clients who return home without immediate support. Their needs usually include food, clothing, shelter, transportation, employment, and guidance/training on the use of modern information technology.

CSI carries the same community messaging into faith-based communities by helping their ministries become more involved as mentors or points of contact. CSI Life Coaches are often recruited from faith-based communities. CSI outreach and engagement activities over 20 years have led to visits and encouragements by County Sheriff, Police Chiefs, and even NC's Attorney General to help support CSI activities. In 2019, the NC's Attorney General awarded its highest civilian honor to Dennis Gaddy, Executive Director of CSI. In October 2023, Mr. Gaddy received President Biden's 2023 Lifetime Achievement Award.

CSI's immense network of Partners includes: PNC Bank, Oxford House, Arise Collective, Benevolence Farm, Bob Barker (Detention Supplier), Bridges Puentes, Brooks Pierce, Carroll's Kitchen, Creative Management Staffing Services, Coastal Horizons, Community Partner Network, Disability Rights of NC, Dress For Success, Easter Seals/UCP, U.S. Equal Employment Opportunity Commission, Families Together, Family Resource Center, Federal Bureau of Prisons, Food Bank of Central and Eastern NC, Forward Justice, GCF Global, The Green Chair Project, Healing Transitions, Inmates to Entrepreneurs, Inter-Faith Food Shuttle, Jobs for Life, Justice Matters, Legal Aid NC, Social and Economic Vitality, NC Department of Commerce, Correction Enterprises, NC Works, Neighborhood Health, New Life Connection, NC Community Action Association, NC Justice Center, Oak City Cares, Alliance Health, Passage Home, Prison Fellowship, Raleigh Rescue Mission, Redirection NC, Southern Coalition for Social Justice, SouthLight, Step-Up Ministry, Transformation Exchange, US Courts, US Department of Justice, US Department of Veterans Affairs, Volunteers of America/C Carolinas, Wake Tech, and Wheels 4 Hope, Exodus Homes, Our Journey, LINC, Community Landscaping, Blue Sun Lodge 312, Repairers of the Breach, NC -NAACP, Advocates for Veterans, Capital Area Workforce Development Board, Communities in Partnership, and Justice Served of North Carolina.

Respectfully submitted by:

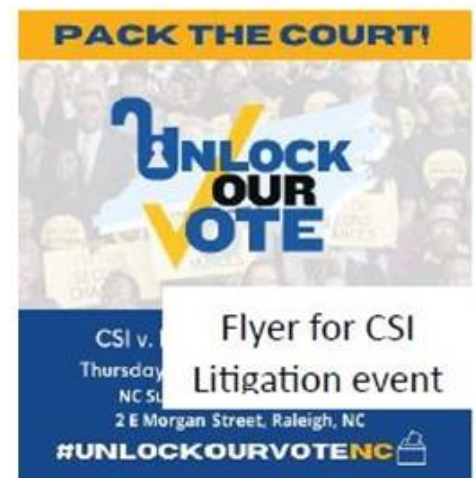
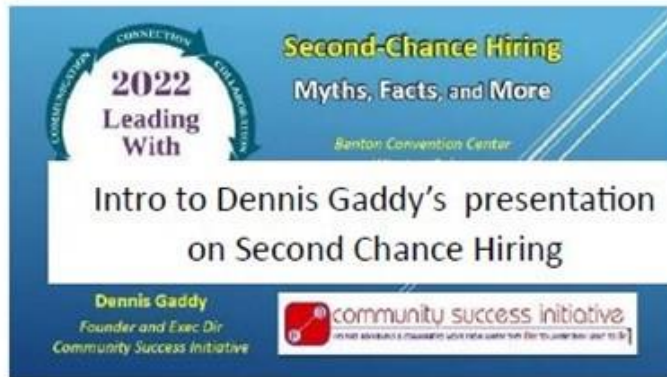


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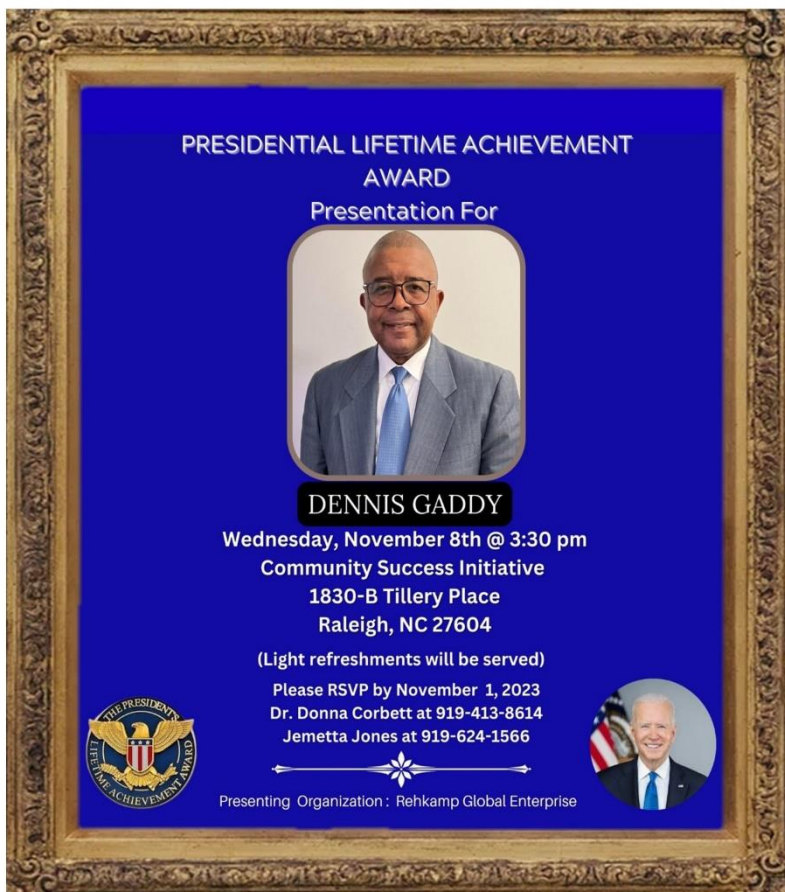
Some Images of Our Work

NC's First Lady Anna Stein and CSI Executive Director Dennis Gaddy at CSI - May 2025





NC Governor and First Lady at Recent Reentry Training Event



Presidential Lifetime Achievement award to Dennis Gaddy

