

Human Services Planning & Development  
**2014 Annual Report**

Including FCFC Progress Report on Community Focus Areas, Indicators and Initiatives



## The Annual Report of the Montgomery County Ex-Offender Reentry Policy Board and the Montgomery County Office of Ex-Offender Reentry

The Montgomery County Ex-Offender Reentry Policy Board (Policy Board), the Montgomery County Office of Ex-Offender Reentry (MCOER), and county-wide Reentry stakeholders worked diligently through 2014 to enhance and implement strategies in alignment with the 2010-2015 Montgomery County Ex-Offender Reentry Strategic Plan (A Blueprint for Reducing Recidivism). The Reentry program in Montgomery County focuses on evidence-based practices and enhanced community partnership efforts to increase public safety and promote a reduction in recidivism. The focus areas of the six Reentry Policy Board sub-committees are: Employment, Housing, Women In Reentry, Supportive Services, Legal Advocacy, and Public Education.

The Ohio Department of Rehabilitation and Correction (ODRC) records reflect that Montgomery County has made the largest impact on recidivism reduction in comparison to the other large counties (see the 5-year snapshot below). Since the creation of the Community-Wide Ex-Offender Reentry Task Force (2008), there has been a 15.5% reduction in the Montgomery County recidivism rate. As of December 2014, formal grant programming efforts of the MCOER since 2010 reflect an average participant recidivism rate of 18.8%. Please note that the recidivism rate of local program participants is approximately 30% lower than non-participants.

### Trends in DRC Exits by County of Commitment - 3 Yr. Recidivism Rate: 2005-2010

Montgomery	43.0% to 27.5%	Impact	[-15.5%] Recidivism Reduction
Cuyahoga	40.3% to 28.3%	Impact	[-12.0%] Recidivism Reduction
Hamilton	36.8% to 26.9%	Impact	[-9.9%] Recidivism Reduction
Franklin	38.9% to 26.5%	Impact	[-12.4%] Recidivism Reduction
Lucas	33.8% to 22.6%	Impact	[-11.2%] Recidivism Reduction

The over 6,000 clients served by the MCOER since it opened in 2010 had these exciting new initiatives available from the Policy Board subcommittees and MCOER staff in 2014:

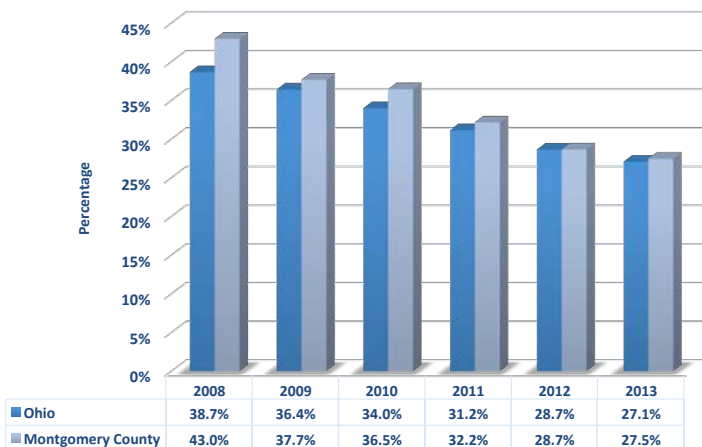
- The Policy Board Public Education and Employment Subcommittees provided Reentry presentations to meetings of the Dayton Rotary Club and Dayton Area Chamber of Commerce Board of Directors in an effort to develop partnerships to promote community advocacy.
- The Policy Board Supportive Services Subcommittee, MCOER staff and partners hosted the 1st Reentry Resource Expo, in Partnership with the Ohio Association of Local Reentry Coalitions, and coordinated a “Global Warming Clothing Drive” event to share community resources with reentry stakeholders and their families.
- The Policy Board Housing Subcommittee hosted the “How to Reach New Audiences” landlord recruiting event. The subcommittee also implemented a “Move-In Assistance” fund initiative for participants needing housing education, deposit and/or resource assistance. The fund initiative is a partnership of government, non-profits and faith-based organizations.
- The MCOER Collaborative, the Dayton Office of Veteran’s Affairs, Policy Board Employment Subcommittee, and the Dayton Rotary Club teamed up with employers and supportive service providers to host two “New Start Employment Fairs” to promote job opportunities for veteran and non-veteran ex-offenders. Both events attracted over 577 attendees, 24 employers, and 35 service providers. The opportunity to work directly with the Dayton Veteran’s Affairs Hospital and hold the job fairs on the VA campus not only provided a great location for the event and job opportunities for the clients, but created relationships that will provide benefits for Ex-Offenders for many years to come.
- In August, Dayton Rotary Club members and community-based employers engaged with MCOER staff and Policy Board members in a strategic planning session to provide feedback for continuous improvement. The impact from the ongoing partnership with the Dayton Rotarians prompted organizational advocacy and support for the development of a new “**Restored Citizens Committee**” formally recognized and approved by the Dayton Rotary Club Board of Directors to support the efforts of the Policy Board.
- The Policy Board and MCOER hosted a quarterly, statewide, statutory, meeting of the Ohio Ex-Offender Reentry Coalition. The MCOER staff led the formal presentation; each Policy Board subcommittee had members present

to discuss its individual work and network with similar efforts across the state. MCOER staff facilitated an “Impact Panel” on client- and family-based services, and worked in partnership with ODRC Director Gary Mohr, the ODRC Office of Offender Reentry Director Norman Robinson, and other state coalition members to foster local and statewide collaboration in an effort to promote Ex-Offender Reentry and further reductions in recidivism.

- The Policy Board Legal Advocacy Sub-Committee and MCOER staff initiated engagement with the Thurgood Marshall Law Society, and supported and coordinated training facilitated by the Ohio Justice & Policy Center to educate, engage, and develop local strategies to minimize legal barriers to Reentry.
- The Women In Reentry (WIR) Policy Board Subcommittee conducted multiple compression planning sessions, developed a targeted action plan, and created a process to move the five top priorities forward for recommendations to the Policy Board in 2015. The WIR engaged with ODRC’s Office of Offender Reentry and Bureau of Research staffs to present a report on the “state of female reentry” in order to address the specialized needs of that population and attended a Trauma Informed Care training conducted by the Montgomery County ADAMHS Board staff.

The MCOER reached several milestones during its fourth year in operation, including the further reduction of the Montgomery County recidivism (re-incarceration) rate, which declined from 28.7% to 27.5% (2013), which is consistent with the state average of 27.1%.

**Ohio and Montgomery County Recidivism Rates (2008-2013)**



*The percentage of offenders who recidivate within three years of their release date has steadily declined for both the state and for Montgomery County. The indicated year is the year in which an offender’s three-year follow-up period ended. Source: Ohio Department of Rehabilitation and Correction.*



*(left to right) Dayton Area Chamber of Commerce President Phil Parker, Congressman Mike Turner, Local Business Owner Judi Law, Ohio Senator Rob Portman, Commissioner Deborah Lieberman and U.S. Judge Walter H. Rice commemorate their 2013 endorsement of the Montgomery County Ex-Offender Reentry program*

### Minimizing Barriers with Programs & Services

In 2014, MCOER staff continued refining their 5-Step Intake and Orientation process to improve the quality of services rendered to reentry citizens returning to Montgomery County:

- **Step I** - Intake Registration
- **Step II** - Needs, Risk & Voluntary Drug Screening
- **Step III** - Reentry Plan Development
- **Step IV** - Reentry Plan Review
- **Step V** - Reentry Plan Implementation & Accountability

The Montgomery County Reentry Collaborative (a certified group of Reentry providers and supporting non-profit and for-profit organizations and individuals that meets monthly to coordinate Reentry Services) is working to add value to MCOER service delivery. This collaborative is serving as a community education initiative, to promote reentry provider networking opportunities and organizational support. Several new partnerships and workshop initiatives were formed to increase vital resources available for MCOER participants, including representatives associated with: Medicare, Melina Healthcare, Educational Opportunity & College Bound, Wright State University/SARDI – Coping with Work & Family Stress Program, CARE House – Stewards of Children Training, New Path – Citizen Circle (Pre- and Post-release) Support Groups, and Miami Valley Fair Housing and Comtech Realty Housing Education.

In the first quarter of 2014, the new MCOER Reentry Training Center opened in the Reibold Building in downtown Dayton. The new location celebrated its Ribbon Cutting Ceremony in September. The Center is equipped with state-of-the-art audio-visual equipment, a computer lab, two training classrooms and two administrative offices to enhance the quality

# The Impact of Reduced Recidivism on Public Safety

of service delivery and to accommodate the emergent operational needs of the MCOER. The increased training space and computer system upgrades provide dual training delivery and meeting space; a separate learning computer lab is designed to promote small group activity needs for personalized development and instruction.



*Reentry Training Center Ribbon cutting – September 2014*

*(left to right) Khadijah Ali, Reentry Policy Board Supportive Services Committee Co-Chair; Amy Piner, Program Coordinator, Office of Reentry; Jamie Gee, Manager, Office of Reentry; Reentry Policy Board Co-Chairs U.S. Judge Walter H. Rice and Commissioner Deborah Lieberman; Quinn Howard, Program Coordinator, Office of Reentry; and Robin Titus, Volunteer Coordinator, Office of Reentry*

## Promoting Sustainability – Collaboration, Coordination & Cooperation

**Offender Workforce Development** – During 2014, the MCOER staff continued to meet with various employers and workforce development partners to nurture new and existing relationships, identify employer hiring practices, and increase client job opportunities and referrals. MCOER staff and partners conducted eight Offender Workforce Development (OWD) Cycles – each cycle containing seven workshops. In addition to Dayton Rotarian mock interview support, several employers agreed to provide information sessions with OWD clients to promote job recruitment and interview support. Fifty percent of OWD graduates directly engaged in Pre-Hire Orientation with a major manufacturer through the MCOER connection. Offender Workforce Development class graduates attended two New Start Employment Fair events in March and October.

**Drug-Free Workplace Support** – Throughout the year, 430 reentry participants formally registered via the MCOER Intake Orientation process for their reentry programming needs. Of the 430 registrants, 232 participant volunteer drug screens were conducted by MCOER staff as a workforce development prerequisite: 194 or 83.6% showed no active drug use. Drug screens are conducted in cooperation with the Montgomery County Adult Probation Department, utilizing its optical drug screening capacity.

**Resource Networking** – In May 2014, the Reentry Policy Board Supportive Services Sub-Committee and MCOER staff successfully hosted the “Ohio Reentry Best Practice Partnership Conference 2014 - Reentry Resource & Training Expo” at Sinclair Community College. MCOER local and statewide sponsors and supporters included The Ohio Association of Local Reentry Coalitions; Sinclair Community College; Montgomery County Job & Family Services (JFS); Regional Transit Authority (RTA); New Path Inc.; Circle of Vision Keepers; and the Ohio Department of Rehabilitation and Correction. MCOER collaborated with local and statewide community stakeholders to provide seven evidence-based practice workshops, an expert gender-specific Reentry Panel, and the Reentry Policy Board Employment Sub-Committee hosted Mock Interview sessions for MCOER workforce development participants. Over 200 attendees participated, along with 34 resource providers and various community volunteers.

In addition to special events, MCOER staff received numerous requests to engage in community-based events & initiatives:

- Ohio Department of Rehabilitation & Correction Reentry, Resource, & Job Fairs
- Kettering Daily Media Event sponsored by Miami Valley Fair Housing
- “Sinclair Talk” Alumni & Student Panel Discussion
- Wright State University Reentry Class Presentations
- Second Chance Thursdays at the Adult Parole Authority Bennett J. Cooper Reentry Complex
- Montgomery County Jail Chaplaincy Ministry – Restoration, Recovery & Reentry Conference
- Youthworks Training
- Montgomery County Juvenile Probation Evening Reporting Center Diversion Program
- Dayton Magazine Interview
- University of Dayton Behavioral Activation Project Partnership Development

Continued development of our volunteer recruitment effort resulted in 40 volunteer applicants during 2014. In December, the 1st MCOER Volunteer Appreciation Ceremony was held at the Reentry Training Center, spearheaded by new Volunteer Coordinator Robin Titus.

2014 was a great year for Ex-Offender Reentry in Montgomery County. Over 80 certified Reentry partners worked together, through the Montgomery County Reentry Collaborative, to provide services to over 1,000 women and men with criminal convictions. Montgomery County's recidivism rate continues to fall, and with decreasing budgets and increasingly positive outcomes, Montgomery County can truly be called a county that cares. More and more employers came forward to meet our prepared, drug-free and eager clients who are seeking sustainable and career-oriented employment opportunities. Through partnerships with the Dayton Rotary Club and others, more and more people are learning about Reentry and helping thousands of Ex-Offenders successfully reintegrate into our community. On behalf of the Reentry Policy Board, Co-Chairs Judge Walter Rice and Commissioner Deborah Lieberman, the Office of Reentry staff and clients and the citizens of Montgomery County, we want to acknowledge and thank the Dayton Rotary Club for its commitment to Reentry in Montgomery County as demonstrated by the creation of its "Restored Citizens Committee." This ongoing public support of our effort will provide new opportunities for returning citizens throughout Montgomery County.



*Dayton Chapter of The Links, Incorporated Celebrating 65 years of Service – September 2014*

*(left to right) Alice Strong-Simmons, The Links, Incorporated Central Area Director; Jamie Gee, Manager, Office of Reentry; Reentry Policy Board Co-Chairs Commissioner Deborah Lieberman and U.S. Judge Walter H. Rice; Joe Spitler, Criminal Justice Director; and Belinda Matthews Stenson, President of the Dayton Chapter of The Links, Incorporated*

### Ex-Offender Reentry Policy Board Roster

**CO-CHAIR Commissioner Deborah A. Lieberman** (Montgomery County Board of County Commissioners)  
**CO-CHAIR The Honorable Walter H. Rice** (United States District Court) **Jamiyl Al-Haniyf** (Estate Building Management)  
**Khadijah Ali** (Circle of Vision Keepers) **Rabbi Bernard Barsky** (Beth Abraham Synagogue) **Cheryll Bennett** (Federal Public Defender - Southern District of Ohio) **Chief Richard Biehl** (Dayton Police Department) **Robert Bishop** (Dayton Christian Center)  
**Adam Blake** (County Corp) **Brian Bucklew** (Greater Dayton Area Hospital Association) **Gayle Bullard** (Montgomery County Department of Jobs and Family Services) **Catherine Crosby** (City of Dayton - Human Relations Council - Beginning December 2014)  
**The Honorable Steven Dankof** (Montgomery County Common Pleas Court - Beginning December 2014) **James Dare** (Montgomery County Common Pleas Court) **Herb Davis** (Veteran Service Commission) **Commissioner Judy Dodge** (Montgomery County Board of County Commissioners) **Derrick Foward** (Dayton NAACP) **Pastor Sherry Gale** (Grace United Methodist Church) **Joyce Gerren** (Human Services Planning & Development) **The Honorable Barbara Gorman** (Montgomery County Common Pleas Court)  
**Robert Gruhl** (Montgomery County Department of Jobs and Family Services - Beginning December 2014) **Steven Johnson** (Sinclair Community College) **Tom Kelley** (Human Services Planning & Development) **Chris Kershner** (Dayton Area Chamber of Commerce - Beginning December 2014) **Mayor Mark Kingseed** (City of Centerville) **The Honorable Michael Krumholtz** (Montgomery County Common Pleas Court - Beginning December 2014) **Larry Lane** (Montgomery County Jail) **Senator Peggy Lehner** (Ohio Senate) **Michael Newsom** (Montgomery County Jobs and Family Services - Beginning December 2014) **Phillip Parker** (Dayton Area Chamber of Commerce) **Tina Patrick** (Ohio Department of Rehabilitation and Correction) **Bob Pawlak** (Goodwill Easter Seals Miami Valley) **Sheriff Phil Plummer** (Montgomery County Sheriff's Office) **Joyce Probst-MacAlpine** (Human Services Planning & Development - Through August 2014) **Tamico Pulliam** (Community Leader - Through December 2014) **Arvin Ridley** (Victory In Power) **Chief Richard Rose** (Clayton Police Department - Through August 2014) **Chief John Sedlak** (Miamisburg Police Department) **The Honorable Gregory Singer** (Montgomery County Common Pleas Court - Beginning December 2014) **Joe Spitler** (Montgomery County Criminal Justice Council) **State Representative Fred Strahorn** (Ohio House of Representatives)  
**John Theobald** (Montgomery County Board of County Commissioners Office) **Joseph Tuss** (Montgomery County)  
**Rev. Robert C. Walker, D. Min.** (Community Leader) **Michael Ward** (Cornerstone Project) **Rick Wegmann** (Digital Concepts, Inc.)  
**Rudy Wehner, J.D.** (Montgomery County Public Defender's Office) **Mayor Nan Whaley** (City of Dayton) **John White** (Dayton Circles Campaign) **Anthony Whitmore** (Greater Dayton Area Regional Transit Authority) **Carlton Williams** (Wright State University- Boonshoft School of Medicine - SARDI Program - Through December 2014) **Josephine F. Wilson, D.D.S., Ph.D.** (Wright State University- Boonshoft School of Medicine - SARDI Program) **Gwen Woods** (Ohio Department of Rehabilitation and Correction - Beginning September 2014) **John Zimmerman** (Miami Valley Fair Housing Center)