



Catholic Charities

ARCHDIOCESE OF WASHINGTON

Inspiring Hope, Building Futures.



Welcome Home

Serving the Imprisoned and Helping Them Transition Home

Montgomery County



Welcome Home Reentry Program
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History

- 1984: Prison Outreach Ministry Program began providing toiletries and other necessities to inmates in the DC jail.
- 2006: After witnessing the high rate of recidivism, broadened its focus and launched its *Welcome Home Reentry Program* in February 2006.
- 2013: Merged with Catholic Charities to expand reach of program and support to clients. Now working with men and women transitioning back into community in Montgomery County, the District, Prince George's and Charles County.



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Welcome Home Reentry Program

- Connects reentrants with volunteers (you) to form a mentoring relationship
- Assists in connecting reentrants to organizations, services and resources that may meet their needs
- Fosters independence by encouraging responsibility and pro-social behavior.
- Helps reentrants develop stronger spiritual connections.
- Reduces recidivism as they participate in program.



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National Numbers

- Nationally, 95% of inmates are released back to our communities
([Contardo and Tolbert](#), March/April 2008)
- US = 5% of world population
- US = 25% of world *inmate* population
(U.S. Senate Joint Economic Committee Hearing, 10/4/2007)
- The United States' incarceration rate is 1 in every 99.1 adults (2,245,189 inmates nationally). The next 36 European countries incarcerate 1,842,115
(Pew Charitable Trusts)
- States today spend more than \$50 billion a year on corrections (compared to \$9 billion in 1982).
- The three year *recidivism rate* for inmates released in 1999 was 45.4 %
- If states could reduce their recidivism rates by just 10 percent, they could save more than \$635 million combined in one year alone in averted prison costs.
(Pew Charitable Trusts, *State of Recidivism*, April 2011)



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What Works?

Program	Impact on Recidivism
Probation with assessed treatment	↓ 21.9%
Vocational education in jail	↓ 12.6%
Cognitive-behavioral programs	↓ 8.2%
Work release programs	↓ 5.6%
Basic education in jail	↓ 5.1%
Employment training in jail	↓ 4.8%
Drug treatment in jail	↓ 6%
Drug treatment in community	↓ 12.4%
Boot camps	Zero Change
Electronic monitoring	Zero Change
Probation with surveillance	Zero Change

Washington State Offender Accountability Act



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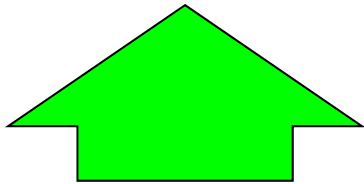
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DOCR Strategic Components

Pre-Trial Services

Intervention Program for Substance Abusers (275)
Alternative Community Service (743)
Pre-Trial Supervision (580)

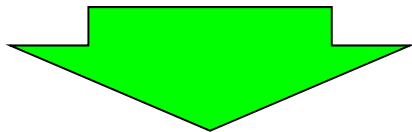
= 1,590
(67%)



Detention Services

MCDC (62) / MCCF (565)
Education/Treatment/Work Programming
Reentry Services

= 627
(26%)



Pre-Release Services

171-Bed PRC / Home Confinement Program
Work Release and Community-Based-Treatment
Family Engagement

= 160
(7%)



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Data from 07/15/2014

Pre-Release and Re-Entry Services (PRRS)

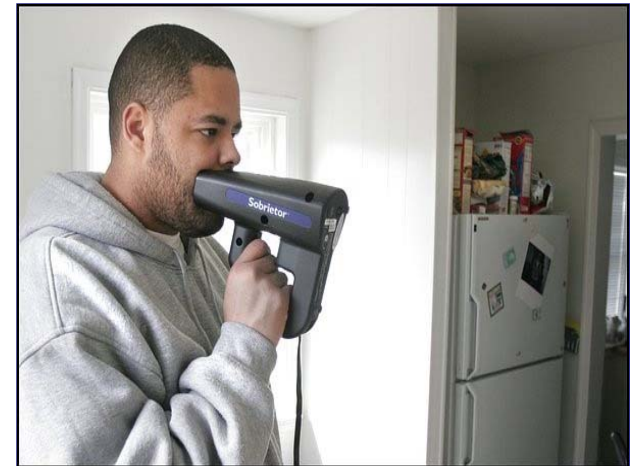
171-bed Pre-Release Center (PRC)

- Accredited Residential Community Correction Work Release facility
- Run by County Corrections
- 1 female & 3 male housing units
- Constructed in 1978
- Rockville, Maryland
- Near Jobs & Transportation



45-Client Home Confinement

- Electronic monitoring
- Case management continuity
- Mobile field team



17,770 served as of 07/15/214



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Resident Population

CY 2013 Admissions (n=550)

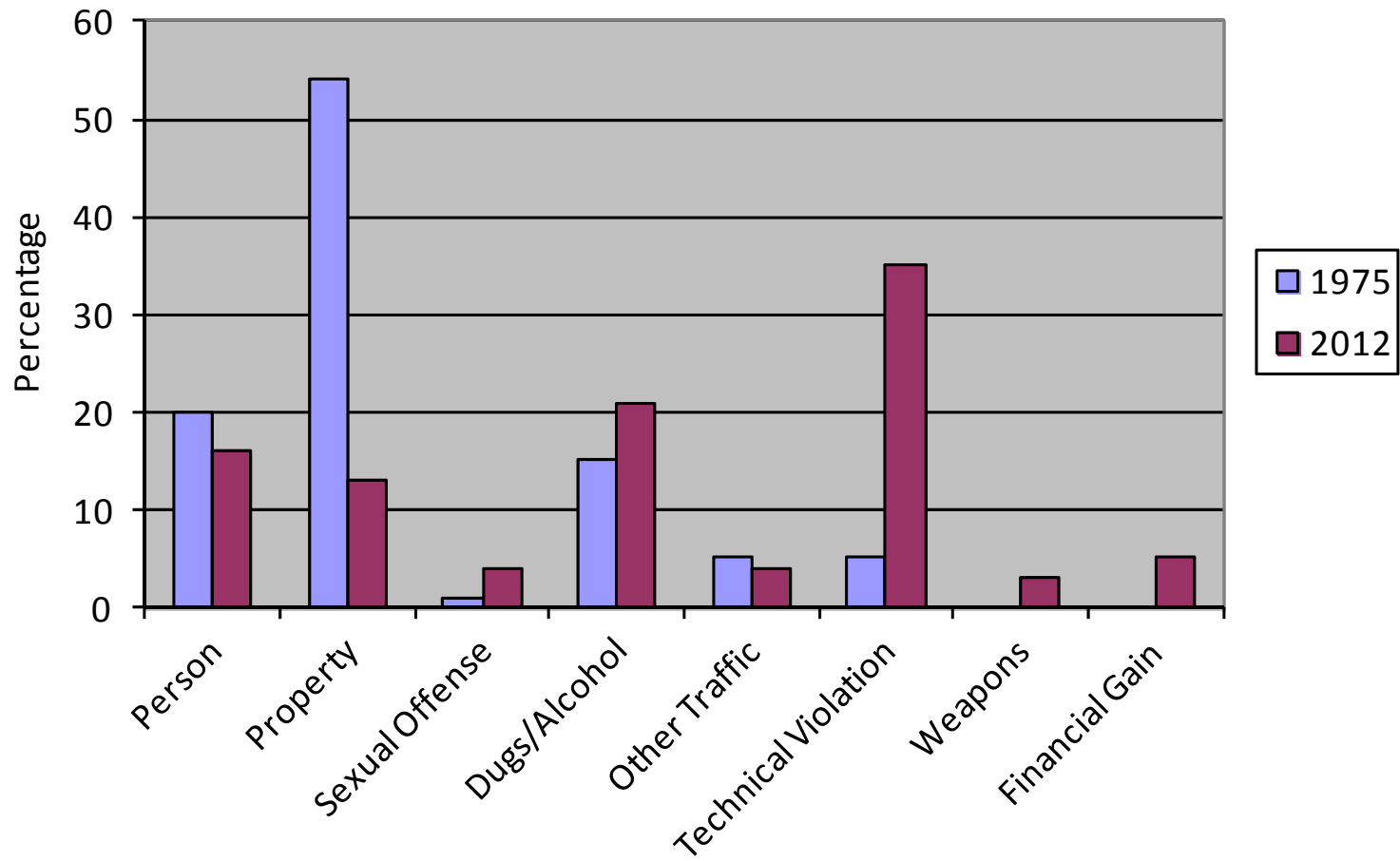
- Sentenced Individuals within 1 year of release
- Local and Federal incarcerants
- Gender:
 - 91% Male
 - 9% Female
- Age:
 - 30 Median
 - 33 years male
 - 33 years female
 - Range: 17-69
 - 47% age 20-29
 - 71% < 40 yoa
- Race/Ethnicity:
 - 56% Black
 - 31% White
 - 8% Hispanic
 - 3% Asian/Islander
 - 1% Other
- Education:
 - 31% High School Diploma
 - 19% GED
 - 20% Some or College Degree
 - 28% Drop outs
 - 2% Unknown



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Offense Distribution Comparison: 1975/2012



"Weapons" and "Financial Gain" were not categories in 1975 data



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Eligibility / Screening Process

Hard and Fast

- 18 years or older
- One year or less remaining prior to release OR released into the community within the past six months
- Voluntary application for program admission
- Ability to work legally (in-house or community-based)
- No serious pending charges or detainers
- No Escape Charges (sole exclusionary)

Discretionary

- Can be managed safely in the community
- Will benefit from participation in program
- Results: >95% of those screened are approved for admission



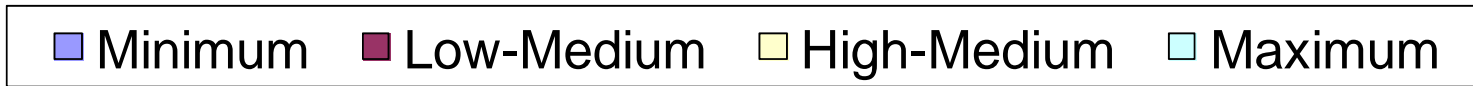
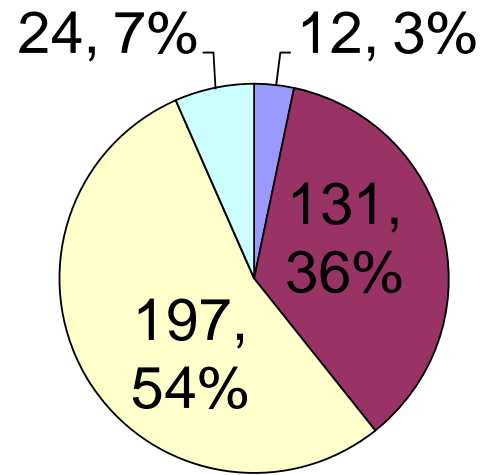
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Assessed LSIR Risk (CY 2012)

n=364

Highest Criminogenic Risk/Needs:
Recreation (4.38/5)
Peers (3.25/5)
Alcohol/Drug (3.24/5)
Attitudes/Orientation (3.16/5)



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Services



- Assessment (LSIR)
- Individualized reentry plans
- Evidenced-based programs
- Family involvement
- Community partners
- Faith-based mentors
- Education



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Accountability

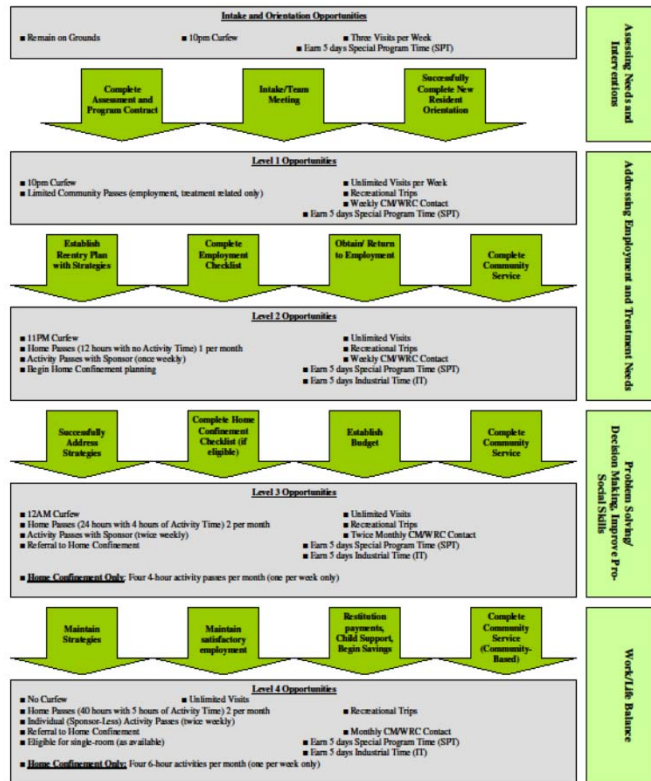
- Program fees
- Restitution/Child Support
- Victim Rights
- Approved passes
- 3 Drug tests/weekly
- 3 Alcohol test/daily
- On-site verifications for work & treatment
- Caller ID verification
- Electronic monitoring
- Escape prosecution



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Level System of Opportunities



- Four levels tied to “Reentry Action” steps and increasing opportunities
- No minimum time at any level
- Privileges include home passes, extended curfew, phone usage, leisure activity passes



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Work Release Services



- Job Readiness training
- Career assessments/
Career Counseling
- Documentation
Assistance
- Career/Resource Room
- Job Placement
- On-going Support
- Employer Contact
- Retention Follow-up

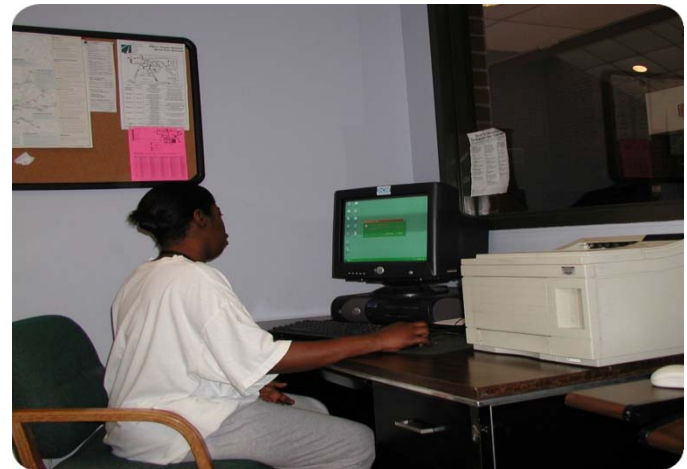


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Work Release Component

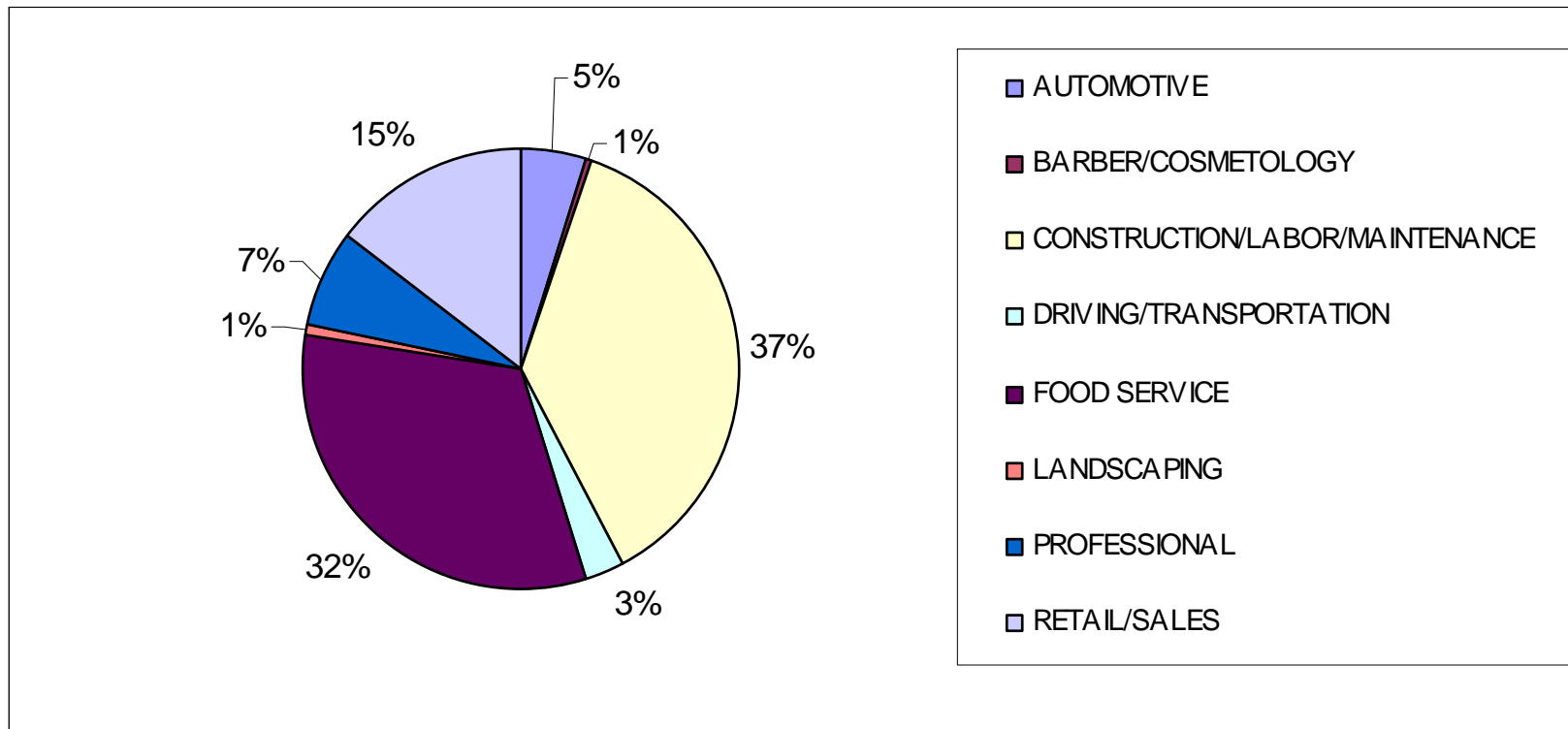
- Work is key requirement
- Expectation of job within 3 wks.
- 1-week of job readiness training
- Clients conduct job search
- Approved jobs must be suitable with offense history
- Full-disclosure with employer
- Employer contract details rules of the job placement
- Work Release Coordinators (WRC) provide services to client and employers



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Employment Placements CY 2013 (n=513)



Construction/Labor/Maintenance 15% increase from 2011/2012

Professional positions 6% decrease from 2011-2012

Food Services 3% increase from 2011-2012

Landscaping 3% decrease from 2011-2012

Retail remained the same



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PREA

SEXUAL MISCONDUCT, SEXUAL ABUSE, AND ASSAULT

PREA:

In accordance with the Prison Rape Elimination Act (PREA), it is the policy of the Montgomery County Department of Correction and Rehabilitation to have zero tolerance for sexual misconduct, abuse or assault. This policy applies to all residents and staff. The Department will ensure that all residents and staff members are educated about sexual misconduct/abuse/assault, are informed of prevention strategies, learn how to report sexual misconduct, and are aware how the Department will respond to such allegations.



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PREA: Educate

- **Education:** The following are descriptions of sexual misconduct, abuse and assault:
- Sexual behavior directed toward an inmate/resident/defendant in custody or under supervision of the Montgomery County Department of Correction and Rehabilitation
- Acts or attempts to commit an act of sexual contact, which includes intentional touching either directly or indirectly, with an intent to abuse, humiliate, harass, degrade, arouse, or gratify the sexual desire of another
- Subjecting another person to sexual contact by persuasion, inducement, enticement, or forcible compulsion
- Subjecting another person to sexual contact who is incapable of giving consent by reason of their custodial status (inmate, resident, defendant)
- Unwelcome sexual advances, requests for sexual favors, disrobing or requesting that another person disrobe or invasion of privacy beyond what is reasonably necessary for safety and security
- Sexual harassment including demeaning and derogatory comments, jokes, and abusive, threatening or degrading sexual comments
- Raping, molesting, prostituting, or otherwise sexually exploiting another person



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PREA: Prevention

- **Prevention:** The following are tips or suggestions for keeping oneself safe:
- Avoid high risk places where it is difficult for staff or other people to see
- Avoid being alone in vulnerable situations
- Do not accept gifts or favors from others
- Avoid borrowing or becoming indebted to someone
- Beware of other inmates or other persons who say they will protect you
- Be aware of your body language. Predators look for people who appear and act vulnerable
- Pay attention to your surroundings
- Do not give out personal information (i.e. friends, family, or financial situation) to those you do not trust
- Avoid talking about sex and avoid unnecessary and/or casual nudity
- Find a staff person with whom you feel comfortable discussing fears or concerns



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PREA: Report

- ***Report all Incidents:***
- If you or someone you know is a victim of sexual misconduct, sexual abuse or assault, report the incident of sexual misconduct, abuse, assault or harassment to a staff member immediately, either verbally or in writing.
- All reports will be investigated immediately by staff who has experience and training in investigations and appropriate and effective interviewing techniques.
- Any person who reports incidents may request and be treated as an anonymous informant.
- All information gathered from the investigation will remain confidential.
- Staff or any individual in a position of authority over a person in the custody or under supervision of the Montgomery County DOCR shall not retaliate against the person making the report. However, the Department reserves the ability to take appropriate disciplinary or prosecutorial action when untruthful allegations are made.



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PREA: Respond

- **Response:**
- Any resident making allegations of sexual misconduct, abuse or assault will be provided appropriate mental health counseling and medical services. Referrals to community resources can be coordinated. Within the detention facilities, the Chaplain is also available for counseling services.
- If deemed necessary and appropriate by investigating authorities, the victim will be requested to consent to the collection of forensic evidence which might include a standard “sexual assault kit.”
- Victims and witnesses may have their location transferred to other units or jails to prevent further harm, abuse or retaliation.
- As the result of any investigation into sexual misconduct, abuse or assault, criminal charges may be filed against the perpetrator of the offense.



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Materials

- Resident Orientation Handbook

<http://www.montgomerycountymd.gov/COR/PRRS/Resourcesinformation.html>



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The Mentoring Relationship



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Mentor Criteria

- Willing to make a year commitment;
- Possess knowledge, skills, abilities, and sound life experiences;
- Feel passionately about the mission and purpose of Welcome Home Reentry program;
- Agree to have a background check completed
- 25 years of age or older



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A Good Mentor Is...

- A mature person of faith committed to supporting a man or woman returning from jail or prison and welcoming them home during their initial phase of reentrance into society.
- Dependable, punctual, and reliable
- Respectful, A good listener
- Open, flexible, and friendly
- Supportive, positive, and non-judgmental
- Able to recognize their limitations, yet also able to problem solve with the assistance of others
- Sociable, confident, motivated
- Able to set and keep personal boundaries
- Able to understand and adapt to different cultural, racial, sexual, spiritual, and intellectual needs



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Typical Mentor and Mentee

A mentor...

- Uses common sense
- Respects confidentiality
- Fosters independence
- Provides information on needed resources
- Provides encouragement and spiritual support
- Encourages positive social bonds, relationships, and connections to the community

A mentee...

- Is motivated and committed to change
- Is facing barriers to reentry
- Is in need of support and encouragement
- Might have burned bridges with family/friends
- Might need substance abuse and health care treatment referrals
- Will have difficulty reconnecting with jobs and housing
- Might not know where to start



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How do Mentees Join the Program?

- Mentoring is a **voluntary** program available to men and women at the Montgomery County Prison Release Center (PRC) or those returning home from jail or prison
- Residents of the PRC are introduced to the program during their first week by the Catholic Charities Welcome Home Reentry (WHR) Coordinator
- Residents are informed that volunteer mentors provide support and encouragement, become a listening ear during the critical period of transition back into the community and can assist in identifying resources for employment, housing and other needs.
- In Montgomery County, relationships will begin with residents while they are in the Pre-Release Center.
- The volunteer and the resident will continue this relationship after the resident is released.



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Mentor /Mentee Matching Process

- Mentees are screened and interviewed by Catholic Charities WHR Coordinator;
- Qualified Mentees are matched with a Mentor;
- Once the match is confirmed, the Mentee completes an initial needs assessment to help during transition back to community;
- A Match Commitment Form/Program Contract is completed by the Mentor/Mentee



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What Next?

Mentors Might...

- Meet weekly or by phone with mentee to discuss how things are going
- Tutor mentee for their GED
- Play or watch sports together
- Teach basic reading, writing, English
- Teach basic computer skills, career development
- Meet for meals, go to movies (as approved and NOT at the mentor's expense)
- Interact with mentee's family members
- Involve the mentee in faith or leisure activities
- Continue to be a listening ear!



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Mentor/Mentee Meetings

- Offer the mentee the opportunity to share successes or obstacles encountered over the past week by listening.
- Affirm the mentee for successes.
- Offer encouragement, help and direction in addressing obstacles
- Challenge your mentee to be on time for work and appointments, to be reliable in meeting obligations, and to be accountable and responsible at work, at home and in the community
- Create a safe learning environment
- Maintain confidences of your mentee
- Deliver on what you promise
- Respect the uniqueness of your mentee



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Accountability of the Mentee

- Have contact with mentor at least **1 hour per week** or **4 hours each month**.
- Call 24 hours ahead of time to cancel unless there is an emergency.
- Follow provisions and requirements of any and all treatment programs he or she is enrolled
- Stay in compliance with legal system, i.e. probation



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Building Relationships

- The key to forming a great relationship with your mentee is TRUST.
- Let mentees see in you qualities that they will want to emulate. Let them see that you consistently go to work, church, and attend to family matters.
- Let them see you enjoy life, a life lived free of drugs.
- Offer encouragement.
- Do what you say.
- Meet in public places.



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Building Relationships, cont.

- Be consistent, reliable, and prompt.
- Appropriately affirm and provide praise when your mentee meets goals and is responsible to commitments
- Set and keep appropriate boundaries
 - DO NOT DISCLOSE YOUR PERSONAL INFORMATION: cell phone numbers are generally best
 - Do not attempt to meet the financial needs of the mentee. If the mentee has a need for services or funds, refer them to social services or contact the coordinator for advice.



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Listening Well

- Mentees may not be used to actually being “heard”
- Important to listen fully, then respond
- Leading with advice is usually not a good idea
- Summarize what you hear them saying (“What I hear you saying is...”)
- “Draw out” the mentee’s own motivations and skills for change
- Empathy but not pity



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Listening Well, cont.

- OARS
 - Open-ended questions (“Tell me more about that?” “What do you think that means?”)
 - Affirmations (reframing behaviors or concerns as evidence of positive qualities)
 - Reflections (Expressing empathy)
 - Summaries (“What I’ve heard you say is...”)



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Change Talk

- Preparatory Change Talk
 - **Desire** (I want to change)
 - **Ability** (I can change)
 - **Reason** (It's important to change)
 - **Need** (I should change)
- Implementing Change Talk
 - **Commitment** (I will make changes)
 - **Activation** (I am ready, prepared, willing to change)
 - **Taking Steps** (I am taking specific actions to change)



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Encouraging Change Talk

- *Tell me more. What does that look like? When was the last time that happened?* (elaborating on change)
- *What happens if things don't change?* (realization)
- *What do you want from life?* (deep desires)
- *How confident are you that you could make the change if you decided to do it?* (confidence in ability)



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Ongoing Social and Spiritual Support

- Get Togethers —including ongoing training and support sessions with other mentors
- Sharing of Montgomery County resources
- Call the Program Coordinator

Reentry Coordinator

Fred.Chandler@CatholicCharitiesDC.org

240-773-4211



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Administrative Requirements

- Monthly Mentor Survey

- Accessed at: <http://db.catholiccharitiesdc.org/statis/welHomPortalLog.jsp>
- Mentors keep track of the time spent with your mentee on a monthly basis
- Important for us to track for the success of the program
- Required by most funders

- Training

- Three times a year (Dates TBD)

- Annual Mentor/Mentee Brunch

- Time of celebration of the accomplishments of the year



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