

The Center for
Community Transitions



building people, not prisons

January 29, 2016

Senator Phil Berger
President Pro Tempore
North Carolina Senate
16 West Jones Street
Room 2008
Raleigh, NC 27601-2808

Representative Tim Moore
Speaker of the House
North Carolina House of Representatives
16 West Jones Street
Room 2304
Raleigh, NC 27601-1096

Dear Sirs:

Attached you will find The Center for Community Transitions' annual report to the Legislature for the Center for Women. Please feel free to contact me if you have any questions or would like to know more.

Sincerely,

Myra M. Clark
Executive Director
The Center for Community Transitions

Enclosures

CC: Joint Appropriations Committee for Justice and Public Safety
Mecklenburg County Legislative Delegation
Commissioner David Guice
Director George Solomon
Mountain Region Director Todd Pinion
John A. Tate, III, President, CCT Board of Directors
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Report to the Legislature
The Center for Community Transitions
The Center for Women
FY15

The Center for Community Transitions is a non-profit organization that began in 1974 as ECO, Inc. and was formed as a result of a Vista grant initiated by the NC Department of Correction. The original goal was to help men leaving prison find employment and housing. This is still one of the organization's primary goals. Over the last 41 years programs have been added to serve women who are being released from prisons/jails and the families and children of people who are incarcerated. **The Center for Community Transitions (CCT)** now has three primary programs, LifeWorks!, Families Doing Time and The Center for Women. CCT's focus is "building people not prisons" to reduce recidivism, and interrupt the next generation from entering prison.

THE CENTER FOR WOMEN

The Center for Women opened in 1987 as a contract work release program for state female offenders. This was a result of the closing of the Residential Facilities for Women operated by NCDOC in the early 1980's. Those facilities allowed a woman to complete her prison sentence near her home and her children to promote a positive transition. A bill introduced by Representative Jo Graham Foster in 1986 made the work of the Center for Women possible. The goal of this program is to help women make a successful transition from prison to their family and community while upholding the goals of the NC Department of Public Safety.

When the Center for Women opened in 1987, it served 20 women. In October of 2010, the program moved into a newly built 30-bed facility. The new facility is located on 2.8 acres of land and is a half block from the planned light rail line from uptown Charlotte to UNC-Charlotte. The **Families Doing Time** program is located on this site and provides parenting and family problem solving guidance for the inmates.

The three programs of the Center for Community Transitions are interwoven and clients often participate in more than one program. The inmates at the Center for Women participate in all three programs as they are appropriate for their transition needs. A description of each program follows.

The LifeWorks! program is the longest running program of the organization. Today this program provides employment readiness training, soft skills training, and weekly job search groups, opportunities for participants to volunteer in the community, case management and career planning. This program is also offered to Work First enrollees of the Department of Social Services who have criminal records. CCT subscribes to a cognitive behavioral approach to clients in all settings where clients are served such as classroom, groups and individual meetings. The cognitive behavioral approach matches client behavior with client beliefs and

values. A simplified explanation of the cognitive behavioral approach is that every interaction with clients introduces clients to thinking skills, and poses questions about other possible options, consequences of each option, does it match what they value and believe and if not what would. In FY15, 90% of those who completed the program and found employment did not recidivate.

The **Families Doing Time**(FDT) program serves families of people who are incarcerated. Research (Berg and Heubner, 2011) shows that maintaining family contact reduces recidivism and can improve post release employment opportunities and family dynamics. When someone is released families are often able to provide the basic needs of housing, food, and transportation allowing the ex-inmate to focus on finding employment and improving education and work skills. EKWIP (Empowering Kids with Incarcerated Parents) is a school and community based support group for children with incarcerated parents. In FY15, 81% of the children who participated in the EKWIP program showed an increase in pro-social behaviors and attitudes as reported by teachers and caregivers. Other family services offered are short term family counseling, a monthly dinner meeting for participating families with programs addressing issues such as bullying, internet safety, parent teacher conferences, and open mic night for kids and parents. Family reunification and reintegration are concerns for many of the families we serve. Staff assists with problem solving, managing expectations and feelings which are critical to successful reentry in the family and the community.

CRITERIA FOR PARTICIPATION

The selection of participants for the Center for Women is made by the NC Department of Public Safety within the following guidelines:

- must be within three years of release
- have achieved minimum custody level 3
- capable of going to work in the community
- not had a serious infraction within the last year or a minor infraction in the last six months
- medically cleared to be at a facility with limited on site medical staff
- make a request for transfer to their case manager
- complete an application (new criteria)

PROGRAM SERVICES

Programs offered at the Center for Women address *criminogenic factors* which contribute to increased risk of criminal involvement. There are static and dynamic criminogenic factors. Static factors are those things that cannot be changed such as age at first arrest or a person's current age. Dynamic factors are those things that can be changed such as education, parenting skills, work experience, personal associations, family relationships, leisure activities, thinking, problem solving and communicating, self-management, and involvement in substance abuse. Helping clients change from risky, antisocial behaviors, harmful associates, and negative, antisocial thinking to productive and successful citizens is an outcome the Center for Women works to achieve.

Work Release- Work release, the primary program at this facility, allows inmates to work in the community and gain work experience, receive constructive feedback, achieve higher levels of performance and earn rewards for hard work. Bridging the gap in work due to incarceration time creates a positive step to successful reentry.

Study Release- Equal to work success is educational success. Many of the incarcerated failed in school. Research (Davis, 2013) continues to show increased educational achievement reduces recidivism. CCT pays for inmates to attend school through community donations to a small educational fund and donations from The Sunshine Lady Foundation.

Family Services- Rebuilding broken family relationships is key to restoring and strengthening families. The staff of both the Center for Women and the Families Doing Time programs works with each inmate to find ways to improve family relationships, especially the relationship between the inmate and her children. Some of the efforts to build these relationships include preparing for visits, practicing difficult conversations, activities during visitation to build positive experiences, and improving communication with caregivers, teachers and others in the child's life. Each year CCT hosts a Family Day event with food and activities to build positive experiences to facilitate a more successful transition.

Community Volunteer Program- Community volunteers play an important role for inmates in the development of positive relationships, access to positive leisure activities and addressing substance abuse and chemical dependency. Volunteer activities with inmates often include volunteering, attending church and Bible study, shopping for toiletry and personal items (CCT does not have a canteen), hobbies, games, budgeting, exercise and health workshops, artistic activities and gardening to name a few.

Life Skills Development- Some of the activities listed under the volunteer program are life skill development activities such as budgeting and hobbies. Examples of life skills that are taught are part of the day-to-day program providing inmates opportunities for practicing conflict management; leadership; balancing work, school and home responsibilities; parenting, team work; and communication. Practicing "right" living while incarcerated leads to "right" living when released.

Case Management- Case managers work with inmates to prepare for release. Often this means looking at issues that may come up once released that can deter a successful transition. Inmates review their credit reports and driving records and are able to work with creditors and the DMV to pay outstanding bills or charges. Inmates have paid past due tax bills, utility bills, and traffic/driving fines and fees. Case managers assist with finding resources to address substance abuse issues and attendance at AA, NA and Alanon meetings. Since the facility is small, contact with case managers occurs frequently and may include problem solving, career planning, resolving family issues, correcting behaviors, and brief counseling. The case managers use the cognitive behavioral approach described in the LifeWorks! section to help clients practice problem solving and self-evaluation techniques.

ACCOUNTABILITY

CCT receives NCDPS audits and inspections of the facility, inmate trust fund, safety/security of the facility and program audits. Facility Services Division of Department of Health and Human Services conducts annual health inspections. Annually, CCT is audited by an independent auditor and completes financial certification for United Way of Central Carolinas and the Better Business Bureau.

CCT follows NC DPS guidelines and procedures for accountability of inmates and conducts monthly drug screens as well as on site work release, study release, and home leave community checks. Employers and school instructors are aware of the inmate's status. CCT has access to OPUS (the Offender Population Unified System) and enters case notes, bimonthly reports, semi-annual case reviews, daily activity information, drug screens, visitor applications and visits, release plans, etc. CCT provides monthly reports to the facility monitor,

Mr. Todd Pinion, Mountain Region Director. Staff, inmates, volunteers, employers, school instructors and all on-site visitors are provided sexual harassment and PREA (Prison Rape Elimination Act) training as required. Volunteers are provided training in accordance with the approved volunteer guidelines for this site.

FY14 DATA

In 2014-2015, there were 48 different inmates assigned to **The Center for Women**. Thirteen (13) women were released, two (2) were transferred due to disciplinary infractions, and two (2) were transferred for administrative reasons. The average length of stay for the 13 women released from CCT was 21 months.

Demographics

The Center for Women served inmates from 28 different counties:

Alamance	Ashe	Buncombe	Burke
Cabarrus	Cleveland	Cumberland	Davidson
Durham	Forsyth	Gaston	Greene
Guilford	Henderson	Hertford	Iredell
Jackson	Mecklenburg	McDowell	Moore
Onslow	Randolph	Rockingham	Rowan
Stokes	Wake	Wayne	Wilkes

Of the 48 inmates, 40 were mothers of 89 children, 34 of these children were younger than age 18.

Of the 48 inmates, 21 were African American, 27 Caucasian

The age range was 28 to 58, with an average age of 43 and a median age of 42.

Criminal Charges

These numbers represent multiple convictions for the inmates served each year.

Category	FY13	FY14	FY15
Number of inmates each year	50	47	48
Homicide	8	8	11
Assault/Threat	21	21	3
Robbery, Larceny, Breaking and Entering	13	13	11
Obtaining Property by False Pretense, embezzlement	27	30	11
Weapons	17	17	5
Drug Offenses	27	30	20
Driving Offenses	3	3	1
Habitual Felon	7	8	9

In FY15 Sentences ranged from 3 years and 3 months to 26 years.

Employment

All inmates participate in the LifeWorks! program prior to employment placement. Inmates worked for 25 different employers during the year, with several women working for the same employer in different locations. Due to the current economic situation, it was much more difficult for inmates to find full-time employment and the selection of places to work was limited. At the beginning of a resident's work history at CCT food service is more likely their employment

situation. Several find better positions in other businesses after the initial employment. This list adds up to more than 48 women, since some of them changed positions during the year.

Number of inmates	Position
1	Call center representative
2	Nursery/Landscaping- assistant
1	Hair Stylist
1	Costume maker/seamstress
4	Office Manager/administrative assistant
1	Dental Tech
4	Supervisor/Manager
1	Baker
1	Housekeeper
1	Title Clerk
34	Food service positions

Inmate Earnings

The 47* inmates who were employed during the year earned a total of \$379,802.68. The hourly pay earned was between \$7.25 and \$13.75 per hour. (*One inmate arrived late in the year and had not found a job by year end.)

Earning level	% achieving earning level
\$10 > per hour	36%
Between \$9 and \$10	23%
Between \$8 and \$9	29%
Between \$7.25 and \$8	11%

Inmates paid \$107,949.00 in program fees. The chart below includes amount earned and amount paid in restitution and child support.

	FY13	FY14	FY15
Number of inmates	50	47	48
Total Earned	\$299,470.61	\$378,770.61	\$379,802.68
Number paying restitution	27	18	13
Total Restitution paid	\$73,574.86	\$44,512.54	\$20,114.90
Number paying Child Support	9	4	12
Total Child Support Paid, Voluntary and Involuntary	\$6,479.01	\$6,071.59	\$22,278.08
Number of residents providing financial assistance to their families, paying off DMV fines and fees, old court fees, paying debts owed on credit history, tax bills	Not tracked	Not tracked	28
Financial assistance to family, paying off DMV fines and fees, old court fees, paying debts owed on credit history, tax bills	Not tracked	Not tracked	\$35,427.75

OUTCOMES

Cost

The daily cost per inmate at CCT in FY14 was \$54.41 and in FY15 it was \$55.11. The NCDPS reported cost per inmate in minimum custody for FY14 was \$70.18 and that same number will be used to calculate FY15 cost savings. FY15 costs for minimum custody are not yet available. The reimbursement rate from NCDPS to CCT was \$46.23 per night per inmate.

	FY13	FY14	FY15
NCDPS Daily Cost Per Inmate in minimum custody	\$69.93	\$70.18*	\$70.18**
CCT Daily cost Per inmate	\$55.70	\$54.41	\$55.11
Per Diem paid by NCDPS to CCT	\$46.23	\$46.23	\$46.23
Cost savings per day per inmate (difference between NCDPS cost per day and per diem paid by NCDPS to CCT)	\$23.70	\$23.95*	\$23.95
Total Cost Savings per year for North Carolina (NCDPS per day cost minus NCDPS payment to CCT) x # inmate days billed)	\$256,387	\$260,648*	\$257,582

*original report showed previous year NCDPS cost per inmate in minimum custody, this amount is corrected from the research bulletins for 2014.

** using last known cost per minimum custody inmate from research bulletin 2014, will be updated when 2015 Research Bulletin is released.

Recidivism

The Center for Women has shown continuous success in the transition of women from prison to home. Since 1987, CCT has measured the recidivism rate as defined by rearrests during the immediate two years after release. Of the 12 inmates released in FY13 none were found to have been rearrested during the two year period since release, resulting in 100% successful transition from prison to the community. Over the 28 years the program has existed, the average success rate for women exiting the program remains around 87%.

Recidivism	FY11	FY12	FY13	FY14	FY15
Number released	9	14	12	11	13
Number rearrested	0	3	0	To Be Determined In FY16	To Be Determined In FY17
% of successful transitions	100%	79%	100%	To Be Determined In FY16	To Be Determined In FY17