

## Regional Funding

### Fiscal Year 2022 - Partner Funding Application

#### FAILSAFE-ERA

#### Agency Total Budget

*In the boxes below provide an overview of the administrative costs associated with your total agency budget.*

#### Expenses

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Salary			64,000.00	0.00	55,000.00	55,000.00
Benefits				0.00	0.00	0.00
Operating Expenses	17,508.00		45,000.00	21,573.00	30,326.00	30,326.00
Capital Expenses				0.00	0.00	0.00
Other Expenses	8,193.00			0.00	0.00	0.00
Total	25,701.00	0.00	109,000.00	21,573.00	85,326.00	85,326.00

#### Revenues

*Please include revenue associated with your entire organization. This section represents the TOTAL revenue your organization is receiving. The revenue associated with specific programs will be listed within your program budgets; this section represents total revenues. (For example if your organization requests funding for multiple programs the total amount requested from each locality or other entities goes within this section)*

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Caroline			2,000.00		1,000.00	1,000.00
Fredericksburg			13,000.00		8,500.00	9,000.00
King George			2,000.00		2,000.00	2,000.00
Spotsylvania			15,000.00		8,500.00	9,000.00
Stafford			15,000.00		8,500.00	9,000.00
United Way						
Grants	1,900.00		7,000.00	6,000.00	25,000.00	25,000.00
Client Fees						
Fundraising	19,456.00		55,000.00	18,232.00	35,000.00	40,000.00

	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Budgeted</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Estimate</b>	<b>FY 2022 Budget</b>
Other (Click to itemize)	3,768.00	0.00	0.00	0.00	0.00	0.00
Total	25,124.00	0.00	109,000.0 0	24,232.00	88,500.00	95,000.00

### Surplus / Deficit

	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Budgeted</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Estimate</b>	<b>FY 2022 Budget</b>
Surplus or Deficit	<b>-577.00</b>	0.00	0.00	2,659.00	3,174.00	

## **FAILSAFE-ERA**

### **Agency Budget Narrative**

#### **Administrative Expenses**

**Provide an overview of the administrative costs for your agency.**

Administrative costs for FailSafe-ERA are based on an allocation of at least 10% of expenses that are not program specific. The allocation percentage includes rent, internet and telephone services, liability insurance, marketing, and accounting and bookkeeping expenses.

**If your agency is requesting an increase or decrease in administrative funding, please describe in detail the reasons for these changes.**

As we move into 2021 and continue to grow the organization, FailSafe-ERA needs to expand the hours of our programs and staff and provide a salary for our Executive Director, reentry director and case managers. This is important to minimize turnover. The demand for FailSafe-ERA services can no longer be accommodated using volunteer services only, to meet the ever-increasing demand of community reentry.

**Please provide justification for and specific amounts of administrative costs that are defrayed by locality funds.**

FailSafe-ERA administrative costs are low and provided by fundraising activities and board members contributions.

#### **Capital Expenses**

**Please provide an overview of the capital costs for your agency.**

There are no capital costs.

**Please provide justification for and specific amounts of capital costs that are defrayed by locality funds.**

None

#### **Salary & Benefit Expenses**

**Please provide an overview of any increases or decreases in general personnel expenses for your agency.**

FailSafe-ERA needs to add staff persons to enable us to expand the number of clients we plan to serve in FY 2021. We will also increase the hours of our operations.

**Please provide a description of any changes to agency benefits structure or cost.**

None

#### **Budget Issues**

**Provide any legislative initiatives or issues that may impact the agency for the upcoming year.**

The following legislation and initiatives will increase the number of inmates returning to our communities, needing our services:

The General Assembly mandate to discharge state responsible inmates held in a local correctional facility, who meet the eligibility criteria for release from incarceration, prior to their scheduled release date due to COVID19.

House Bill 5148 promoting 4.5 earned sentence credits for each 30 days served that is permitted under current law, shortening prison sentences for good behavior.

**If you are aware of “outside” funding sources that will expire or be reduced on a set cycle or date, please note those below and how you are planning for them.**

We believe our current fundraising sources are steady and will continue to pursue state and federal reentry grants, and community funding opportunities.

**Please detail any identified agency needs or areas of concern that are currently not being addressed in your funding request.**

Our funding request covers our anticipated needs. With the help of Partner Agency Funding, we believe we can be confident in meeting our objectives for 2021.

## **FAILSAFE-ERA**

### **Locality Information**

#### **Locality Notes**

*Please use the spaces below to provide any locality specific notes or statements that may be relevant to your application.*

#### **Caroline County**

A great majority of our clients are from the Stafford, Spotsylvania, and Fredericksburg area; however, we service all of Planning District 16. We have increased our reach to the Caroline County community.

#### **City of Fredericksburg**

A great majority of our clients are from the Fredericksburg, Spotsylvania, and Stafford area; however, we service all of Planning District 16. We appreciate the increased support from the Fredericksburg City leadership team acknowledging the importance of our services.

#### **King George County**

A great majority of our clients are from the Stafford, Spotsylvania, and Fredericksburg area; however, we service all of Planning District 16. This year we have seen an increase in clients from King George requesting our services.

#### **Spotsylvania County**

A great majority of our clients are from the Spotsylvania, Stafford, and Fredericksburg area; however, we service all of Planning District 16. We are currently working with the Spotsylvania Social Services to expand our training program to ensure we capture all individuals impacted by incarceration.

#### **Stafford County**

A great majority of our clients are from the Stafford, Spotsylvania, and Fredericksburg area; however, we service all of Planning District 16. We appreciate the support and acknowledgement of our services from Stafford county leadership.

# FAILSAFE-ERA

## Agency Information

### General Information

**Agency Name** FAILSAFE-ERA  
**Physical Address** 4701 Market Street, Suite H, Fredericksburg, VA, 22408, US  
**Mailing Address** 4701 Market Street, Suite H, Fredericksburg, VA 22408  
**Agency Phone Number** (571) 247-2438  
**Federal Tax ID #** 800463814  
**Web Address** www.failsafe-era.org  
**Agency Email Address** Juanita.Shanks@failsafe-era.org

### Agency Mission Statement

The mission of FailSafe-ERA is to reduce recidivism and increase successful outcomes for individuals returning from incarceration. FailSafe-ERA provides personal and professional growth strategies to progress in the world of work, which lends itself to better employment opportunities, improved social and independent living skills, and increased public safety.

**Number of Years in Operation** 11

### Main Contact

**Main Contact** Juanita Shanks, phone: (540) 479-3021, email: Juanita.Shanks@failsafe-era.org  
**Job Title** CEO

### Localities Served

*Please select any/all localities your agency serves.*

**Caroline**   
**Fredericksburg**   
**King George**   
**Spotsylvania**   
**Stafford**

### Collaborative Impact

**Describe in detail how the community would be impacted if your agency were dissolved or merged with another partner agency.**

FailSafe-ERA offers an approach that is unique among non-profits in Planning District 16. Our programs help inmates and returning citizens plan for their lives beyond jail/prison. We accomplish this through workshops, mentoring and coaching, job training and placement, and one-on-one case management. This multi-pronged approach helps our clients identify, explore, and evaluate potential career plan(s) and the education needed to achieve their goals. If FailSafe-ERA was dissolved or merged with another partner agency, there would be under-resourced inmates and returning citizens who would not have the opportunity to receive specialized, evidence-based training needed to change behaviors and prepare them for life post incarceration. We recognize that by removing the barriers that prevent successful community transition, returning citizens have a higher rate of success and public safety is increased.

**Community Impact**

*Please provide at least 2 examples of how your services have impacted members of our community.*

**Example 1**

Each year we provide educational opportunities to returning citizen:

Client #1 received a master's degree through our scholarship program and is currently working as a peer mentor, mental health counselor with juveniles, and is on track to become a licensed therapist in Virginia.

Client # 2 is a graduate of our toastmaster's program and currently serving as the FailSafe-ERA toastmaster program manager. Through her employment as a lab tech chemical analyst, she has purchased a home and vehicle.

Through our established partnership with ATSSA-American Traffic Safety Services Association, we graduated 16 returning citizens from our right road job training and placement program. Several are currently working full time in the community and living independently.

**Example 2**

Through our mentoring program, we provided entrepreneurial support, services, and resources to two returning citizens who were instrumental in starting new business ventures.

Client #1, after being turned down for several jobs because of DUI background, worked with our team to launch a maintenance and repair business and was the immediate recipient of three short-term contracts with local businesses, while at the same time leading the toastmasters for youth program at the juvenile detention center.

Client #2 received marketing and website support to launch a documentary that led to increased support and coaching to receive approval for a barber academy.

**Example 3 (Optional)**

## **FAILSAFE-ERA - FailSafe Right Road Program**

### **Program Overview**

*You may save your work at any time by clicking on the "Save My Work" link/icon at the bottom or top of the page.*

*When you have completed all questions on the form, select the "Save My Work and Mark as Completed" link/icon at the bottom or top of this page.*

*You may also SWITCH between forms in this application by using the SWITCH FORMS feature in the upper right corner. When switching forms, any updates to the existing form will automatically be saved.*

### **General Information**

**Program Name** FailSafe Right Road Program

**Is this a new program?** No

### **Program Contact**

**Name** Juanita Shanks

**Title** CEO

**Email** Juanita.Shanks@failsafe-era.org

**Phone** (540) 479-3021

### **Program Purpose / Description**

#### **Provide an overview of this program**

The mission of FailSafe-ERA is to reduce recidivism and increase successful outcomes for those individuals returning from incarceration. The FailSafe-ERA Right Road Courage to Change Program is a multi-faceted program designed to assist PD 16 returning citizens through the provision of a variety of services, including, life/job skills training, coaching/mentoring, employment preparation, counseling, housing, and scholarships. This Program is a cognitive-behavioral, skills-focused case management model that challenges transitioning inmates and returning citizens to change their beliefs and behaviors. This evidence-based approach addresses their criminal behavior risks and needs, guiding the participants toward positive life changes. Clients focus on personal goals and social values using the Courage to Change curriculum developed in collaboration with several probation offices. Our program is customized to each individual's risk and needs. The program is accomplished utilizing classroom or virtual group sessions, followed by specialized employer skills training, all coordinated with probation and parole, local jail officials, and social services.

### **Client Fees**



**Please describe the fees clients must pay for the services by this program.**

Failsafe clients already face numerous economic barriers, therefore, FailSafe-ERA does not charge any fees to their clients. Upon completion of our training program, they will have access to employment opportunities that will position them for other financial responsibilities and independence.

**Justification of Need**

**Please state clearly why this service should be provided to the citizens of the region and why the localities should consider this funding request.**

Our clients face multiple challenges and hardships, making social integration into the community problematic and achievement in society often impossible. Studies prove that one in three inmates will return to jail/prison within one year of release. Inmates who do not have a proper and supportive transition back into the community will face tremendous obstacles to gainful employment, housing, transportation and other realities of society. Under these circumstances, returning citizens often relapse into prior behaviors, which is both harmful to the community and expensive for the taxpayers. However, according to ongoing research, these individuals can become healthy, productive citizens when provided with evidence-based support programs.

**If this is a new program, be sure to include the benefits to the region for funding a new request.**

Each year over 400 inmates are released back into our communities. Since the coronavirus outbreak, that number has increased and is expected to continue as the Virginia Department of Corrections (VADOC) and community correctional facilities (local jail) are mandated to early release eligible inmates with a viable home plan; albeit, we have experienced otherwise. They do not have a home plan. VADOC plan includes ensuring early released individuals receive a packet of community resource information and contacts for community reentry. Often, local jails do not have the same access to staffing as DOC facilities, therefore inmates at local jails are less fortunate. FailSafe-ERA is a known entity to the VADOC and the Rappahannock Regional Jail, which provides these services to ensure they remain crime-free and positive contributors to society.

**Target Audience and Service Delivery**

**Describe the program's intended audience or client base and how those clients are served.**

Our targeted audience is individuals that have been arrested and released back into our communities. These individuals are served through our customized case management program using evidence-based training to address criminal behavior. Our program is customized to each individual's risk and needs using an individualized action plan with strategies and goals to overcome obstacles and achieve success. In addition to individual action plan, participants will also participate in group coaching to address criminal thinking patterns, and to promote building and maintaining positive connections and support network.

**If your program has specific entry or application criteria, please describe it here.**

As the first step, client makes initial contact with Failsafe-ERA via social services, probation and parole, local jail contacts, other agencies, family members or friends. Upon contact clients are assigned a case manager. Case managers have 24 business hours to reach out to the client to schedule first appointment to complete the FailSafe-ERA right road application and conduct a needs assessment. The assessment gives the case manager a full view of the client's current needs so that they can be addressed in order of importance. Each client develops, in partnership with their case manager, a service plan that consists of goals that are related to their needs, which is reviewed during their ongoing appointments.

## **FAILSAFE-ERA - FailSafe Right Road Program**

### **Program Budget Narrative**

**Please indicate in detail reasons for increases or decreases in the amounts you are requesting.**

In 2021, we plan to increase the number of case managers and training programs to accommodate the massive number of returning citizens resulting not only from regular release of inmates completing their sentence but also the early release due to the coronavirus and other legislations mandating early release. This need is based on our current increasing workload and the cost of additional, program materials. For maximum effectiveness, our program needs to be a year-round program with ongoing case management, training, mental health and substance use and abuse services, housing and transportation. This year-round program will help ensure that the participants have internalized the life skills needed to cope and overcome their life-altering challenges and decisions. We also know that there are many more participants who have slipped through the cracks, that would benefit from our program; specifically, those released from jail without probation to track their progress.

**If an increase is being requested, please describe the impact not receiving an increase would have on the program.**

The demand for FailSafe-ERA services can no longer be accommodated using volunteer services only, to meet the ever-increasing demand of community reentry. Not receiving funding will greatly impact our operations and decrease the services provided to minimal.

**In particular, please describe in detail if any increase is sought for new positions or personnel.**

Thus far, Failsafe-ERA has functioned without paid staff positions and with minimal programs management. In 2021, we have set an objective to enroll a significantly large number of participants into right road program to meet the needs of the returning citizens, along with our current and future workload. In order to do this, we will require staff persons and expanded hours. Paid staff positions will provide clients with consistency, which in turn leads to higher levels of client accountability.

## FAILSAFE-ERA - FailSafe Right Road Program

### Program Specific Budget

Please provide your program specific budget below.

#### Expenses

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Personnel		0.00		0.00	55,000.00	55,000.00
Benefits		0.00		0.00	0.00	0.00
Operating Expenses		36,545.00		21,573.00	30,326.00	30,326.00
Capital Expenses		0.00		0.00	0.00	0.00
Total	0.00	36,545.00	0.00	21,573.00	85,326.00	85,326.00

#### Revenues

This section represents revenue specifically associated with your program. Revenue that supports the implementation of your program and the services provided to the community.

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Caroline					1,000.00	1,000.00
Fredericksburg					8,500.00	9,000.00
King George					2,000.00	2,000.00
Spotsylvania					8,500.00	9,000.00
Stafford					8,500.00	9,000.00
United Way						
Grants		7,195.00		6,000.00	25,000.00	25,000.00
Client Fees						
Fundraising		19,400.00		18,232.00	35,000.00	40,000.00
Other (Click to itemize)	0.00	0.00	0.00	0.00	0.00	0.00
Total	0.00	26,595.00	0.00	24,232.00	88,500.00	95,000.00

#### Surplus / Deficit

	FY 2018 Actual	FY 2019 Actual	FY 2020 Budgeted	FY 2020 Actual	FY 2021 Estimate	FY 2022 Budget
Surplus or Deficit	0.00	-9,950.00	0.00	2,659.00	3,174.00	

## **FAILSAFE-ERA - FailSafe Right Road Program**

### **Collaborative Impact**

#### **Efforts and Partnerships**

**Describe in detail examples of collaborative efforts and key partnerships between your program and the other programs or agencies in the area.**

FailSafe-ERA works closely with other non-profits and agencies in this area, as well as with local businesses and churches. Our objective is to avoid duplication of services. FailSafe-ERA provides a critical link between under-resourced individuals and the community. In 2019 and 2020, we partnered with the following organizations to offer our services:

Probation and Parole

Spotsylvania Social Services

Rappahannock Regional Jail

Reentry Council

Thriveworks Counseling

Thurman Brisben

American Traffic Safety Services Association (ATSSA) (2d Chance Employer)

Flagger Force (2nd Chance Employer)

Germanna Community College

Pinnacle Treatment Services

#### **Collaborative Impact**

**Describe in detail how the community would be impacted if your program were dissolved or merged with another partner agency.**

FailSafe-ERA Right Road Program increases the effectiveness of the transition from jail/prison to the community. Our program is unique. We are not aware of any other organizations that could step in to provide the full array of service provided by FailSafe-ERA. Participants in our program learn more about managing their behavior and increasing their potential for a successful career. The community benefits from their completion of our program, which leads to success for all and a model community for community reentry.

## FAILSAFE-ERA - FailSafe Right Road Program

### Number of Individuals Served

#### Localities

*Please provide the actual numbers of individuals served in this program during FY2017, FY2018, and FY 2019, the estimated numbers of individuals served in FY2020 and the projected numbers of individuals served in FY2021.*

<b>Locality</b>	<b>FY2017 (Actual)</b>	<b>FY2018 (Actual)</b>	<b>FY 2019 (Actual)</b>	<b>FY 2020 (Actual)</b>	<b>FY 2021 Projected</b>	<b>FY 2022 Estimate</b>
Fredericksburg City	0	0	8	5	12	25
Caroline County	0	0	0	0	1	1
King George County	0	0	1	1	2	2
Spotsylvania County	0	9	7	9	12	25
Stafford County	0	0	7	8	15	25
Other Localities	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>9</b>	<b>23</b>	<b>23</b>	<b>42</b>	<b>78</b>

# FAILSAFE-ERA - FailSafe Right Road Program

## [View Diagram](#) Goals and Objectives

### Goals

#### Goal:

Returning citizens will participate in the evidence-based **Courage to Change** case management program to address their attitudes, beliefs, and past behavior.

#### Objectives

Objectives	2018 Year End	2019 Baseline	2019 Year End	2020 Baseline	2020 Year End	2021 Baseline
<b>95% of participants who complete all the course offerings will realize positive life changes focusing on healthy lifestyles and relationships, taking responsibility for actions, making better decisions, problem-solving skills, and strategies for maintaining control and managing difficult feelings.</b>	Total # Clients Served		0			35
	Total # Clients Achieved/Successful		0			35
	% Achieved / Successful	0	0	0	0	0
<b>75% of successful program graduates will experience no new arrests or relapses in the first year after program completion.</b>	Total # Clients Served		0			35
	Total # Clients Achieved/Successful		0			33
	% Achieved / Successful	0	0	0	0	0
<b>70% of participants will remain crime-free</b>	Total # Clients Served		0			35
	Total # Clients Achieved/Successful		0			33
	% Achieved / Successful	0	0	0	0	0

### Explanation & Overview

If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case

**Updates for FY2018**

Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported

This is a new program.

If you are restating the goals or objectives for the prior calendar year, please include those here

**Goal:**

Returning citizens will participate in training designed to improve job readiness skills, expand financial literacy, work ethics and character development to promote independent living

Objectives		2018 Year End	2019 Baseline	2019 Year End	2020 Baseline	2020 Year End	2021 Baseline
<b>95% of participants who complete the full program will be offered employment opportunities</b>	Total # Clients Served			15			25
	Total # Clients Achieved/Successful			13			23
	% Achieved / Successful	0	0	86.67	0	0	92
<b>90% of participants will successfully complete job readiness training resume building, mock interviewing, workplace etiquette, financial management, and the price of losing control to prepare them for the world of work.</b>	Total # Clients Served			15			25
	Total # Clients Achieved/Successful			15			25
	% Achieved / Successful	0	0	100	0	0	100
<b>85% of participants will adapt to independent living arrangements</b>	Total # Clients Served			10			10
	Total # Clients Achieved/Successful			8			9



% Achieved /  
Successful

0

0

80

0

0

90

## **Explanation & Overview**

**If your outcomes are significantly less than your stated objectives, please note any reasons why this might be the case**

## **Updates for FY2018**

**Please note any changes you plan to make to the program, or the stated goals and objectives, given the data you have reported**

This program is expanded to include the Courage to Change case management.

**If you are restating the goals or objectives for the prior calendar year, please include those here**