

I. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL SUMMARY SHEET

One page only. This page will be shared electronically with Grant Panel Members & Fund Advisors.

Note: If Philanthropy Network's Common Grant Application is used, CCCF's **Summary Sheet MUST accompany application.**

To obtain an electronic version of this application, visit www.chescocf.org

Date: Sept 5, 2024

Contact Information

Organization Name: JusticeRain, INC
Address: 426 W Gay St. West Chester
Phone: 952-334-9170
Website: <https://www.justiceraininc.com>
Year Incorporated: 2010
FEIN: 27-3189914

ED/CEO Name: ED James Bady
ED/CEO E-mail: Jamesbady@justiceinc.com
Board Chair Name: James Bady
Board Chair Approval (check here): X
Primary Contact Name: James Bady
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Organization Information:

Field/s of Interest:

Arts, Culture & Humanities Environment/Animal Welfare Education
 Health Human Services Religion

Mission:

Geographic Area Served (If not all of Chester County, specify primary Chester County regions served):

Greater Chester County Area

Describe Population Served & Annual Number of People Served:

Annual Budget \$ 95,000 3 # of Full-Time Equivalent Paid Staff
80 % of budget for program expenses 7 # of Board Volunteers
15 % of budget for administrative expenses 11 # of Active Non-Board Volunteers
5 % of budget for fundraising expenses 1400 # of Volunteer Hours
100 % total

Top 3-5 funding sources: Grants, program fees, community contributions, individual donations

Is this grant proposal for: Capacity Building or General Operating ?

If Capacity Building Proposal, the focus is:

Mission, Vision & Strategy Governance & Leadership Partnerships & Collaborations
 Fundraising, Development & Marketing Technology Other: _____

Grant Amount Requested from the Community Foundation: \$ 25,000

Proposal Summary: This grant proposal is submitted by JusticeRain, Inc. in order to lease operation space to continue and expand its current programs empowering women in addiction recovery and advancing diversity in law enforcement.

II. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL NARRATIVE

1. Nonprofit's History, goals, key achievements & distinctiveness

History:

JusticeRain, Inc. (JRI) is a nonprofit, 501C3, community-based organization that was established in 2010. Our organization was born out of the need to fight against the brokenness and injustice from which humanity, society, and our environment suffer. JRI strives to be a part of the effort that brings wholeness and justice through strategic, sustainable, and holistic endeavors. We do this through partnerships with existing organizations, empowering local communities towards action, and finding individuals who are passionate about working toward bringing forth justice locally and globally in the world. During its early years, JRI hosted an annual Dress for Success event to help teenage girls and women supplement their wardrobes by obtaining professional and special occasion clothing. JRI began making an impact in the community through its anti-human trafficking and policing reform conferences. By partnering with the Chester County Courts, JRI led parenting and anger management classes mandated by the court for individuals. By 2016, JRI focused its efforts on assisting women in recovery. In June 2018, JusticeRain opened Havilah House, a residential home for women recovering from addiction. In 2020, JRI began a second initiative: increasing diversity in law enforcement.

Goals:

At JusticeRain, we are dedicated to fostering positive change by offering a comprehensive range of services that address the unique needs of our community. We are driven by a passion for positive social change by addressing the interconnected challenges of addiction recovery for women and diversity in law enforcement. We envision a community where individuals are empowered, law enforcement reflects the diversity of the population it serves, and families thrive with the resources they need in an environment of understanding, and support. Together with other local community groups, we are forging a path toward a brighter and more inclusive future for all within Chester County.

Key achievements:

1. Established Havilah House, a thriving recovery live-in community for women seeking healthy and whole reintegration into the community. Havilah House has served over forty women since 2018.
 - a. Through the worldwide COVID-19 pandemic, Havilah House remained operational so that its residents could continue their recovery.
2. Created an annual scholarship for candidates entering the Chester County Police Academy in 2021. Four scholarships were awarded by 2024.
3. Established partnerships with the West Chester and West Goshen police departments and the Chester County Sheriff's Department to improve community relations.
4. Created *Barbershop Conversations*, a forum for police departments and citizens to build trust through discussions about the tensions that exist between the police and the people these departments serve.
5. Led court-approved classes for parenting, anti-theft, and anger management.
6. Organized and hosted an LGBTQIA Allies conference.

7. Hosted an anti-human trafficking conference and trained community members to recognize and report human trafficking of minors.

Distinctiveness:

Since its inception, JRI has faithfully served the community by providing services to over ten thousand program participants. We have successfully built strong relationships and collaborations with over 20 organizations. In Chester County, Havilah House is one of the few affordable services for women in treatment for addiction. JRI is one of the only organizations working directly with law enforcement to diversify police departments.

2. Funding Request:

- Description of key initiatives
 - Our organization has two core initiatives:
 - Initiative 1:** Empowering Women in Addiction Recovery. At JusticeRain, we are deeply committed to providing a nurturing and empowering environment for women embarking on their journey to recovery from addiction. Through our personalized and evidence-based programs, we strive to guide women toward reclaiming their lives, rebuilding their self-worth, and rediscovering their inherent potential. Our holistic approach focuses on fostering resilience and promoting overall well-being, with the ultimate aim of breaking the cycle of addiction and empowering women to thrive
 - Initiative 2:** Advancing Diversity in Law Enforcement. Our “Inclusive Law Enforcement Initiative” aims to promote diversity, equity, and inclusion within the law enforcement community. Through recruitment, comprehensive training, scholarship opportunities, employment support, and community outreach initiatives, the program seeks to foster a culture of understanding, respect, and collaboration among law enforcement professionals from diverse backgrounds. By championing diversity in law enforcement, the program endeavors to enhance community trust, create a more just society, and inspire positive change within the criminal justice system.
- Specific needs to be addressed:
 - Initiative 1:** Empowering Women in Addiction Recovery
 1. Ability to increase the number of program participants at Havilah House.
 2. Ability to increase the number of paid FT/PT staff to provide ongoing support and guidance as women progress through the program and services offered.
 3. Increase available services: Collaborative partnerships, Second Chance Employment Assistance, Tailored Support for Recovery, comprehensive services including counseling and workshops, mentorship, and coaching from professional women who have had successful careers in various fields and overcome similar barriers to get there.
 4. Career development for participants in the addiction recovery program in health care and skilled trades.
 - Initiative 2:** Advancing Diversity in Law Enforcement
 1. Ability to provide increased training for Police Officer Candidates.
 2. Increase the number of available scholarships for candidates entering the Police Academy.

3. Increase the ability to establish Community Outreach Initiatives.
4. Increasing the number of people of color willing to join the police profession.

- Why is it important to fund this now?

Initiative 1: Empowering Women in Addiction Recovery

Across our communities, women grappling with addiction face significant barriers to recovery and reintegration into society. Substance abuse not only poses immense personal challenges but also strains social connections, undermines mental and physical health, and perpetuates cycles of poverty and instability. Despite the availability of addiction recovery resources, many women continue to struggle to access effective support systems tailored to their unique needs and circumstances.

Compounding this issue, the societal stigma surrounding addiction often prevents women from seeking help and accessing essential services. As a result, they are left grappling with their struggles in isolation, exacerbating their vulnerability and hindering their ability to overcome addiction and rebuild their lives.

Furthermore, the lack of comprehensive programs addressing the multifaceted needs of women in addiction recovery perpetuates cycles of relapse and further marginalizes this vulnerable population. Without adequate support and resources, women remain trapped in a cycle of addiction, unable to break free and realize their full potential.

Havilah House continues to be the most affordable option for women in Chester County seeking to recover from addiction and improve their lives.

Initiative 2: Advancing Diversity in Law Enforcement

The law enforcement community faces significant challenges in achieving diversity, equity, and inclusion, resulting in strained relationships with marginalized communities and perpetuating systemic disparities within the criminal justice system. Despite efforts to promote diversity, representation within law enforcement agencies remains insufficient, leading to mistrust, tensions, and inequitable treatment among diverse populations. Also, limited access to quality training and employment opportunities exacerbates barriers for individuals from underrepresented backgrounds seeking to enter and succeed in law enforcement careers.

There is an urgent need for innovative interventions that address these systemic issues, rebuild community trust, and foster a culture of understanding, respect, and collaboration within the law enforcement community.

The JusticeRain Inclusive Law Enforcement Initiative seeks to confront these challenges head-on by providing comprehensive training, scholarship opportunities, employment support, and community outreach initiatives aimed at promoting diversity, equity, and inclusion within law enforcement agencies, ultimately striving to create a more just, equitable, and inclusive society.

- How impact & results will be demonstrated

Initiative 1: Empowering Women in Addiction Recovery

Our organization is deeply committed to evaluating the effectiveness of our programs through rigorous assessment measures. Our dedication to impact assessment ensures that we continuously strive to improve our services and maximize positive outcomes for our participants.

To measure success, we employ a combination of quantitative and qualitative data collection methods, including participant surveys, focus groups, and program outcome analysis. These methods allow us to gather valuable insights into the experiences, perceptions, and outcomes of program participants.

Key indicators of success for program participants include:

- Completion of individualized class and counseling plans
- Attendance and active participation in budgeting and wellness classes
- Consistent adherence to aftercare meeting plans
- Successful fulfillment of community service hours

All data collected is meticulously compiled and provided to the Program Director on a weekly basis by our dedicated staff members. The Program Director oversees the assessment process, ensuring that all data is accurately analyzed and assessed.

Assessment findings are shared with all relevant stakeholders, including program staff, participants, partner organizations, and funders. This transparent approach to reporting ensures accountability and fosters continuous improvement within our programs.

Initiative 2: Advancing Diversity in Law Enforcement

The evaluation plan for the JusticeRain Inclusive Law Enforcement Initiative is designed to comprehensively assess the effectiveness and impact of the program in promoting diversity, equity, and inclusion within the law enforcement community, as well as its influence on community trust, crime reduction, and positive relationships between law enforcement and the community. Utilizing a mixed-methods approach, the evaluation will employ both quantitative and qualitative data collection methods to provide a nuanced understanding of the program's outcomes and impacts.

Quantitative metrics such as graduation rates from the training program, employment rates for program graduates, and self-reported improvements in knowledge, skills, and attitudes related to diversity and inclusion will be collected through pre- and post-program assessments and surveys administered to participants, law enforcement agencies, and community members. These metrics will help quantify the program's success in achieving its stated objectives and track changes over time.

The key metrics for success are:

- Minimum retention rate of 90%
- Graduation rate of 80% or above.
- Employment assistance – employment rate of 80% or above

Qualitative data will be gathered through interviews, focus groups, and observational studies to capture the nuanced experiences, perspectives, and insights of program participants, law enforcement

personnel, community members, and stakeholders. By conducting in-depth interviews and facilitating focus group discussions, the evaluation will delve into the underlying factors influencing program outcomes, explore stakeholder perceptions and experiences, and identify emergent themes, challenges, and opportunities related to program implementation and impact.

Data analysis will involve both quantitative and qualitative techniques, including statistical analysis of survey data and employment statistics, as well as thematic analysis and coding of interview transcripts, focus group recordings, and observational notes. These analyses will enable the identification of trends, correlations, and patterns, as well as the extraction of key themes, insights, and recommendations to inform program enhancements and future iterations.

The evaluation findings will be synthesized into comprehensive reports, which will be shared with program stakeholders, funders, and the broader community through presentations, workshops, and publications. Soliciting feedback from stakeholders will ensure transparency, accountability, and continuous improvement in program evaluation and implementation, ultimately contributing to the program's overarching goals of building trust, fostering collaboration, and inspiring positive change within the criminal justice system and the community at large.