



# H.I.R.E.

Hub for Integration, Reentry & Employment



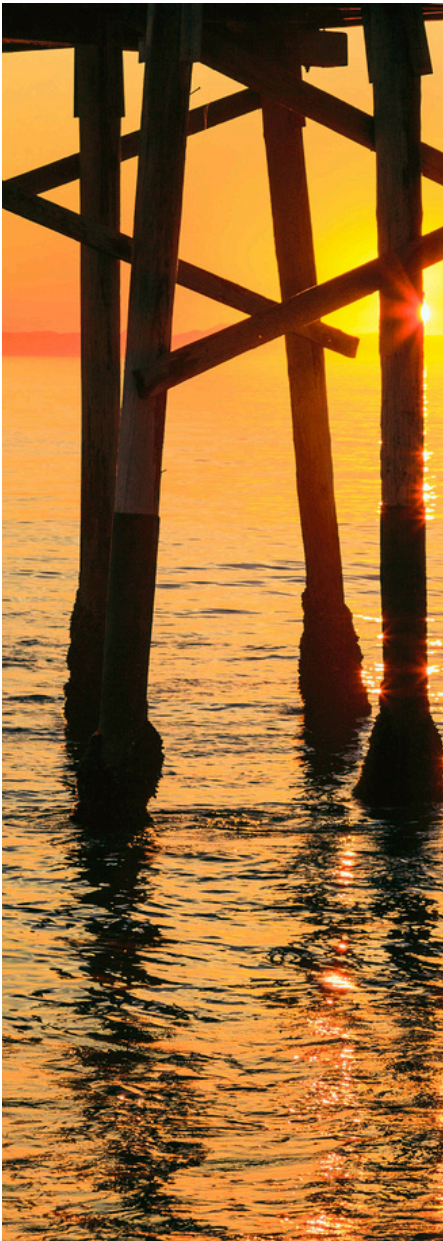
## 2024 IMPACT REPORT

Rebuilding Lives, Strengthening Communities

[www.hireoc.org](http://www.hireoc.org)

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# A Message From Our Founder

As we wrap up 2024, I find myself reflecting on how far we've come—and more importantly, how much more we are poised to achieve together. This past year has been transformative for H.I.R.E., and none of it would have been possible without the unwavering support of our community, partners, donors, and friends.

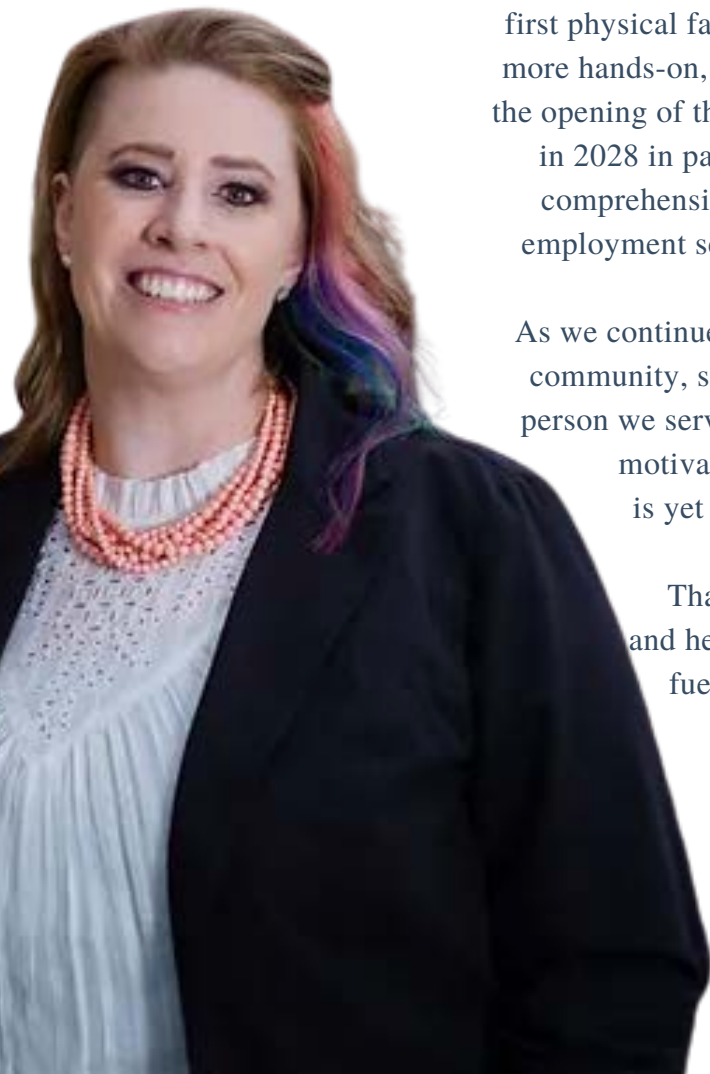
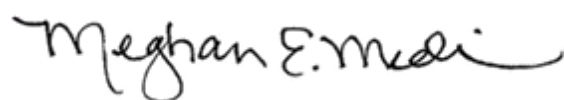
What began as a small grassroots effort has grown into a powerful movement. In 2024, we saw tremendous growth—not only in the number of people we served, but in the depth and quality of the support we were able to provide. From expanding our job placement services to launching new behavioral health programs tailored to the unique needs of justice-involved individuals, every step we've taken has been intentional and impactful.

But 2024 wasn't just about what we achieved this year—it was about laying the foundation for our future. I'm thrilled to share that we are preparing to open our first physical facility in the summer of 2025. This facility will allow us to provide more hands-on, personalized services while we work toward our long-term vision: the opening of the county's first workforce reentry training facility, *Common Good*, in 2028 in partnership with the County of Orange. The Center will serve as a comprehensive hub where we will continue our mission of providing quality employment services, mentorship and community building for people returning home from incarceration on a greater scale.

As we continue to grow, we remain focused on learning from our clients and the community, staying nimble, and evolving to meet the challenges ahead. Every person we serve is a reminder of why we do this work, and every success story motivates us to do even more. It's exciting to know that the best is yet to come—and together, we are building something truly special for the larger community.

Thank you for standing with us, believing in our mission, and helping us reach this incredible milestone. Your dedication fuels our impact, and together, we will continue creating pathways to success for those who need it most. Here's to 2025 and all the possibilities it holds!

In partnership,  
Meghan Medlin, Founder/CEO



For more information about H.I.R.E. or  
to learn how you can get involved,  
please visit our website!  
[www.hireoc.org](http://www.hireoc.org)



# Our Story

The Hub for Integration, Reentry & Employment (H.I.R.E.) was founded in 2020 in response to the thousands of people being released to our communities from incarceration with no safety net or plan in place. H.I.R.E. serves as a hub of resources and services for those returning home.

## Rebuilding Lives, Strengthening Communities

### Our Mission

H.I.R.E.'s mission is to maximize the skills and opportunities for formerly incarcerated and system-involved youth and adults in Orange County through employment, mentorship and community building.

### Our Vision

We envision a unified Orange County where gaps in social, political, and economic opportunities are eliminated for formerly incarcerated and system-involved youth and adults.

### Guiding Principles

- Connect and unite Orange County stakeholders to support the reintegration of formerly incarcerated community members.
- Use research informed and data driven strategies grounded in equity, and justice.
- Lift the voices of formerly incarcerated and system-impacted people.







# Service Snapshot

H.I.R.E. provided services to

**1,160**

people through employment assistance, mentorship and community building activities.

## Direct Service

**157** people received employment assistance through **Jobs Not Jails** and **Workforce Ready Workshops**

Our **Transforming Integration into Meaningful Experiences (T.I.M.E.)** lived experience **mentorship** program provided 1:1 mentorship to **9** individuals incarcerated in the juvenile justice system - **2** of whom were released!

**26** people were connected with **health benefits & food delivery** and **16** people attended **Peer Support Groups**

## Community Building

The **Reentry Resource Fair** serviced **589** attendees and our **Youth & Family Fair** serviced **173** youth and families

We hosted **5** **subcommittee meetings** with **96** total participants focusing on Youth Reentry & Reentry Employment

**70** attendees benefitted from co-hosted **Job Fair** and we educated countless people at conferences, employer engagement events, and other speaking engagements

*\*\*Not all services provided were accounted for in this snapshot*



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# Who We Served

## Location



**84% Reside in Orange County**

Others served included people from Los Angeles, Riverside, Lassen, and San Francisco counties, and 3 still in custody

## Gender Identity

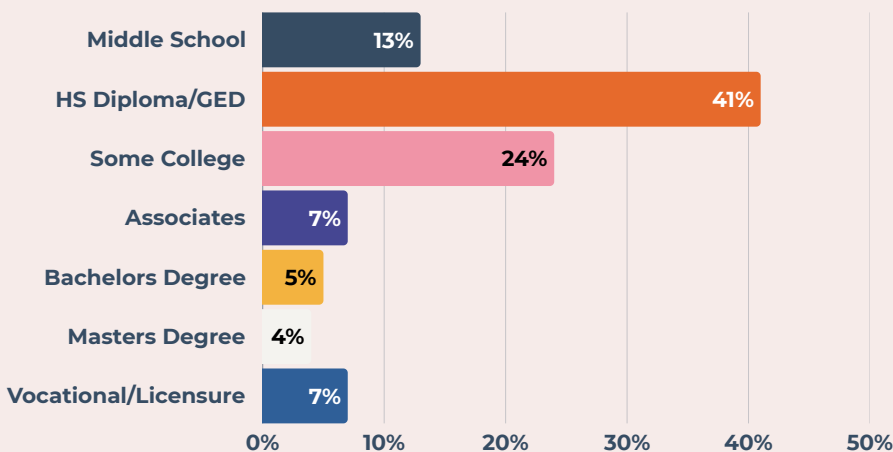
**65% Male**

**34% Female**

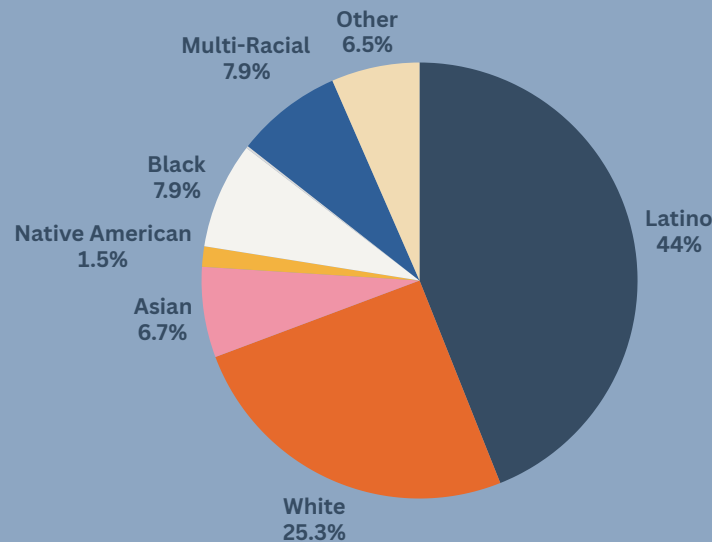
**1% Transgender or Gender Queer/Nonconforming**



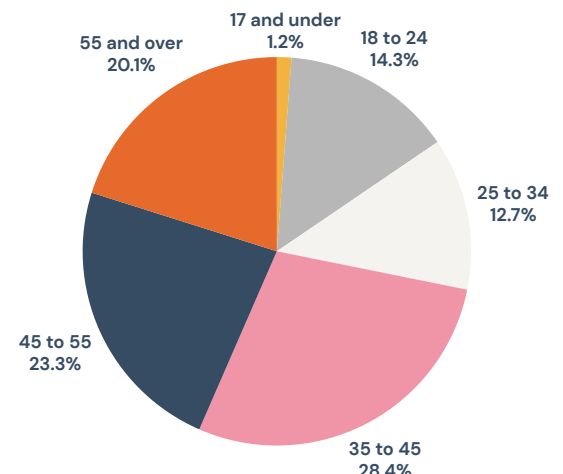
## Education



## Race/Ethnicity



## Age



**100% Low Income**



**71% Reported \$0 Income at Intake**



**H.I.R.E.**

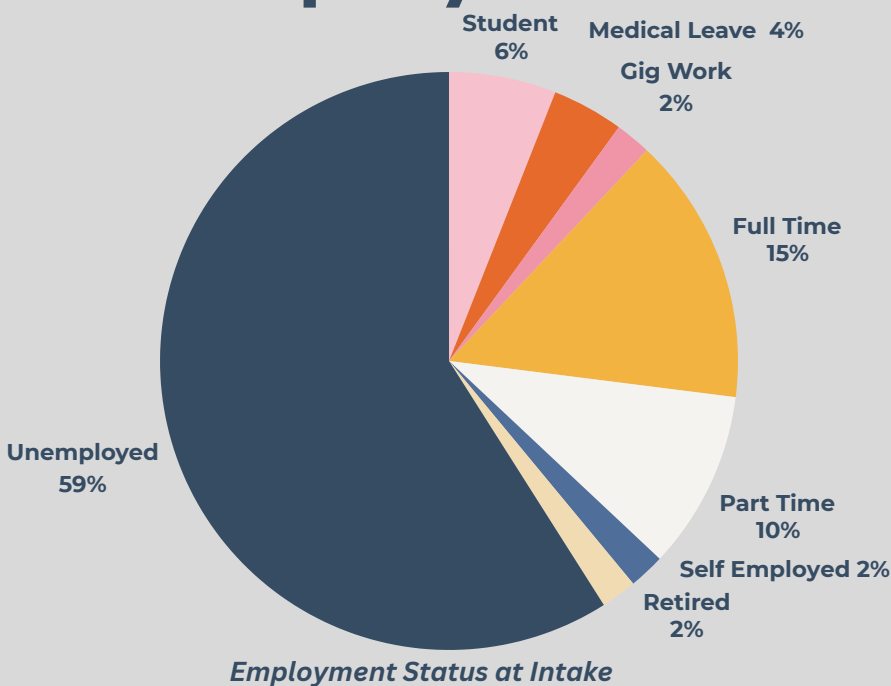
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# Demographic Factors

## Employment



## Housing Status

**89%**



**Unstably Housed  
or Unhoused**

## 54% Substance Use

Drug or Alcohol Use or Both



## 44% Parents

Average 2.5 Children



## 19% Disabled



## 17% Special Education



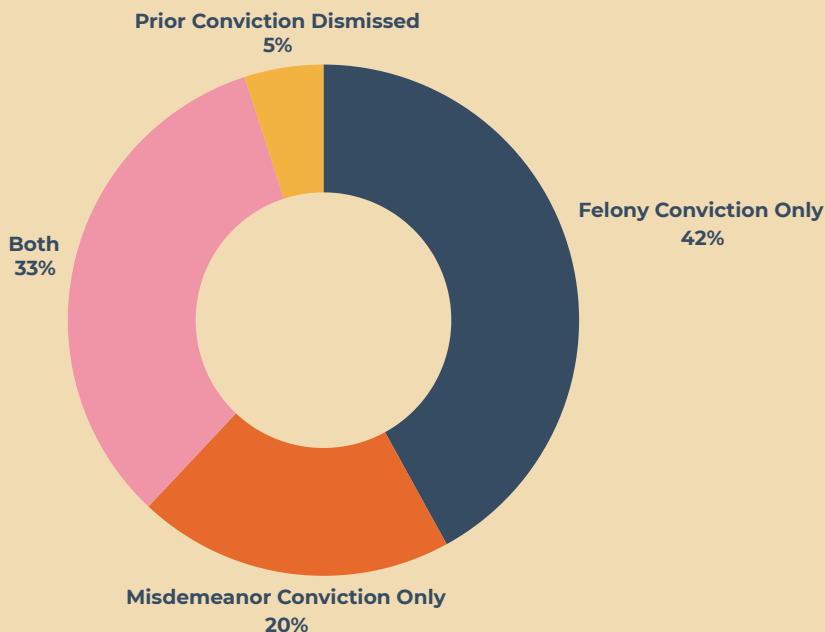
## 10% Crime Survivors



## 7% Veterans



## Conviction History



**65% On Active  
Supervision**





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# Programs

## Jobs Not Jails

Our Jobs Not Jails program remains a vital bridge for individuals seeking stability and opportunity after incarceration. In 2024, **91%** of clients **sought employment**, while **47%** requested **housing** support and **38%** needed assistance accessing **food**—underscoring the complex challenges faced by our community.

Despite lacking full-time staff dedicated to this program, and operating with the support of dedicated volunteers and interns, Jobs Not Jails delivered life-changing results. Through weekly case management, therapy, and targeted employment readiness and job placement support, **71% of participants were placed into quality employment, earning an average of \$20.15 per hour—equivalent to \$41,915 annually.** Having a quality job enables a person to provide for themselves and their families, afford housing, and stay out of the system.

H.I.R.E. was proud to partner with the County of Orange to host a **Fair Chance Hiring workshop and job fair**. The workshop focused on educating county contractors about the value of fair chance hiring and the benefits of engaging skilled talent. The accompanying job fair connected employers to second chance hiring opportunities with justice-involved job seekers, offering attendees direct support, employment leads, and meaningful opportunities to reenter the workforce.

This program exemplifies our commitment to holistic reentry support and the incredible outcomes that arise when community and compassion come together.





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# Client Success

## Staying the Course

**After serving 20 years in prison, Matthew was released in 2021 and found himself in a tough situation. The dog training program he was working at had recently downsized, leaving him without a job and with no way to support his family. Matthew applied for many jobs, but due to his conviction history, he was turned away after not passing their background checks.**

During his time at the dog training program, Matthew met one of H.I.R.E.'s T.I.M.E. mentors who recommended him to H.I.R.E. for help after his employer downsized. **Matthew hoped to find stable employment, build a resume, and make valuable business connections.**

When Matthew applied for help through our Jobs Not Jails program, he initially felt nervous, but that quickly gave way to a sense of security. Matthew appreciated knowing that there are resources available for people like him, and it was comforting to know that someone cared and would follow up with him.

**H.I.R.E. helped Matthew create his first professional resume, provided career advice and assisted him with job applications.** In Matthew's words, the people he worked with considered his whole situation and were "really cool".

**After just a few weeks, Matthew became employed full time** with a H.I.R.E. partner organization, as a Peer Navigator. He truly enjoys his job and is living happily with his family. He is also pursuing his passion for dogs and is running a dog boarding business out of his house which he hopes to expand to offer dog training as well. Matthew continues to work with, and stay in contact with H.I.R.E. for support on his journey.

**"Life happens but it is in the choices we make that determines the outcome, so surround yourself with the right people and reach out because there's always support waiting to help "**

– Matthew







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# T.I.M.E. Programs

## T.I.M.E. Mentorship

In 2024, H.I.R.E.'s Transforming Integration into Meaningful Experiences (T.I.M.E.) Mentorship program supported nine justice-involved youth with the guidance of six dedicated mentors with lived experience. Ranging in age from 17 to 42, these mentees are all involved in the juvenile justice system and are provided with critical support, guidance and reentry planning.

Services were provided across juvenile hall, county jail, and state prison settings.

Mentors maintained consistent, individualized support, resulting in significant milestones: two mentees were found suitable for release, with two others awaiting decisions in 2025. One long-term mentee, incarcerated since 2001, is now being reviewed for potential release through the juvenile system, with continued support from H.I.R.E.



## T.I.M.E. Volunteering

The T.I.M.E. Volunteering program piloted in late 2023 to help clients gain work experience and give back to the community. Though limited capacity prevented full rollout in 2024, one successful event with Paws for Life allowed three clients to contribute meaningfully. The program is currently on hold, pending dedicated staffing to ensure sustainability and engagement.







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# Reentry Resource Fair

## 3rd Annual Reentry Resource Fair

Our 2024 Reentry Resource Fair, held at the Honda Center in May, was **our largest and most impactful event to date**. Drawing an incredible **588 attendees** and featuring **63 community vendors**, the fair expanded its reach this year by welcoming not only people impacted by the justice system, but also members of the homeless and recovery communities.

To enhance the event, we offered on-site services including resume reviews, professional headshots, food boxes, dental exams, and haircuts—all of which were met with overwhelmingly positive feedback. This event served as a powerful reminder of what's possible when we bring together resources, support, and opportunity under one roof to help individuals on their path to reentry and stability.

**Special thank you to the Honda Center, OC Vibe, and the Orange County Community Corrections Partnership for supporting this event.**







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# Youth & Family Fair

## 3rd Annual Youth & Family Fair

In partnership with Project Youth OC, our 2024 Youth & Family Resource Fair reflected our commitment to supporting young people and their families with tools for success, connection and wellness.

Thanks to generous **sponsorship from CalOptima**, the vibrant and engaging event provided job linkages and resources for **173 disconnected youth and their families** in addition to valuable on-site services such as free dental exams, haircuts, and giveaways like backpacks filled with school supplies, gift cards, toys and food, helping families access essential care in a welcoming and supportive environment.



# Volunteers

**Powered by Passion – Impact of Our Volunteers**

**106 Volunteers = 3,506 Hours Donated  
= \$117,417 In-Kind Support**

Volunteers are the heartbeat of our mission—and in 2024, **106 incredible individuals gave their time, talents, and energy to move our work forward.** From administrative support and grant writing to event coordination and board service, these dedicated **volunteers contributed a remarkable 3,506 hours**, totaling an estimated **\$117,417 in in-kind support.**

To celebrate their invaluable contributions, we hosted our 2nd Annual Volunteer Appreciation Event in October. Past and present board members joined us in honoring our volunteers and corporate partners with heartfelt thanks and special awards. Honorees included:

**Rookie of the Year:** Sebastian Teodoru

**Rockstar Interns:** Sophia Francisco & Lizbeth Quintero

**Mentor of the Year:** Marta Barreto

**Above & Beyond Volunteer:** Tin Nguyen

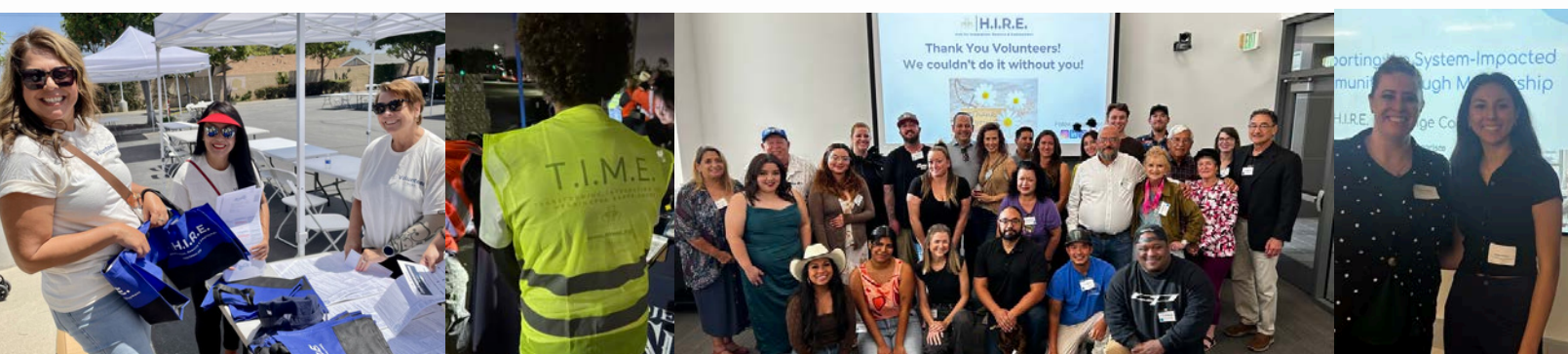
**Corporate Partner of the Year:** BMO

**Volunteer of the Year:** Daniel Rodriguez

We also welcomed a group of volunteer consultants from 180 Degrees Consulting, who helped us expand a PR campaign developed by Chapman University. Their work supported our branding and outreach efforts—culminating in the selection of our powerful new slogan:

**"Rebuilding Lives, Strengthening Communities."**

Our volunteers continue to be the foundation of our success. Their dedication not only amplifies our impact, but also reminds us that when people come together for a cause, real change is possible.







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# Funding

## Fueling Our Mission

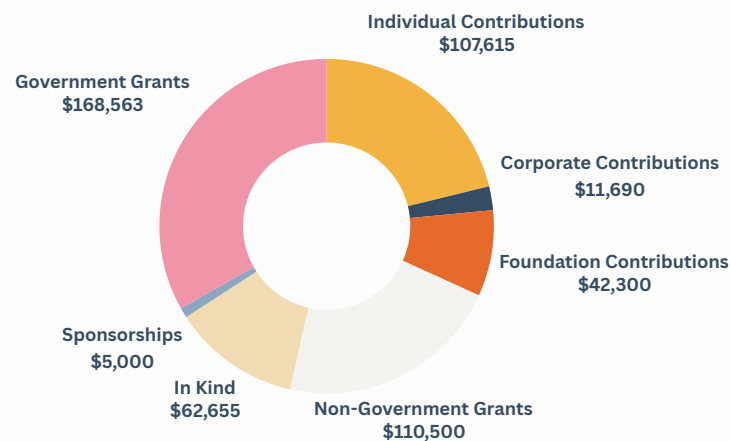
2024 marked a turning point for H.I.R.E.—a year of financial growth, stability, and new opportunities.

Significant milestones include:

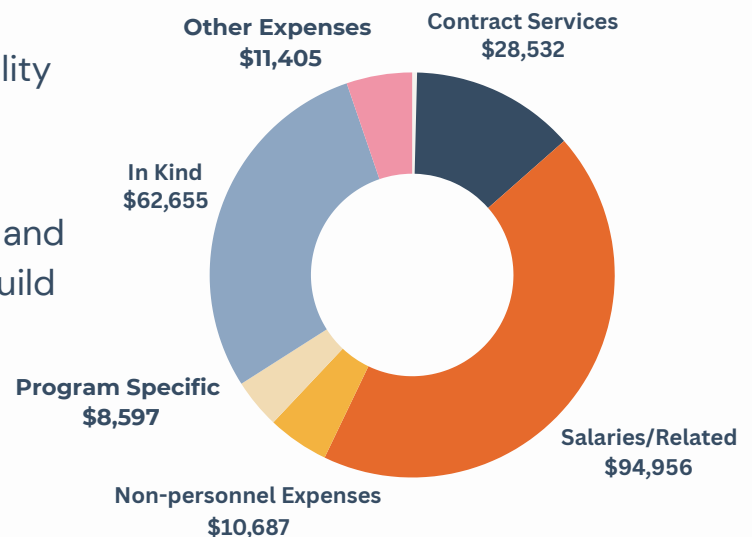
- We fully transitioned from fiscal sponsorship with Charitable Ventures on March 16, 2024
- Increased revenue 254% over the prior year, ending the year with a budget surplus—setting us up for a fully funded 2025 for the first time in our history.
- In partnership with the County of Orange and Griffin/Swinerton, H.I.R.E. began developing Orange County's first ever workforce reentry training facility (est. 2028) – unlocking new funding relationships, helping us strengthen and scale our impact.
- Planning for our first physical facility (est. summer 2025) which will enhance our ability to serve clients.

As we look ahead, we remain focused on sustainable growth, intentional partnerships, and expanding the reach of our programs to rebuild lives and strengthen communities.

### Income



### Expenses





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# Barriers to the Boardroom

## Supporting Successful Reentry

In California, roughly 65–70% of people return to incarceration within three years of their release.

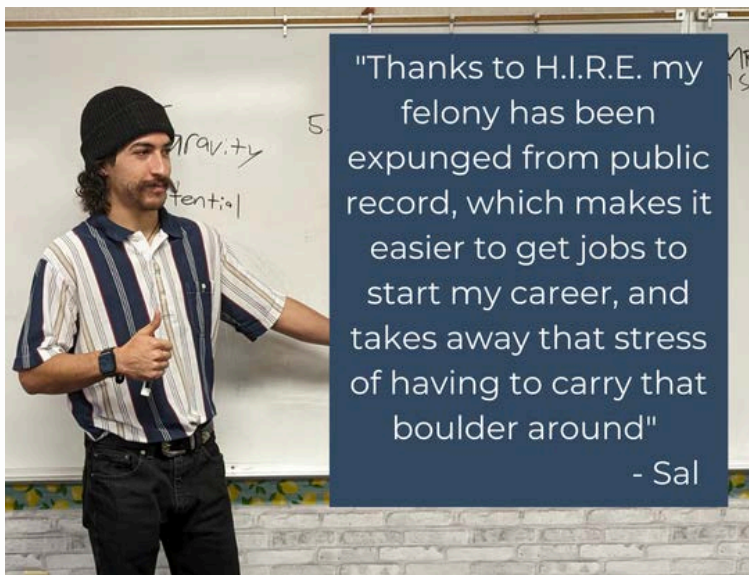
This is costly and ineffective.

Orange County alone releases around 55,000 people back to our communities each year in need of services and support.

Having a quality full-time job drastically reduces recidivism and saves tax-payers millions of dollars each year.

To help keep up with the need in the community, H.I.R.E. launched our *Barriers to the Boardroom* campaign in 2024, helping to lead people from the numerous barriers they have after incarceration to be future community leaders.

Thank you to everyone to helped us not only reach, but surpass our goal!



### **C-Suite (\$10,000+)**

Turner's Total Painting

### **Director (\$5,000-\$9,999)**

CalOptima Health

Caring Path Fund Foundation

Swinerton Builders

Returning Home Foundation

### **Manager (\$1,000-\$4,999)**

ACLB Charity Foundation

Medlin Workforce & Reentry Solutions

Meghan Medlin

Modern Woodmen of America

Van Swaay Family Foundation

### **Coordinator (\$500-\$999)**

Eduardo Martinez

Professor Roderic Crooks

### **Intern (\$100-\$499)**

David Sacks

Robert Francisco

Don Sweere

Robert Waltman

Elaine Medlin

Sara Urquidez

Ernest Hammond III

Sgt. Pepperoni's

Harvey Reyna

Simon Cheung

ImpactAssets

Stephanie Naime

Itzel Romero

Tangelo

Jackline Shehata

Anonymous Donor

Jacqueline Turner

Anonymous Donor

Jennifer Paul

Anonymous Donor

Jessica Hamman

Anonymous Donor

Karyn Mendoza

Anonymous Donor

Larry Robbin

Anonymous Donor

Marina Straziuso

Anonymous Donor

Mary May

Anonymous Donor

Quian Jian

Anonymous Donor

Randall Woodworth

Anonymous Donor



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# Other Highlights

## Award Winning Leadership

H.I.R.E. CEO/Founder Meghan Medlin was honored for the 2nd year in a row as one of **LA TIMES Orange County Inspirational Women.**

**M**eghan Medlin's career reflects a profound commitment to community service and transformative leadership. With over 15 years of nonprofit leadership experience, she founded Medlin Workforce & Reentry Solutions (MWRS) in 2019 and the Hub for Integration, Reentry & Employment (H.I.R.E.) in 2020. Under her leadership, H.I.R.E. has made a significant impact, assisting over 123 individuals in its inaugural year in 2021 and now serving over 700 people annually. MWRS has also thrived, earning recognition as the emerging Woman-Owned Business of the Year in 2021. In 2024, Medlin is leading an initiative to integrate H.I.R.E. and MWRS under one roof, creating a comprehensive "one-stop shop" for reentry and workforce development services in Orange County. Her participation in initiatives like the Stepping Up Initiative, OC Cares, Continuum of Care Board, SB 823, Ban the Box and numerous others highlights Medlin's comprehensive approach to community betterment.



**Meghan Medlin**  
Chief Executive Officer



## Community Engagement

H.I.R.E. was invited to speak at numerous events including the Newport Film Festival, Juvenile Hall, UCI Career Day, Project Kinship's Public Safety Conference and the Meeting of the Minds mental health conference, helping to spread the word about the important work we do.



## Special Thank You to 2024 Board Members



Jasmine Epperson  
Ana Flor  
Stephanie Lozano  
Eduardo Martinez  
Debbie Miller





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# Looking Ahead...

## Common Good on the Horizon

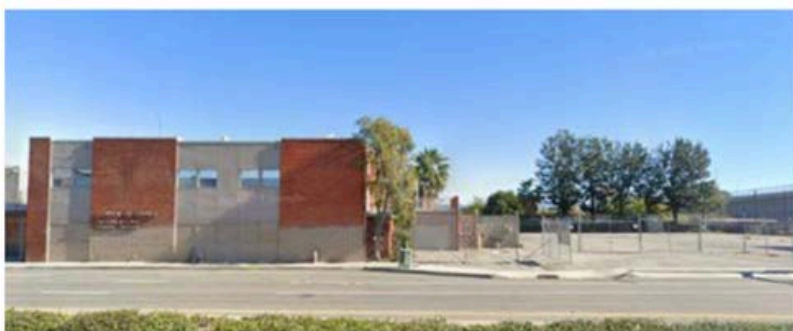
In 2024, H.I.R.E., in partnership with Griffin/Swinerton and Medlin Workforce & Reentry Solutions, was honored to be selected by the County of Orange to develop and operate ***Common Good***—the county's **first-ever Workforce Reentry Training Facility**, scheduled to open in 2028 at the site of the old animal shelter in Orange. This just under five acre visionary center will serve as a comprehensive hub for individuals returning from incarceration, combining job training/placement, transitional housing, behavioral health services, mentorship, comprehensive holistic services, and retail operations on one property. It represents a bold step forward in **building equitable pathways for people impacted by the justice system.**

The need is clear: **Orange County releases over 50,000 individuals annually from local jails alone**, the majority of whom return to communities with little access to coordinated services. With soaring housing costs, limited employment options for those with records, and the persistent stigma of incarceration, reentry remains one of the most pressing and overlooked equity issues of our time.

To meet this need sooner, thanks to OC Cares, we are also **opening our first physical facility in Summer 2025**—an interim space that will provide immediate access to essential services while we prepare for the long-term vision of *Common Good*. This space will allow us to scale our programming, support more clients, and deepen our partnerships across the county.

This milestone marks a turning point not just for H.I.R.E., but for our entire community. **We believe that when people are supported with dignity and opportunity, cycles of incarceration can be broken—for good.**

We invite you to be a part of this movement. Whether through partnership, advocacy, or a financial gift, your support helps create the infrastructure needed for long-term change. Together, we can build a future where every person returning home has the chance to thrive.



**Future Site of H.I.R.E.'s Workforce Reentry Center**



# H.I.R.E.

Hub for Integration, Reentry & Employment

# We thank you for your ongoing support of our organization and the community that we serve.

## Acknowledgements

We want to dedicate this page to acknowledging the contributions of the people who worked tirelessly on the projects mentioned within. Below, is a list of the names and organizations committed to these projects, we thank you all:

**Our Fiscal Sponsor:** Charitable Ventures

**Our Key Partner Organizations:**

- Banc of California
- BMO
- County of Orange CEO Budget Office/OC Cares
- County of Orange Community Corrections Partnership
- Honda Center / OC Vibe
- Project Kinship
- Project Youth OC
- Working Wardrobes

**Our Interns:** April Andrade (UCI), Jasmine Chopra (180 Degree), Asia Donnelson (Chapman), Maya Dzib-Diaz (UCI), Sophia Francisco (UCI), Tanush Goel (180 Degree), Janelle Ho (180 Degree), Elliott Lee (180 Degree), Onyx Navani (UCI), Yen Jada Ngo (UCI), Adrian Self (Chapman), Ryann Storey (Ohio State), Thomas Wunsch (180 Degree), Masiha Zerehnazi (UCI)

**Our T.I.M.E. Mentors:** Marta Barreto, Hung Nguyen, Tin Nguyen, Irv Relova, Oscar Rodriguez & Nhut Vo

**Our 2024 Staff:** Samantha Harris, Meghan Medlin, Karyn Mendoza (Contractor) & Lynh Tran

**Our Administrative/Operations Volunteers:** Jocelyn Figueroa, Jasmine Martinez, Ripley Newman, Lizbeth Quintero, Heather Robinson, Katie Waggoner, and the countless others who are too many to name, but who we love and appreciate!

Finally, we want to acknowledge **YOU**, thank you for being here with us!



**H.I.R.E.**

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