



H.I.R.E.

Hub for Integration, Reentry & Employment

2021 IMPACT REPORT





A MESSAGE FROM OUR FOUNDER

Dear Friends –

I am immensely proud to mark the end of H.I.R.E.'s inaugural year! Through it all, we made a way. Together.

There is no question that 2021 brought many challenges as well as many triumphs to our growing organization - all of which have given us an opportunity to grow and learn along with the communities we serve. In this inaugural year, our Advisory Board dedicated their efforts towards our robust strategic plan that will serve the organization for years to come. Additionally, the small but mighty H.I.R.E. staff was able to provide direct services and referrals to 123 people throughout Orange and Los Angeles Counties.

In addition to our wins, we also had our fair share of growing experiences that we will use to make our organizational goals more efficient and effective as the organization continues to evolve. Within this first year, our Advisory Board and administrative team recognized gaps in our ability to provide services for the community due to the need for additional funding and staffing. Some of the gaps we are looking to address in the coming year include adding a Job Developer to grow our employment services department, resurrect the Orange County reentry resource fair, launch our T.I.M.E. youth mentoring program, and provide individualized support based on need – all of which will be made possible through financial support from foundations, corporations and the community. Our team also recognizes the need to invest in staff that are socially and communally driven individuals who believe in second chances. The investment in personnel will further enhance our organizational efforts.

As the Founder and CEO of H.I.R.E., I would like to take this opportunity to thank you all for your ongoing support. Our ability to fight the good fight is a testament to the devotion and compassion of our partner agencies, financial supporters, volunteers, staff, board and the community at large. We look forward to the growth and collaboration that awaits us in the coming years!

In partnership,

H.I.R.E. CEO/Founder

For more information about H.I.R.E. or to learn how you can get involved, please visit our website!

www.hireoc.org



Our Story



OUR MISSION

H.I.R.E. is on a mission to empower the lives of system impacted youth and adults by maximizing their skills and talents, closing gaps in the system, and assisting with their individual re-entry pursuits through employment, mentorship and connections to community resources.

OUR PURPOSE

Each year, roughly 7.9 million justice involved individuals rejoin local communities - stretching community resources to their limits and losing many individuals in the process. At H.I.R.E., our purpose is to mitigate the stress of reentry for both local communities and individuals in need of services by creating a multidisciplinary hub to efficiently assist in local reentry efforts.



ORANGE COUNTY
HAS THE 2ND HIGHEST JAIL
POPULATION IN CALIFORNIA
BOOKING APPROX.
55,000 PEOPLE
A YEAR

OUR 2021 IMPACT



123

**123 unique individuals received
153 services & referrals**

In its inaugural year, H.I.R.E. provided 123 individuals with 153 unique services across Orange and Los Angeles Counties. Each individual received personalized services and help facilitating their goals.

1772

**Volunteers Provided 1,772 Hours
of Service**

In 2021 H.I.R.E. volunteers provided 1,772 hours of service which translates to \$53,078 of in-kind support for the organization. Volunteers helped with event planning, infrastructure, grant writing and assisting clients with direct service.

522

522 People Joined Our Network

522 People joined our network representing 94 different service providers, employers, government agencies, educators, and faith-based organizations.

13

**13 Community/Subcommittee
Meetings**

H.I.R.E. provided 13 community or reentry-niched subcommittee meetings attended by 272 providers/community members. These meetings provide the community with a chance to network, learn and share resources to better serve the reentry community.



2022 GOALS



1

Increase Revenue

In 2021, H.I.R.E. secured \$90,581 in grant funding from foundations, corporate funders, and private donors. Grant allocations and sponsorships allowed our reach to go further than anticipated in year one. In our second year we need to double our funding to continue growing and providing services across Orange County.

2

Develop Outputs-Focused Programming

The 123 individuals who were provided with services in 2021 was a great start for H.I.R.E., however, in 2022 we need to grow our staffing and volunteer abilities so we can provide more in-depth services and follow up for people in need. We will be launching our youth mentor program and need to hire a Job Developer to expand employment opportunities and assistance.

3

Establish Brand Recognition & Public Visibility

Using a carefully strategized outreach and engagement plan, H.I.R.E. will utilize its online and community presence to attract partners, supporters, donors, and clients to help us attain our mission. In the coming years we look forward to opening a centralized "hub" for reentry resources in collaboration with the robust Orange County reentry community.

4

Create High Performance Culture

H.I.R.E. was conceptualized and created during the Coronavirus pandemic which has restricted opportunities for community, client and peer engagement. With the support of our Advisory Board, H.I.R.E. is developing a high-performing culture to attract and retain the best employees while meeting the ever-changing needs of the community.

2021 FUNDING



Foundation Supporters

- Glen & Dorothy Stillwell Foundation (\$30,000)
- Diocese of Orange, Office of Restorative Justice (\$20,000)
- eWomen Foundation (\$10,000)
- Returning Home Foundation (\$2,000)
- van Swaay Family Foundation (\$1,200)
- Resist Inc. (\$1,000)

Corporate & County Supporters

- County of Orange Community Corrections Partnership (\$10,000)
- NY Life (\$4,581)
- TECH Data (\$1,500)
- KBC Painting (\$500)
- Medlin Workforce & Reentry Solutions LLC (\$330)

THANK YOU TO ALL OF OUR SUPPORTERS -
YOU MAKE OUR WORK POSSIBLE