



Annual Impact Report



H.I.R.E.

Hub for Integration, Reentry & Employment

2022



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A Message From Our Founder

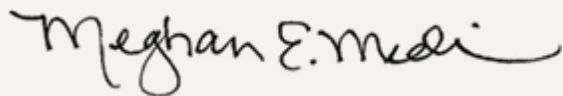
Coming off of our second year of operation and providing services, I cannot thank everyone enough for their support and enthusiasm as we continue to navigate the waters of developing an organization, providing much needed services to the community and uplifting the voices of the people that we serve. As an organization, we have grown tremendously and we are so thankful for your ongoing belief in what we do.

As periods of growth often happen, 2022 brought with it its fair share of obstacles and achievements but we made it through! This past year we bid farewell to our inaugural board members, to whom we owe an immense debt of gratitude for believing in H.I.R.E. and helping to get us off the ground, and welcomed several new members who will continue to carry our mission forward. Additionally, this year our small but mighty team grew by 45 volunteers who have contributed a combined 1,665 hours of service.

H.I.R.E. continues to look for opportunities to learn and grow from the community we serve and organizations with missions similar to ours. As our organizational evolution continues, we are learning to better pivot and adapt to the community's needs. In this new year we will continue to work toward streamlining a process to provide more in-depth services for system impacted people in our community.

As always we look forward to continuing this very necessary work with the help of our community, clients, partners, and friends.

In partnership,



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

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



60 - 65%
of people released from jails and prisons in CA return within three years



H.I.R.E.

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YEAR IN REVIEW

H.I.R.E. provided services to

708

people through resource referrals, employment assistance, mentorship and community building activities.

87% OF CLIENTS SERVED WERE FROM ORANGE COUNTY

OTHER SERVICE AREAS INCLUDED:

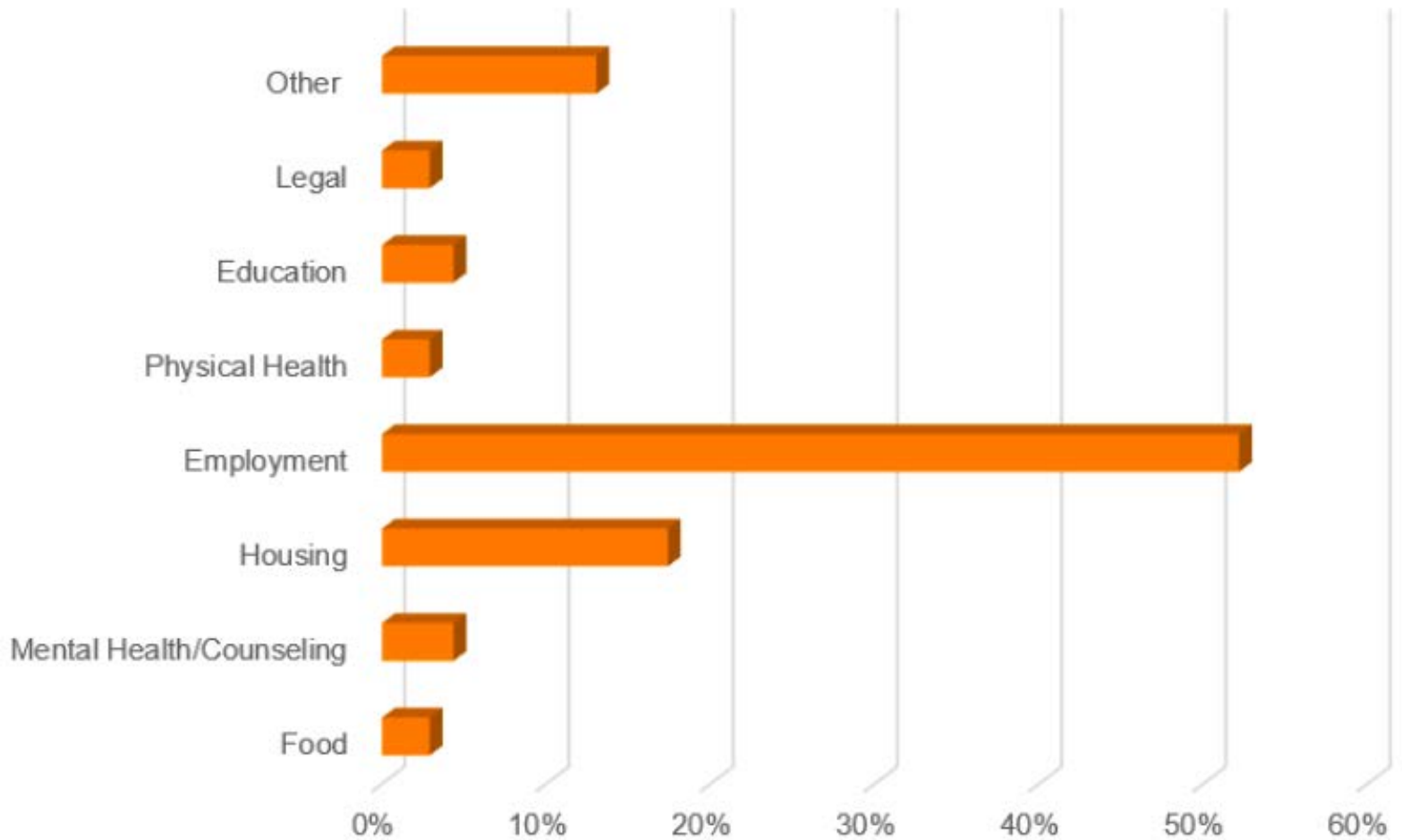
- LOS ANGELES
- SAN BERNARDINO
- SAN DIEGO
- RIVERSIDE
- AND MORE!

Breakdown of Total Served:

Direct Service: **89**
Mentoring: **11**
Resource Fair: **312**
Youth Fair: **150** (est)
Community Meetings: **146**



Services Requested (Direct Service)



Hub for Integration, Reentry & Employment

2022

YEAR IN REVIEW

100%

of H.I.R.E.'s direct service clients requested help in finding employment (which accounted for 52% of the total types of services requested). The next highest service requested was help with securing stable housing.



H.I.R.E.

Hub for Integration, Reentry & Employment

2022

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T.I.M.E. Mentoring

Our Transforming Integration into Meaningful Experiences (T.I.M.E.) lived experience mentoring program fully launched!

T.I.M.E. mentors service both in the community and in Juvenile Hall. We look forward to expanding this in 2023.



Community Building

H.I.R.E. provided quarterly subcommittee meetings for employment, juvenile reentry, women's reentry and advocacy topics, hosted in partnership with local organizations. An all-community meeting on Fentanyl was hosted, in addition to a documentary screening of *Belly of the Beast*, and numerous speaking engagements at conferences and local universities.

Staff also participated in OC CAP Alliance, OC Recovery Collaborative, Community Corrections Partnership/AB109, Juvenile Justice Coordinating Council and Prop 47 Local Advisory Committee meetings.

Over 400 new members were added to our network.





Reentry Resource Fair

In June, we hosted the countywide Re-Entry Resource Fair at the Honda Center in Anaheim, California. Over 300 people attended, benefitting from over 50 vendors representing employers, service providers and county agencies. Participants received free haircuts and phones and were able to win gift cards and work and school supplies.

The event attracted the OC Register and Vikki Vargas with NBC 4 News to highlight our event.

Special thank you to the City of Anaheim, Honda Center, OC Vibe, Returning Home Foundation and the County of Orange for supporting this event.

O.C. Register

NBC 4 News

BUSINESS - Analysis, Editorial, News

Anaheim job fair will help former inmates find work, services



A job fair that connects formerly incarcerated job seekers and others to a variety of resources aimed at helping them secure employment will be held Tuesday, June 14 at the Honda Center in Anaheim. (File photo)



To further view this coverage, visit our website: <https://www.hireoc.org/in-the-news>



Youth Job Fair

Two weeks after the Reentry Resource Fair, H.I.R.E. co-hosted the county's first Youth Job Fair in partnership with Project Youth OC in Santa Ana. The event provided food boxes, clothing, food, toys, and hygiene supplies to over 150 families. Youth and families in attendance were able to connect with service providers, get health screenings and apply for jobs. Everyone in attendance was entered to win a variety of school supplies, sporting goods, gift cards and other donated goods.





H.I.R.E.

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\$49,881.73

45 volunteers donated 1,665 hours in 2022,
equating to \$49,881.73 of in-kind support.





H.I.R.E.

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The Future is Working

Giving Day

H.I.R.E. partnered with 15 other local nonprofits and the Orange County Community Foundation to host The Future is Working, a 24-hour collaborative Giving Day to generate support to get under resourced populations back to work.

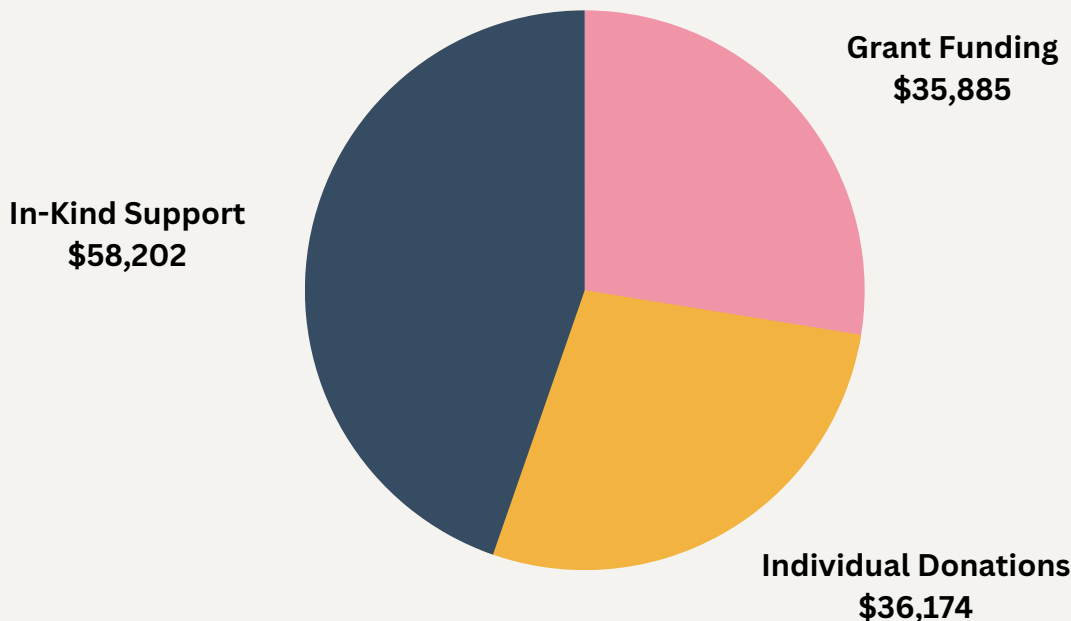
Thanks to our generous matching partners Medlin Workforce & Reentry Solutions, Diseño Architects and KBC Painting, H.I.R.E. almost doubled our original goal, raising \$19,386 with an astounding 191 donors - more than double any other participating organization. These funds helped H.I.R.E. provide employment assistance and resource referrals to system impacted people in our community. In total, 623 donors raised \$317,277 for the campaign.



Funding

Funding from our foundation, corporate and community providers supported two part-time staff for the full year and the ability to provide programs and services.

Special thank you to Returning Home Foundation, Diocese of Orange Office of Restorative Justice, van Swaay Family Foundation, Resist Inc., Vaccinate All 58, and the County of Orange for your support in 2022.





H.I.R.E.

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YEAR IN REVIEW

Board of Directors

Mid-year H.I.R.E. transitioned from our inaugural board of directors to a new group of leaders. We cannot thank our founding board enough for believing in our mission and helping us to get off the ground. We look forward to building upon this foundation and growth in the coming years.

Natalie J. Clayton
Board President
Tilt Synergy Inc.

Debbie Miller
Board Member
Social Hospitality

Adrian Ward
Board Member
Banc of California

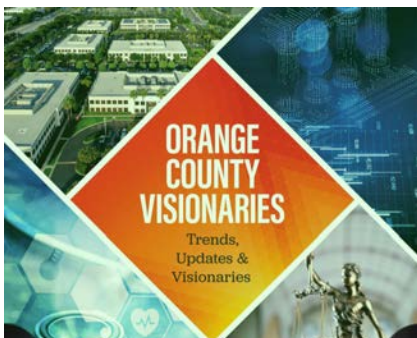
Eyal Zadik
Board Member
EMPA Associates LLC

Special Thank You to Founding Board Members

Dr. Betty Valencia **Karyn Mendoza** **Dr. Naomi Sugie** **Nayyar Masih**
Fred Cooper **Bethany Jones** **Bobby Waltman** **Jennifer Paul** **John Armstrong**

Award Winning Leadership

H.I.R.E. CEO/Founder Meghan Medlin was honored as a nominee for the **2022 Women in Business Awards** hosted by the Orange County Business Journal, was recognized in the LA Times as an **OC Visionary** and nominated for the **Emerging Leader Award** through OC Grantmakers for the work that she does in the community.



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:

- Radiant Futures (formerly WTLC)
- Working Wardrobes
- Project Youth OC
- Diocese of Orange Office of Restorative Justice
- Honda Center / OC Vibe

Our Interns: Mehreen Jeddy & Lynh Tran

Our Mentors: Irv Relova, Nhut Vo & Oscar Rodriguez

Our 2022 Staff: Meghan Medlin, Nicole Woodworth, Irv Relova, Maricruz Rivas, & Justine Ross

Our Volunteers 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!

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