

Hampton Sheriff's Office  
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### Organizational Background

Under the direction of Sheriff B.J. Roberts, one-hundred and ninety-four deputies and civilian personnel in three major divisions maintain the custody, control and movement of inmates; serve civil and criminal processes and court orders; maintain security for court facilities, judges, jurors, and other trial participants; and seize and dispose of property. It is one of the oldest and most renowned of all state law enforcement organizations in America, and is a carryover from the British form of county administration. The history of the Sheriff has paralleled that of our country in its long and courageous defense of the principles of law and justice, and they remain an integral part of today's state law enforcement structure.

The Hampton Sheriff's Office received the prestigious Triple Crown award in 2009, and has maintained that level of accreditation today. The award recognizes those sheriff offices that achieve simultaneous accreditation from the American Correctional Association, The Commission on Accreditation for Law Enforcement Agencies, and the National Commission on Correctional Health Care. The Triple Crown distinction is so rare, that since the establishment of the award in 1993, fewer than 40 of 3100 sheriffs' offices across the country have qualified. Hampton is only the second agency in Virginia to receive this flagship award.

The Hampton Sheriff's Office core values are centered on the following: excellence, security, professionalism and re-entry programs that are impacting the recidivism rates. The inmate programs are aligned with the Virginia State Re-entry Model which emphasizes a collaborative approach that maximizes effective use of existing and new partnership resources. The Hampton Sheriff's Office identifies its re-entry program as the "Ready, Set, Go Program".

### Background of Management Team

#### 1. Hampton Roads Small Business Development Center (SBDC)

It works because it's local. SBDC is hosted and supported by local universities, community colleges, chambers of commerce and economic development organizations. They are involved and know the local businesses, banks and funding sources, service providers, government programs, and other resources whose job it is to help businesses start grow and thrive.

#### 2. Reentry Ventures

State of the art curriculum, with a customized program for returning citizen; over 20 years of entrepreneurial education with formerly incarcerated population; Tracy Syphax, founder of "From the Block 2 the Boardroom" publication; C.J.Meenan, 30 years of teaching entrepreneur education

#### 3. Right Thinking Foundation

Right Thinking Foundation is a non-profit organization that works with incarcerated individuals to prepare them for life once they are released from prison. It provides technology, entrepreneurial training and services that connect these individuals with mentors, and businesses.

## Entrepreneurial Education Delivery Solution

The Hampton Sheriff's Office has begun a joint partnership with Reentry Ventures and Right Thinking Foundation, to address the recidivism crisis by targeting entrepreneurial education as a catalyst for sustainable and lifelong changes for the returning citizens. The cycle of incarceration inflicts enormous, financial, social and emotional costs on victims, families and communities. Every dollar that must be spent on corrections is a dollar that is no longer available for education, training and employability. Entrepreneurship has emerged as a viable alternative and lifeline to traditional employment opportunities for those who have experienced disenfranchisement, especially those reentering society with barriers that are alienating and separating them from participating in their inalienable rights.

Correctional institutions force inmates to adapt to very clear boundaries and limits, with consequences for violating any policies can be swift. As a result this renders inmates experiencing employability deficiencies, creating a lack of confidence in knowing how to do things on their own. (The Psychological Impact of Incarceration Implications for Post-Jail Adjustment; 2016, Craig Haney, University of California, Santa Cruz). With this in mind, our undertaking has been founded on combating the negative implications of being confined, addressing right thinking attitudes, behaviors and consequences, as a precursor to entrepreneurial education.

The following outlines the strategies that will be applied:

"Ready Set, Go" is The Hampton Sheriff's Office innovative assessment based re-entry model whose focus is the following: 1) changing criminogenic thinking and behavior, 2) assessing inmates and customizing program intervention from admissions to community supervision 3) designing and implementing programs that are based on evidence and/or research practices and 4) providing comprehensive reentry information, training and resources necessary for community reintegration.

The "Ready, Set Go" recruitment plan is to assess inmates upon intake to determine those who are experiencing employability barriers and inmates interest in entrepreneurship training as a gateway out of poverty, and developing the tools and strategies to build and grow successful businesses for themselves. The Hampton Sheriff's Office will expose this training to a minimum of 300 inmates who are being prepared for reentrance and reunification back to their family and community. Upon intake, and once sentenced, they are categorized in one of three stages, based on their sentencing ("Ready, Set or Go"). The sentencing stages are defined as follows: Ready stage: (6-12 months), Set stage (3-6 months), Go stage: (90 days or less)

### **Ready stage (6-12 months prior to release) - Reentry Ventures' curriculum**

Reentry Ventures will incorporate their own publication: The Beginner's Guide to Entrepreneurship: The Reentry Edition was written and developed specifically for those reentering society from prison or jail for use in Open for Business Ventures' Online Entrepreneurship Program. The beginner's guide to entrepreneurship prepares today's aspiring reentry student entrepreneur to become tomorrow's successful business leader.

Comprehension of entrepreneurial principles will help entrepreneurs establish their business ventures and a deeper understanding of business will propel success in all career choices. While many business guides offer complicated business terms and concepts that are difficult to grasp without some prior study of business, The Beginner's Guide to Entrepreneurship is truly for beginners, walking students through every phase of business, from start-up through operations.

The Reentry Ventures workshop is a twelve week session (2 hours) that is designed to help pre-release inmates to learn the basic concepts required to become entrepreneurs. The Workshop Models includes the following:

- ✧ 25-30 participants (totaling 48 hours of instruction) taught by C.J. Meenan and Tracey D. Syphax
- ✧ Access to all business startup templates including marketing plan and start up plan teacher training and coaching
- ✧ Classroom materials and text books for each student: The autobiography, "From the Block to the Boardroom: Finding Success after Jail" by Tracey D. Syphax OFBV's textbook containing 20 entrepreneurial lessons and 40 entrepreneurial concepts - "The Beginner's Guide to Entrepreneurship: The Reentry Edition."
- ✧ Program materials, class notes, standard business forms, key document templates and samples of completed forms
- ✧ Pre-test and Post-test to measure gains in business knowledge
- ✧ Community mentors identified to work with students specific to their area of interest

**Set stage (3-6 months prior to release) - Right Thinking Foundation's curriculum**

- ✧ 25-30 participants, instructional delivery (2-4 hours weekly)- 4 twelve week classes during the first year
- ✧ Principle instructor hours will include: introduction to the community, entrepreneurial guest presenters, financial literacy classes, mentor disadvantaged entrepreneurs, principles for starting a business, managing a business, assuming business risks and alternative procurement methods,
- ✧ Textbook: "Personal Finance and Small Business Ownership", Steve Coplon, Statewide Volunteer, Virginia Department of Corrections: Participant Workbook, August 2015
- ✧ Risk when starting a business and guest speakers addressing practical experiences
- ✧ Partnership with Virginia SBDC in providing mentorship, growing business principles, Management Counseling and Training, and Starting Your Business

**Go stage (90 days or less to release)-Peninsula Council for Workforce Development Curriculum**

- ✧ The curriculum consists of ten flexible modules designed to help inmates know what companies really want today
- ✧ Inmates are provided mentors from the community who have already established businesses
- ✧ Inmates are provided workshops with lenders to support them with loans and credit repair
- ✧ Thomas Nelson Community College is an Entrepreneurial resource for those interested in starting new careers
- ✧ Certified career coaches and facilitators
- ✧ SBA loan programs, loan assistance
- ✧ SBIC Investments, research grants for businesses
- ✧ Surety Bonds
- ✧ Connection with SBA approved lenders
- ✧ Determine financial needs, finds other sources of financing
- ✧ Gathers information needed

## Micro-lending and Connection to Capital and Other Funding Opportunities

The Hampton Sheriff's Office "Ready, Set, Go Program" has established a myriad of partnerships that have been willing to partner with our program as returning citizens have successfully completed the Ready, Set, Go Model as outlined in this proposal. Programs and websites such as: Peninsula Work link, Hampton Roads Small Business Association, Wells Fargo (volunteers), Right Thinking Foundation, Peninsula Council for Workforce Jobs for felons (felon friendly employer list). It is our plan to continue to work with our business partners, and provide the mentoring, job shadowing and hands on delivery of services (on the job training) that will benefit our returning citizens.

In addition, we continue to provide basic services which include the following: local and national job listings; internet accessible computers for job search activities (upon release); self-assessment tools for information; workshops even after release; interviewing and professional development skills; connection to lenders via the chamber of commerce, and those who are participating partners with the Virginia SBDC.

Because of our partnership with the Virginia SBDC, we automatically are partners with **The Virginia Small Business Finance Authority (VSBFA)** which is the Commonwealth of Virginia's economic development and small business financing arm. This organization will be instrumental with direct loans and lender credit support. The VSBFA has no grants but adds value by helping the Commonwealth's financial institutions offer business loans that, absent VSBFA involvement, would not be made.

VSBFA's portfolio of financing programs assists in the following areas:

- **ECONOMIC DEVELOPMENT** by offering direct loans for permanent working capital, equipment, and owner occupied commercial real estate in conjunction with bank and other financing, to businesses, localities and Economic Development Authorities ("EDA"'s) for projects of all sizes.
- **SMALL BUSINESSES** by making it easier for Virginia's financial institutions to make loans to small businesses by offering loan guaranties and cash collateral to reduce a lender's risk for qualifying projects.
- **EXISTING BUSINESSES** by providing small dollar (\$10-25K), 48 month financing to businesses that have been in operation for at least 2 years & whose owners have good personal credit.
- **SMALL, WOMEN, & MINORITY-OWNED ("SWAM") BUSINESSES** by working in partnership with Virginia's banks and credit unions to provide loans to these businesses.
- **LICENSED CHILD CARE CENTERS & FAMILY-HOME PROVIDERS** by extending low-interest, direct loans for materials, equipment, supplies, and businesses to start up as well as existing businesses. Maximum \$150K per location for centers & \$10K for home based providers.