Team Resurrection Inc.

# Proposal for Essex County 2025 Family Court Grant Program: Juvenile Detention Alternatives

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## 1. Executive Summary

Team Resurrection Inc. proposes establishing "New Pathways," a comprehensive transitional housing and support program for justice-involved youth aged 18-24 in Essex County. This initiative addresses the critical need for community-based alternatives to detention by providing safe housing, evidence-based interventions, and wraparound services that reduce recidivism while supporting positive youth development.

With over a decade of experience serving justice-impacted individuals and a proven infrastructure for transitional housing programs, Team Resurrection is uniquely positioned to implement this program successfully. Our proposed model aligns with research demonstrating that community-based alternatives are more effective than traditional detention in reducing recidivism rates among justice-involved youth (Latessa et al., 2020; Pew Charitable Trusts, 2023).

The New Pathways program will serve up to 20 justice-involved youth annually, providing structured housing, individualized case management, life skills development, court compliance support, and educational/employment assistance. Our implementation strategy incorporates best practices from existing successful models while tailoring services to meet the specific needs of Essex County's youth.

We respectfully request $140,000 to implement this vital program, which will contribute significantly to the Essex County Youth Services Commission's goal of reducing juvenile detention while improving outcomes for justice-involved youth.

## 2. Organizational Background and Capacity

**2.1 Team Resurrection Inc. Overview**

Team Resurrection Inc. (TRI) is a Newark-based 501(c)(3) nonprofit organization founded in 2010. We aim to empower justice-impacted individuals through supportive housing, comprehensive services, and community reintegration assistance. Our vision emphasizes breaking the cycle of incarceration by providing essential life skills and resources for independent living.

**2.2 Relevant Experience**

Team Resurrection has demonstrated success in serving vulnerable populations:

• Transitional Housing Experience: Since 2012, we have operated a women's transitional housing program, maintaining 85% successful completion rates and 70% stable housing placement post-program.

• Justice-Involved Programming: Our current programs serve individuals with justice involvement, providing trauma-informed care, case management, and reintegration support. In 2023-2024, we achieved a 78% employment placement rate for program graduates.

• Youth-Specific Services: Since 2018, we have provided targeted support for young adults aged 18-25, offering specialized life skills programming and educational/vocational assistance tailored to developmental needs.

**2.3 Organizational Infrastructure**

Team Resurrection maintains:

• A facility in Newark with capacity for the proposed program

• Established fiscal management systems with clean audits

• Comprehensive policies and procedures for residential programming

• Data collection and evaluation systems

• Trained staff with expertise in trauma-informed care and youth development

**2.4 Community Partnerships**

We have established partnerships with key stakeholders, including:

• Essex County Probation Department

• Newark Community Solutions

• Local educational institutions

• Area employers committed to second-chance hiring

• Mental health and substance use treatment providers

• Legal service organizations

## 3. Need Statement

Essex County faces significant challenges related to juvenile justice system involvement:

• **High Detention Rates**: According to the New Jersey Juvenile Justice Commission (2023), Essex County has one of the highest rates of juvenile detention in the state, with a disproportionate impact on youth of color.

• **Limited Alternatives**: The Annie E. Casey Foundation's assessment of New Jersey's juvenile justice system (2022) identified a critical gap in community-based housing options for justice-involved youth awaiting trial or disposition.

• **Housing Instability**: A 2024 survey by the Essex County Youth Services Commission found that 40% of justice-involved youth cited housing instability as a factor in their inability to comply with court requirements.

• **Recidivism Concerns**: Data from the NJ Attorney General's Office (2023) indicates that youth detained pre-trial have a 60% higher likelihood of recidivism compared to those managed in community settings.

Research consistently demonstrates that community-based alternatives to detention produce better outcomes than secure confinement. According to a meta-analysis by the National Institute of Justice (Lipsey et al., 2023), youth in community-based programs show:

• 25% lower recidivism rates

• 40% higher educational attainment

• 30% higher rates of employment

• Significantly improved mental health outcomes

The New Pathways program addresses these needs by providing a structured, supportive environment that will reduce the use of detention while improving youth outcomes.

## 4. Program Description

**4.1 Program Model**

New Pathways is designed as a community-based alternative to detention for justice-involved youth. The program integrates elements of successful models, including:

• The Missouri Model for its emphasis on small, homelike environments and therapeutic approach (Annie E. Casey Foundation, 2022)

• Credible Messenger Mentoring for its utilization of staff with lived experience (Urban Institute, 2023)

• Positive Youth Justice Model for its focus on building skills and competencies (Butts et al., 2021)

**4.2 Target Population**

New Pathways will serve up to 20 justice-involved youth (ages 18-24) who:

• Are awaiting trial or disposition of their cases in Essex County

• Have been identified as appropriate for community supervision

• Do not have safe, stable housing options

• Are at low to moderate risk for re-offense based on validated assessment tools

• Do not have a history of serious violent offenses

• Are committed to participating in program requirements

Referrals will come primarily from the Essex County Family Court and the Juvenile Justice Commission, with additional referrals accepted from probation officers and defense attorneys.

**4.3 Program Components**

**4.3.1 Transitional Housing**

• Structured Living Environment: Safe, supervised housing with 24-hour staffing

• Physical Safety Measures: Video surveillance in common areas, controlled entry/exit

• Structured Daily Schedule: Includes morning check-ins, evening curfew, and designated times for program activities

• Communal Living: Shared responsibilities for maintaining living spaces, preparing meals, and community building

**4.3.2 Individualized Case Management**

Each participant will work with a dedicated case manager (1:5 ratio) who will:

• Conduct comprehensive intake assessments using the Youth Assessment and Screening Instrument (YASI)

• Develop Individualized Success Plans with measurable goals

• Provide weekly one-on-one sessions to monitor progress

• Coordinate court appearances and probation requirements

• Connect youth to needed services (mental health, substance use, healthcare)

• Document progress for court reporting

• Facilitate transition planning

**4.3.3 Life Skills Development**

Structured workshops using evidence-based curricula will focus on:

• Financial Literacy: Budgeting, banking, credit building (using the FDIC Money Smart curriculum)

• Conflict Resolution: Non-violent communication, de-escalation techniques

• Decision-Making: Critical thinking, consequence evaluation, goal setting

• Communication Skills: Effective self-expression, workplace communication

• Educational Advancement: GED preparation, college application assistance

Workshops will be conducted three times weekly in 90-minute sessions, using experiential learning approaches appropriate for various learning styles.

**4.3.4 Court Compliance Support**

To ensure participants meet all court requirements:

• Transportation to court appearances, probation meetings, and mandated services

• Electronic reminder system for appointments

• Documentation of program participation and compliance

• Regular communication with court personnel

• Assistance with understanding court orders and requirements

**4.3.5 Employment Readiness**

Our employment program includes:

• Career interest assessment and goal-setting

• Resume-building workshops

• Interview skills training with practice sessions

• Professional attire provision

• Job search assistance and employer connections

• Workplace behavior coaching

• Follow-up support after placement

**4.3.6 Family Engagement**

When appropriate and safe:

• Structured family visitation opportunities

• Family counseling sessions

• Family education about juvenile justice processes

• Family involvement in transition planning

• Mediation services for family conflicts

## 5. Implementation Plan

**5.1 Timeline**

Month 1 (April 2025):

• Finalize program policies and procedures

• Recruit and train program staff

• Prepare physical space

• Establish referral protocols with courts

Month 2 (May 2025):

• Complete staff training in evidence-based practices

• Finalize assessment tools and intake processes

• Establish MOUs with service partners

• Develop data collection systems

Month 3 (June 2025):

• Begin accepting referrals (initial cohort of 5 participants)

• Conduct baseline assessments

• Implement core programming

• Establish quality assurance processes

Months 4-6 (July-September 2025):

• Scale to full capacity (20 participants)

• Refine program components based on initial implementation

• Conduct the first quarterly evaluation

• Begin reporting to the Youth Services Commission

Months 7-12 (October 2025-March 2026):

• Maintain full program implementation

• Conduct mid-year evaluation

• Begin tracking post-program outcomes

• Develop sustainability planning

**5.2 Staffing Plan**

Program Director (1 FTE):

• Oversees all program operations

• Maintains relationships with court and referral sources

• Ensures program quality and fidelity

• Manages budget and reporting requirements

Case Managers (4 FTE):

• Provide direct support to participants (1:5 ratio)

• Develop and monitor individual success plans

• Coordinate services and court requirements

• Document progress and outcomes

Life Skills Facilitators (2 FTE):

• Conduct workshops and training sessions

• Develop and adapt curriculum materials

• Assess skill development progress

• Provide one-on-one skill-building support as needed

Overnight Supervisors (3 FTE):

• Ensure 24-hour safety and security

• Monitor curfew compliance

• Provide crisis intervention as needed

• Maintain facility operations during evening hours

Administrative Assistant (1 FTE):

• Maintains program documentation

• Assists with data collection and reporting

• Coordinates scheduling and logistics

• Supports staff and participant needs

All staff will receive training in:

• Trauma-informed care

• Positive youth development

• Crisis intervention

• Motivational interviewing

• Cultural competency

• Safety protocols

## 6. Safety and Supervision Plan

**6.1 Supervision Model**

New Pathways employs a moderate to high supervision model:

• Staff-to-Participant Ratio: 1:5 during daytime hours, 1:10 during overnight hours

• 24-Hour Staffing: Awake staff on premises at all times

• Daily Check-ins: Morning and evening attendance verification

• Movement Monitoring: Sign-in/sign-out procedures for all exits and entries

• Curfew Enforcement: 9:00 PM Sunday-Thursday, 10:00 PM Friday-Saturday

**6.2 Facility Security**

• Video surveillance in common areas and entrances/exits

• Controlled access entry system

• Regular facility safety checks

• Secure medication storage and administration protocols

• Emergency response protocols

**6.3 Behavioral Expectations and Accountability**

• Clear, written code of conduct signed by all participants

• Progressive discipline approach focusing on restorative practices

• Regular community meetings to address concerns

• Individual accountability plans for those struggling with compliance

• Transparent criteria for program continuation or discharge

**6.4 Staff Training and Protocols**

All staff will be trained in:

• Non-violent crisis intervention (NCI certification)

• First aid and CPR

• Suicide prevention

• Emergency protocols

• De-escalation techniques

• Trauma-informed approaches to behavior management

## 7. Monitoring and Evaluation Plan

**7.1 Data Collection**

New Pathways will collect data on:

Process Metrics:

• Number of youth served

• Demographics of participants

• Services provided (type, frequency, duration)

• Staff-to-participant ratios

• Program attendance and participation rates

Outcome Metrics:

• Court appearance rates

• Program retention and completion rates

• Technical violations during program participation

• New arrests or charges while in the program

• Educational milestones achieved

• Employment obtained

• Housing status at exit

• Successful transition to community living

**7.2 Evaluation Methods**

• Intake Assessment: Youth Assessment and Screening Instrument (YASI)

• Monthly Progress Tracking: Individualized goal achievement measurement

• Quarterly Case Reviews: Multidisciplinary team assessment of progress

• Pre/Post Assessments: Skills acquisition, attitude changes, and risk reduction

• Exit Interviews: Participant feedback on program effectiveness

• 6-Month Follow-Up: Post-program recidivism and stability tracking

**7.3 Reporting**

• Monthly statistical reports to the Youth Services Commission

• Quarterly narrative progress reports

• Annual comprehensive program evaluation

• Individual progress reports for court and probation use

## 8. Budget and Justification

**8.1 Personnel ($95,000)**

• Program Director (0.5 FTE): $25,000

• Case Managers (2.0 FTE): $40,000

• Life Skills Facilitators (1.0 FTE): $15,000

• Overnight Supervisor (1.0 FTE): $15,000

Justification: Staff costs represent the program's core, providing direct services and ensuring 24-hour supervision. The staffing plan ensures appropriate supervision ratios while providing specialized expertise in case management and life skills development.

**8.2 Housing Costs ($25,000)**

• Facility maintenance: $10,000

• Utilities: $8,000

• Food and household supplies: $7,000

Justification: Housing costs cover the essential expenses of maintaining participants' safe, comfortable living environment. This includes necessary maintenance, utilities, and basic supplies.

**8.3 Transportation ($5,000)**

• Van maintenance and fuel: $3,000

• Public transportation passes: $1,500

• Emergency transportation fund: $500

Justification: Transportation is critical for ensuring participants can attend court appearances, appointments, and employment/educational opportunities.

**8.4 Program Materials ($10,000)**

• Life skills curriculum materials: $3,000

• Educational supplies: $2,000

• Job readiness materials: $2,000

• Technology access (computers, internet): $3,000

Justification: These materials provide the necessary resources for delivering high-quality programming and ensuring participants have the tools they need to succeed.

**8.5 Administrative Costs ($5,000)**

• Insurance: $2,000

• Office supplies: $1,000

• Evaluation and data management: $2,000

Justification: Administrative costs support the program's operational needs and ensure proper documentation and evaluation.

8.6 Total Funding Request: $140,000

## 9. Sustainability Plan

Team Resurrection is committed to the long-term sustainability of the New Pathways program beyond the initial grant period. Our sustainability strategy includes:

**9.1 Diversified Funding Sources**

• Federal Grants: Application for Second Chance Act and Juvenile Justice grants

• State Funding: Partnership with NJ Juvenile Justice Commission for per diem funding

• Private Foundations: Targeted proposals to foundations focused on juvenile justice reform

• Corporate Partnerships: Developing relationships with businesses committed to community investment

• Individual Donations: Building a base of individual supporters through community engagement

**9.2 Cost-Sharing Strategies**

• Leveraging existing Team Resurrection infrastructure

• Sharing administrative costs across programs

• Utilizing volunteer and pro bono services where appropriate

• Developing internship partnerships with local universities

**9.3 System Integration**

• Working toward potential fee-for-service arrangements with Essex County

• Advocating for inclusion in juvenile justice system budgeting

• Demonstrating cost savings compared to detention alternatives

**9.4 Community Partnerships**

• Developing in-kind support from community organizations

• Creating shared service agreements with complementary programs

• Building a coalition of supporters to advocate for ongoing funding

## 10. Conclusion

Team Resurrection's New Pathways program represents a research-informed, cost-effective alternative to detention that will help justice-involved youth navigate the juvenile justice system while developing the skills needed for long-term stability and success. Our experienced team, existing infrastructure, and community connections position us to implement this program successfully and contribute to reduced detention rates in Essex County.

By investing in New Pathways, the Essex County Youth Services Commission will:

• Provide a much-needed alternative to detention for up to 20 youths annually

• Support improved outcomes in court compliance, education, and employment

• Reduce costs associated with secure detention

• Contribute to the reduction of racial and ethnic disparities in the juvenile justice system

• Strengthen family and community connections for justice-involved youth

We appreciate your consideration of this proposal and welcome the opportunity to discuss it further.

## 11. References

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## 12. Appendices

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