



# Never Give Up Transitional Living Program Description

Updated: May 14, 2025

## 1. Program Overview

- a. Program Name: Never Give Up Transitional Living
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## 2. Establishing the Problem: Situation Statement

The average daily population of the Nebraska Department of Correctional Services (NDCS) is approximately 5,880 individuals, and roughly 2,000 people are released from Nebraska prisons each year. Nationally, over 95 percent of currently incarcerated individuals will be released at some point in the future. The reentry process presents serious challenges to the reintegration of formerly incarcerated persons in the community, with the most representative studies revealing that approximately 80% are rearrested within nine years, and slightly over half return to prison on a technical parole violation or with a new conviction within five years.

Critical to a successful reentry experience are obtaining quality employment, securing a prosocial place to live, developing a community support network, getting drug treatment (as needed), and changing one's identity and negative thinking patterns. However, many formerly incarcerated individuals have difficulties obtaining and maintaining these critical elements.

## 3. Introduction

The Never Give Up (NGU) Transitional Living Program is a structured transitional housing program operated under the nonprofit 501(c)(3) organization, Good Turn Labor, to support formerly incarcerated individuals as they reintegrate into the community. The program provides safe, stable housing alongside employment support, dialectical behavior therapy (DBT), Intensive Outpatient Programming (IOP) for mental health and substance use treatment, life skills training, social support, and more to reduce recidivism and improve long-term outcomes.

Designed to align with the priorities of the NDCS, Nebraska Board of Parole, and Nebraska Department of Parole Supervision services, NGU is a sober, transitional, peer-support intervention program that ensures returning citizens have the resources and structure necessary to successfully transition from incarceration to independent living.

#### 4. Program Goals and Objectives

**Program Goal:** To support individuals transitioning from NDCS to the community by providing a peer-led, structured, and stable living reentry program. The NGU program's overarching goal is to reduce recidivism and promote successful reintegration by fostering personal accountability, community support, and access to essential resources.

**Program Objectives:** Guided by a peer-driven approach, the NGU Transitional Living program creates a supportive space where individuals with lived experiences (i.e., previously incarcerated) serve as mentors, helping participants navigate challenges related to addiction, antisocial thinking patterns, employment, and prosocial and community reintegration. By offering structured support, the program seeks to empower participants to rebuild their lives and achieve long-term stability.

These goals align with the NGU Transitional Living program's logic model (Figure 1), which outlines the key inputs, activities and outputs, and outcomes of the program.

More specifically:

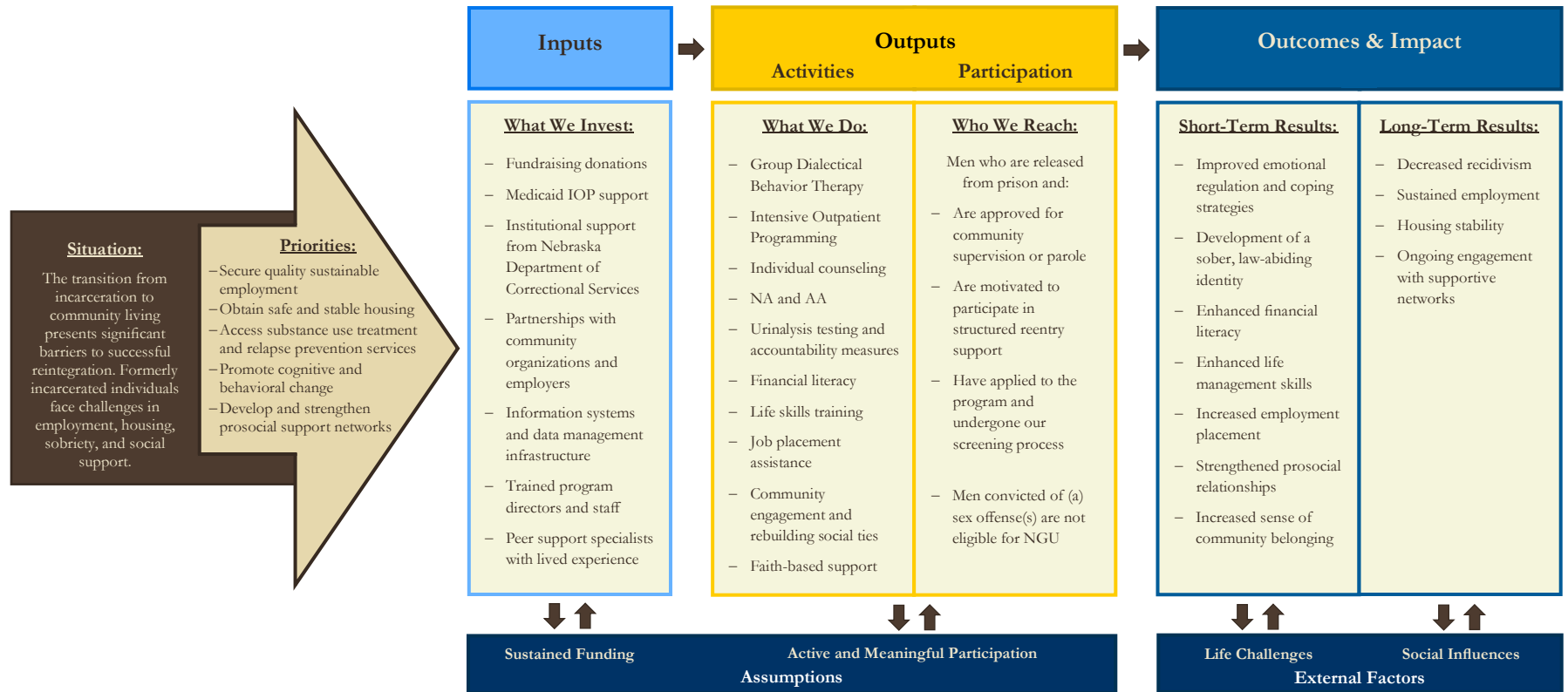
- **Inputs:** Program investments include sustained donation and financial support, buy-in from NDCS and the Nebraska Board of Parole, and strong partnerships with community organizations. Additionally, the program requires a contracted grant writer, external accounting firm, and reliable information system and data management tools to track progress and outcomes. Further, a dedicated staff team—including a team of directors, a case manager, a resident manager, peer support specialists, and a health support and counseling specialist—plays a crucial role in supporting participants.
- **Outputs/Activities:** The program provides a comprehensive range of services to support the successful reintegration of formerly incarcerated individuals. It includes group counseling using dialectical behavior therapy (DBT); Intensive Outpatient Program (IOP) grounded in cognitive behavioral therapy (CBT), motivational interviewing (MI), and the 12-Step approach for mental health and substance use treatment; and access to narcotics anonymous (NA) and alcoholics anonymous (AA) meetings to address underlying issues. Participants receive financial literacy and life skills training. Individual counseling is available as needed. Employment assistance is offered to all participants, as well as fun opportunities for social development. The program also encourages engagement with faith-based communities and ensures accountability through regular urinalysis screenings.
- **Short-term Outcomes:** As a result of dialectical behavior therapy (DBT) in group counseling, individuals develop emotional regulation skills, improve decision-making, and gain a deeper understanding of their thoughts and behaviors. Biweekly Intensive Outpatient Programming (IOP) is geared toward stabilizing participants' symptoms

(mental health, substance use, or both), developing coping skills, supporting ongoing recovery, and prevent substance abuse relapse. Attending narcotics anonymous (NA) and alcoholics anonymous (AA) meetings encourages individuals to identify as addicts, recognize the impact of substance use on their lives, and commit to a recovery-focused lifestyle. Through financial literacy education, participants gain a basic understanding of personal finances, enabling them to make more informed financial decisions and manage their money effectively. Life skills training equips them with practical abilities such as using transportation, accessing phone services, obtaining identification, and navigating Medicaid and SNAP benefits, increasing their independence and ability to function in daily life. Individual counseling provides personalized support, helping participants engage in self-reflection, address personal challenges, and develop healthier coping mechanisms. Employment assistance enables individuals to secure and maintain stable jobs, fostering financial independence and long-term success in the workforce. Social development activities and efforts to rebuild social ties allow participants to establish meaningful relationships and feel like a valued part of society. Engagement with faith-based communities provides additional emotional and social support, fostering a sense of belonging and connection to the larger society. Lastly, regular urinalysis screenings hold individuals accountable for maintaining sobriety, reinforcing their commitment to a drug- and alcohol-free lifestyle.

- **Long-term Outcomes:** The program aims to create lasting positive changes in the lives of formerly incarcerated individuals by reducing recidivism and supporting their successful reintegration into society. By obtaining stable, quality employment, participants gain financial independence and a sense of purpose. Securing a prosocial place to live provides stability and a safe environment that encourages personal growth. Developing a strong community support network helps individuals build meaningful relationships and maintain accountability in their recovery and reintegration journey. Accessing and completing drug treatment enables participants to maintain sobriety and improve their overall well-being. Ultimately, by changing negative thinking patterns and adopting a new, prosocial identity, individuals are empowered to break the cycle of incarceration and lead fulfilling, productive lives as engaged members of their communities.

This framework ensures that the program remains outcome-driven, measuring success through both short-term achievements (e.g., securing stable employment, rebuilding social ties, and obtaining financial literacy, etc.) and long-term impacts (e.g., reduced recidivism).

**Figure 1.** Never Give Up Transitional Living program: Logical model for successful community reintegration



*Note.* Recidivism is defined as returning to prison within three years post-release

*Abbreviations:* IOP = Intensive Outpatient Program, NA = Narcotics Anonymous, AA = Alcoholics Anonymous, NGU = Never Give Up Transitional Living

## 5. Target Population

The Never Give Up Transitional Living program serves men released from prison who:

- Are approved for community supervision or parole
- Are motivated to participate in structured reentry support
- Have applied to the program and completed a phone interview and background review

Men convicted of (a) sex offense(s) are not eligible for the NGU program. This exclusion is based on several important considerations:

- Specialized Needs: Individuals with sex offense convictions typically require more intensive and specialized reentry programming that extends beyond the scope of this housing model.
- Client Safety Considerations: The shared housing environment and support services offered in this program are not designed to accommodate the unique supervision, treatment, and safety requirements for individuals with sex offense convictions/histories. In a setting where peer mentorship and community support are key, individuals with sex offenses can pose safety risks to others and vice versa, as they dynamics of this population often involve heightened concerns around vulnerability and risk.
- Community reintegration factors: Restrictions on residency and supervision conditions for individuals with sex offense convictions often require alternative housing solutions that align with their specific legal and therapeutic needs.

By maintaining these eligibility criteria, the NGU program ensures a safe and supportive environment for all participants, fostering successful reintegration into the community.

## 6. Screening Process

The Never Give Up Transitional Living program follows a thorough screening process to ensure that individuals admitted to the program are appropriate for its structure and services. The screening process is designed to assess each applicant's suitability for the program and to ensure their needs align with the support provided.

### Pre-Screening and Video Review:

- In-prison engagement is encouraged, where potential participants are asked to watch an informational video about the program while still incarcerated. This helps applicants gain a clear understanding of the program and its expectations before applying.
- Word-of-mouth recommendations within NDCS are crucial, and case workers and other incarcerated individuals often promote the program to eligible individuals. Building trust and connections with incarcerated individuals is key to recruiting appropriate candidates.

**Application Submission and Phone Interview:**

- An application is submitted by the prospective participant to Mr. Reilly. While the application is helpful, Shane places more emphasis on the phone interview to determine suitability for the program.
- After the application is submitted, the reentry coordinator informs Mr. Reilly about the applicant and sets up a time for the phone interview.
- The applicant calls Mr. Reilly at the pre-determined time.
- During the phone interview, eligibility is determined, as Mr. Reilly discusses the applicant's background, motivation, and readiness for the program.

**Criminal History and Risk Assessment:**

- Sex offenders are automatically excluded from the program due to safety concerns and the specific needs of this population. NDCS reentry staff will alert Mr. Reilly if any applicants have a history of sexual behaviors, and he will review their file for more information.
- All other applicants are considered on a case-by-case basis, with the understanding that the program is open to individuals with a broad range of backgrounds.

**Final Determination and Notification:**

- After the phone interview and background review, Mr. Reilly typically rejects very few applicants. The final decision about eligibility is based on the applicant's readiness, criminal history, and overall compatibility with the program's goals.
- Once accepted, applicants are provided with next steps and orientation information. If not accepted, they may be referred to other programs better suited to their needs.

**Other Notes About Screening:**

- Mr. Reilly has noted the need for a better referral process and has contracted with a University of Nebraska Omaha, School of Criminology and Criminal Justice professor to develop a more standardized and helpful process.
- Furthermore, Mr. Reilly believes targeting specific facilities like Omaha Correctional Center (OCC), Reception and Treatment Center (RTC), and Tecumseh State Correctional Institution would help improve program admission numbers.

**7. Housing Model and Program Structure**

The Never Give Up Transitional Living program follows a transitional housing model, offering participants a safe, stable environment while they work toward independent living.

**Housing Details:**

- **Location:** Redacted
- **Capacity:** Eleven participants (expected to grow overtime)

- **Room arrangements:** Shared or individual room based on program tenure, individual progress, and availability. Participants begin in a shared room. As individuals progress through the program and demonstrate success, they may be eligible for the transition to an individual room.
- **Length of program:** 12 weeks / 84 days

### **Program Components:**

The NGU program is designed to provide comprehensive support and structure to individuals as they transition back into the community. Each component addresses key factors that contribute to successful reintegration, including housing stability, employment opportunities, accountability measures, therapy designed to help with emotional regulation, family and community support, and access to essential services. By offering 24/7 supervision, workforce development, therapy, and community engagement, the program fosters personal growth and responsibility while reducing the risk of recidivism. The following sections outline the core components of the program:

#### **A. 24/7 Supervision and Accountability**

- Supervised, structured housing with clear rules and expectations
- Regular check-ins, required “coding in” to the house, camera surveillance, curfew, and mandatory participation in services
- Urinalysis if drug or alcohol use is suspected

#### **B. Stable Housing**

- A safe place to live for the duration of the program

#### **C. Support Services**

- Assistance with securing ID, social security number, birth certificate (as needed)
- Assistance with securing SNAP EBT benefits
- Assistance with securing Medicaid and primary care physician
- Accountability check-ins
- Provides food and clothing
- Provides cellphones, screen protector, case, and first month of plan paid
- Provides hygiene products and laundry detergent
- Provides transportation allowance to/from counseling sessions, AA/NA meetings, store, and employment through Uber

#### **D. Employment and Workforce Development**

- Job placement assistance through program
- Resume building, interview prep, and skills training through Metropolitan Community College’s [180 Reentry Assistance Program](#) (180 RAP)
- Volunteer work at [Heart Ministry](#), if employment has not yet been secured

### **E. Therapy and Life Skills Development**

- Required nightly group Dialectical Behavior Therapy sessions (3x/week)
- Required Intensive Outpatient Program sessions (2x/week)
- Required attendance at Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) meetings (2-4x/week)
- Required financial literacy meetings (1x/week)
- Required to set up a checking and savings account
- Encouraged to set up a secured credit card and secured loan
- Sponsor Night from 6-9pm on Sundays (highly encouraged to get a sponsor)
- Individualized therapy, as needed, through a Licensed Independent Mental Health Practitioner (LIMHP)
- Peer mentorship and support to aid reintegration into the community

### **F. Family, Prosocial Peers, and Community Network (Re)Development**

- Visitation event with approved family and friends on Sundays
- Family passes every other Sunday after being in the program for 30 days
- Church attendance at Brookside Church on Sundays
- Volunteer work at [Christmas in the Village](#), [Metro 360](#), and/or other events (e.g., Tornado cleanup)
- Pizza and taco nights during the week (Tuesday and Thursday)
- Prosocial event participation as a group on Saturdays (e.g., UNO and Creighton sporting events, Hot Shops Art Center, Beaver Lake)

## **8. Program Rules**

By adhering to the below rules, participants contribute to a respectful and supportive environment that promotes successful reintegration into society:

### **Substance Use and Possessions:**

- Smoking: Smoking or tobacco products are not allowed inside the residence. Smoking is permitted outside in the designated areas only. Smoking after 10:00pm is allowed, but it must be in the designated outside area.
- Prohibited Substances: Program participants must not possess, use, or be under the influence of illegal drugs or alcohol.
- Random Drug and Alcohol Testing: Failure to submit to a urinalysis when requested is cause for dismissal from the program.
- Medication Compliance: All medications must be checked and approved by staff.



**Behavioral Conduct:**

- Violence and Harassment: Any form of violence, harassment, or misconduct is strictly prohibited and may lead to removal from the program.
- No Weapons or Contraband: Possession of weapons, firearms, or contraband is strictly prohibited and may lead to removal from the program.
- No Involvement in Illegal Activities: Participants must refrain from engaging in illegal activities, including theft, assault, or other criminal behaviors. Violating this rule could result in immediate removal from the program.
- Respectful Interaction: Treat all staff and fellow program participants with respect; inappropriate behavior will not be tolerated. Treat others the way you want to be treated; if you don't have something nice to say, don't say anything at all.
- Respect for Property: If it's not yours, don't eat or touch it. All food and belongings should be respected and not taken without permission.
- No Gambling: Gambling of any kind is strictly prohibited on the premises.
- No Bars or Alcohol Establishments: Program participants are not permitted to be in bars or establishments that serve alcohol.

**Personal Conduct and Dress Code:**

- Personal Cleanliness: Personal hygiene must be maintained at all times. Take pride in your appearance.
- Self-Sufficiency: Participants are expected to be self-sufficient, managing their daily activities and responsibilities.
- Dress Code: Sleeve shirts must be worn at all times; no dirty shoes or bare feet allowed in the residence; no gang-affiliated, drug-related, or inappropriate clothing allowed; no sagging of pants.
- Gold Teeth: Gold teeth or any dental adornments (i.e., decorations, enhancements) that can be seen as gang-related or associated with criminal behavior are not permitted.

**Housing Conduct:**

- Room Assignments: Program participants will start in shared rooms; individual rooms may be assigned based on program tenure and compliance.
- Room Inspections: Regular room and house inspections will occur to ensure the living environment is clean, organized, and free from contraband.
- Room Cleanliness: Maintain personal and shared spaces; beds must be made daily, and rooms should pass daily inspections.
- House Cleanliness: Maintain shared living spaces. Kitchen, living room, and other common areas must be kept tidy and should pass daily inspections.
- Fire Safety: Fire extinguishers are for emergency use only; misuse may result in disciplinary action.
- Food and Drink: No food or drink is permitted in participants' bedrooms.

**Guest and Visitation Policy:**

- Communication with Family or Support Networks: Participants are encouraged to reestablish communication with family members or prosocial support networks, through this may be restricted or monitored depending on individual circumstances.
- Visiting Hours: Family visitation is every Sunday from 1:00pm to 6:00pm in designated areas. No guests are permitted in participants' bedrooms.
- Guest Restrictions: Visitors must be listed on participants' approved prison visitation list.

**Program Compliance:**

- Mandatory Participation in Group Activities: Participation in group meetings or activities designed to promote personal growth, such as life skills training, relapse prevention classes, and financial literacy/job readiness workshops, onsite and offsite, are required.
- Curfew: Program participants are required to be back at the house by 5:30pm each day. No overnight stays away from the house are allowed.
- Passes and Permission: All passes or special permissions (for example, having someone drop something off to you) must be approved by the Program Director, Shane Reilly. No other staff member can grant you permission to do anything.
- Ask Questions: If you don't know, ask. If you think you know, ask. And if you know you know, ask anyway. Things will go smoother.
- Compliance with Legal Conditions: Participants on parole must adhere to the specific legal conditions set by the court, such as no contact with certain individuals or maintaining a particular level of conduct. Attendance to scheduled meetings/contact with parole officer is required (NGU has one designated parole officer for participants).

**Relapse and Violation of Program Rules:**

- Relapse: We recognize that relapse can be a normal part of the recovery process for individuals with substance use disorders. At the same time, relapse offers an opportunity to learn, adjust, and grow. Because maintaining a safe and supportive environment is essential, NGU and parole have established the following policy for relapses that occur while you are in the program:
  - *First relapse:* You may be given a second chance to remain the program, depending on the circumstances and your willingness to engage in recovery.
  - *Second relapse:* You will be immediately removed from the program—no exceptions. However, you are still required to return to NGU to participate in Intensive Outpatient Programming (IOP) and individual counseling sessions.
- Violation of Rules: Breaking program rules may result in the loss of passes, loss of visiting privileges, additional counseling, or program termination.

## 9. Program Expectations

Participants of the Reentry Program are expected to participate fully in the program, which is designed to support their successful reintegration into society. The following are the core program components that outline the expectations of participants:

### **24/7 Supervision and Accountability:**

- The reentry program provides supervised, structured housing with clearly defined rules and expectations. Adherence to these rules and expectations is required.
- Regular check-ins are required, along with mandatory “coding in” to the house, adherence to a curfew, and camera surveillance to ensure accountability and safety.
- Participants must comply with urinalysis testing if drug or alcohol use is suspected.
- Importantly, all activities (aside from employment) are done together. This is a “we” program and, therefore, we stand stronger together.

### **Employment and Workforce Development:**

- Participants will engage in resume building, interview participation, and skills training through Metropolitan Community College’s 180 Reentry Assistance Program (180 RAP).
- Participants are expected to obtain employment.
- If employment has not been secured, participants are expected to participate in volunteer work at Heart Ministry to gain work experience and contribute to the community.

### **Therapy, Recovery, Life Skills, and Community Reintegration:**

- Dialectical Behavior Therapy (DBT) group counseling is required approximately three times per week from 6:00 to 7:00pm to support emotional regulation and interpersonal effectiveness.
- Intensive Outpatient Program (IOP) participation is required two times per week from 6:00 to 8:30pm to support mental health and substance use treatment.
- Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) meetings are required two to four times per week to support sobriety.
- Participants are required to attend weekly financial literacy meetings to develop important budgeting and money management skills (Tuesday).
- On Fridays/Saturdays, participants must partake in prosocial group activities, such as attending University of Nebraska Omaha and Creighton sporting events, visiting the Hot Shops Art Center, or enjoying outdoor activities like Beaver Lake.
- Church attendance at Brookside Church on Sunday mornings (10:00am to 12:00pm) is required to help participants rebuild spiritual and/or social networks.
- Visitation events with approved family and friends are held on Sundays from 1:00pm to 6:00pm to encourage family reintegration. Participants are required to be in attendance.

- Sponsor Night takes place on Sundays from 6:00pm to 9:00pm to build supportive relationships with sponsors. During this time, sponsors can pick up participants from their reentry house.
- Individualized one-on-one therapy with a Licensed Independent Mental Health Practitioner (LIMHP) is available as needed.
- Volunteer work is required at community events, as applicable.
- Peer mentorship is offered to support participants in their transition back into the community and develop positive relationships.

Figure 2 displays an approximate Never Give Up Transitional Living program schedule of activities.

## 10. Partnerships and Community Support

The Never Give Up Transitional Living program has connected with several Omaha community organizations, two of which have already committed to donating to the program, including:

- [Sherwood Foundation](#)
- [Omaha Community Foundation](#)

The Never Give Up Transitional Living program does not currently have funding from parole or other criminal justice agencies. However, the program aims to continue its previous partnership with Nebraska Parole by securing a parole contract, replicating the previous arrangement established with 50<sup>th</sup> Street Landing under Mr. Reilly's leadership. The contract would be for a duration of 84 days per participant, at a rate of \$90 per day per individual.

Furthermore, the Never Give Up Transitional Living program maintains strong partnerships with employers in the Omaha, Nebraska area, facilitating participants' access to high-quality employment opportunities during their involvement in the program.

## 11. Outcomes and Program Success

Program completion is based on two categories—successful and unsuccessful—defined as:

### Successful Program Completion

- Participants must complete the required 84 days in the program, establish a comprehensive plan for continued success, commit to a foundation of recovery (e.g., AA, NA, church), and maintain a record free of relapses, arrests or violations, or significant setbacks during their participation.

**Figure 2.** Never Give Up Transitional Living approximate weekly schedule of activities

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
~ 5:00am to 7:00am	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>	<ul style="list-style-type: none"> <li>Get up, make beds, get ready for day</li> </ul>
~ 6:00am to 8:00am		<ul style="list-style-type: none"> <li>Go to work, via Uber</li> </ul>	<ul style="list-style-type: none"> <li>Go to work, via Uber</li> </ul>		<ul style="list-style-type: none"> <li>Go to work, via Uber</li> </ul>	<ul style="list-style-type: none"> <li>Go to work, via Uber</li> </ul>	
10:00am-12:00pm	<ul style="list-style-type: none"> <li>Go to work, via Uber</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer at Heart Ministries</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer at Heart Ministries</li> </ul>	<ul style="list-style-type: none"> <li>Go to work, via Uber</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer at Heart Ministries</li> </ul>	<ul style="list-style-type: none"> <li>AA meeting</li> </ul>	<ul style="list-style-type: none"> <li>Brookside Church</li> </ul>
12:30pm-5:30pm	<ul style="list-style-type: none"> <li>Visit 180 RAP</li> </ul>			<ul style="list-style-type: none"> <li>Visit 180 Rap</li> </ul>			<ul style="list-style-type: none"> <li>Group meal</li> <li>Family/Friend Visitation</li> </ul>
5:30pm	<ul style="list-style-type: none"> <li>Return from work, get settled</li> </ul>	<ul style="list-style-type: none"> <li>Return from work, get settled</li> </ul>	<ul style="list-style-type: none"> <li>Return from work, get settled</li> </ul>	<ul style="list-style-type: none"> <li>Return from work, get settled</li> </ul>	<ul style="list-style-type: none"> <li>Return from work, get settled</li> </ul>	<ul style="list-style-type: none"> <li>Return from work, get settled</li> </ul>	
6:00pm	<ul style="list-style-type: none"> <li>Intensive Outpatient Program</li> </ul>	<ul style="list-style-type: none"> <li>Group financial literacy meeting</li> </ul>	<ul style="list-style-type: none"> <li>Intensive Outpatient Program</li> </ul>	<ul style="list-style-type: none"> <li>Group DBT session</li> </ul>	<ul style="list-style-type: none"> <li>Group DBT session</li> </ul>	<ul style="list-style-type: none"> <li>Group DBT session</li> </ul>	
7:00pm-8:30pm		<ul style="list-style-type: none"> <li>AA meeting</li> </ul>		<ul style="list-style-type: none"> <li>NA meeting</li> </ul>	<ul style="list-style-type: none"> <li>AA meeting</li> <li>Social outing</li> </ul>		<ul style="list-style-type: none"> <li>Sponsor night</li> </ul>
8:30pm-9:00pm	<ul style="list-style-type: none"> <li>Free night at the house</li> </ul>	<ul style="list-style-type: none"> <li>Pizza Night</li> </ul>	<ul style="list-style-type: none"> <li>Free night at the house</li> </ul>	<ul style="list-style-type: none"> <li>Taco Thursday</li> </ul>	<ul style="list-style-type: none"> <li>Free night at the house</li> </ul>	<ul style="list-style-type: none"> <li>Social outing</li> </ul>	

*Abbreviations:* RAP = Reentry Assistance Program, DBT = Dialectical Behavior Therapy, AA = Alcoholics Anonymous, NA = Narcotics Anonymous

### Unsuccessful Program Completion

- Determinations regarding unsuccessful completion are typically made by the program leadership. Participants will be removed for a second relapse and may be removed from the program for serious infractions of program expectations.
- On rare occasions, Mr. Reilly makes the sole determination to remove a participant from the program (e.g., the use of Synthetic Cannabinoids [Spice/K2] is an automatic removal from the program) without warning.
- On these occasions, Mr. Reilly must report to the participants' parole officer, as step one of parole is typically to complete transitional living.

The overall success of the Never Give Up Transitional Living program will be measured by:

- **Employment:** Percent of participants securing jobs and duration of employment
- **Maintain Sobriety:** Urinalysis test results, parole technical violations, and self-reports
- **Develop Healthy Coping Skills:** Self-report
- **Build and Maintain Positive Relationships:** Self-report
- **Financial Literacy:** Documentation of a checking and savings account
- **Community Belonging:** Self-report
- **Life Skills:** Self-report
- **Plan for Success After Program:** Documentation and self-report
- **Recidivism Rate:** Percent of participants rearrested, reconvicted, and/or returning to prison within three years of release
- **Successful Program Completion:** Graduation from the program

## 12. Staffing and Ongoing Support

The Never Give Up Transitional Living program will be staffed by a team of professionals with lived experiences who are committed to providing high-quality reentry and peer support services. The team will work at the reentry house throughout its operation and ensure that participants receive the comprehensive care and guidance they need.

**Key Staff and Roles:** *(See Employee Role Descriptions document for more information)*

- Non-Profit Board of Directors: The Board of Directors of Good Turn Labor LLC provides strategic leadership, governance, and oversight to ensure NGU's mission is fulfilled with integrity and effectiveness. The Board is responsible for fiduciary stewardship, long-term visioning, organizational policy, and supporting the Executive Director and program staff.
- Executive Director: The Executive Director provides overall leadership, vision, and direction for the organization. They focus on external partnership, stakeholder engagement, and long-term sustainability while ensuring the program aligns with its

mission. They collaborate with the Board of Directors on governance and financial oversight but delegate day-to-day program operations to the Program Director.

- Julie Micek, LIMHP
- Program Director: The Program Director is responsible for the daily management and operational success of the transitional living program. They oversee program staff, ensure service quality, and maintain compliance with funding and regulatory requirements. The Program Director is the primary decision-maker for participant intake, service coordination, and program implementation, ensuring smooth internal operations. They oversee facility operations, logistics, and compliance to ensure the smooth functioning of the program.
  - Shane Reilly, MS
- Assistant Program Director: The Assistant Program Director provides operational support, assists in staff supervision, and coordinates participant services. They help ensure program efficiency and effectiveness.
  - Jimmy King
- Case Manager: The Case Manager provides individualized support to participants, helping them navigate employment and reentry challenges.
  - Brian Hafley
- Peer Support Specialists: The Peer Support Specialist provides mentorship, guidance, and emotional support to participants, using lived experience with incarceration and successful reentry to foster connection and encouragement. Current peer support specialists include:
  - Muthang Choule
  - Justin Seffron
  - Jacob Thore
- Resident Manager: The Resident Manager ensures a safe, structured, and supportive living environment for participants in transitional housing. They enforce program rules, provide on-site support, and help maintain a positive, accountable, and community-oriented atmosphere.
  - Jimmy King
- Health Support and Counseling Specialist: A licensed therapist will be available, as needed, to participants for mental health, emotional support, thinking patterns, and substance abuse counseling. The goal is to address the specific needs of participants who are struggling with mental health, negative thinking and emotional patterns, or addiction issues.
  - Julie Micek, LIMHP
  - Shane Reilly, MS

- Intensive Outpatient Program (IOP) Instructor: The IOP Instructor leads structured group and individual sessions to help clients build coping skills, process experiences, and work toward recovery goals.
- Development Director (Fundraising and Grants): The Development Director leads fundraising efforts, including grants, donations, and partnerships, to sustain the program. They must build employer partnerships, community relationships, and reentry awareness.
  - Shane Reilly, MS
- Grant Writer (Contract Position): The Grant Writer researches, writes, and submits grant applications to secure funding for the program.
- Accounting Firm (External Service): An external accounting firm handles financial reporting, compliance, and budgeting to ensure fiscal responsibility.

Together, this team ensures that individuals returning from incarceration receive the comprehensive support needed to rebuild their lives, secure stable employment and housing, and successfully reintegrate into their communities.

### 13. Conclusion

The Never Give Up Transitional Living program offers a structured, supportive environment for individuals transitioning from incarceration in the Nebraska Department of Correctional Services. By combining quality employment, stable housing, drug and alcohol treatment, dialectical behavior therapy, life skills, and (re)establishing a community support network, the Never Give Up Transitional Living program is committed to helping individuals rebuild their lives and successfully reintegrate into society. Additionally, by having a director with lived experience, Mr. Reilly “gets it” and can relate to the men in the program in a way unlike others who do not have such experiences.

#### **For more information or referrals, please contact:**

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