

# O · A · R

FISCAL YEAR 2017  
ANNUAL REPORT

INTEGRITY

PASSION

EMPATHY



ACCOUNTABILITY

BELIEF THAT PEOPLE  
CAN CHANGE

4<sup>th</sup>  
Year  
of service

CORE VALUES GUIDING THE DIRECTION OF OAR FOR 46 YEARS

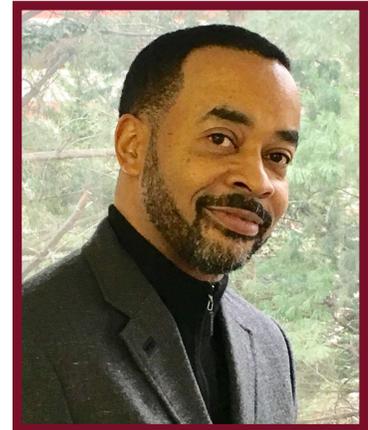
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**Dear Friends,**

Every decision made and every action taken at OAR is guided by a set of core values. Our values of passion, empathy, integrity, accountability, and the belief that people can change are the compass that guide OAR.

Our success would not be possible without the strong foundation of values we are building upon. We have expanded our Alternative Sentencing program to offer a greater number of first-time misdemeanor offenders the opportunity to perform community service in lieu of a criminal conviction and/or jail time. We have also increased enrollment in the OAR Batterer Intervention Program to address domestic violence and meet the growing community demand for this service.



Growth requires not only a strong foundation of core values but a solid frame to build upon. OAR's client service model follows best practice standards and these standards provide the framework for effective growth. Whenever possible, OAR uses evidence based curriculum, materials, and practices with proven efficacy through research.

Leaders in Prince William and Loudoun Counties have expressed interest in OAR's comprehensive reentry services and we anticipate significant program growth in these communities. One important change to OAR's brand that reflects our commitment to the entire area we serve is our name on the web: [www.oarnova.org](http://www.oarnova.org).

Our organizational growth is reflected in the community support that we receive. Nearly 200 community members gathered to celebrate OAR's successes at our FY17 fundraiser. Several local businesses, with a strong sense of corporate responsibility, provided funding to completely underwrite OAR's fundraiser. As a result, we had our most successful fundraiser to date. We need you and your support to continue this growth.

This annual report is designed to highlight how OAR's core values guide our work and lead to better outcomes for those we serve. Thank you for your interest in our mission and the services we provide for the community.

A handwritten signature in black ink, appearing to read "Derwin Overton". The signature is fluid and cursive.

Derwin Overton  
Executive Director



OAR serves community members and families involved with the criminal justice system. Staff and volunteers are driven by their passion for assisting this population to guide individuals through a process of change, to successfully reenter society, and to create a safer community.



OAR client learning electrical wiring

Helping clients obtain employment is a critical OAR service. OAR provides:

- Pre and post-release employment classes
- Assistance with resumes, job searches, and employment applications
- Skills training in the electrical field

<b>124</b>	<b>398</b>	<b>181</b>	<b>9</b>
Clients obtained employment	Clients received employment classes	Clients received employment assistance after release	Clients completed skills training in the electrical field

OAR provides emergency assistance to clients in need at the time of their release. This assistance helps clients to avert crisis and strive towards self-sufficiency. OAR provides assistance with:

- Clothing
- Obtaining identification
- Rent and utilities
- Tools and boots for employment
- Obtaining prescription medications
- Transportation home after incarceration and/or for employment

**638**

Clients received direct assistance to avert a crisis



Donate SmarTrip cards for transportation and gift cards to OAR for emergency assistance.



Mentors provide support and are a positive influence in a client's life

OAR volunteers serve as mentors to establish relationships with individuals while they are incarcerated and maintain those relationships for up to 12 months after release. The relationships offer consistency and support that greatly increases the likelihood of long-term success.

**50**

Volunteer mentors since program inception

**104**

Clients mentored since program inception



OAR strives to understand the feelings of others. This understanding increases our ability to offer meaningful assistance. We work diligently to build empathy in those served. When our clients understand how their actions impact others, their motivation to change grows and their chance of success increases.

EMPATHY DRIVES THE SERVICES OFFERED BY OAR



Susan Jedrey winning the 2017 OAR Volunteer of the Year award from the Fairfax Sheriff's Office



Families supporting one another

**950**

Families given information, referrals, and support

Volunteers are critical to OAR's success and they embody the core values OAR is built upon. Volunteers allow OAR to effectively meet the needs of those we serve.

**113**

Active volunteers

**10,287**

Hours of volunteer service

**\$268,388**

Value of volunteer service



Members of Fairfax Civitan offering a donation to support OAR clients

OAR will address the emergency needs of those leaving incarceration and then offer case management to guide them to a self-sufficient, crime-free life. At the time of release, OAR will offer snack packs and hygiene kits. These simple gestures help individuals meet the basic needs many of us take for granted.

Our community supporters help to put these packs and kits together. If you would like to help in this way, please contact OAR.

At OAR we adhere to the highest standards of moral and ethical principles. We uphold the principal of integrity in every action and decision we make. We subject ourselves to the highest standards of public trust and strive to serve the best interests of our clients.

OAR coordinates with the Fairfax County General District and Circuit Courts to offer alternative sentencing options to community members with first time, non-violent, misdemeanor charges. This program holds people accountable for their actions, provides valuable service to the community, and reduces costs associated with incarceration. Participants also avoid a criminal conviction that can have a life long impact.



OAR clients perform a variety of community service tasks that assist local non-profits.

OUR WORDS AND ACTIONS ARE CONSISTENT WITH OUR INTENTIONS

<b>80%</b> Of clients completing court-ordered community service	<b>\$314,289</b> Savings in deferred incarceration costs	<b>\$345,547</b> Value of service hours provided to the community	<b>976</b> Clients completed 26,499 hours of service
---------------------------------------------------------------------	-------------------------------------------------------------	----------------------------------------------------------------------	---------------------------------------------------------



OAR staff facilitating a session of the Violence Intervention Program

The OAR Violence Intervention Program (VIP) is designed to aid in the reduction and elimination of domestic violence. VIP provides opportunities for individuals charged, for the first time, with domestic assault to understand the impact of their actions, take accountability for their behavior, and learn alternatives to violence and abuse.

<b>149</b> Clients in the Violence Intervention Program	<b>72%</b> Of clients completed Violence Intervention	<b>0</b> New violent offenses 12 months after program completion
------------------------------------------------------------	----------------------------------------------------------	---------------------------------------------------------------------

**BEST PRACTICE STANDARDS** - The OAR service model is based on best practice standards. The model ensures that clients are evaluated to determine their level of risk and to identify the factors most likely to influence future behavior. The goal is to provide a continuum of services that address the most relevant risk factors for each client.



OAR strives to model accountability in our actions and decisions as we hold clients to the same standard. We define accountability as admitting what you have done, acknowledging the harm caused by your actions, and seeking to repair the damage caused by your choices.



OAR staff discussing client services

OAR performs risk assessments for clients returning to the community after incarceration. The assessments determine the type and level of assistance needed for each client.

**232**

Risk assessments performed

**85%**

Of clients screened identified as medium or high risk of reincarceration

**208**

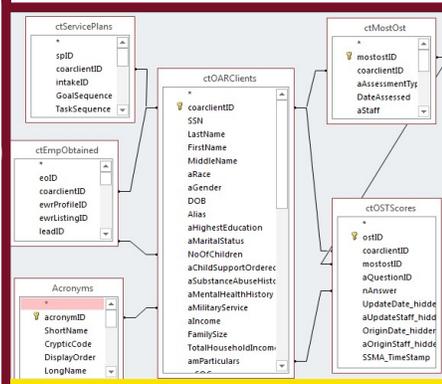
Service plans created for reentry clients

**40,868**

Client records in the OAR database

**3**

Reentry organizations successfully using the OAR database format



OAR database tables allowing OAR to track and report outcomes

The OAR client and case management database was developed specifically to meet OAR's needs. The system's framework is robust and allows for efficient customization and reporting and is now being used by multiple organizations. The client database is more than just a software package, it can track and report all client interactions and services to ensure accountability with clients, funders, and communities served. Contact OAR for more information.

Case management increases client accountability and success

OAR's Virginia Serious and Violent Offender Re-entry Program (VASAVOR) is designed for inmates pending release from state prisons. These individuals present unique risks and challenges for the community. The VASAVOR program enhances opportunities for success by combining case management, community support, and intensive criminal justice supervision.

**36**

New VASAVOR intakes

**83**

VASAVOR clients assisted

**24**

VASAVOR clients closed successfully

**\$666,471**

Cost savings from 23 VASAVOR clients avoiding Re-incarceration



We learn from our mistakes and grow as individuals. Everyone has the capacity to change and most will change as a natural result of the experiences we have. OAR services encourage positive change after criminal justice system involvement.



OAR clients attending a Fatherhood class at the Fairfax ADC

OAR offers jail based programming in the Fairfax and Loudoun County Detention Centers. The goal of pre-release programs is to build skills, mitigate risk factors, and prepare individuals for a successful release to the community.

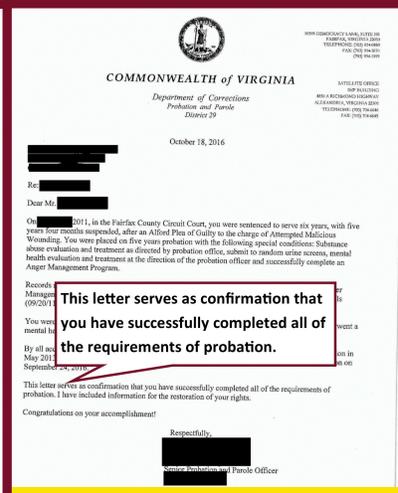
<b>887</b>	<b>24</b>	<b>72%</b>
Clients enrolled in pre-release classes	Unique pre-release classes offered	of clients showing improvement after class participation

Reentry and Family Services are provided in Fairfax, Loudoun and Prince William. Assessments determine an individual's level of risk and needs. Higher risk individuals are offered more intensive case management than individuals with lower risk factors. Client case plans help keep individuals focused on the tasks most relevant to their success.



<b>320</b>
Clients received transitional case management

<b>65</b>
Clients received intensive case management



Letter presented to an OAR Case Manager after a client completed probation



Volunteers assist clients at the OAR front desk

OAR's success can be directly attributed to the dedicated efforts of volunteers who believe passionately in the OAR mission and core values. The total number of volunteer hours gifted to OAR is equivalent to 5 additional full-time staff. We truly value the support we receive from dedicated members of our community.

OAR serves adult individuals involved with the criminal justice system in Fairfax, Prince William, and Loudoun Counties and their families. Individuals from outside these jurisdictions are offered assistance while housed in our local jails and at the time of release so they can successfully return home. Individuals from our service area are provided with reentry support for up to 12 months. OAR's support enables the formerly incarcerated to successfully return to the community, minimizes the potential for criminal behavior, and increases community safety.

**20**  
Service delivery sites

### Clients Served by Geographic Region:

Fairfax clients served: 1,650  
 Loudoun clients served: 159  
 Prince William clients served: 252  
 Clients from other Virginia areas: 261  
 Clients from outside of Virginia: 486  
 Home address undisclosed by client: 241



### 3,413 Clients Served

**75%** Male  
**25%** Female

**80%**  
 Unemployed / underemployed at intake

**19%**  
 Did not finish high school

**38%** Black  
**30%** White  
**16%** Hispanic  
**16%** Other

**31%** 18-27 years old  
**59%** 28-54 years old  
**9%** 55 & older



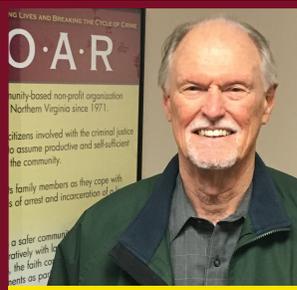
**341**  
 Received clothing assistance

**96**  
 Received assistance obtaining identification

**673**  
 Received food assistance

**512**  
 Received transportation assistance

**183**  
 Received housing/shelter support or referrals



*"I am completely bought in to the mission. I understand the importance of OAR's work and I'm eager to help."*

- Larry

**OAR supporter since 2015**

- |                       |                         |
|-----------------------|-------------------------|
| Sahar Aimen           | Chip deMatteo           |
| Jose Alvarado         | Elizabeth Denning       |
| Sara Atala            | <b>Richard Desmond</b>  |
| Joseph Balac          | Carol Dieterle          |
| Thelma Balli          | Jessica Doyle           |
| Amy Barnett-Nakamura  | Grant Ehat              |
| Alyssa Batchelor      | <b>Steve Elbert</b>     |
| Barry Beker           | Farifte Emamghorashi    |
| Cecilia Bernier-Healy | Julia Ensall            |
| Douglas Breiding      | Erin Feeley             |
| Andrew Brown          | Scott Fernandes         |
| Triniti Bunton        | Hillary Flynn           |
| Janet Burt            | Robert Gehring          |
| June Burton           | Richard Gibbs           |
| John Canova           | Mike Gibson             |
| June Chalou           | Michael Graf            |
| Terence Chatman       | <b>A.Van Graves</b>     |
| Zachary Clemons       | <b>Jeanine Gravette</b> |
| Douglas Cofer         | Madeline Grigoryev      |
| Kenneth Courter       | Linda Grill             |
| David Cowdrill        | Devika Gupta            |
| Shauna Creek          | Shaunacee Harris        |
| Alan Davis            | Reem Hassan             |
| Kathleen Deal         | Olivia Hord             |
| Betty deMatteo        | Susan Jedrey            |

- |                      |                            |
|----------------------|----------------------------|
| Verda Johnson        | Bill Sinclair              |
| Alli Katzen          | Kim Smith                  |
| Azad Khan            | Vincent Smith              |
| Kathe King           | Deborah Smith-Shaw         |
| Peggy Krusell        | Laura Snell                |
| Doreen Larson        | Paulihna Sorbi             |
| Katie Leonard        | Haley Spicer               |
| Pamela Long          | Joseph Stazzone            |
| Trinity Long         | William Stieglitz          |
| Samantha Lopez       | Nicole Strunk              |
| Javier Martinez      | Greg Susanke               |
| Lisa Marvin          | <b>Gloria Sutton</b>       |
| Christopher McMahon  | <b>Charles Thomas, Jr.</b> |
| Dana McMillen-Paz    | Victoria Tilley            |
| Emily McPhie         | Karyn Trader-Leigh         |
| Alisha Mehdi         | Barbara Tulipane           |
| <b>Ruth Miller</b>   | Evan Vahouny               |
| Amanda Millir        | Emily Vorek                |
| Christopher Mumford  | Mark Voss                  |
| Zenny Nguyen         | <b>Lisa Waiguchu</b>       |
| Dan Noble            | Marisa Wakely              |
| Albert Pasquarella   | George Warren              |
| David Pauling        | Louis Watkins              |
| Charlene Perry       | Scott Weber                |
| Urooj Pervez         | Jay Whetzel                |
| Wilbert Proctor      | Ernest Wittich             |
| Dipti Pidikiti-Smith | Eleni Woods                |
| Katherine Reinsdorf  | Trevor Yeatman             |
| Tonya Rideout        | Ronald Yiu                 |
| Jenny Romero         | Daniel Young               |
| Danielle Rudes       | <b>Christy Zeitz</b>       |
| Kathleen Schmitt     |                            |
| Samantha Seigman     |                            |
| Rhonda Shoemaker     |                            |

**OAR BOARD MEMBERS IN BOLD**



Randy Adams	Lawrence Cherney	Judith Gemma-Sjostedt	Carina Lin	Kaitlin Nobling	Dominique Smith
Michael Akbar	Taylor Chess	Mike & Carrie Gillotte	Barbara Lowrey	William Norton	Gina Smith
Leslie Alden	Tina Ciambuschini	Vincenza Githens	Michael & Nicole Majestic	Sheila Oakley	Sandra Smith
Kevin Andariese	Elisabeth Clardy	Lisa Gossard	Mike Malovic	Kristal O'Connell	William Smith
Frank Anderson	Kelly Cole	Jeanine Gravette	John Martin	Ralph Ours	Dana Spencer
Mohamed Bangura	Andrew Collier	Eileen Grenfell	Eleanor McCann	Derwin & Devona Overton	Grant Starkey
Barry & Susan Becker	Brandon & Victoria Cosby	Savannah Guernsey	Robert McCarthy	Douglas Palley	Rob Stewart
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Gabriela Benavides	Kenneth Courter	Chuck Hacherl	Kellie Mcghee	Rob Paxton	Nicole Strunk
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Pam Binninger	Gina Dang	Howard Helman	Carolina Mendoza	Jasmine Pike	Monika Taylor
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Andy Brown	Jack DeVilliers	Stacy Kauffman	Karen Mondloch	Robert Rosenfeld	Valerie Vahouny
Gabe Brown	Jonathan Downing	Carolyn Kellam	Richard Mondloch	Danielle Rudes	Alex Van Massenhove
Lori Bruce	Grant Ehat	Elena Keith	Keith Moore	Dermott Ryan	Kathi Van Os
Sharon Bulova	Steve Elbert	Kathy Killian	Neely Moore	Erma Ryan	Michael Vass
Michael Burns	Thomas Elwell	Kathe King	Fay Morrison	Sandy Ryan	Denton Vaughan
Mary Butler	Farityeh Emamghorashi	Gail Kinsey	Ashley Moslak	Scott Sammler-Michael	Lisa Waiguchu
Amy Byerly	Jeremiah Ergas	Cecile Klayton	Byrne Murphy	Minerva Sanchez	Larry & Julie Warren
Luann Bynum	Phil Evans	Esko Korhonen	Lauren Nachtman	Jocelyn Santamaria	Tristan Welch
John Callaghan	Hamed Farmand	Fred & Dee Dee Krause	Eric Nelson	Allan & Joyce Schuman	Kerrie Wilson
Gunes Camlicay	Terry Fenton	Charles Krouse	Donna Nickens	Cathryn Sethian	Betsy Wilson
John & Ellen Canova	Ernie Fergusson	Peggy Krusell	Dan & Kim Noble	Deborah Shaw Smith	William & Eleni Woods
Emily Canova	Kristina Francis	Doreen Larson	Kathryn Noble	Jennifer Shunfentahal	Mike & Maryanne Yergovich
Amy Cartwright	Suzanne Freeze	Gina Latcheran	Richard Noble	Bill Sinclair	Christy Zeitz
June Chalou	Jim Garibaldi	Joon Lee	Richie Noble	Mark Sites	Suzanne Zimmerman

## INDIVIDUAL DONORS

11th Hour Search, LLC  
 Amazon Smile Foundation  
 America's Charities  
 Aramark  
 Bada Bing! Bagels  
 Barnes and Noble  
 Benevity Impact Fund  
 Bluechip Technologies  
 Chick-fil-A  
 Civitan Club of Fairfax  
 Costco Wholesale Corp

Data Intelligence Tech  
 Data Systems Analysts, Inc  
 Exxon Mobil Foundation  
 Fairfax Library Foundation  
 Freedom Bail Bonding  
 Glory Days Grill  
 Goodshop  
 Grant Station  
 Gupta Family Foundation  
 Home Depot  
 J. Donegan Company

Jersey Mike's  
 Jiffy Lube  
 Johnny Apple Seed Assoc.  
 L. F. Jennings  
 Leesburg Daybreak Rotary  
 Malovic and Associates  
 Marriott  
 McDonalds  
 Microsoft  
 Miles & Stockbridge  
 Mobius Records  
 NOVA Community Foundation

## BUSINESSES, CHARITIES & FOUNDATIONS

Palmer Foundation  
 Pan-American Round Table  
 PayChex  
 PayPal  
 Raley, Watts, & O'Neill  
 Remix Digital Consignment  
 Rogers & Company  
 Sephora  
 Silver Diner  
 SkillSource  
 South Riding Community Group  
 Standout Arts, LLC

Strayer University  
 Subway  
 Truist  
 Twins Ace Hardware  
 UnitedHealth Group  
 United Way of Houston  
 United Way of the NCA  
 Valvoline  
 Washington Capitals  
 Wawa Foundation  
 Weichert  
 Winery at Bull Run

## COMMUNITIES OF FAITH

Aleyny AME Zion Church  
 Burke Presbyterian Church  
 Catholic Charities of Loudoun  
 Fairfax Community Church  
 Fairfax Presbyterian Church

First Mount Zion Baptist Church  
 Ignatian Volunteer Corps  
 Langley Hill Friends  
 Providence Presbyterian Church  
 Reston Interfaith Inc.

Spiritist Society of Virginia  
 St. Anne's Episcopal Church  
 St. Leo the Great Catholic Church  
 St. Mary of Sorrows  
 Trinity Presbyterian Church

Unitarian Universalist—Accotink  
 Unitarian Universalist - Fairfax  
 Unitarian Universalist—Reston  
 Wesley United Methodist Church

## GOVERNMENT AGENCIES

Fairfax County Consolidated Community Funding Pool  
 Fairfax County Sheriff's Office  
 George Mason University

Loudoun County  
 Virginia Dept. of Corrections  
 Virginia Dept. of Criminal Justice Services

### Income

Government Grants	\$ 712,746
Other Grants & Contributions	\$ 478,307
Contract Services	\$ 314,836
Client Fees	\$ 95,812
United Way	\$ 43,770
Interest & Other	\$ 90

**Total** \$ 1,645,561

### Expenses

<i>Program Services</i>	
Reentry and Family Services	\$ 901,202
Alternative Sentencing & Court Programs	\$ 308,441
Volunteer Program	\$ 134,100
<i>Support Services</i>	
Management & General	\$ 233,713

**Total** \$ 1,577,456

### How the OAR dollar is used?



**85.2% of every dollar supports programs and services**

### Statement of Tax Exempt Status

OAR of Fairfax County, Inc. holds tax exempt status under the Internal Revenue Code Section 501(c) (3). OAR's annual audit was performed by Rogers and Company, PLLC. OAR's audited financial statement is available from VA Department of Agriculture and Consumer Services or directly from the OAR website at [www.oarnova.org](http://www.oarnova.org).



### There are many ways to help!

#### Volunteer

- ✓ Teach a class in the jail
- ✓ Become a mentor
- ✓ Assist families
- ✓ Staff the front desk

#### Donate

- ✓ On the OAR website
- ✓ In-kind donations from the wish list on the OAR website

#### Introduce

- ✓ OAR to your faith community
- ✓ OAR to your office, civic organization or social group for a presentation

### Consider becoming a recurring donor!

Recurring donations allow for a modest monthly gift to have a large impact over time. Visit [www.oarnova.org](http://www.oarnova.org) and click the "Donate Now" button for more information.

# O·A·R

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Visit [www.oarnova.org](http://www.oarnova.org)

Follow us on Twitter

Find us on Facebook

Watch us on YouTube

*I really appreciate OAR. To be honest, OAR is the only help I received. It's been a long and hard road for me and if it wasn't for your organization I would not be in this position to get my life back on track. I really do appreciate the help and care that I have received.*

- Gregory E.

Clients like Gregory attend OAR classes while incarcerated and then receive case management after release to address emergency needs and ongoing support with employment and housing.



4<sup>th</sup>  
Year  
of service

## MISSION STATEMENT

To rebuild lives and break the cycle of crime with Opportunities, Alternatives, and Resources for offenders and their families to create a safer community.