

# THEORY OF CHANGE

### Inputs

- Core member time
- Staff time
- Circle Keeper time
- Volunteer time
- Board member time
- Staff training
- Funding
- Physical space
- Reentry discretionary kits/gift cards/etc. (tangible items)
- Transportation, vehicular transport
- Partnerships & Contracts

### Activities

#### Community Building

- Outreach to the community about THRIVE and its mission (i.e. presentations, 1:1 conversations, flirting, etc.)
- Outreach to potential Core Members incarcerated and in community (i.e. facility communications, letter writing, monthly check-in, flirting, etc.)
- Trainings for community members
- Training & employment of community-based circle keepers
- Quarterly big community event
- Coordinate with partners and adjacent agencies (DOC, County jails, parole, probation, housing, employment, other reentry orgs, substance abuse and mental health providers)
- Participate in policy/advocacy coalitions

### Outputs

- # of volunteers who engage with THRIVE (# new, # retained)
- # of trainings
- # of individuals who complete training
- # of people attending quarterly community events
- # of outreach/education/information sharing sessions with community groups/partners
- # of MOUs with partner organizations
- # of active collaborations to streamline reentry experiences
- # monthly reentry referrals (i.e., walk-ins, applicants, & introductions)

### Outcomes

Short Term - One to Three Years

- % of all THRIVE participants who continue to be active with in the THRIVE Community
- % of volunteers who maintain relationships with Core Members over time
- % volunteers retained year over year
- % of volunteers who adjust behaviors as result of their experience within the THRIVE Community
- % of volunteers who gain agency to pursue change in their community by participating in coalitions or other activities intended to secure equity and/or social change related to the criminal legal system and/or incarceration
- Increased understanding & proximity among community groups & partners regarding experiences and needs for returning community members
- Collaborations that lead to implementation of new initiatives or improved access to resources for returning community members

### Outcomes

Long Term - Beyond Two Years

- Impacted communities feel more deeply supported by the larger community to overcome disproportionate impacts of incarceration that perpetuate cycles of poverty, incarceration, and inequity.
- Communities insulated from the impacts of incarceration gain the opportunity to get proximate, in healthy, thoughtful ways, to the systemic and individualized challenges that concern them related to race, equity, and the criminal legal system.
- Increased community-wide understanding of the individualized and systemic impacts of incarceration.
- Stronger, more equitable communities resilient to incarceration and poverty



### Vision

A world where wholeness and justice replace cycles of incarceration and oppression—a world where communities THRIVE

#### Restorative Reentry

- Recruit, interview, and intake CoSA Core Members
- Coordinate CoSAs - assemble teams, schedule
- Support weekly CoSA meetings over course of one year
- Build lasting relationships between Core Members & volunteers
- Provide navigation for CoSA & Core Members
- Provide transitional reentry support for Core Members & Walk-ins (i.e., housing, employment, access to health care, services)
- Provide long-term support
- Host monthly reentry check-in & office hours
- Twice a year volunteer appreciation event
- Advance resource opportunities for returning community members through formal partnerships (e.g., Lowell House, Partakers)

- # of Core Members served
- # of referrals who become THRIVE Community members
- # of Walk-ins served
- # of CoSA teams served
- Cumulative # of CoSA teams launched
- # of referrals to service providers (Mental Health, Substance Abuse, etc.)

- % Core Members who feel supported by, wanted, and connected with their local communities
- % Core Members reporting basic needs being met (i.e. housing, employment, health, substance abuse/mental health)
- % of Core Members who secure equitable opportunities
- % of Core Members with improved measures of social determinants of health (SDoH)
- % of Core Members whose point of view, understanding of the world, and or sense of agency increases
- % Core Members who choose to advance to other roles within THRIVE
- % Core Members and volunteers who remain in connection with the THRIVE Community over time <measured starting after 1yr>
- Relationships between Core Members and CoSA volunteers over time <measured starting after 1yr>

- Core Member's sustained freedoms – Reduced recidivism, revocation, and re-incarceration (% of Core Members who maintain their freedom after 1yr, 3yrs, 5yrs / segmented by recidivism to jail and to prison)
- Increased capacity for self-advocacy among Core Members
- Core member's increased participation in opportunities to shape their community – volunteering, advocacy, etc.
- Increased opportunities for all THRIVE community members to grow and break generational cycles of poverty and incarceration

#### Constituent Leadership

- Pipeline of opportunities for persons impacted by incarceration to lead as: volunteers, circle keepers, paid interns, sta.f, & board members
- Constituent designed & lead initiatives/programs: Monthly Check-in, THRIVE Communities Give Back, etc
- Referrals to continuing education and next level resources

- # of constituency volunteering with THRIVE
- # of constituency interning with THRIVE
- # of constituency on THRIVE staff
- # of circle keepers working with THRIVE
- # of constituency on THRIVE board
- # of outreach events led
- # of attendees at outreach events
- # of attendees at monthly check-ins
- # of THRIVE members brought to THRIVE by outreach efforts
- # of THRIVE members brought to THRIVE through peer:peer word of mouth

- Peers motivating peers through example - I see my future in their example...contagious leadership
- Broader career opportunities
- % of directly impacted people in leadership positions on the staff and board of THRIVE, providing direction and vision, increasing:
  - Empowerment
  - Ownership
  - Engagement
  - Efficacy

- Outstanding community leaders breaking down barriers and stigma
- Those most impacted by incarceration are leading the way to end mass incarceration

- No more victims & no one is disposable
- A community that seeks and successfully implements the abolition of prisons and gains agency to define new transformative ways to address harm.
- No more incarceration, meaning no more reentry, meaning THRIVE pivots to another similar social challenge like homelessness