



**ORANGE COUNTY  
HIGH IMPACT OPIOID ABATEMENT  
STRATEGIES**

**Funding Proposal Application Form  
Application Due Date: February 21, 2025**

Applicant Agency: General Information				
<b>Legal Name</b>	Fathers on the Move Inc.			
<b>Address</b>	PO Box 16272 Chapel Hill NC 27516			
<b>Type of Agency (check one)</b>	<input type="checkbox"/> Government/ Public Authority	<input checked="" type="checkbox"/> Non-Profit	<input type="checkbox"/> For-Profit Business	
<b>Telephone</b>	919-338-9563			
<b>Website</b>	<a href="https://www.fathersonthemove.org/">https://www.fathersonthemove.org/</a>			
<b>Primary Contact Full Name</b>	Victor Glover			
<b>Title</b>	CEO			
<b>Email</b>	Bishopglover7@gmail.com			
<b>Telephone</b>	919-338-9563			
<b>Name of Project</b>	Project Reentry			
<b>Total Application Funding Requested</b>		\$ 20,000		
<b>Funding Period Requested (MM/DD/YYYY)</b>	<b>Start Date</b>	7/1/25	<b>End Date</b>	6/30/27
<b>Selected NC MOA Option A Strategy (Number and Name)</b>	Click or tap here to enter text.			
<b>Agency Mission and Vision Statements</b>	Fathers on the Move stands as a beacon of hope for formerly incarcerated individuals, offering a lifeline as they navigate the complex journey of reentry into society. Through dedicated case management services and a robust network of community connections, FOTM tirelessly works to dismantle barriers that hinder successful reintegration.			

Use font size 12 throughout document.

As a **separate Excel file**, submit a completed **Budget Worksheet**.

Submit application to [tstancil@orangecountync.gov](mailto:tstancil@orangecountync.gov) with a subject line of – RFA: Opioid Settlement Funds – [Organization name]. Will receive Receipt of Application email upon submission. If email is not received within 24 business hours, reach out to Tonya Stancil, Harm Reduction Coordinator at [tstancil@orangecountync.gov](mailto:tstancil@orangecountync.gov).

**1. Proposal Summary** *(no more than 250 words, required but not scored)*

Reentry efforts play a vital role in fostering the successful rehabilitation and integration of formerly incarcerated individuals back into society. Upon release, many face significant barriers, including limited job opportunities, social stigma, and a lack of support networks. According to the University of North Carolinas School of Government, recidivism rates in North Carolina are as high as 49%.

At the heart of Fathers on the Move (FOTM) lies a steadfast dedication to forging pathways toward successful reintegration. Our Level I program is comprehensive, addressing multiple facets of reintegration into mainstream society. From practical assistance like housing support, substance abuse counseling and job readiness skills to more nuanced guidance on parenting, communication, and navigating the complexities of the criminal justice system, we equip our participants with the tools they need to thrive beyond incarceration. Weekly mentoring sessions provide ongoing support and monitor progress, ensuring that individuals continue to build upon their skills and stay on track towards successful reintegration. The Level I curriculum, with its 12 distinct components, allows for in-depth exploration and mastery of key areas crucial for successful reentry.

Graduates who express interest in further developing their mentoring and leadership abilities are encouraged to enter Level II training. Here, the focus shifts towards cultivating leadership skills and empowering individuals to become certified mentors who can guide and support Level I graduates. Level II not only prepares participants to serve as mentors but also equips them with the knowledge and expertise to lead and coordinate support services for those transitioning back into community living.

*Provide a brief (no more than 250 words) overview of the planned project. Summary must include a purpose statement describing how your application will address the needs of people with Opioid Use*

*Disorder (OUD) or any co-occurring Substance Use Disorder (SUD) or mental health condition in the community with particular considerations for historically marginalized populations.*

Fathers on the Move (FOM) stands as a beacon of hope for formerly incarcerated individuals, offering a lifeline as they navigate the complex journey of reentry into society. Through dedicated case management services and a robust network of community connections, FOM tirelessly works to dismantle barriers that hinder successful reintegration. With a mission rooted in reducing recidivism and enhancing public safety, FOM embodies a commitment to innovation and compassion, striving to empower every individual it serves to build a brighter future beyond incarceration.

At the heart of FOM lies a steadfast dedication to building bridges and forging pathways toward successful reintegration. By maximizing existing resources and nurturing a culture of collaboration, we harness the collective power of the community to address the multifaceted challenges such as housing support, substance abuse counseling and job readiness skills. With a clear purpose to coordinate and support by extending a helping hand to those navigating the complexities of reentry. In championing the cause of justice-involved individuals, FOM not only promotes rehabilitation and healing but also cultivates a safer and more inclusive society for all.

Serving marginalized populations is crucial for fostering equity and inclusivity within society, ensuring that no one is left behind. By addressing the unique needs and challenges faced by marginalized groups, we can work towards building a more just and compassionate community. Elevating the voices and experiences of marginalized individuals not only enriches our understanding of diversity but also strengthens the fabric of our collective humanity.

## **2. Project Narrative**

### **A. Assessment of Community Need** (16 points, page limit: not to exceed 1 ½ pages)

Reentry efforts play a vital role in fostering the successful rehabilitation and integration of formerly incarcerated individuals back into society. Upon release, many face significant barriers, including limited job opportunities, social stigma, and a lack of support networks. Nearly half of the individuals released from prison can expect to be rearrested within 2 years of their release from the Department of Corrections.

Fathers on the Move (FOTM) has worked to intervene and change these outcomes for the last 13 years, in partnership with local, state, and federal law enforcement agencies, the United States Attorneys office in the Middle District of North Carolina, and many other resource and service delivery partners.

Fathers on the Move stands as a beacon of hope for formerly incarcerated individuals, offering a lifeline as they navigate the complex journey of reentry into society. Through dedicated case management services and a robust network of community connections, FOTM tirelessly works to dismantle barriers that hinder successful reintegration. By fostering collaboration among individuals, agencies, and advocates, and offers a supportive environment where returning citizens can access essential resources and services vital for their transition. With a mission rooted in reducing recidivism and enhancing public safety, FOTM embodies a commitment to innovation and compassion, striving to empower every individual it serves to build a brighter future beyond incarceration.

FOTM is based in Orange County NC. We are located in Orange County (pop. 150,477) but service program participants on a national level. Fathers on the Move remains heavily invested in underserved communities within Orange County. We hold community outreach events in Fairview, Gateway and Estes Park as part of our mission to connect with the community and meet people

where they are. These events provide us a way to understand community needs and help us meet the needs of formerly incarcerated community members to include their children and extended family members.

**B. Project Description and Program Sustainability** *(28 points, page limit: not to exceed 3 pages)*

Fathers on the Move stands as a beacon of hope for formerly incarcerated individuals, offering a lifeline as they navigate the complex journey of reentry into society. Through dedicated case management services and a robust network of community connections, FOTM tirelessly works to dismantle barriers that hinder successful reintegration. By fostering collaboration among individuals, agencies, and advocates, and offers a supportive environment where returning citizens can access essential resources and services vital for their transition. With a mission rooted in reducing recidivism and enhancing public safety, FOTM embodies a commitment to innovation and compassion, striving to empower every individual it serves to build a brighter future beyond incarceration.

At the heart of FOTM lies a steadfast dedication to building bridges and forging pathways toward successful reintegration. By maximizing existing resources and nurturing a culture of collaboration, we harness the collective power of the community to address the multifaceted challenges faced by returning individuals and their families. Through innovative responses tailored to fill gaps in resources and services, FOTM seeks to break cycles of incarceration and empower individuals to thrive. With a clear purpose to coordinate and support by extending a helping hand to those navigating the complexities of reentry. In championing the cause of justice-involved individuals, FOTM not only promotes rehabilitation and healing but also cultivates a safer and more inclusive society for all.

Our Level I program is comprehensive, addressing multiple facets of reintegration into mainstream society. From practical assistance like housing support and job readiness skills to more nuanced guidance on parenting, communication, and navigating the complexities of the criminal justice system, we equip our participants with the tools they need to thrive beyond incarceration. Weekly mentoring sessions provide ongoing support and monitor progress, ensuring that individuals continue to build upon their skills and stay on track towards successful reintegration. The Level I curriculum, with its 12 distinct components, allows for in-depth exploration and mastery of key areas crucial for successful reentry.

Graduates who express interest in further developing their mentoring and leadership abilities are encouraged to enter Level II training. Here, the focus shifts towards cultivating leadership skills and empowering individuals to become certified mentors who can guide and support Level I graduates. Level II not only prepares participants to serve as mentors but also equips them with the knowledge and expertise to lead and coordinate support services for those transitioning back into community living. By offering this continuum of support and development, our program not only facilitates individual growth but also fosters a community of empowered leaders dedicated to breaking the cycle of incarceration. Our Level II mentors serve as our ambassadors in the communities that they reintegrate into. Program participants are required to report to their level II mentor within 48 hours of their release from incarceration. This hold them accountable to their plan of action that is developed during their prerelease planning. This allows us to substantially increase our footprint beyond the areas in NC that we serve. Our mentors plant the seed for FOTM to grow in their communities once released from incarceration.

Our program serves people in both pre and post release status. Through our collaborative efforts, we break down silos and forge pathways for information-sharing, resource allocation, and

coordinated service delivery. Community-based organizations bring invaluable insights, specialized services, and grassroots connections to the table, while corrections, community supervision, and law enforcement offer vital expertise, oversight, and support systems. Funding received from this grant will enable us to bring on more employees to expand our impact in the community and serve many more people across the United States. Together, we harness the collective power of our diverse perspectives and skill sets to design innovative programs, implement evidence-based practices, and address systemic barriers that hinder successful reentry. By fostering a culture of collaboration and partnership, we not only enhance the effectiveness of individual interventions but also cultivate a supportive ecosystem where individuals reentering society can thrive and contribute positively to their communities.

FOTM's Programs are federally Sentry-Certified at the federal prison in Butner, NC. The Sentry program offers inmates the ability to receive credit for programs they are involved in during their incarceration. Making its way into their education transcripts, this information can be used to reduce time yet to be served and/or establish eligibility for the First Step Act – which is intended to reduce incarceration and provide additional support for individuals during and post release. FOTM currently offers inmates 30 hours of credit for each of its two Program levels.

**C. Equity Impact** (8 points, page limit: not to exceed ¾ page)

FOTM believes that serving marginalized populations is crucial for fostering equity and inclusivity within society, ensuring that no one is left behind. By addressing the unique needs and challenges faced by marginalized groups, we work towards building a more just and compassionate community. Elevating the voices and experiences of marginalized individuals not only enriches our understanding of diversity but also strengthens the fabric of our collective humanity.

Our target population is adult male or female over the age of 18 who have in some way been involved with the justice system and in need of help. Most of our participants are currently incarcerated at either a state or federal prison. However, we do seek to help prior justice involved individuals that return to our area.

**D. Organizational Readiness** (20 points, page limit: not to exceed 3 pages)

At the helm of our organization sits the CEO, who provides strategic direction, leadership, and vision to guide our mission-driven initiatives. Working closely with the CEO is a dedicated team of professionals committed to supporting our organizational goals. Our Social Worker plays a pivotal role in directly engaging with program participants, conducting assessments, and delivering tailored interventions to address their needs. They provide crucial emotional support, advocacy, and resource navigation to empower individuals on their journey toward rehabilitation.

Supporting the day-to-day operations is our Admin Assistant, who ensures smooth workflow, manages communications, and handles administrative tasks essential to the functioning of the organization. The Treasurer oversees financial matters, including budgeting, financial planning, and fiscal accountability, while the accounting department manages accounts payable, receivable, and financial reporting to maintain transparency and compliance.

Central to our sustainability and growth is the Grant Writer, who identifies funding opportunities, develops compelling grant proposals, and cultivates relationships with donors and funding agencies to secure vital resources for our programs. Guiding our strategic direction and governance is the Board of Directors, composed of dedicated individuals with diverse expertise who provide oversight, strategic guidance, and governance to ensure the organization's

effectiveness and accountability. Together, this cohesive team works collaboratively to fulfill our mission of fostering rehabilitation and successful reentry within our community.

**E. Evidence of Collaborations/Partnerships** (10 points, page limit: not to exceed 1 ¼ pages)

We are currently working in both Orange Correctional and Butner Federal Prisons. Through our partnership with both facilities, we have worked to combat recidivism and foster successful reintegration into society. By collaborating closely with these institutions, we leverage their resources and expertise to implement our evidence-based programs within the correctional settings, laying the groundwork for successful transitions upon release. Our goal is not only to provide support during incarceration but also to ensure continuity of care and assistance as individuals navigate the complexities of reentry.

We have existing partnerships with the University of North Carolina in Greensboro (UNCG). UNCG boasts the North Carolina Network for Safe Communities (NCNSC) program which acts as a statewide training provider, research and technical assistance provider, and information exchange resource for entities who are involved with violent crime reduction and deterrence in North Carolina. The NCNSC is an invaluable partner in the work we do. They have experience in the implementation of programs designed to deter crime and present an action-oriented approach to prevention. With the utilization of research and real time data analysis, the NCNSC is able to provide not only long-term guidance, but immediate direction to North Carolina PSN programs. The NCNSC is home to several leaders in the fields of quantitative and qualitative research in regard to law enforcement and crime deterrence. These individuals are able to provide support with data presentation and analysis, which allows us to better track progress and maintain useful data on our program participants.

Together, we strive to break down barriers to successful reintegration, offering comprehensive services, education, and support that empower individuals to build brighter futures free from the cycle of incarceration. Through this partnership, we forge pathways to success, creating lasting change and contributing to safer, more resilient communities.

FOTM has established case managers at both Butner Federal Correctional and at Orange Correctional Facilities. Program participants are referred to our program in a variety of way. Many come to us by word of mouth from other participants and others might also be sent our way by correctional staff at a facility. This system works well for individuals post-release, but we do actively recruit participants who have prior justice involvement in our areas where our Level II mentors work. Referrals in this capacity come from Probation Officers, Judicial officials, and community stakeholders with which we have developed relationships with.

Our work doesn't just stop with our program participants. FOTM also works with the families with a loved one returning from prison is crucial for successful reintegration and community reentry. Transitioning back to everyday life can be overwhelming for both the returning individual and their family members. We regularly provide support services such as counseling, job training, and housing assistance to help alleviate the challenges they may face, including finding employment with a criminal record, rebuilding relationships, and adjusting to new routines. Additionally, offering parenting skills and mentorship opportunities we seek to empower both the returning individual and their family members to navigate the complexities of reintegration while fostering positive growth and resilience. By addressing the needs of these families holistically and promoting a supportive environment, communities can contribute to the successful reintegration of formerly incarcerated individuals and facilitate their journey.

**F. Performance Measures and Program Evaluation** *(18 points, page limit: not to exceed 1 page)*

Our program is dedicated to ensuring measurable success through the implementation of robust evaluation tools that capture the effectiveness of our interventions. Through in-person consultations, we engage directly with program participants to assess their progress, gather feedback, and identify areas for improvement. Continued mentorship provides ongoing support and guidance, allowing us to track the trajectory of individual growth and development over time. Our needs assessment survey serves as a comprehensive tool to systematically identify participants' challenges, strengths, and evolving needs, informing the tailoring of our interventions. The development of a personalized plan of action serves as a roadmap, outlining concrete goals, milestones, and strategies for success. By leveraging these evaluation tools in tandem, we not only measure the tangible outcomes of our program but also cultivate a culture of accountability, responsiveness, and continuous improvement to optimize our impact on rehabilitation and reentry outcomes.

Our Grant Administrator and Administrative Assistant will maintain a file for each program participant. This will include their needs assessment survey, relevant criminal justice information (i.e., probation or parole status), and their recidivism risk evaluation. Quarterly updates on participant progress will be done for all participants in our program. This will include any information on successful interventions as well as all criminal justice contact within the quarter.

**9. Certifications and Required Forms**

**A. Application Certification**

I have reviewed this application for accuracy.

I understand that Opioid Abatement funds are intended to address specific remediation activities as identified under the NC Memorandum of Agreement (MOA) for the Opioid Settlement Funds.

I understand that these opioid settlement funds are subject to State laws and regulations, and I have read the MOA and agree to the requirements.

I certify that the requested funds will be used in compliance with these requirements and with all requirements outlined in the Orange County High Impact Opioid Abatement Strategies RFA.

I agree to submit invoices and other relevant documentation to Orange County to pay or be reimbursed, as well as quarterly status reports, by the date stated in the contract.

I understand that **Orange County** requires agencies with receipts less than \$500,000 that do not have a financial audit (or a financial report), prepared by a certified public accountant (CPA) to complete schedule of Receipts and Expenditures form. An agency does not need to complete this form if it has a prepared audit/report it can submit for the calendar year ending December 31, 2022 or the fiscal year ending June 30, 2023. Agencies with receipts totaling \$500,000 or more, from any source, must submit a CPA-certified financial audit.

financial statements for each year that opioid settlement funding is provided to my organization, and that Orange County may monitor the program during the award period.

Agency Authorized Official (print name)	Click or tap here to enter text.
Signature	<i>Victor Glover</i>
Title	Click or tap here to enter text. <i>Executive Director</i>
Date	Click or tap here to enter text. <i>2-21-2025</i>

Board Chair/Elected Official (print name)	Click or tap here to enter text. <i>VICTOR GLOVER</i>
Signature	<i>Victor Glover</i>
Title	Click or tap here to enter text. <i>Executive Director</i>
Date	Click or tap here to enter text. <i>2-21-2025</i>