

JUBILEE HOME



ANNUAL REPORT
2023



Jubilee Home collaborates with justice involved folk to foster belonging, promote healing, and build wellness into our community through quality, low barrier, supportive housing.

TABLE OF CONTENTS

| | |
|--|-----------|
| Letter from the Director | 2 |
| Who We Are: Vision & Values | 4 |
| Year in Review: Highlights & Celebrations | 6 |
| Financial Report: Expenses & Revenue | 13 |
| What's Next? | 16 |
| Meet Our Team | 17 |
| Donors & Partners | 19 |
| Contact Us | 22 |

LETTER FROM THE DIRECTOR

Thank you so much for your part in supporting the work of Jubilee Home. It can be so easy in our world to diagnose problems, analyze failures, and focus on problems. A viral pandemic, a drug epidemic, multiple wars, poverty's persistence in the wealthiest nation in world history, political division and dysfunction, a world that continues to get hotter – anyone looking for bad news has plenty to draw from nowadays. It is easy to despair. To become despondent in what sometimes feels like waves and waves of heartache.

But we don't have the privilege of choosing despair. We are all here right now, living within this moment, together. And that is the story that is so often untold: the strength and vision and joy of US. Though we can't create utopia, we can create a community of love, healing, and belonging. We can create a community where people find themselves in surprising relationships, and in that kinship they find transformation. Because when we are able to look around and see that someone is walking alongside us, our strength grows exponentially.

Every day I am emboldened by the residents, former residents, and staff of Jubilee Home. Daily, our people step into places of pain or difficulty, and they choose to move forward. Or they stumble and fall, and choose to get up again.

Our resident Fingers moved out on the 30th of December after spending nearly all of 2023 living at Jubilee Home. He tried to sneak out because it was so hard for him to say goodbye to the place he considers home, to the people he calls 'fam.' It was his second time here.

The first time he came to Jubilee Home was after 27 years of incarceration. His trauma was such that he would become catatonic when his stress levels rose: unresponsive to verbal cues, or even physical touch, seizure-like. We never even considered employment as realistic for him, and maybe not even independence. He left a couple of different times when he couldn't handle living with others that first try.

Eventually, while on a hiatus from Jubilee Home, he was rearrested, and spent two more years incarcerated. He returned to Jubilee Home in early 2023 after being released. Fingers quickly took control of his situation. He came back, committed to seeing a therapist regularly, and began to experience some deep healing through EMDR therapy. He eventually got a job, and then another. He began changing his life goals from something like 'get rich' to seeking out his Peer Support Specialist certification, and getting a job working in a transitional facility walking alongside others who walk in the same size shoes as his. Fingers is tougher than anyone I know. He is sensitive, and funny, and a world-class hugger. I miss not walking in every morning to his "Can I get some love?" greeting, followed by a bear hug.

But our community is better because he is in it. He is better because he found a place where he could come and take the long deep breath he needed to start his journey of healing. Fingers chose not to live in the despair of his situation, but to pursue the life out there offered to him. Don't believe the news. The world isn't going to hell in a hand basket; we just aren't shouting the stories of life and love loud enough.

In 2023, we felt the love not only from the 23 residents that received housing, but also from the 132 community members we served, the 24 transitioned residents that returned for some level of support, and and the many donors, big and small, who invested in this work. A large grant from the NC Department of Health and Human Services was our primary source of income in 2023, but our sustaining donors and those who supported our year end capital campaign have set us up to be able to sustain services through 2024, purchase our current properties in the first quarter of 2024, and even grow towards adding a women's house in early 2024. We exist because our community says we should exist!

Thank you for creating the space for Fingers to have the most stable year of his life at 40-something. Thank you for creating a space where I get to walk in every morning and be greeted with a hug. Thank you for creating Jubilee Home.



DAVID CRISPELL

Executive Director, Co-founder

WHO WE ARE

Jubilee Home believes to be human is to be endowed with dignity and value. Every person is more valuable than their worst moment.

However, under current systems, people wrapped up in the criminal legal system are denied access to many of the social services that could help them transition back to their communities. This means that even after someone has served the time deemed appropriate by the courts for their crime, they are still socially guilty for life and lose access to affordable housing, food assistance, and more. Jubilee Home works to remove barriers by providing housing, food, and support.

Our green doors follow the best practices in trauma informed design where vibrant and natural colors can add light and life to a space. This color would never exist in the sterile and dull settings of incarceration.

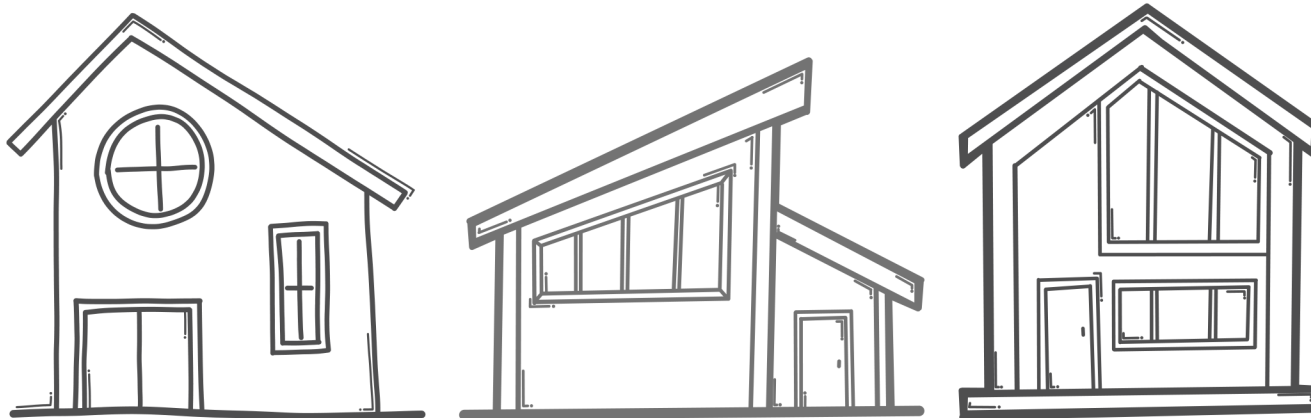


VISION

We imagine a world that does not demonize those impacted by an inequitable justice system. A world that seeks to heal trauma instead of compound it. A world that recognizes that we belong to each other and can only find the fullness of ourselves in community with one another.

VALUES

Our values center the voices of those with lived experience as the experts who know the best pathways to justice and healing for themselves and their people. Our values center belonging as the transformational force that melts our difference, demographics, and privilege into community. And our values uplift an understanding of a good Creator that created each human with dignity and beauty, worthy of the full goodness of this world.



JUBILEE HOME

YEAR IN REVIEW

WHO WE SERVED:

- **37** residents total
 - **13** in house
 - **14** transitioned residents
 - **10** residents in permanent supportive housing
 - **100%** of residents fell below the poverty line prior to coming to Jubilee Home.
- **132** community members
 - fresh garden produce
 - harm reduction support
 - crisis intervention

WHO JOINED OUR TEAM:

- **4** new staff
 - **2** peer navigators
 - **2** administrative staff
- **1** staff transitioned roles
 - Garden Manager to Peer Navigator
- **2** new interns
 - Emily (Duke Divinity School)
 - Jordan (UNC School of Social Work)



HIGHLIGHTS & CELEBRATIONS

This has been a year of growth and celebration. There is no counting the number of stories our people hold, but some include North Carolina's first restorative justice case for a murder, a family reunification after four years apart, an exoneree who spent 13 years on death row before having his case dismissed, and dozens of other stories full of strength and resilience and tenderness and humanity. In 2023 our community grew larger, stronger, and more loving because we all had a place to be together, heal together, and laugh together.



A FAMILY REUNITED

On the morning of November 1st, a new justice involved resident moved into the duplex. Later that day in court, he was reunified with his daughter after four years apart. A few days later, the resident was able to welcome his sons to stay with him for the weekend. After four years, their family got to be together again. After a lot of pain, and hard work, and the kind of deep patience that is required when your children are so tied up in systems that you can't reach them, a family got to be whole again.

Thank you to all of you who make these moments possible.

ORGANIZATIONAL DEVELOPMENTS

PROJECTS

Adapted New Staffing Model

- Moved away from an overnight staff model
- Hired new staff to take over Finance and HR, as well as Programming and Volunteers and shifted existing staff roles and responsibilities to reflect our team's strengths

Transitioned to Google Workspace

- Switched all accounts over to Gmail
- Set up Google Spaces as the main mode of staff communication
- Held staff trainings to learn other Google tools (Calendar, Drive, etc.)

Updated Language and Procedures

- Refined our Mission Statement and vision/values
- Began a website overhaul
- Established more streamlined HR procedures

Garden Workdays

- Hosted a workday and lunch with the Board of Directors at the duplex
- Hosted 3 faith communities for garden workdays

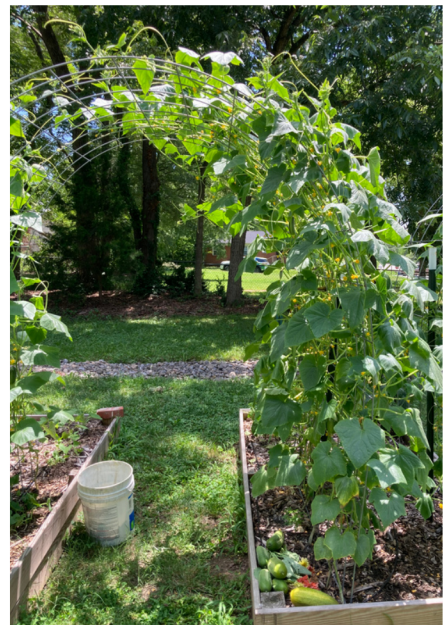
Professional Development

- Staff attended and presented at conferences, made site visits, and engaged their professional development at 10 different events across NC, and even a trip to Los Angeles for [Homeboy Industries' Global Network Gathering](#)
- On-site weekly staff trainings included a series on burnout and boundaries, procedural reviews, and intentional wellness respites
- Opportunities were tailored based on staff surveys and data reviews to better understand impact

COMMUNITY GARDEN & JUBILEE CHICKENS

This season we simplified the produce to allow ourselves to do more with fewer crops. We also installed an irrigation system, compost bins, and shed/food storage. With our faith community partners, we started work on a garden sign to further engage with the community and secured grant money for a permanent greenhouse and water collection system.

We also expanded our services to house ten wide-eyed, curious, fluffy-winged residents! Introducing: Jubilee Chickens. We raised ten baby chicks, re-homed one surprise rooster, and look forward to providing fresh eggs for our community in 2024.



SERVICES & PROGRAMMING

PROJECTS

Streamline Staff Procedures and Support

DETAILS & OUTCOMES

- Weekly peer supervision time with peer staff strengthened professional relationships
- Implementing group supervision time enabled peer support specialists to collaborate, creating trust and opportunities within the team
- Adjustments of staff meeting formats and documents increased efficiency and engagement

Develop Data Collection Methods

- Created documents for onboarding new employees and volunteers
- Logged 2,904 notes to track engagement with residents, partners, and community members
- Performed quarterly analyses of contact note data
- Tracked our support of residents using the nine dimensions of wellness

Enhanced Service Partnerships

- Continued to add new therapists to our rolodex!
- Strengthened our relationship with Durham's Local Reentry Council and Welcome Home program
- Streamlined our processes for collecting and managing referrals

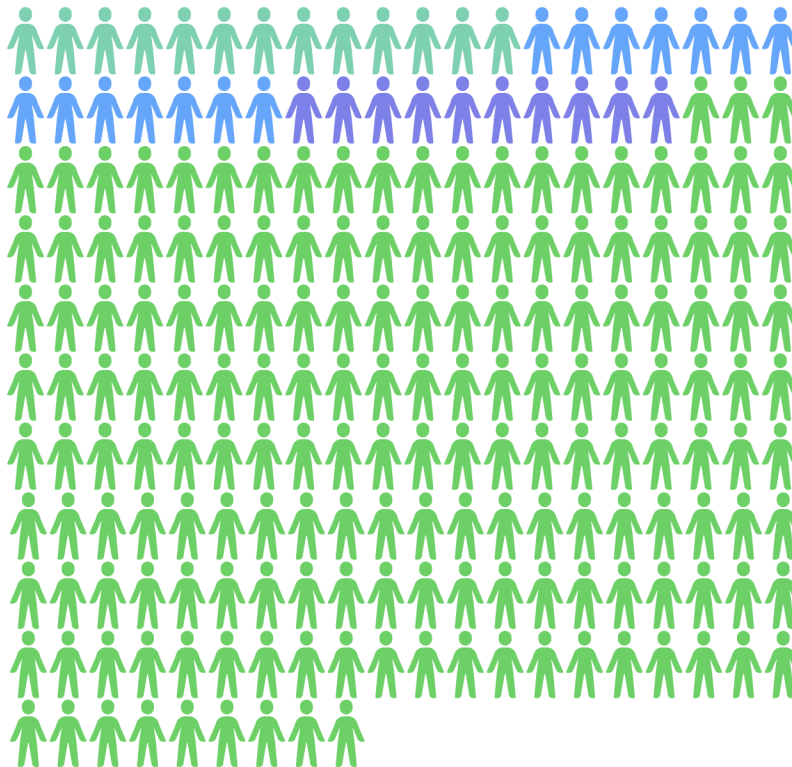
2023 PROGRAMMING HIGHLIGHTS

To our community of:

- **13** in-house residents
- **24** transitioned residents
 - **10** of the 24 lived in our duplex (permanent supportive housing)
- **132** community members

We provided:

- **52** recovery meetings
- **52** community meals
- **20** financial literacy sessions
- **20** group sessions on personal wellness
- **12** recreational excursions



Our residents work hard as they prepare themselves for independent living, so in addition to our regular programming we make time to encourage rest and fun. Highlights from 2023 include attending a Duke basketball game, go kart racing, and our second annual trip to the State Fair!



2023 PROGRAMMING HIGHLIGHTS



Clockwise from top left: 1. Duke Medical School students partner with residents through Duke Health Collaboration and Re-entry Support (CARES). 2. Members of our staff and board with Fr. Greg Boyle on a trip to the annual Global Homeboy Network gathering in Los Angeles. 3. Current and former residents, staff, and families enjoy Thanksgiving dinner. 4. Staff gather for a photo at our annual holiday party. 5. Residents and staff carved pumpkins.

FINANCIAL REPORT

With help from our donor network, Jubilee Home was able to meet our capital campaign goal of raising \$210,000 in funds by the end of 2023. We send our gratitude to all who took part in this effort. It will allow us to not only add a women's home in 2024, but reduce our monthly costs as we move from leasing to owning our current properties. This was our first attempt at a sustained fundraising drive and the results were humbling in all the best ways!



FUNDING SUMMARY

| | 2022 | 2023 |
|-------------------|-----------|-----------|
| Revenue | \$316,264 | \$559,537 |
| Total Expenses | \$320,011 | \$527,170 |
| Placed in Reserve | -- | \$60,000 |
| Net Revenue | -\$3,747 | \$32,367 |

REVENUE: \$559,537



79%

Government Grants
(\$460,379)



10%

Individual Donors
(\$59,338)



7%

Orgs & Corporations
(\$39,820)



3%

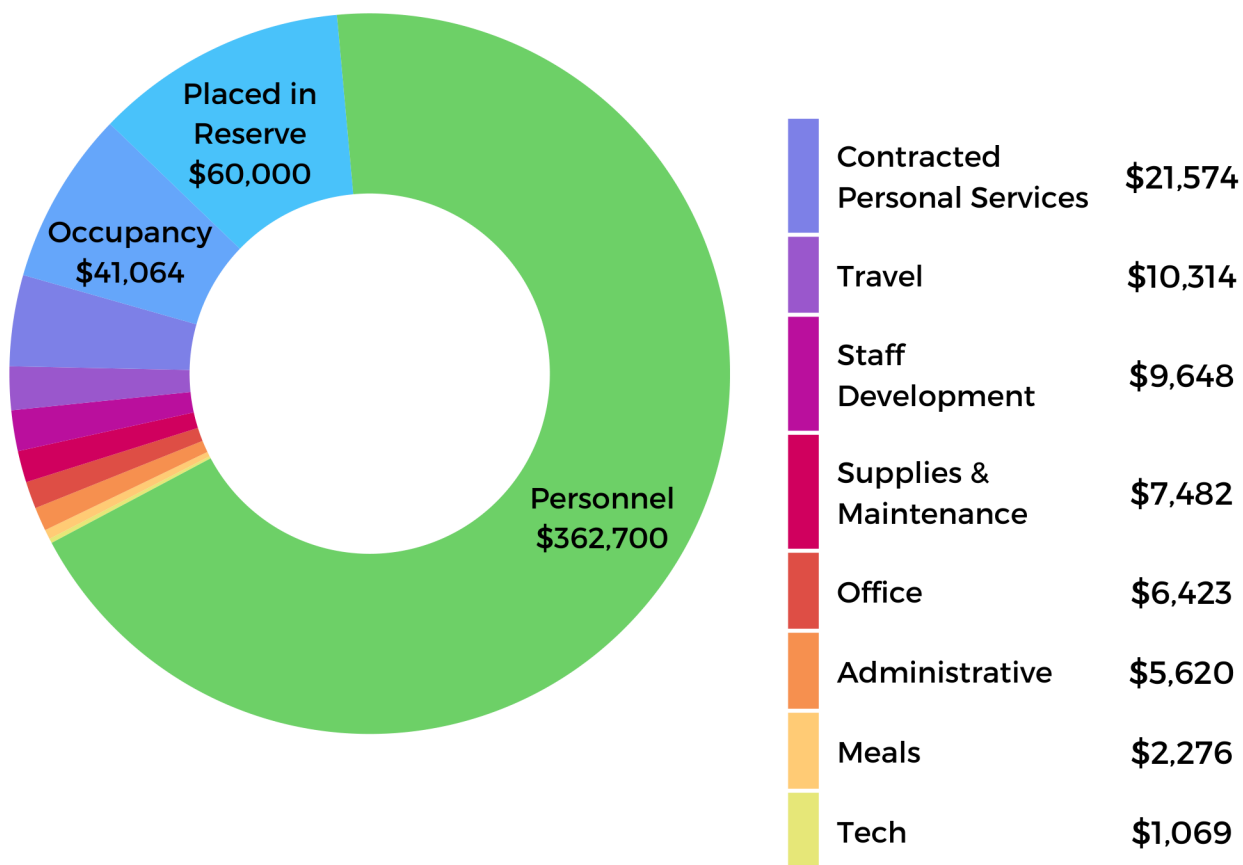
Fees for Services
(\$17,400)



>1%

Lawn Care (\$1,310)
Interest (\$927)

EXPENSES:



FAST FACTS

10

Staff employed

52

House meals enjoyed together

>104

Hours of group programming in personal finance and wellness

LOOKING AHEAD TO 2024

There's a lot to look forward to in the coming year. Here are some things we're most excited about.

1. BEING IN RELATIONSHIP WITH OUR PEOPLE

Relational community is the core of who we are. We love our people. We look forward to building new relationships and sustaining familiar ones - with residents, partners, and community members.

2. GROWING OUR SERVICES & EXPANDING OUR FOOTPRINT

We are growing! In the next year, we have big plans to expand our physical space. We look forward to opening a second home for justice involved women, finding additional office space for our growing staff, and securing more permanent affordable housing.

3. OPENING UP OUR COMMUNITY WITH PUBLIC EVENTS

We love opening our doors and inviting the community to be a part of what we're doing in Durham. In 2024 we'll plan a storytelling event open to the public, host an open house in the spring, and celebrate our people with our first gala in the fall. We also look forward to hosting garden work days with volunteers and church groups.

4. BLUE CHICKEN EGGS!

Our nine hens are almost fully grown, and we can't wait for the day they start laying eggs. In conjunction with our community garden and its abundance of fresh produce, we look forward to providing a healthy source of protein for our community.

MEET OUR TEAM



Jubilee Home is led by a wonderful staff who manage the day-to-day operations of the home.



Clockwise from bottom left:

Amy Salo - Finance and HR Manager

Mark Burnett, CPSS - House Manager

Joshua Lyles, CPSS - Peer Navigator

Shonta Fox, CPSS - Peer Navigator

Dave Crispell, MDiv - Co-founder and Executive Director

Anna Banke - Director of Wellness Initiatives

Leticia Thomas, MSW - Director of Wellness Navigation

BOARD OF DIRECTORS



*John Collins; Nikki Gainey; Ron Gary; Ryan Hallett; Rev. Allen Jones;
DeWarren Langley, JD; Rev. Annette Love; Rev. Jennifer Tuttle*



Our board mirrors the diversity of our Durham community. Many of the people making decisions for this organization are people who have been directly impacted by the systems Jubilee Home combats daily. Our Board contains pastors, neighbors, executives, drug users, engineers, grandmas, formerly incarcerated folk, lawyers, sons, do-gooders, and any other kind of identity you can think of - and if you met us you could never tell who's who! In short, we are a community invested in our community.

OUR FAITH PARTNERS

Jubilee Home is grateful to partner with faith communities and other nonprofit organizations. Thank you to all of the organizations we got to work with in supporting residents this year.



Durham
Congregations
In Action

EMMAUS WAY +



OAK CHURCH



Trinity Avenue
PRESBYTERIAN CHURCH
Trusting God. Living in Christ. Loving all.



Cities of Refuge
Christian Church



New Home
Missionary
Baptist
Association



Grace Church



Morning Star Missionary
Baptist Church

OUR SERVICE PARTNERS



City of Durham
Welcome Home



Duke Health
Collaboration
and Re-entry
Support (CARES)



Duke Justice
Project



Durham
Congregations
in Action



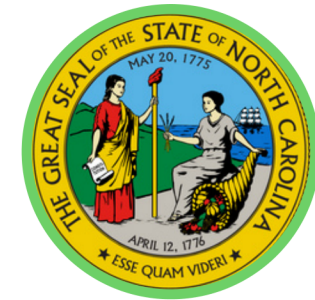
HUBZone
Technology
Initiative



Morse Clinics



NC Coalition for
Alternatives to
the Death
Penalty



NC Dept of
Health &
Human
Services



Pinnacle
Financial
Partners



Restorative
Justice
Durham



Samaritan
Health Center

OUR SERVICE PARTNERS



Durham
Justice
Services Dept



Durham Local
Reentry
Council



Global
Homeboy
Network



Hannah's
Kitchen



NC Formerly
Incarcerated
Transition
(FIT) Program



NC Harm
Reduction
Coalition



NC Works



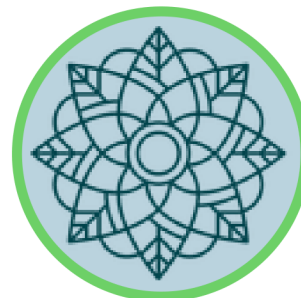
Orange County
Reentry
Council



StepUp
Durham



Tori Carrice,
LLC



Whole with
Joy, PLLC

CONTACT US



(919) 381-4431



info@jubilee-home.org



www.jubilee-home.org



Find us on Facebook & Instagram

WAYS TO DONATE

- Give online at jubilee-home.org/donate
- Venmo [@JubileeHomeNC](https://www.venmo.com/@JubileeHomeNC)
- Send checks to:

Jubilee Home
PO Box 289
Durham, NC 27702

If you would like to donate stock or make an in kind donation, please contact us and we can share our current needs. If you are looking to volunteer, or find a way to plug in to this beautiful community - please reach out to us directly.

Email info@jubilee-home.org to subscribe to our newsletter.



Thank you for being a part of Jubilee Home.