



## Mission Statement

**T**he mission of Friends Outside is to assist children and families, prisoners, and former prisoners with the immediate and long-term effects of incarceration, and to act as a bridge between those we serve, the community at large, and the criminal justice system, thereby enhancing the character of justice.

### FOUNDER

Martha Jane Dowds

### EXECUTIVE DIRECTOR

Mary Weaver

### ADMINISTRATIVE OFFICES

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## From the President of the Board – Eunice D. Howe, Ph.D.



**G**handi, Einstein and King were extraordinary individuals. But you don't have to be brilliant to know that we are inter-connected regardless of nationality, gender, race or religion. When one part suffers, so do we all.

FOLA is a non-profit, nonsectarian organization that provides specialized services for inmates, ex-inmates, their children and their families. We enable

daughters and sons to be connected to mothers and fathers. We support individuals who remain part of their communities. And, so much more. Our success rate with those we assist is phenomenal.

I am honored to be the new President of the Board of Directors of Friends Outside in Los Angeles County.

Let us create a web of commitment and please – everybody – stay connected! ★

**Mahatma Gandhi said:** “In a gentle way, you can shake the world.”

**Albert Einstein said:** “Rejoice with your family in the beautiful land of life.”

**And Martin Luther King Jr. said:** “I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.”

## Friends Outside in Los Angeles County's Pledge to our Clients

- To greet you with a smile and a handshake.
- To provide services to you in a clean environment.
- To listen to you, remain non-judgmental, and be respectful.
- To treat you as an individual and not like a number.
- To go the “extra mile” for you as long as you keep trying, too!
- To maintain contact with you as you need and desire.
- And, most importantly, we will never give up on you!

## Our “Secret Sauce”



One of the best parts of my job is interacting with our clients. They inspire me in myriad ways and connect me immediately

back to why I love my work.

I especially like to hear from clients about their experiences with Friends Outside. By far, the number one comment I hear when I ask them how they experience our organization is something along the lines of, “I like the way your staff make me feel.” The clients often then proceed to say that they do not get from other organizations the treatment they get at Friends Outside. I ask what they mean by that and they often say something such as “I feel like your staff really wants to help me. It’s not like they are just collecting a paycheck” or “I can tell that they care about me.” About a week ago, I found myself at a meeting with about 25 people in the room, including persons who work for government agencies, community-based organizations, and a couple of community members. A gentleman who

I did not know said, “I think Friends Outside has done more for the formerly incarcerated in this County than anyone else.” I got tears in my eyes.

I once heard a great quote, “No one gets better by treating them worse.” I find this to be true. In spite of what people might imagine, we have very few problems with our clients. Our “Secret Sauce” (ingredients = sincerity, respect, patience, non-judgement, kindness) is much of the reason. About six months ago, a man (Sean) in the Dads Back! Academy, our fatherhood program in Watts, got upset with the Group Facilitator who he thought had made a disparaging glance at him. He called her a “bitch” and walked out the door. His Case Manager talked with him separately to find out what was going on with him. Within one hour, the client and the Group Facilitator had acknowledged what they had done poorly in their interaction, shook hands, and the man was back in class, barely missing a beat. Our Case Manager discovered when they spoke that he was attempting to complete our one-month long, 9:00 A.M. to 4:00 P.M. classes, while living in his car and taking care of his young, special needs son. The Case Manager scrambled around and arranged for the father to get temporary

shelter for one week in an effort to get him stabilized. The father responded in kind and went on to graduate from the cohort.

I am enormously proud of the staff. They are the heart and soul of the organization and we would be nothing without them. I see most of them but one time a month but then they are not there for me. They are there for the clients. Thank you all!

*Mary Jeleaver*

### Update:

“Sean” is one of our most active program alumni. Since his graduation from the Academy, the Case Manager, Patanya Mathews, has continued to assist him with regaining custody of his child. To do so, he has to obtain a low-income apartment. The Department of Children and Family Services will assist with needed furniture. In the meantime, he has temporary housing with his significant other. Patanya linked him with an anger management program which he is in the process of completing. He happily shared with staff recently that he passed his drug test. As for employment, he has received his welding certificate and is actively looking for work in this field.

## CIAO GRETCHEN!

A very fond ciao to Gretchen Chiara who was a volunteer jail visitor for many years. Gretchen and her “sidekick” Kathleen Tobin spent many, many hours visiting incarcerated women at the Century Regional Detention Center in Lynwood. Handling inmate requests such as for information about a needed service after release, the name of a child’s social worker, or to contact a family member, the “dynamic duo” did it all, under the very able guidance of our Case Manager, Celina Ruiz.



**Pictured:** Celina Ruiz, FOLA Case Manager, Gretchen, Former Volunteer Jail Visitor, Kathleen Tobin, Mary Weaver

Sadly for us and for the women, Gretchen had to leave us this year in

order to follow her retired husband back to his home town in Italy to be near their children. During her “thank you” luncheon, Gretchen expressed how very much her volunteer activities had meant to her. We made a gift to her of one of the dolls made by the incarcerated women, a small expression of our gratitude to her but, more important, a reminder of the hundreds of women’s lives she touched through her devoted service.

## PROGRAM AND OUTCOMES SUMMARY

Friends Outside was founded in 1955 in northern California by Rosemary Goodenough. Friends Outside in Los Angeles County was founded in 1972 by Martha Jane Dowds, wife of Superior Court Judge Norman R. Dowds (deceased), at the recommendation of Federal Judge William P. Gray (deceased).

## PROGRAMS & SERVICES

### Goal 1: Reconnect and Support Families

**Fatherhood Services:** Parenting classes, services to address child support issues, and family-centric activities improve parenting skills and promote family bonds.

**Communication Support:** Staff helps families maintain family ties (when mutually desired), an important indicator of successful reintegration with released prisoners.

**Support Groups/Counseling:** We offer a safe place to discuss confidential matters with non-judgmental, compassionate individuals, helping to reduce family stress.

### Goal 2: Assist Released Prisoners to Get and Keep a Job

**“Parole to Payroll”:** Job counseling, supportive services, job readiness workshops, vocational trainings, job placement, and job development services.

### Goal 3: Reduce Multi-generational Incarceration

**After-School Project:** Our evidence-based “Enriching Relationships” project at Cleveland Elementary School helps children with incarcerated parents develop social skills and positive relationships with their peers, which can result in better school attendance and improved academic outcomes.

### Goal 4: Reduce Reliance on Incarceration

**“PATA”:** Our jail-based staff conducts assessments, makes placements, and transports court-ordered inmates who are in LA County jails into substance abuse treatment programs in lieu of incarceration.

### Goal 5: Provide and Link Clients with Resources

**Emergency Supplies:** We maintain supplies of toiletries and bus tokens so clients can travel to medical appointments, meet with their parole agents and probation officers, and participate in job interviews.

**Resource Referrals/Client Advocacy:** We link clients with additional services, such as family counseling, tattoo removal, and dental care.

## PROGRAM OUTCOMES

- Total number of different clients served during the year: 762
- 435 persons participated in “Parole to Payroll.” Of these, 83% (361 clients) completed our copyrighted Job Readiness Workshop and 72% (259) attained employment.
- 83 children maintained ties to their incarcerated mother through monitored visits by FOLA’s case manager through the Incarcerated Parents Project.
- 50% of the children in the after-school program improved their school attendance.
- 97% of clients received services which were responsive to their stated needs.

## CHILDREN AND FAMILY SERVICES

The following letter was written by one of the children with whom we work to her incarcerated father.



*Happy Belated Fathers Day, What happened? I am trying to build a relationship with you and you go back to your old ways! Do you love me?*

*“Dad” you are getting older and I want to spend time with my father. Do you understand that we have no relationship! That hurts me! I want to know you. I want a relationship with you. Can we please do that? Please lets (sic) build a relationship! – Junie*

Children with incarcerated parents may feel responsible for their parents’ incarceration and/or hurt by their absence. Friends Outside’s after-school groups and the Incarcerated Parents Program help the children to understand what is happening, in an age-appropriate manner.

The dynamics are often complex. The incarcerated parent may not be able to communicate with his family because of his location within the prison or because the family cannot afford to visit the prison or pay for collect telephone calls. Sometimes the parent/guardian

punishes the incarcerated parent by keeping them from their children, inadvertently punishing the children, too. Or, the custodial parent/guardian may think the child is better off not knowing where the father is. In other cases, the incarcerated parent may feel too ashamed or embarrassed to allow his/her children to see them in prison.

However, research demonstrates that most children benefit by having a relationship with their incarcerated parents, hence FOLA’s efforts to help these children and their parents maintain their ties with their incarcerated parents.

## EMPLOYMENT

### PROJECT IMPACT – SOUTH LA

**J**immy S. is a released “lifer” (a person who had been sentenced to life in prison but whose sentence was commuted). He was living at The Francisco Homes, a transitional living program, when we met him.

At 64 years-old and with a violent felony on his criminal record for which he served 44 years, Jimmy did not have much hope for getting employed. However, he was referred to Project imPACT, South LA, Friends Outside in Los Angeles County’s employment program located at Los Angeles Trade-



Technical College. The program is funded by Proposition 47 through funds from the City of Los Angeles, Mayor’s Office. Services include

employment services by FOLA, legal services by the Legal Aid Foundation of Los Angeles, and behavior health services by AMAAD. The program is managed by our program director, Arthur Smiley, M.A.

Jimmy attended the program Orientation and fell asleep, a red flag for enrolling him into an employment program. However, on closer examination by FOLA’s Peer Navigator, Eduardo Estrada, it was determined that Jimmy needed a little coaching and support, having come from such a long period of incarceration. During their “peer-to-peer” meetings, Jimmy expressed that it takes a while for him to warm up to new environments. As his confidence built, Jimmy began to express a desire to seek employment. Fortunately, our Job Developer, Jose Loera, was aware of a special program through the Department of Aging for persons such as Jimmy, senior citizens with limited or outdated job skills. Jimmy secured employment on September 5, 2018, with Goodwill Industries, working as a Stock Clerk at one of their stores. He was our first job placement! Jimmy continues to check -in with Project imPACT and our partners on a regular basis. He is already planning on transitioning from his residential program early next year into his own permanent housing.

Congrats to Arthur, Jose, Eddie, and our partners for a job well done!

### PASSPORT TO SUCCESS PLUS

**C**ongratulations to our team who completed our grant from the U.S. Department of Labor with flying colors! Team FOLA was amongst only one-third of grantees nationally which reached and even exceeded all of our contract goals. Among other things, this means that 109 persons who had recently been released from prison completed vocational training so they were more well-

CONTRACT GOAL	FOLA OUTCOME
Serve 170 clients	We served 170 clients
113 clients (75%) participate in vocational training	121 clients (76%) participated in vocational training.
68 clients (60%) complete vocational training	109 clients (96%) completed vocational training
Place 102 clients (60%) into employment	We placed 117 clients (69%) into employment
71 clients (70%) of working clients retain employment for 9 months	78 clients (76%) of working clients retained employment for 9 months
Less than 22% recidivism rate (33 clients)	8% recidivism rate (12 clients)

prepared for employment, 117 persons became employed of which 78 were still working nine months later. Only 12 of 150 persons returned to prison or jail during the 36-month long program.

The program is managed by our Director of Employment Services, Irena Seta, along with her team, Patrice Knox, Dorian Esters, Arthur Smiley, Rene Mendoza, and Norma Jones. The program was implemented in partnership with the South Bay Workforce Investment Board and the Inglewood One-Stop Center in collaboration with Center Director, Robert Chavez, and one of their Career Coaches, Gennifer Wecker.

## FINANCIALS

# Financial Summary as of June 30, 2017\*

Total Assets.....	\$493,120
Total Liabilities.....	\$214,577
Total Income.....	\$2,416,985
Total Expenses.....	\$2,398,104

## FUNDING SOURCES BY TYPE

Government Contracts.....	93%
Foundations/Corporations, Individual Donors.....	5%
In-kind Donations.....	2%

## GOVERNMENT CONTRACTS

- City of L.A. Economic and Workforce Development Department
- County of L.A. Dept. of Children and Family Services
- County of L.A. Department of Public Social Services
- County of L.A. Probation Department
- County of L.A. Supervisor's Discretionary Funds
- California Workforce Investment Board
- U.S. Department of Health and Human Services
- U.S. Department of Labor

## FOUNDATIONS/CORPORATIONS/OTHER NON-PROFITS

- Yes, Virginia Fund, Pasadena Community Foundation
- Patron Saints Foundation
- Santa Barbara Foundation
- YourCause
- Anonymous
- Presbyterian Women, Southwest California Synod
- ELCA, United Methodist Women
- Community Build
- First Five LA
- Coalition for Responsible Community Development

## IN-KIND

Donations of goods stretch the monies we receive, helping to keep our costs down. We thank the following for their support: Reed Smith (legal services); International Institute of Los Angeles (bus tokens, taxi vouchers); Cleveland Elementary School/Pasadena, Los Angeles County Sheriff's Department, Foothill Employment and Training Connection, Bradley-Milken Center, Coalition for Responsible Community Development (office space; telephones; internet); Office of the Attorney General, State of California (program evaluation); Five Keys Charter School, Los Angeles Trade-Technical College (program services)..... \$119,619

According to our most recent Form 990 which was submitted to the Internal Revenue Service for fiscal year ending June 30, 2017, the most recent year for which the Form is available, 84% of Friends Outside's budget was used for our programs. The 990 Form is available on our website or by contacting (626) 795-7607, ext. 105.

\*Most recently completed audited financial statement

## PLANNED GIVING - ENSURING FUTURE SERVICES

One of the easiest and most frequently used methods to make a planned gift to Friends Outside in Los Angeles County is through a bequest. A simple statement in your will or living trust is all it takes.

For example:

"I give to Friends Outside in Los Angeles County, a non-profit corporation located in Pasadena, California, the sum of \$ \_\_\_\_\_

or

\_\_\_\_\_ % of my estate

or

the sum of \$ \_\_\_\_\_

or

\_\_\_\_\_ % of my estate, whichever is greater (or) smaller

or

all the rest, residue, and remainder of my estate to be used as follows: for the organization's general endowment fund

or

however the Board of Directors chooses to use this bequest."

An unrestricted bequest-the last example-is of special value because of the flexibility it provides the organization. Should you have a special interest or would like to give to a particular project, please discuss your bequest intention with the Executive Director,

Mary Weaver, to ensure your objectives can be met.

You can reach Mary at (626) 795-7653 or [mweaver@friendsoutside.la.org](mailto:mweaver@friendsoutside.la.org).

## FACES – OUR ANNUAL GALA

About 100 guests attended our Annual “Faces” Benefit, in celebration of our 46 years of service. We were privileged to have as our emcee none other than radio personality, three-time NAACP-award winning Tammi Mac. Tammi was fun, smart, entertaining, and demonstrated insight about the criminal justice system and an appreciation for our work.



Guest speaker Dr. Brant Choate, Director of Rehabilitative Programs, California Dept. of Corrections and Rehabilitation, spoke passionately about the importance of addressing the underlying problems that lead to incarceration through services such as those we provide.

15 of our “Success Stories” attended as our special guests, sitting at each of the tables so they could get to know our supporters and our supporters could get to know them. Thanks to our guests and our sponsors, Cheryl D. Cromwell and Associates, The Tree of Life Missionary Baptist Church, and the Board of Directors. And, a big thank you also to the following for their generous contributions to the silent and live auctions:

City of Pasadena	Pasadena Playhouse	Sharon Stricker, FOLA	Laura Aalto, FOLA Board
W. Elizabeth Watts	Eunice D. Howe	Board Past President,	Past President
Calamigos Ranch, Malibu	Pamelia and Dick Sykes	and Jackie Goldberg	Gloria Kapp, Ph.D., FOLA
Paradise Cove Beach Café, Malibu	Mike Farrell	NoHo Hair Salon,	Board Past President
Mike Tabizon & Tony Toven,	Manny Mota	Robbie Wilson, Owner	Alan and Sheila Lamson
Clear Image Printing	The Honorable Sheila Kuehl	Gil Roscoe	Brad Weinfeld
		Casey Fisher, Haute House	Mademoiselle Nail Salon

### DONORS, THANK YOU FOR YOUR GENEROUS SUPPORT!

Adrienne Hill	Eric Johnson	Judith C Stubbs	Marion H Swarouth Ttee	Richard Bunce
Alice Marquez	Eunice D. Howe, Ph.D.	Judy LaBeau	Martha M Dowds	Richard Sykes
Anne Shirvanian	Fabian McGhee	Harolyn Ann Sacks	Martin Sosa	Robert Rosania
Anthony Normore	Fidelity Charitable	Katherine Magwene	Mary Anne Amitin	Fr. Roger Wood
Bruce Hoffman	Florence Kendig	Kathleen R. Tobin	Mary Weaver	Ronald & Roberta White
Carol Kozeracki	George Ferrick	Kathryn Snow	McMaster-Carr Supply Company	Rusty Russell
Cheryl Cromwell, MSW	Gloria Kapp, Ph.D.	Kelester Jackson	Michael & Deanne Durfee	Sandra Burton
Christ the Shepherd Lutheran	Gretchen Ehlers	Kene Turner	Michael Barrett	Santa Barbara Foundation
Christine & Jonathan Langteau	Hannah Almstead	Kenneth H. Luk	Michael Flood	Saundra DeVos
Church of the Transfiguration	Henry & Yvonne Russell	Laura Aalto	Michael Mitchell & Joan	Sharon Stricker
Daryl Gerwin	Howard & Anne Sears	Laurence B. Frank, Ph.D.	McGuirk	The Hon. Terry Hatter, Jr.
Dave Bates	Ilene & Martin Korn	Laurence Paxson Eggers	Mihira Jayasekera	The Hon. Terry Smerling
David R Kegaries	Jane Alcalá	Lee Ellis Rosen	Nathaniel Prince	Toni and Hugo Quintana
The Hon. David Roberti	J.A. Hirshberg	Lorraine Jewell	Neale Family	United Methodist Women
Diane Lowell	Jacquelyn Newson	Lydia D. Thompson	Network For Food	Virginia Robinson
Dorothy Hoffman	The Hon. James Gray	Lynn Brannon	Orange Grove Monthly	W. Elizabeth Watts
Dr. Michael Vivian	Jarrett More	Marcia Scully	Meeting of Friends	Welton Jones
Edie Avila	Jim Ehlers	Marilie Robertson	Pasadena Community	William & Susan Jo Ehlers
Edward Fryer, CPA	John R Mills	Marilu Claridge	Foundation	William Watts, MD
Elizabeth C Alegria	Joseph Zanetta Family Trust	Marilyn Graves, MSW	Presbyterian Women	YourCause

## TRANSFIG WALKS AND WALKS AND WALKS TO BENEFIT OUR MISSION

**23** years ago, Dr. Kenneth Luk became interested in the work of Friends Outside in Los Angeles County and decided the church should raise money to support our cause. We love people like that! A member of the Episcopal Church of the Transfiguration in

Arcadia, Dr. Luk persuaded the outreach committee and, hence, the congregation, to get together in fellowship on a random Saturday morning once a year at the Los Angeles County Arboretum to walk on our behalf, raising money from their friends and family.

In June of this year, they fundraising efforts surpassed the \$20,000 mark! A big thank you to Dr. Luk for his inspiration, to stalwart Howard Sears who keeps the torch burning, and to the many, many folks who have walked and pledged funds over 23 years in support of our mission!

## MEET OUR MANAGERS



**Marilu Claridge:** “I have been working as an accountant for many years. There is no doubt accounting is a challenging field, however I enjoy being challenged. After solving an accounting problem and having my balances equal, I feel a sense of satisfaction of doing something correct. Working at FOLA, I also discovered that one is continuously learning, there are new technologies, new contract guidelines, and many other financial scenarios that need to be solved. It keeps the mind occupied and exercised.”



**Irena K Seta:** “I’m a southern California native, born in the Crenshaw district, raised in the Boyle Heights area of Los Angeles. I grew up alongside four siblings who themselves have had a long history with the justice system. I’ve experienced many of the circumstances I currently work with first hand and it has motivated me in my current role as Director of Employment Programs. Offering my resilience and the ability to provide hope, support, good choices and above all, giving our clients a second opportunity at family reunification and to witness them pursue and achieve their aspirations is very gratifying.”



**Arthur Smiley:** “My work in the Social Services field stemmed from my parents’ experience growing up in the South - Birmingham, Alabama. It was during the mid-1960’s that they marched and protested against the injustice of segregation. My passion has always been to help all people obtain equality and a fair chance at success despite their life experiences, particularly incarceration. Project IMPACT is giving me a chance to impact the lives of those often overlooked. My educational, lived, and work experiences have prepared me for this position as Program Manager for this unique program.”



**Dr. Kay Ramsey:** “Growing up in South Central and in foster care I had to learn how to persevere beyond adversity and because of this, it has become my life’s work and duty to show others how to do the same. I devoted my doctoral research on studying men of color and how they thrive when faced with multiple adversities and the tools they need to truly succeed. FOLA: Dads Back! Academy has given me the opportunity to live my truth in helping create social change in my community, I’m living my dream.”

## MILESTONES

### FAREWELL, BUENAS NOCHES, ADIEU, CIAO, AND SAYONARA, KATHY KATHY SNOW (September 10, 1918 - March 8, 2018)



**W**e lost one of our most spirited, lively, favorite persons with the passing of Kathy Snow. Kathy started out volunteering in our Pasadena office but was very interested in the work we do at the jail and became a Jail Visitor. (She was probably somewhere in her 70’s at the time).

A former teacher (and speaker of five languages – English, Spanish, Italian, French, and Japanese), Kathy had an insatiable appetite for knowledge and helping others. I can still see her -- sitting with perfect posture, head tilted slightly forward, ensuring that she missed nothing.

Kathy often said that she only wished she would have discovered Friends Outside earlier because she thought our work was so important and gratifying. A move from Sierra Madre to Santa Barbara did not slow her down one second. Au contraire. She volunteered to respond to the inmate letters we receive daily. Having lived through the Depression, Kathy would carefully splice together information that the inmates often need on release, such

as about housing and employment, on a single piece of paper to save postage and paper. Oh, and Macular Degeneration did not slow her down either. She simply used a magnifying glass to read the letters!

One of my favorite “Kathy” stories involved the time I visited a parole office. Lined with a bank of chairs for parolees to await meetings with their agents, visitors had to announce their arrival over an intercom system. I walked up to the receptionist window and announced that I was with Friends Outside. From a corner of the room came a man’s voice, “Are you Kathy?”

Kathy and I laughed and laughed at that. Kathy commented that the prisoners must have been excited to get letters from “Kathy,” figuring that she was a young woman and not a nonagenarian!

I last saw Kathy about a year before she died. Although she had lost some of her hearing and eyesight, she was right there when it came to talking politics. But, alas, even with her impossible amount of vitality, spunk, and concern for her fellow man, Kathy’s spark was finally extinguished at 99, just six months before she turned 100.

*With tons of love and fond memories,  
Friends Outside Los Angeles*

## FRIENDS OUTSIDE STAFF



**Front Row:** E. Melendrez, I. Seta, C. Ruiz, C. Arambula, K. Ramsey, M. Weaver, D. Vincson, H. Henderson, K. Turner  
**Back Row:** J. Loera, D. Hurst, D. Hill, E. Estrada, A. Smiley, G. Diaz Not Pictured: M. Claridge, M. Sosa, R. Mendoza, P. Matthews, T. Jaramillo, M. Sandoval, M. Sims, N. Jones, S. Jemison

## THOMAS FLEMING RHODES MEMORIAL HOLIDAY PARTY FOR CHILDREN

For over 30 straight years, Friends Outside in Los Angeles County has sponsored a Holiday Party for children with incarcerated parents. Even though many wonderful organizations provide toys for these children during the Holidays, we have found that the families especially value our parties because it is a rare social event for them. One little boy said after a party, "This was the only fun thing I did with my family all year." Parents also tell us that the children realize, as a result of our parties, that they are not the only ones who are in these circumstances, and they don't feel so different from the other children. In 2008, the party was named in memory of our long-time volunteer, Tom Rhodes.

**We thank the following who supported the 2017 Holiday Party through their contributions of toys:**

***Company/Organization***

Maronite League, Los Angeles  
Pasadena Fire Department  
Encino Presbyterian Children's Center  
Altadena Community Church  
Christ the Shepherd Lutheran Church, Altadena  
Yes, Virginia Fund, Pasadena Community Foundation

***Toy Coordinator***

Victoria Bascoy  
Captain Dan Serna  
Cathleen Trapani, Director  
Sherry Taylor/Pastor Joe McGowan  
Katherine Ellis/Judy Sonier

NON-PROFIT  
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