

Invictus

Re-Entry Program

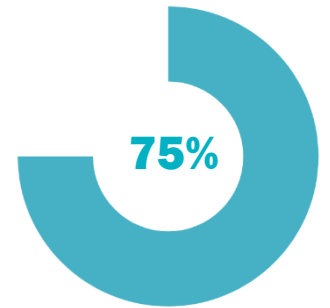
End-of-Year Report

Fiscal Year 23/24
(7.1.2023 – 6.30.2024)



Results:

75%¹ of young men who graduated the program did not recidivate after 6 months.



Progress Indicators:

- Participants met with their transitional coaches for a total of 1,019 meetings.
- Transitional coaches engaged in relentless outreach, making 554 additional attempts to connect with youth.
- 71% of young adults enrolled were not reincarcerated.
- 50% of participants were referred to and enrolled in the workforce development program.

¹At the end of each fiscal year, post-program success is evaluated for the prior calendar year because it is not yet six months post for youth who exited in the second half of the fiscal year.



Helping out when needed, providing jobs to those willing to work, and just being a comfort.



About the Program:

Invictus ensures that young men returning from prison to the Stamford community are provided with the supports, skills, and competencies they need to remain arrest-free. Our model was created in 2018 in partnership with the CT Department of Corrections in response to a need Domus saw in the community and our other programs: Young men coming home after incarceration were struggling. Invictus provides services that ultimately help young men aged 17 to 26 get on a path to self-sufficiency so they avoid reincarceration. We start by developing a trusting relationship with young men while they are still incarcerated. Invictus' continuum of services includes individualized meetings with youth development professionals, skills-development training, enrollment in our workforce development program, and cognitive behavior skills to help young people change their behavior and build resiliency skills. We expect young men to participate in our program for two to three years before achieving the expected outcomes. Young men are sometimes reincarcerated while in the program; as with all our Domus programs, we do not give up on our participants and will continue to work with these young men until they are successful in their transition from incarceration to the community.

“

Invictus in my eyes was a family that'll support you with anything you need.

”

Participant Demographics:

Young people served: 28

- 100% male
- ≥90% youth of color
- 78% most recently identified as exhibiting an emotional state of *dysregulation* (when one struggles to regulate their emotional responses to stressful stimuli).
- All participants come to this program having experienced the trauma of incarceration. On average, each program participant has experienced 5 traumas that have impacted their ability to find success.

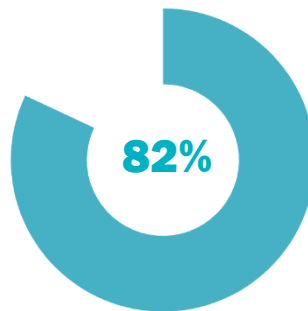
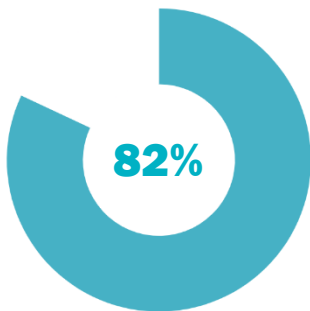
How Are We Doing? Surveying Our Participants

Survey response rate: 81%²

82% of young people say the program has met their needs **extremely/very well**.

82% say the staff **always** treats them with respect.

53% feel cognitive behavioral skills training **definitely** helps them make better choices.³

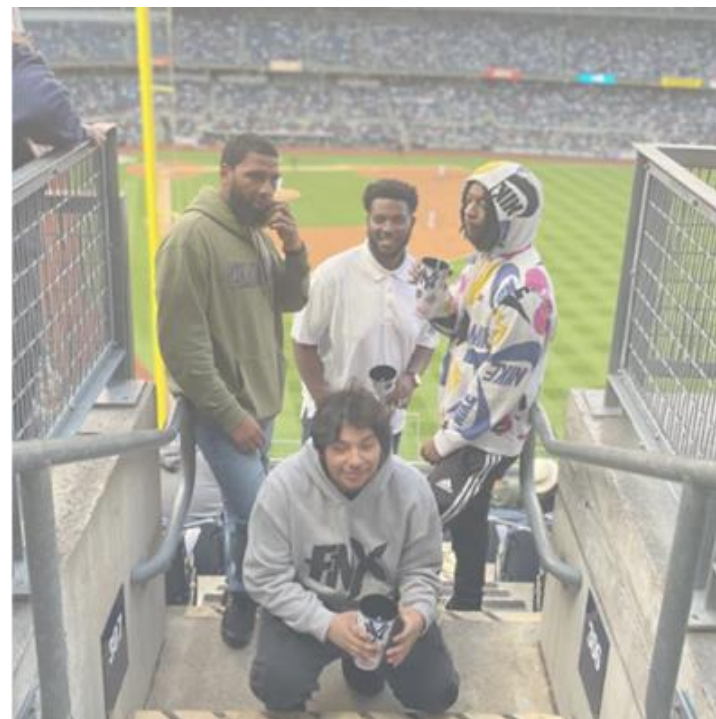


Net Promoter Score: 82 (world class)

The *Net Promoter Score* is a widely used metric that is a single survey question asking respondents to rate the likelihood they would recommend a company, product, or a service to a friend or colleague. A program can have a score between -100 and 100. Based on global NPS standards, any score above 0 is considered *good*, with 50 and above classified as *excellent*, and 80 or higher as *world class*.

²Only program participants enrolled in the spring are surveyed. Among those 28 participants, 19 were enrolled in the spring, and of those, 15 submitted a survey response. In addition, 7 of the 8 young men incarcerated and with whom Domus staff were developing a trusting relationship with took the survey.

³This result is among 15 youth receiving cognitive behavior skills training. Another 27% indicated they think the training helps them make better choices.



The Domus Relational Model:

The entirety of our work is based on the undeniable power of love to transform lives. Our staff work relentlessly to engage young people, never giving up until they feel a sense of safety and belonging. We use a unique and powerful combination of trauma-responsive, anti-racist practices, positive youth development, loving relationships, and Thoughts, Emotions, & Behaviors (a form of Cognitive Behavioral Therapy) skills-building. Together, these elements engage a young person's entire nervous system to increase their safety, health, wisdom, resilience, and skills. Fundamentally, they help youth regulate, relate, and reason as they practice shifting from a chronic stress response (“fight, flight, or flee”) to engage their “calm and connect” systems. Thus, when facing life’s inevitable challenges, youth can interrupt unproductive, automatic reactions and respond more skillfully. Through these loving, evidence-based interventions, Domus empowers young people to achieve life-changing outcomes.

FY25 Program Highlights:

- 100% of program participants who are not incarcerated have all their legal documents such as birth certificates and driver’s licenses.
- Two young men are enrolled in post-secondary education, one was recently hired as a City of Stamford employee, one received his construction certificate, and two have secured their own apartments.
- A program focus for the year was engaging young people in positive youth development activities, which included holding a very successful family night, attending a hockey game, hiking, visiting a spa together, and many other activities.

FY24 Organizational Highlights:

- The Domus organizational focus this year was *A Year of Wellness and Healing*. Activities included connecting program youth with nature as well as providing 400 families with *Spring into Spring* gifts they could use together as a family. The year culminated in providing \$100 wellness scholarships to 80 Domus young people to support their mental and physical well-being.
- Domus partnered with the City of Stamford on the Stamford Kindness Project. During the month of December, Domus youth and staff made kindness walls at all our program locations. Domus then provided breakfast to all youth and staff to celebrate kindness.
- Domus provided holiday gifts and food to 476 families and Thanksgiving support to 357 families across all our programs.



“

Looking for jobs, helping with obtaining... birth certificate, Social Security card, food assistance, cash assistance. Medical insurance. Program was and is amazing. ❤️

”