THE POWER OF NON- PROFITS

JUVENILE JUSTICE INSEPARABLE PARTNERS
THEY ARE THE LIFELOOD OF JUVENILE SYSTEMS
THREE ESSENTIAL COMPONENTS OF JUVENILE JUSTICE

- RESEARCH AND DATA
- TRAINING
- SERVICES
SYSTEM IMPROVEMENT

- At best, Judges get training on what is known
- Not what is best or promising practices (gifts to court)
HISTORICAL EXAMPLES

1. Better Understanding of Adolescent Brain Development:
   a. Most important development in our lifetime
   b. Includes understanding powerful effects of childhood trauma

2. National Movement for Detention Reform:
   a. Drop in incarceration + closing of institutions

3. New evidence, new strategies for what works to steer youth away from delinquency
   (i.e., stopping the flow of school suspensions and expulsions)
WHERE TO LOOK FOR NON- PROFITS

• Some counties have a richer local environment; some, particularly small counties, may feel impoverished: KEEP LOOKING
NON- PROFITS EVERYWHERE

• LOCAL
• REGIONAL/STATE
• NATIONAL
• EDUCATIONAL INSTITUTIONS
PHILOSOPHICAL FRAMEWORK FOR PROMOTING USE OF NON-PROFITS

- Unique Role of Juvenile Judges
- Not replacing Probation: enhancing with new tools and partners
- Bringing Non-profits invests broader community in the project of creating healthy families and kids
MANY CONTINUING CHALLENGES FOR NON-PROFIT HELP

• RACIAL AND ETHNIC DISPARITIES
• OVER RELIANCE ON JAILS
• MORE RELIANCE ON INFORMAL/DIVERSION PROGRAMS
UNMET NEEDS AND CHALLENGES FOR NON-PROFITS

Yes, they all need Money $$$! But it’s more complicated than it may seem
NON-PROFITS EXPERIENCE EXTREMELY HIGH STAFF TURNOVERS

• Young workers are building resumes
• Talent competition: strategic poaching
• Underpayment of non-profit employees compared to private sector
• Transfers within organization
• Normal retirements
NON-PROFITS FACE MANY FUNDING CHALLENGES

• Difficulty in replacing staff (i.e., clinical supervisor shortages and competition within community for same staffing)

• Funding based on referrals serviced rather than time spent: can’t always control referrals but must maintain staffing levels needed

• Long term contracts require up to 30% more staffing to accommodate turnovers during project

• Competition in community for same services (i.e., mentor programs)
CALAIM: CA ADVANCING AND INNOCATING MEDICAL: DANGER WILL ROBINSON!!

• Long term program requiring integrated co-occurring services in all aspects of Medi-Cal health care:
  
• Must provide “no wrong door” services
  
• Must bill for funding based on outcomes, not time or service provided
  
• Sounds great, but:
  
  • For non-profits, particularly small behavior health service organization (i.e., mental health and residential treatment)
    
  • Small non-profits do not have the bandwidth to provide co-occurring services
  
  • Outcomes not always easy to achieve but staffing levels must remain constant
FIVE POTENTIAL RESPONSES/SOLUTIONS

1. Mergers: must have discussion between big and small non-profits for survivability: small non-profits vulnerable
2. Leadership and Transition Planning (strong BOD's)
3. Know the community and system leaders: build teams and collaborations
   a. Learn what $ is available
   b. What services are needed
   c. Provides recognition in the community
4. Enhance Quality of the workplace:
   a. Earned sabbaticals
   b. Allow time for service in the community
   c. Pay attention to morale/mission continuity
   d. Pump pipeline: intern programs
5. Flexibility (i.e., COVID response)
DO NOT BE FAINTHEARTED!!