

FY26 Strategic Plan

Breaking Barriers Collectively ROSC Council
Brighter, Behavior, Choices, INC

Ms. LaShaun Rickman Executive Director, Kimberly Haywood ROSC Coordinator

Date: 12/22/2025

Mission

Breaking Barriers Collectively ROSC councils' mission is to work to build a community bases system that supports individuals and families affected by substance use disorder, mental health, and re-entry, by increasing access to resources and reducing.

Vision

Our vision is to build morals, hope and self-esteem for every person affected by traumas. Empowering the community and connecting them to compassionate networks that promote a healthy lifestyle.

Needs Assessment:

Community Demographics: Breaking Barriers Collectively services 3 communities: **West Englewood:** Population approximately 26,700. Predominantly Black (76.4%) with Hispanic residents at 19.9%. Median Household income is \$34,376, significantly below city averages, reflecting economic hardship. **Gage Park:** Population approximately 39,500. Hispanic/Latino (92%) Black (6%) and Caucasian (3%). Median Household income \$58,813. **Chicago Lawn:** Population approximately 55,931. Hispanic/Latino (54%), Black (39%) Caucasian (3%) Median Household income \$36,278

Overdose Date from Breaking Barriers Collectively:

Cook County Medical Examiner confirmed 1,206 Opioid overdose deaths, with concentrations in West Englewood, Gage Park, and Chicago Lawn.

Chicago Department of Public Health reported spikes in opioid overdoses in the summer with as much as eighty (80) in a single weekend across the West Englewood, Gage Park, and Chicago Lawn areas. Our areas show fatalities disproportionately impact Black and Hispanic residents.

Gaps Highlighted by the Council's Community Survey Results: Community surveys conducted by Breaking, Barriers Collectively ROSC highlighted several critical gaps:

Stigma & Awareness: Residents expressed limited understanding of recovery residences and ongoing stigma surrounding substance misuse.

Warm Handoffs: Inconsistent coordination between treatment providers and recovery supports, leading to service drop-offs.

Housing & Employment: Lack of stable housing and job opportunities for individuals with substance use disorder, Mental Health and Returning citizens.

Cultural Responsiveness: Services often fail to reflect the linguistic and cultural needs of Hispanic resident in Gage Park and Chicago Lawn and Black residents in West Englewood.

Youth & Family Engagement: Few programs target prevention and family-based recovery, and mental health support despite the high demand.

West Englewood, Gage Park and Chicago Lawn all face challenges of poverty, racial inequities, and rising overdose rates as well as recidivism. Our goal is to become a vessel to bridge those gaps.

Council Outreach and Communication Plans

Purpose:

The purpose of this plan is to establish a clear framework for communication and collaboration within Breaking Barriers Collectively ROSC. By defining objectives, audiences, messages, and responsibilities, the plan ensures that council activities are transparent, inclusive, and effective in advancing recovery-oriented systems of care in West Englewood, Gage Park, and Chicago Lawn.

Objectives: To strengthen and increase collaboration with our stakeholders to ensure awareness and reduce stigma. Increase awareness surrounding recovery, mental health, and re-entry.

Target Audiences: Breaking Barriers Collectively shares its strategic plan across all demographics to promote openness, partnership, and a community-driven approach to reentry. We aim to target potential leaders in our community, with a sharp focus on women and mothers, who are often the key to recruiting other members of their families.

Coalition partners receive meeting materials, progress summaries, data insights, and policy updates through regular gatherings, shared digital spaces, and email communication. This keeps everyone coordinated and working toward the same vision.

Returning citizens stay connected through community organizations, social media, printed materials, text notifications, and peer navigators. These channels ensure they know about available programs, upcoming events, and policy shifts—and that their voices continue to shape BBC's direction.

Families of returning citizens receive resources, event details, and ongoing updates through newsletters, workshops, social platforms, and direct outreach. BBC recognizes families as essential partners in successful reentry and equips them with information that strengthens their support role.

Service providers are updated on referral processes, effective practices, program adjustments, and performance trends through meetings, shared systems, and email briefings. This helps maintain strong coordination across the reentry network.

Marginalized communities receive clear, accessible information, resources, and engagement opportunities through trusted messengers, community events, printed outreach, and digital communication. BBC ensures that equity and inclusion remain central to how information is shared.

Stakeholders—such as funders, policymakers, and institutional partners—receive strategic briefings, evaluation findings, impact data, and policy summaries through reports, presentations, and dashboards. These updates reinforce transparency and support long-term investment in community-led solutions.

Media outlets receive press releases, announcements, data highlights, and event information through advisories, interviews, and digital communication. This helps elevate public understanding of reentry and shifts narratives toward dignity and opportunity.

Together, these communication methods ensure that every group receives information in ways that promote clarity, engagement, and shared responsibility for advancing Breaking Barriers Collectively's mission.

Key Messages: Recovery is possible in so many ways when the community, peers, health care providers, law enforcement etc., are involved.

Communication Channels & Frequency: Monthly Meetings, Agendas, Emails, Newsletters, Social Media, Facebook, Instagram, Flyers, Word of mouth, and Outreach Coordinator. These can be posted daily, and weekly.

Roles & Responsibilities: Executive Director, Outreach Coordinator, Newsletter Editor, Website Creator.

Evaluation & Feedback: Attendance sheets, quarterly reviews, surveys, and newsletters, Social Media responses, Zoom responses.

Council Goals, Objectives, and Outcome Measures

Goal 1: By June of 2026 Breaking Barriers Collectively will integrate 70 returning citizens to ROSC.

Objectives for Year 1:

- A. Breaking Barriers Collectively will integrate a recovery-oriented system for individuals returning from incarceration by improving access to recovery housing, employment, and family reunification services for at least 70 returning citizens.

- B. BBC will build formal collaborations with correctional facilities, probation/parole offices, and reentry programs.
- C. BBC will provide a resource guide to individuals and engage with peer support specialists.
- D. BBC will ensure all services are trauma-informed and culturally competent.

Deadline/Timeframe: By March 30, 2026

Progress to Date (Year 1 months 1-6)

- A. Supported partnerships with 3 recovery housing providers and 1 transitional living program to increase referral options for returning citizens.
- B. Connected an initial cohort of 10 returning citizens to employment-readiness workshops and job placement programs through resource sharing.
- C. Coordinated with 1 family reunification and 2 restorative justice agencies to streamline service access and support reconnection efforts.
- D. Established a foundational participant feedback loop using 1 survey.
- E. Distributed 3 resource guides through community-based partners to increase access to employment, education, and behavioral health services.

Next Steps:

- A. Continue providing resources and assistance to ensure timely access to services for at least 70 returning citizens. On-going with target by June 30, 2026
- B. Expand outreach to at least 1 correctional facility for warm hand-offs for individuals scheduled for release. By June 30, 2026
- C. Share information about and support the launch of 1 reunification workshop for returning citizens and their families. By April 30, 2026.
- D. Continue efforts to reach the target of 70 individuals by providing resources and assistance. On-going with target by June 30, 2026.

Output measures: Tracking Methods

- Maintain referral logs to document at least 20 referrals employment, healthcare, and other services by June 30, 2026.
- Request and review quarterly partner reports to verify service access and outcomes for referred individuals.
- Track correctional facility agreements through one signed MOUs or letters confirming warm hand-off processes by June 30, 2026.
- We will coordinate at least one joint feedback meeting with correctional staff and community partners by June 30, 2026, working together to share resources, review progress, and strengthen our collaborative efforts.
- Partner agencies will report on satisfaction surveys collected from at least 50% of returning citizens and families by June 30, 2026, to help us understand how well resources are meeting community needs.

Goal 1 Year Three: Breaking Barriers Collectively will implement a recovery-oriented system of care plan, focused on integrating needs of re-entry population,

including establishing at least five focused partnerships, producing reports on number of follow up contacts annually, by June 2028.

Long Term Objectives and Outcome Measures for FY27/FY28

A. Expand access to recovery housing, behavioral health services, and peer recovery coaching for individuals re-entering the community. The initiative will support up to 100 returning citizens, connect approximately 75 participants to behavioral health resources, and provide peer coaching to as many as 150 individuals. Completion date: June 30, 2028.

- **recovery housing access**
- **behavioral health connections**
- **peer recovery coaching**

B. Strengthen collaboration among two correctional facilities, twelve treatment providers, and community-based recovery partners by implementing consistent warm hand-off practices. The initiative will document at least thirty successful follow-up contacts after participant transitions by June 30, 2028.

- **system coordination**
- **warm hand-off procedures**
- **follow-up contact tracking**

C. Enhance the peer recovery workforce by recruiting and supporting up to 20 peer recovery coaches. The initiative will ensure at least 20 coaches remain actively engaged and will conduct one annual feedback survey and two focus groups to guide ongoing improvements. Completion date: June 30, 2028.

- **peer workforce development**
- **coach engagement supports**
- **continuous improvement feedback**

D. Partner with 5 law enforcement and community organizations to increase diversion opportunities. The initiative will facilitate 60 or more diversion referrals to treatment and recovery supports and release at least 15 public awareness and stigma-reduction materials. Completion date: June 30, 2028.

- **diversion pathways**
- **law enforcement collaboration**
- **stigma-reduction materials**

E. Engage at least 100 residents through public forums, reunification workshops, and community outreach events. The initiative will hold three or more reunification workshops and produce four quarterly outcome summaries by June 30, 2028.

- **community engagement events**
- **family reunification workshops**
- **quarterly outcome summaries**

Goal 2: To address the stigma surrounding substance misuse, mental health and returning citizens by June 2026.

Objectives for Year 1:

A: Far Southside ROSC Initiative will propose the continuity of care and coordination between treatment and recovery organizations by establishing consistent warm hand-off procedures across all partner agencies. The goal is for at least 5 partner organizations to adopt these procedures.

B: FSSRI will support collaborative practices through 2 cross-agency meetings and cultural competency trainings to strengthen relationships and trust among providers.

C: By offering shared information and exchange platforms, FSSRI will provide resources and assistance to partner agencies to strengthen coordination and engagement, aiming for at least 15 participants to experience successful follow-ups after transitions

Deadline/Timeframe: By June 30, 2026

Progress to Date (Year 1 - Months 1-6)

- A. Breaking Barriers Collectively has hosted monthly community meetings promoting engagement between leaders and residents.
- B. Provided resources for partners and families in the community.
- C. Invite people with lived experience to advocate at neighborhood associations.
- D. Collaborate with local health departments, schools, and law enforcement.

Next Steps

A. Continue providing resources and assistance for structured pathways for at least 20 returning citizens, and persons in recovery from substance misuse and mental health. On-going with target by June 30, 2026

B. Expand outreach to at least 2 hospitals and recovery homes. By June 30, 2026

C. Develop and distribute stigma reduction materials by way of flyers, social media. By April 30, 2026

D. **Output measures: Tracking Methods**

- Keep a referral log to track at least 20 returning citizens and individuals in recovery from substance misuse and mental health connected to resources by June 30, 2026.
- Use sign-in sheets at outreach activities to track the number of individuals engaged, aiming to reach at least 50 by June 30, 2026.
- Track the number of formal partnerships established, aiming for at least 2 new agreements with treatment providers, hospitals, recovery homes, and community organizations by June 30, 2026

- Use partner feedback to report at least 15 participants expressing less stigmatization in the community by June 30, 2026.

Goal 2 Year Three: Address stigma surrounding substance misuse, mental health and returning citizens by June 2028.

Long Term Objectives and Outcome Measures for FY27/FY28

- A. Expand recovery friendly employers and returning citizen friendly employer network and launch reentry resource fairs. By June 30, 2028
- B. Seek to integrate stigma reduction curriculum and storytelling in churches, schools, and workplaces at least 25. By June 30, 2028,

Goal 3: Breaking Barriers Collectively will increase consistent warm handoffs between treatment, recovery, and mental health providers (10) by June of 2026
Objectives for Year 1:

- A: BBC will coordinate with peer recovery support to serve as liaisons during transition
- B: BBC will establish a cross- agency email including treatment providers, recovery residences, hospitals/clinics, and family supportive services.
- C: Began drafting a standardized “Warm Handoff Protocol” that outlines communication procedures consent forms and follow-up expectations. Deadline/Timeframe: By April 30, 2026

Progress to Date (Year 1 - Months (1-6)

- A. Continuing to coordinate with peer recovery support.
- B. BBC has established a cross- agency email and will continue to expand.
- C. Continuing to draft “Warm Handoff” protocol.

Next Steps

- A. Utilize Interns and colleges to receive more recovery support specialist by March 31, 2026.
- B. Broaden our cross-agency interaction by performing more outreach and training in the community by June 30, 2026.
- C. Collaborate with more councils and partners to develop policy and protocol. By January 30, 2026

D. Output measures: Tracking Methods

Keep a referral log from all agencies, to track individuals in recovery and returning citizens by June 30, 2026.

- Use sign-in sheets at training sessions to document participation for training and outreach events by June 30, 2026
- Summarize findings from the mid-year review, identifying at least 3 key barriers and refined strategies by December 30, 2025.

Goal 3 Year Three: By June 30, 2028, BBC will continue to support and coordinate Warm Handoffs by increasing linkage agreements between treatment providers and mental health providers with at least 5 organizations.

Long Term Objectives and Outcome Measures for FY27/FY28

- A. Adopt the standard Warm handoff procedures with at least 5 partners and measure the outcomes by partner feedback by June 30, 2028.
- B. Attempt to facilitate 3 meetings with cultural competencies being the topics to strengthen our connection with organizations and resources in our service areas by June 30, 2028.

C. Output measures: Tracking Methods

Keep a referral log from all agencies, to track individuals in recovery and returning citizens by June 30, 2028.

- Use sign-in sheets at training sessions to document participation for training and outreach events by June 30, 2028
- Summarize findings from the mid-year review, identifying at least 3 key barriers and refined strategies by December 30, 2028.