



Summer 2018

Newsletter

Providing transitional housing and Bible-centered mentorship for women leaving incarceration.

The First Step Act

The First Step Act passed in the U.S. House on May 22, 2018, with a vote of 360 to 59. The bill is only the first step in reforming the federal criminal justice system.

"Faith is taking the first step even when you can't see the whole staircase."

~ Martin Luther King Jr.

As reported by German Lopez at Vox Media: "The bill encourages inmates to participate in more vocational and rehabilitative programs, by letting them get "earned time credits" that allow them to be released early to halfway houses or home confinement.

Not only could this mitigate prison overcrowding, but the hope is that the education programs will reduce the likelihood that an inmate will commit another crime once released and, as a result, reduce both crime and incarceration in the long term. There's research showing that education

programs do reduce recidivism.

The bill also makes other changes aimed at improving conditions in prisons, including *banning the shackling of women during childbirth* and requiring that inmates are placed closer to their families.

What the bill won't do, though, is reduce or limit mandatory minimum sentences for drugs or other offenses. That's in large part because the Trump administration, particularly Attorney General Jeff Sessions, really oppose anything that actually reduces prison sentences.

But assuming it passes, even its most ardent supporters agree that it will have a fairly small impact on the size of the federal prison system — contributing only bit by bit to reductions in incarceration over time if inmates take up rehabilitation programs, behave well, and therefore earn more credits to get out of prison early.

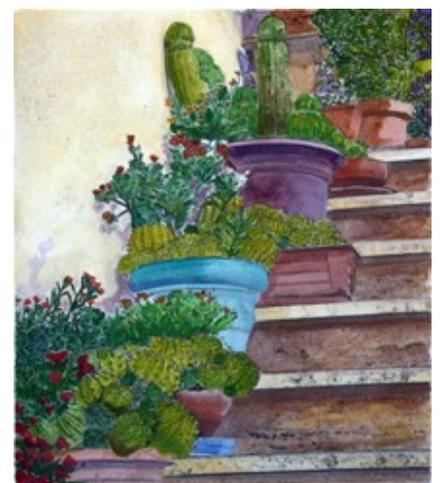
The bill will have very little effect on mass incarceration overall.

That's because the federal prison system, which is what this bill

focuses on entirely, is only a small part of the overall US prison system.

Consider the numbers: According to the US Bureau of Justice Statistics, 87 percent of US prison inmates are held in state facilities (and most state inmates are in for violent, not drug crimes). That doesn't even account for *local jails*, where hundreds of thousands of people are held on a typical day in America. "

A chart from the Prison Policy Initiative (see page 2) shows both local jails and state prisons outpacing the number of people incarcerated in federal prisons.



All steps lead to . . .

Shiloh Village!

What Does It Take To Do It Right?

On May 15-16, 2018, our Executive Director, Gail Kopf, attended a two-day session on underwriting at the Charleston WV Housing Fund Development office.

Underwriting calculates all costs and takes in the risk factors, viability and sustainability of a project.

It's not unlike going to your doctor for an annual exam. She asks you whether you feel good and whether there are any problems, but she doesn't stop there. She also takes your weight, checks vital signs, listens to your breathing, takes a blood sample, and exams you thoroughly in order to get a complete picture of your health.

So it is with underwriting. It provides an up-to-date picture and determines whether or not you have a "healthy" project that can go the distance.

Ultimately, the process answers the five core questions that lenders and supporters ask in order to assess a housing project like Shiloh Village:

- What will it cost to develop your project?
- What are your direct and indirect funding sources?
- Who do you seek to serve and how much rent will they pay?
- What is your operating budget?
- How will these costs change over time?

Utilizing the HUD project spreadsheet, attendees worked on laptops to create a *proforma analysis* (project summary).

The analysis is a set of calculations that projects all costs, and estimates the financial return that a pro-



posed development is likely to create. For example, Shiloh Village's 12 housing units will generate a monthly rent of \$514 per unit.

It also incorporates a 20 year future expenditure analysis for things like roof replacement, appliances, emergency repairs, loss of rental income, tax increases and economic fluctuations.

The proforma is the basic "go/no-go" tool that developers use to decide whether a project is financially viable.

Projects must be feasible today, sustainable later, and in an ever changing economy, they need room to maneuver.

Lenders use a similar criteria, so as Shiloh Village begins to identify its project costs, the spreadsheet will enhance its funding eligibility.

Developers and lenders want to fund projects that are likely to succeed—a proforma analysis gives them that assurance.



Shiloh Village Earns a Bronze Seal from GuideStar



Each year, millions of people use GuideStar to make decisions about nonprofits and the work they do.

GuideStar strives to provide the highest-quality, most complete nonprofit information available.

Donors explore charities and issues they want to support. Nonprofit leaders benchmark their organizations against their peers. Funders research grantees.

GuideStar, part of the backbone of the nonprofit sector, powers more than 200 charitable websites

and applications, including Facebook, AmazonSmile, Network for Good, JustGive, and the major donor-advised funds.

We can now share Shiloh Village's story with millions of users. According to GuideStar, annually there are over 26 million searches on their website.

The information we provided to earn the Bronze Seal Of Transparency is visible to GuideStar's 8 million users and the millions of users visiting partner sites, like Facebook.

"GuideStar Nonprofit Profiles help the sector take a leap forward from data about charities to powerful knowledge and insight to help us make informed decisions."

- Victoria Vrana at Bill and Melinda Gates Foundation -

Right on the Money

Although salaries can range from \$14,000 to \$86,000, the average annual salary for a US Correctional Officer is **\$33,430**.

Salary estimates are based on 9,716 salaries submitted anonymously by Correctional Officer employees, and users to Indeed, a top job posting site worldwide. The estimates also reflect salaries listed on Indeed during the last 36 months.

Per the Associated Press, in August 2017, [West Virginia](#) had 16 prison facilities with 1,111 officers and 5,848 inmates. It also had 10 regional jails with 586 officers and 5,128 inmates.

Low salaries heavily contribute to a Correctional Officer's typical tenure of 1-3 years.

To address the disparity in the Mountain State, all WV corrections employees will receive a **\$4,160 pay increase** on July 1, 2018. This will be followed by a \$2,000 pay increases on July 1, 2019 and again in 2020.

The State of West Virginia

NOW HIRING

Correctional Officers

Starting Salary	\$24,664
★ If hired before July 1, 2018 ★	
Salary will increase to →	\$28,824
Salary after 1st Year	\$32,841
Salary after 2nd Year	\$34,841

Opportunities for Advancement

Minimum Qualifications

High School Diploma ~ Valid Driver's License
Applicant's will be required to pass a
Drug Screening and Physical Agility Test

For More Information Contact:
304-558-2036
www.rja.wv.gov
EQUAL OPPORTUNITY EMPLOYER

Couldn't be Easier!

Shiloh Village, Inc. has become a Kroger Community Reward partner. Every time you shop using your Kroger Plus Card, a small portion of what you spend could be donated to Shiloh Village, Inc.



It's easy and won't cost you a dime! Just go online and follow the instructions to set up your Kroger's Reward Account to benefit Shiloh Village, Inc.

Once a year in August, you'll be required to re-select which non-profit your purchases will benefit. We'll automatically remind our newsletter subscribers when it's time!

TO USE THE KROGER COMMUNITY REWARDS PROGRAM

- You must have a Kroger Plus Card. If you don't already have one, they can be picked up at any Kroger Customer Service Desk, at no cost.
- Once you have a card, register online at krogercommunityrewards.com
- Click on Sign In/Register
- Most participants are new online customers, so they must click on SIGN UP TODAY in the 'New Customer?' box.

- Sign up for a Kroger Rewards Account by entering zip code, clicking on favorite store, entering your email address and creating a password, agreeing to the terms and conditions.
- Click on My Account and use your email address and password to proceed to the next step.
- Click on Edit Kroger Community Rewards information and input your Kroger Plus Card number.
- Update or confirm your information.
- Enter Shiloh Village, Inc. or number 86403 in the search box, select Shiloh Village from list and click on Confirm.

You are enrolled correctly, if you see Shiloh Village, Inc. on the right side of your information page.

Please spread the word to family and friends who may be interested in supporting our local nonprofit.

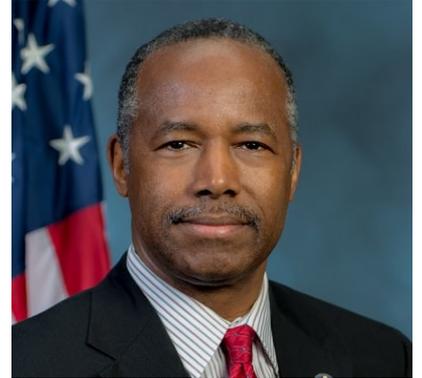
THANKS!



The Cutting Edge

Dr. Ben Carson, who is now the Secretary of the US Department of Housing and Urban Development (HUD), became the director of pediatric neurosurgery at Johns Hopkins at age 33. He was the youngest person to head a major division in the hospital's history. Despite his academic achievements, he had a rocky start . . .

His parents separated when he was eight, after it was revealed his father was a bigamist. Raised in inner-city Detroit, he and his brother were reared by a single mother with a third-grade education. Ben lacked motivation, and he had terrible grades. His mother, determined to turn him around, encouraged him to read and wouldn't allow him to play outside until he'd finished his homework.



Carson admits that he had a violent temper in his youth, and says one of the defining moments of his life occurred when he was 14. Carson attempted to stab a schoolmate, but luckily the boy's belt buckle blocked the knife. After praying for three hours, Carson came to an understanding that to lash out at people is not a sign of strength, it's a sign of weakness. "I have come to realize that God does not want to punish us, but rather, to fulfill our lives. God created us, loves us and wants to help us to realize our potential so that we can be useful to others." *Ben Carson, Think Big: Unleashing Your Potential for Excellence*

