



# **BEAUTY FOR ASHES**

- **POLLSMOOR PRISON WORK**
- **HALFWAY HOUSE FACILITY**

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Director

# Beauty for Ashes

- Is a **Nonprofit** Organization
- Is Governed by its **Constitution**
- Has a **Board** of Directors
- Has **Audited** Financial Reports
- Has **Tax Exemption** status

# Vision

**Assisting** Women Prisoners & ex  
Prisoners realize their **true**  
**potential** & **dignity** on return to  
community through the discipline  
of caring **Relationships** &  
programs of **Renewal**

# MISSION STATEMENT

- To facilitate the restoration of dignity and purpose in each woman's life through counselling and biblical discipleship.
- To offer each woman the necessary life-skills training to reintegrate into society and to live productive lives.
- To develop half-way houses in the Western Cape that provide reintegration facilities for ex-offenders in conjunction with the department of Correctional Services, several church organizations and NGOs.

# Overview

- Why the need for halfway houses?
- The benefits of halfway houses
- Programmes at halfway houses
- Networking in community
- Essentials for success

# Why the need for halfway houses?

- Offender has no actual family to return to (fostered, orphaned)
- Family of offender live in impoverished circumstances with no extra resource to help them change their life
- Relationships between offenders and family fraught with unresolved emotional issues
- Family & community does not understand the difficulties of the the newly released offender
- Family is often not willing to take offender back
- Offender needs a change of environment – offender does not want to return to community

# Why the need for halfway houses?

Failure of rehabilitation efforts in prison:

- Overcrowding - offenders that fall between the cracks - i.e. your short term offender
- Model prisoners – well behaved & compliant but relapse once released
- More about process than results – offenders sentence/case plan
- Psychological treatment estimate a ratio of 4163 offenders per one psychologist
- Effects of prison - both physiologically and psychologically

# Benefits of halfway house

- A safe and ‘good enough’ place that provides ‘holding’
- No pressure to earn and time to think and plan
- Neutral environment where healthier relationships can be built despite their past
- Daily intervention through relationship building
- Modeling of a home and a family – unconditional care
- Immediate intervention should something go wrong
- Empowerment by addressing lack of skills, education and marketability (how they look)
- Neutral premise that family and children can visit and rebuild relationship
- Close monitoring of behavioural patterns





# PROGRAM

## Assessment & Development plan

### **Includes:**

Educational & intellectual ability, desires & employment possibilities

Psychological health & life trauma

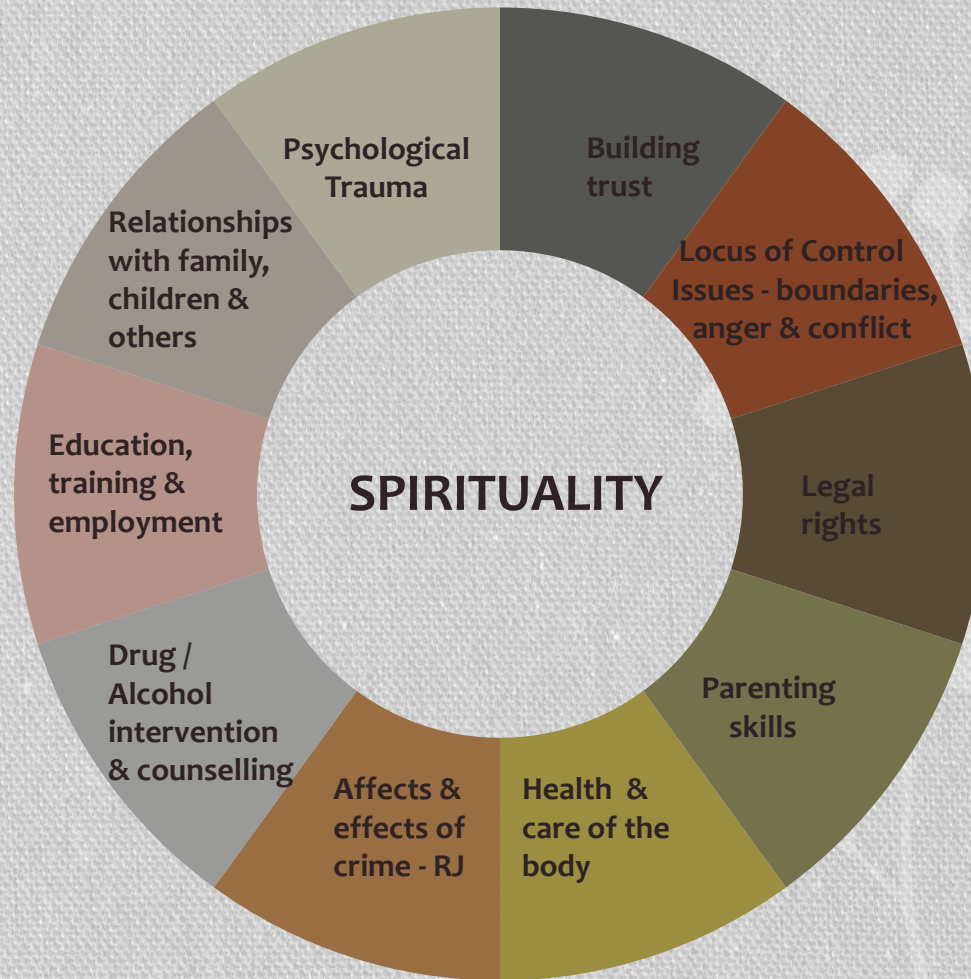
Physical health & medication

Spiritual life – how they feel about God & themselves spiritually (includes forgiveness & belief)

Social life – family, friends & daily house interaction

Moving on plans

# Holistic Renewal Program



# Beauty for Ashes Provision

- Accommodation free of charge until person begins to earn
- Food, clothing, toiletries and taxi fare for essential meetings with correctional office, job interviews etc.
- Attainment of an official Identity document
- CV writing and interview modelling
- Legal Clinic – free legal advice
- Economical ‘on the job’ cooking skills and buying of food
- Budgeting skills and handling money
- Mediation between family members
- Reunion of mother and children
- Health care (physical)
- Psychological care i.e. counselling
- Education and training

# Beauty for Ashes Behind Bars & Half Way House

## The Well Women's Health and Life Skills Course

- Basic biology of the body
- Pregnancy and Development
- Unplanned Pregnancy and Contraception
- Sexually Transmitted Infections
- HIV/AIDS Transmission and High Risk Behaviour
- Mother to Child Transmission & PMTCT
- Stigma, Attitudes towards HIV/AIDS

## The Personal Growth Course

- Anger and Anger management
- Conflict and Conflict Resolution
- Boundary setting; Learning to say 'No'
- Forgiveness

# Beauty for Ashes Behind Bars & Half Way House

## Parenting

- Growth and development of children:
- Social, physical, cognitive & emotional development
- The Goal of parenting
- What children really need
- All children are different
- Building emotional security in children
- Helping children express their feelings
- Disciplining and setting loving limits
- Keys to positive parenting
- Handling challenging behaviour

## Diversity

- What is diversity?
- Why value diversity?
- Definitions of Diversity?
- Benefits of valuing diversity and managing diversity
- What is culture?
- Why is culture important?
- Why is understanding culture important if we are trying to build community?
- How do you learn about peoples cultures.
- How do you build relationships with people form other cultures
- Barriers that prevent effective intercultural communication

# Networking in Community

## **Drugs:**

- Loaves and Fishes Observatory run Alcoholics Anonymous groups
- Beth Rapha Observatory – Drug Rehabilitation Home – drug testing
- Observatory Community Centre - Narcotics Anonymous Groups
- Drug Counselling Centre Observatory – runs out patient program

## **Jubilee Health Clinic Observatory:**

- HIV counselling & monitoring
- Referrals to Groote Schuur
- Consultations and medication - no cost

**Rape Crisis in Observatory:** training and counselling

**Valkenberg Psychiatric Hospital** – for assessments

# Networking with other organisations

**Connect Network** – for training in organisational administration  
– making sure you are compliant with statutory regulations

**Tina Thiant and Associates** – organisational, funding & training information

**Prison Care and Support Network** – training & sponsorship

**Hope Ministries** – support groups

**Realistic** - Rebuilding and Life Skills Training Centre

**NICRO** – Programs & employment opportunities

**The Department of Correctional Services** – Social workers, Education, Safety, Discipline



# Essentials for Success

- Understand what the motivating force behind you doing this work is, and establish who will support you (funding)
- Build a relationship with your secondary client the Department of Correctional Services (DCS) (primary client is the offender).
- Learn to know the offender
- Choose location and community for your home – establish what you want in a home – and a daily routine & rules
- Choose house parents
- Register as a NPO/NGO
- Establish how the home will be managed and run (rules, menu, shopping, budget, handling of money)

# Choosing House Parents

1. Must preferably be a person with 'life experience' (older rather than younger woman/man/couple)
2. Must have passed security and police clearance and a screening interview with Social Welfare
3. Must be in good physical and mental health (Dr's report on request)
4. Must demonstrate strong Christian norms and values
5. Must demonstrate a basic understanding of the difficulties of prisoners and their profile
6. Must demonstrate basic caring skills and have a passion for the rehabilitation of prisoners
7. Must be prepared to work under the guidance, supervision and within management structure of organisation
8. Must be able to work as part of a team

# Management of Halfway House System

## **Training, coaching and supervision**

- Supervision, coaching and training for house parents & staff/volunteers
- Supervision of management & staff

## **Selecting suitable candidates for the halfway house**

- CMC at Pollsmoor Female Prison
- **Rules and regulations of house and indemnity certificate**
- Procedural practice once entering the home
- Length of stay at halfway facility

## **Decision making and authority structures**

- Board of directors and constitution
- Firm financial control, auditing and daily bookkeeping
- Reports and follow up
- Criteria and selection of staff & volunteers
- Funding

# The Challenges and Risks

- Measuring success
- Demotivation because progress is slow & work is difficult and disappointing at times
- Lack of funds
- Lack of professional help
- Lack of professional training
- Too great a reliance on volunteers
- Maintaining a good relationship with the Department of Correctional Services & the local prison authorities

**THE END**



# Choosing House Parents

**The successful candidate must be able to fulfill the following:**

- 1. Will have to stay in at the complex
- 2. Apply basic communication skills in (English and Afrikaans) and be able to interact with (women, youth at risk) and their families
- 4. Must preferably be a person with 'life experience' (older rather than younger woman/man/couple)
- 5. Must have passed security and police clearance
- 6. Must have passed a screening interview with Child Welfare
- 7. Must be in good physical and mental health (Dr's Report on request)
- 8. Must demonstrate strong Christian norms and values

# Choosing House Parents

- 9. Must demonstrate a basic understanding of the difficulties of prisoners and their profile
- 10. Must demonstrate basic caring skills and have a passion for the rehabilitation of prisoners
- 12. Must have the capacity for and be prepared to receive continuous training
- 13. Must be prepared to work under the guidance, supervision and within management structure of organisation
- 16. Must be prepared to be evaluated on their work performance on an annual basis
- 17. Must be able to observe, record and report on the progress of residents
- 18. Must be able to work as part of a team