

Know Me Now establishes volunteer Crews to work collectively to support a parent reentering from incarceration along every step of their return to the community for 12 months from the point of release. By wrapping around formerly incarcerated parents, Crews help to provide support, assist with the overwhelming number of tasks needed to reinstate life in the community, reconnect parents with their kids, and ultimately help to reduce the likelihood of a parent reoffending in an attempt to survive. In this mutual relationship, the formerly incarcerated parent will teach and enrich the lives of the Crew members, as they build trust and friendship!

Rooted in research and community support, a Crew is a group of five to seven adults that are assigned specific individual roles.<sup>1</sup> For one year these roles support a mom or dad returning to the community from prison by targeting specific barriers that a parent will likely face. Research shows that a comprehensive (and positive) network can reduce the return to incarceration by 30 percent.

## How Can I Form a Crew?

Forming a Crew can start within your own community and natural circles. Find members to join the Crew through your faith community, business, natural networks, or personal group of friends.

As you form a Crew, invite people with different skill sets and diverse strengths. Each Crew member will take on an individual role with specific focuses that require certain interests, strengths, and skills. Having volunteers from different backgrounds and with various strengths will help to form the most holistic Crew.



## What Crew Role Is Right For Me?

Crews are made up of six different yet essential roles: the Navigator, the Nurturer, the Accountant, the Empath, the Skill Builder, and the Sponsor. While the Crew works together to provide a more positive re-entry process for the parent, each role will focus on a specific need and form of support and require different skill sets.

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<sup>1</sup> The Know Me Now effort was birthed out of a study of 120 reentry models nationally. The most effective model is led by Cosa, and provides pro-social networks—what we’ve called “Crews”—for adults re-entering into the community. : <https://emoregon.org/cosa/circles/>

# What is A Crew?

## Here is an overview of Crew roles and traits needed to be successful:

1. **The Navigator** - As a Navigator, I connect parents to resources for housing, community, etc. that are important to the re-entry process.
  - I am a connector.
  - I am organized.
  - I have a basic understanding of government systems and resources and can assist in paperwork.
2. **The Nurturer** - As a Nurturer, I offer parenting support as the parent reconnects with their child. I will help with parenting skills and resources along with providing a listening ear to the parent.
  - I have experience in parenting and have skills and resources that I can share.
  - I can relate to the parent experience.
  - I can de-escalate situations and can understand children who have experienced trauma.
3. **The Accountant** - As an Accountant, I help the parent strengthen their financial literacy skills, habits, and planning.
  - I am a budgeter.
  - I have experience with financial planning and personal finance.
  - I have access to resources that can help with financial literacy and planning.
4. **The Empath** - As an Empath, I support the parent emotionally and encourage them throughout their re-entry journey.
  - I am a good listener.
  - I love to encourage and support others.
  - I can maintain healthy boundaries, even in tough situations.
5. **The Skill Builder** - As a Skill Builder, I work with the parent on their interests and strengths. Skill Builders focus on making connections and overcoming challenges while helping the parent find employment.
  - I advocate for others.
  - I have experience as a mentor and enjoy making professional connections.
  - I have access to employment resources and can help with interview prep, job applications, and more.
6. **The Sponsor** - As a Sponsor, I offer support and encouragement for parents going through a recovery journey after incarceration.
  - I am a mentor.
  - I have experience with recovery programs and resources.
  - I can connect with others and provide resources and support, even in difficult situations.