REPORT TO THE COMMUNITY

Fair Chance North Carolina, 501c3

2025-26 Community Coaching Grant Metric-based Performance Outcomes

*Fair Chance®, 501c3 is an IRS-registered charity in good standing with state and federal jurisdictions within which it serves. Fair Chance North Carolina, Inc. remains its North Carolina registration.

PROGRAM OVERVIEW

Overview of Programming.

1. Community Well-being Development

Doula & Baby Shower.

The reduction of infant mortality through doula class provision and community baby showers remains the only grant-committed services that has not yet been fully provided as of July 1, 2026. Access to these services will be provided on September 10, 2026 and the following weeks and months through Fair Chance partnered organizations and through both direct– and referred services.

To-date, Fair Chance's role in direct services provision of baby shower services includes

Mediated donations of baby items (car seats, toiletries, buggies, children's clothing, etc.) and baby products and services referrals to contracted partners, for clients serviced directly and via service partners that have been provided included CASA (King's Ridge, Oak Hill), Hope Center at Pullen, and church organizations.

Fair Chance's September 10 Wake County Regional Career & Resource Fair will feature products, services, and providers contracted through Fair Chance for the purpose of expanding permanent access to community families for needed infant health.



"Sharon" began her journey with Fair Chance as an unemployed mother of a college student, living without transportation or the use of her unrepaired automobile. Fair Chance's empowerment, remediation, and advocacy program provided car repairs, work attire, and a brand new position as a Legal Assistant at Parker Poe Law Firm in Raleigh.

Increase Growing & Healthy Families.

The volume of work contributed by Fair Chance to adults, families, and youth includes Personal Empowerment, Full Needs Remediation, and Advocacy Career Placement (as well as expanded income access, Disability Income, and Educational Training). In the course of this work with Fair Chance-partnered organizations, Fair Chance has provided community resource counseling as well as direct provision of services to its candidates.

In the course of its Intake procedures, Fair Chance's assessment of candidate needs precedes its remediation of such. Under this grant, Fair Chance has directly remediated or referred-for-remediation, up to 25+ direct candidate needs including: baby items, toiletries, cell phones, everyday clothing, work clothing, auto repairs, counseling, medical services, legal services, expungement, transportation, food accessibility, intervention services (e.g., with landlords), disability income, bedding & mattresses, educational training, computers, mental health / empowerment services, and full placement into sustainable careers (all these services have been provided to Wake County at-risk residents through King's Ridge and Oak Hill residential communities at CASA, Hope Center at Pullen, Healing Transitions, City of Raleigh's "Bringing Neighbors Home", and through church partners and individual community residents.

Overview of Programming.









1. Community Well-being Development

Increase Growing & Healthy Families (continued).

Life resources, men's support resources, and mental health education are all included in Fair Chance's regular provision of services through its lockstep programming for Psycho-Social & Socio-economic recovery. These are generally targeted to all at-risk candidates but specifically the categorical syndromes of Poverty, Homelessness, Justice-involvement, and victims of other traumas and drug abuse:

- *Personal Empowerment*
- *Full Needs Remediation*
- *Advocacy Intervention & Placement*

Fair Chance's methodologies are federally-partnered, referenced, and endorsed through USDOJ and USDOL and have been used intensively in partnership with the US Government in three states including Colorado, Delaware, and North Carolina, and for several years with the New Castle County Hope Center, New Castle County, Delaware.

Components of Fair Chance's Mental Health Education includes Personal Empowerment, the very first of three modules offered. This module has been provided in the context of this grant, in all counseling and circumstances. It includes:

- Personal trauma identification
- Personal testimony generation
- Candidate consults regarding traumas
- Conversion of traumas into declarable life skills
- Generation of new credentials, resumes, and opportunities based upon specific empowering characteristics of candidate trauma profiles
- Personal Empowerment Course graduation

Men's Health Education is an included provision of Fair Chance servicing, focusing especially upon mens' roles to self, to marital spouse, and to children/family. Through Fair Chance, candidates receive supportive tailored empowerment programming, individualized consults, and supportive remediation services targeted specifically to their needs profiles as males.

Inset photos: Fair Chance Needs Remediation services provide clients with up to 25 needs according to their needs index including computers, eye glasses, clothing, medical, etc. Fair Chance graduation ceremonies provide clients with certificates and a celebratory day with food, cake, and valuable recognition of their program achievements.

Overview of Programming.



Fair Chance Train the Trainers Jan-Apr, 2026







Fair Chance Restoration Programming

2. Employment Training & Apprenticeships

Fair Chance's role in a reduction in labor shortages is an expansion of its educational and career placements that occur during its regular services provision within Wake County.

In a macro sense, Fair Chance has indeed expanded its role to look after Wake County's extended interests in increasing its labor market to include at-risk candidates who represent about 1/3 of the state's un-utilized human resources. In process of reducing the county's job market shortages, Fair Chance has, in the context of this grant:

- Consulted / Conferred with community leaders: Vicky Adamson, County Commissioner, Sheriff Rowe, and community leaders and council members from multiple cities including Raleigh, Knightdale, Holly Springs, and others.
- Trained (under Knightdale City contracts) community leaders and city staff regarding "Community Case Management" a program for expanding the civic and regional job markets through candidate training and needs remediation.
- Sourced programmatic sponsorship and involvement of corporations and government agencies including: Self-Help Credit Union, PNC Bank, Pinnacle Financial Partners, and others.

In the context of this grant, Fair Chance has also dramatically increased the career opportunities of Wake County at-risk residents through many factors including:

- Direct career placement (through corporate contracting and negotiating positions)
- Direct skills training
- Career consulting
- Provision of career requisite products (e.g., work wear access through partner, "Dress for Success")
- Provision of career services—newly designed resumes & credentials, provision / gifting of laptops
- Accessing funding
- Accessing candidate-specific mentors & advisors

Overview of Programming.









3. Community-based Coaching (Train the Trainers for community leaders).

Fair Chance's "***Train the Trainers" 14 week training*** of community leaders and city staff comprised its Community-based Coaching, which took place between January-April, 2026 in Knightdale.

During the Train the Trainers program, Fair Chance conveyed the merits and requirements of a Community Case Management program for the town of Knightdale. Facets of the program discussed were:

- Identification of community human services needs based upon on community affordability and populational growth (Knightdale is about to double in size for the second time in two decades).
- How to instill a performance-based initiative for installing and reviewing requisite services provision
- Cost savings vs. dependence upon county services
- How to expand local services through regional corporate partnering
- The linkage between workforce servicing to corporations and accessing needed human services goods and services

Certification of course programming is a dominant facet of Fair Chance training and occurred in all training sessions offered through this grant. It included a graduation party for candidate/participants, an invitation to program partners and family, cake, food, and refreshments, as well as a cap, diploma, and congratulatory speech / impact speeches by participants (See photos). This ceremony is an invaluable facet of Fair Chance's programmatic work and is indispensable to candidate emotional healing and life preparation.

Personal empowerment, access to life resources, and apprenticeships are all facets of Fair Chance's grant-sponsored programming. Fair Chance works with career-employment partners as well as another threshold of partners relating to full needs remediations to enable the entirety of its offerings (e.g, medical providers, lawyers, clothing brokers, cell phone retailers, etc.)

Overview of Programming.





STUDIOS AT 2800

4. (OPTIONAL / BONUS Services offered by Fair Chance during the course of this grant.

Fair Chance's opportunities to expand its program throughout Wake County depend critically upon its resource and partner access, not to mention, the sustainability of this grant to continue its effectiveness beyond the scope of its duration and provided funding.

Fair Chance is committed to these purposes and has developed programming for the following. These programs are not requisite performances of this grant but rather elective in the sense that Wake County can continue to reap benefits of having funded Fair Chance North Carolina as its Community Coaching Grant recipient:

CORE Programming

Fair Chance is engaging with corporate sponsors who share an interest in programming partnerships. For example, Fair Chance's partnerships with PNC Bank and Self-Help CU are additionally-based upon programming partnership opportunities with Fair Chance, who will assist with an attainment of candidate and corporate accounts.

2800 Suites Programming

Fair Chance's continued involvement with programming is additionally reflected in its bid for the restoration services management of the City of Raleigh's transitional housing suites, "Studios at 2800".

Wake County Regional Career & Resource Fair

Fair Chance continues its community involvement with Wake County through its own scheduled career & resource event on September 10, 2026. Fair Chance will source new candidates, partners, and sponsors to continually enable its work regionally.

PARTICIPANTS SERVED

Community Coaching

RFP #24-085 Request for Coaching Services

FAIRCHANCE SERVICES OFFERED

Grant Committed Programming

LEVEL 1	COMPLETE	LEVEL 2	COMPLETE	LEVEL 3	COMPLETE
1 Community Well-being Development		**2 Employment Training & Apprenticeships**		**3 Community-based Coaching 14-week Classes for Community Leaders**	
• **Reduction of Infant Mortality**		• **Reduce Labor Shortages**	✓	• **14-week Life Coach Training for Instructors**	✓
1. *Doula Group Classes*	✱	• **Expand Career Opportunities for all residents including younger community members**	✓	• **Apprenticeships**	✓
2. *Community Baby Shower*	✱			• **Life Resource Accessibility**	✓
• **Increase Growing, Healthy Families**				• **Certification of Course Completion**	✓
1. *Community Awareness counseling*	✓			• **Socio-economic Restoration (Fairchance Curriculum)**	✓
2. *Life Resource Accessibility*	✓			• **Personal Empowerment**	✓
3. *Men's Support resources*	✓				
4. *Mental health education*	✓				

Non-grant Committed Programming (Supplemental / Additional Programming

1. Community Career Fair (September 10 Wake County Regional Career & Resource Fair –at- Wake Tech South) | Speaker's Forum | Community Resource Fair / Onsite Coaching Services ✓
2. Community Resource Donations ✓
3. Participation in Community Health Fairs ✓
4. Community Nonprofit Consulting (regarding Human Services expansion) ✓
5. Involvement of Community Resource Providers & Donors—Corporate & Nonprofit ✓

✓ = Programming complete as of July 01, 2026

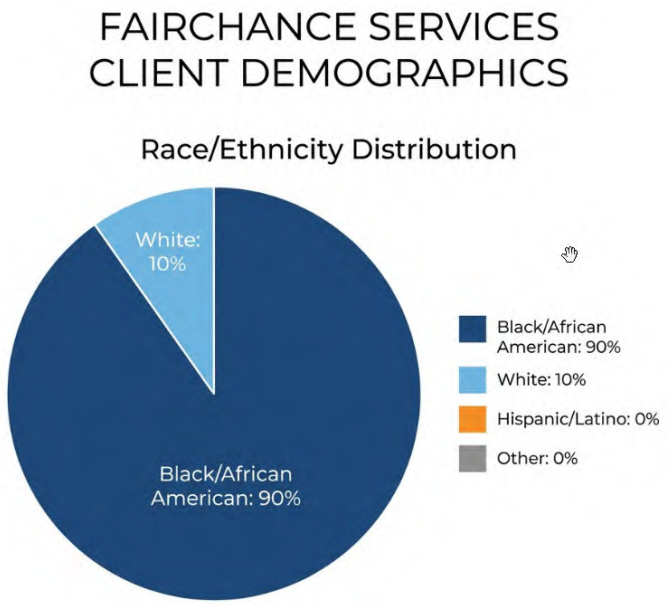
✱ = Programming to be completed as of September 10, 2026

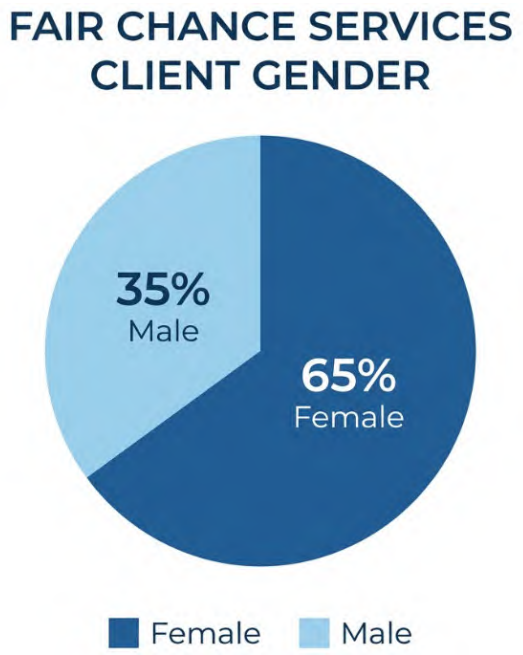
Participants Served.

As of July 1, 2026:

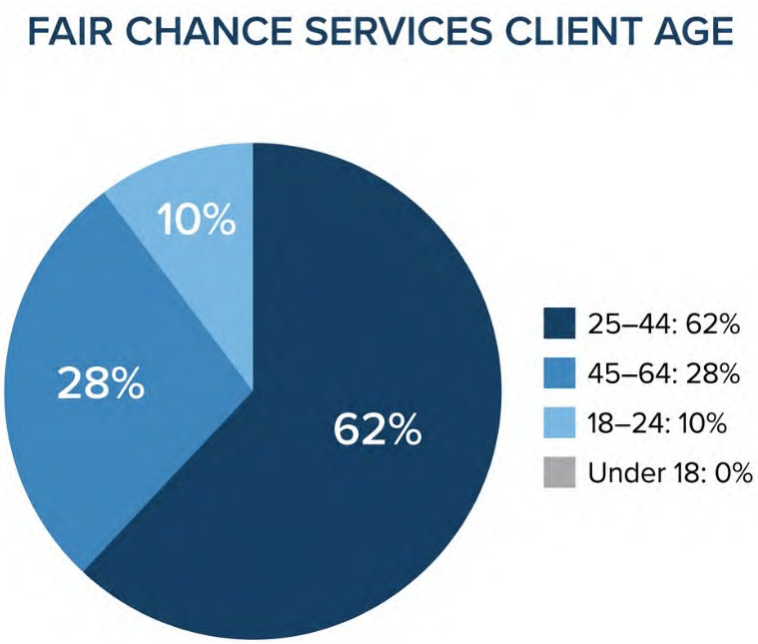
Outreach	315	Number of candidates
Candidates Served	217	Includes all candidates undergoing Intake and full programming (116) , Graduating, and provided elements of service as through Fair Chance Events (referrals, intake, advocacy placement); additional candidates served (estimate) - between July-December 31, 2026 (+220).
Partnership Clients*	6	A) CASA at Kings Ridge, B) CASA at Oak Hill, C) City of Raleigh—Bringing Neighbor's Home, D) Healing Transitions, E) City of Knightdale, F) At-large (non-affiliated candi-
Partnership Organizations	105 (Estimate)	Includes both needs remediation partner-providers (e.g., Go Raleigh) as well as promotional (e.g.., CAWD, NCDOT, etc.) and operational partnerships (e.g.., PNC Bank, etc.)

Participant Demographics.





Participant Demographics.



PROGRAM OUTCOMES & IMPACT

Fair Chance North Carolina Outcomes and Impact reflect the ultimate success metrics for the program. These are tabulated on the basis of impact that each program facet had on both the quality and measurability of work performed as well as the individuals affected.

Regarding Fair Chance, the areas of measurability include the following categories:

No.	**Fair Chance Program Module**	**Purpose**
1	Personal Empowerment	Empower the individual through a multi-week course focused upon psycho-somatic responses, Namely translating experienced traumas into life and Career Skills.
2.	Needs Remediation	Remediation of any needs, lack, or wants that Are holding candidates back from life and career
3.	Advocacy Placement	The last module, focused upon re-designing resumes, providing consults, contracting with employers, prepping the candidate, and sourcing educational training, careers, or disability income.
4.	Train the trainer (External)	Train the trainer is a program of educating the trainers on personal empowerment, needs remediation & advocacy placement modules so as to affect their peers and subordinates on proper servicing of at-risk clients.

MODULE #1: Personal Empowerment





1. Program Outreaches: **465**
   (Meet & Greets, Solicitations, Home Visits, Phone calls, etc.)
2. Pizza Party (Food Outreaches) Orientations: **228**
3. Module #1 Graduates: **170**
4. Percentage of Program Graduates who then achieved Pinnacle Level Placements (including attrition): **71%**
   - Career Placements
   - Educational Training Enrollment
   - Disability Income Enrollment



Fair Chance Food Outreach, CASA / Kings Ridge.

Above Left: Fair Chance utilizes promotional media to source candidates into "food outreaches" aka, "Pizza party orientations". The Fair Chance Diploma is reserved for Fair Chance program graduates.

MODULE #2: Needs Remediation



The following serve as metrics for the number of individual clients served by Fair Chance North Carolina regarding the remediation of their needs. Fair Chance is for example, a licensed partner of Go Raleigh regarding the registration of bus passes and is partnered with Dress for Success regarding career clothing.

At Left: *Fair Chance GED candidates hold GED class materials and their own gifted laptops and cases as they leave Fair Chance GED Class instruction.*

Fair Chance Needs Remediated

Category	Count
Go Raleigh Bus Passes	139
Medical Referrals	4
Laptop Computers	8
Legal Referrals (Expungement)	19
Work Clothing	7
Mattress	1
GED Study Guides	6
Educational Training Enrollment	12
Resumes	67
Credit Counseling	17
Interventions	4
Eye Glasses Paid	10
Auto Repair Paid	1
Auto Tires Paid	1
Misc Paperwork Assistance	8
Computer Access	45
Professional Licenses Paid	5
Baby Items (Carriage, Diapers)	35
Toiletries	31
Gas	12
Birth Certificate	11
Food Supplement	57

MODULE #3: Advocacy Placement



Above. "Trey" receives his Fair Chance diploma prior to having been selected for a career opportunity placement with a Hollywood Production Team unit.

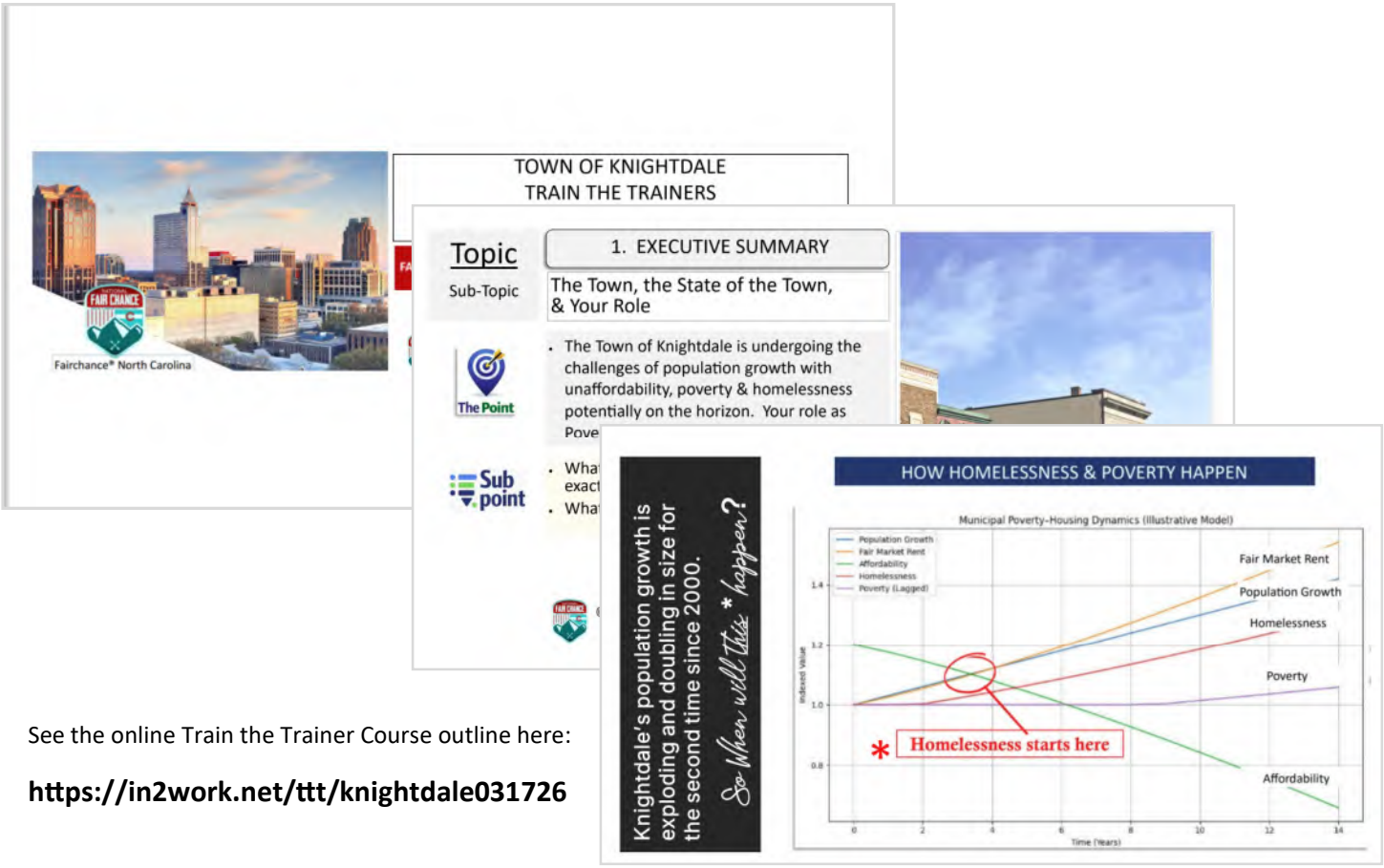




MODULE #3: Train the Trainers



Above. The Fair Chance Train the Trainer Program was taught over a 12-week period to the City Staff & Community Leaders of Knightdale, NC.



See the online Train the Trainer Course outline here:

https://in2work.net/ttt/knightdale031726

MODULE #3: Train the Trainers (continued)



SELECTED SUCCESS STORIES

Selected Fair Chance Success Narratives.



Sharon J.

Nearly five years ago, Sharon was the valedictorian of her paralegal class, graduating into an immediate career placement within a prestigious Raleigh law firm. For three months, she began her rise to the top of her field until one day her role as a mother took precedent. Sharon's nearly year leave of absence as a parental caregiver took a toll that few would have imagined when she attempted to re-enter her field in 2025.

When Sharon first enrolled in Fair Chance's Personal Empowerment Program, she would relay a career horror story few could imagine. As an academic marvel, Sharon was truly immediately sought after. But her short, 3-month tenure as a professional essentially barred her from the paralegal field altogether. From a resume perspective, her professional career was nearly non-existent and her work history was anything but contiguous. Even her five-year leave of absence appeared suspicious, unpredictable, and as nothing short of an early retirement from the profession in which she sought to build tenure.

With nearly half a decade of non-work, Sharon was homeless, nearly penniless, and had only a non-functional automobile with deflated tires.

Fair Chance took on Sharon's case helping to firstly restore her persona, self-esteem, and self-regard. As she came to accept, her career choices weren't erroneous, but rather honorable, electing to best parent her own daughter at a crucial time. She had instead been a victim of not bad judgment but rather life's unfortunate circumstances. Getting both her car and her career back on the road became the shared passion of Fair Chance, as well.

Fair Chance's remediation work began with repairing her car, her tires, sourcing interim transportation through providing a bus pass, securing sharp career wear through its Dress For Success partnership, and of course, re-designing her resume and beginning the search for her lost paralegal career.

Fair Chance repaired the continuity of Sharon's resume, linking-in her caregiving and volunteerism, creating a solid and presentable career candidate to what was hoped would be a waiting world. But the responses were different.

In Fair Chance's style, we worked to contract potential employers. But without having secured any interest, whatsoever, we then consulted Robert Half Legal, for a formal evaluation. "Sharon isn't going to be able to get back into her field," they said, "we can't even place her temporarily…. She is going to have to volunteer or find someone willing to take a chance on her."

Knowing that she needed income, we chose the latter alternative. Knowing that Sharon was a subsidized housing client of CASA, we decided to look at any CASA-affiliated attorneys who might best consider Sharon's dilemma. And within a matter of hours, we had our person —or so we thought. Catherine G. Clodfelter sat on the CASA Board, as an attorney at Parker Poe Law Firm in Raleigh. So we wasted no time making her contact.

Catherine had an interest in helping, but the hiring freeze at Parker Poe wasn't at all helpful. While Sharon was called into an interview, literally nothing else happened within the ensuing several months, save for many consults of encouragement for Sharon, helping her not to deviate from the course. Fair Chance retained the relationship with Catherine on behalf of Sharon and encouraged her to do exactly the same.

Selected Fair Chance Success Narratives.



Sharon J. (continued)

One day, Fair Chance presented an idea to Catherine that changed everything. "Instead of hiring Sharon as a paralegal, could she be hired into a collateral position as a legal assistant and then work her way back into a paralegal through her on the job demonstration of competence?"

The idea was well-accepted. Sharon's marketability as a lesser-capacity employee not only made sense to Parker Poe, they acted on it. Within several weeks, Sharon was employed again within her field of endeavor, working gainfully back toward a career in paralegal.



Kisha M..

Kisha's life and career journey took a multi-decade turn thirty years ago with state prison incarceration. In mid-2025, her decision to attend Fair Chance's Pizza Night seemed at best, non-committal and a place at least to eat dinner and talk to people. As she sat listening to Fair Chance's open invitation toward life empowerment and career restoration, she hung her head in disbelief. "I know there is absolutely nothing you can do for me," she told Fair Chance Executive Director, Katharine McIntyre (pictured at left with Kisha).

But Kathy's promises, along with the next several months, were offered in deep contrast. Beginning with empowerment class, Kisha's translation of traumas of personal guilt, regret, and insecurity were re-shaped into internal skills that could be used to assist other people who might have also committed crimes. Her deep faith in God helped put a framework around Fair Chance's counseling and she consented to make the journey forward, day by day.

Kathy's continued consults combined with the team's reconstruction of her resume and career advisement helped direct Kisha into career pathways commensurate with her developing passions and skills of supportive empathy and support.

Within just several months, Kisha completed a course on Peer Recovery Specialization Services and became state certified to professionally render instrumental support to trauma-recovering individuals.

Kisha's thankfulness —along with her impressive creative talents, helped inspire the following poem she wrote for Fair Chance Executive Director, Katharine McIntyre:

Selected Fair Chance Success Narratives.



Kisha M..

"Fair Chance"

By: Kisha M.

The door had been shut, the path overgrown,
A hope I had carried, but felt all alone.
A world of "no" echoed, a weary sound!
On the challenging journey where I was bound.

Then a light in the darkness, a hand stretched so true,
A moment of grace, and a vision brand new.
Ms. Kathy appeared, with her wisdom and care.
And offered a chance, like a breath of fresh air.
A program she built, not on judgment or past,
But on a future and promise, a hope that will last.
She saw not my burdens, the wounds or the scars,
But the fire within me, a future Star! ★
She taught me to trust, to stand on my feet.
To face the new day, whether bitter or sweet.
And because of her faith, and her generous heart,
My life has been given a different start.
So thank you, Ms. Kathy, for seeing what's real,
The person I am, and the way that I feel.
For opening a door, when all others were closed.
You are a Queen and a Beautiful Rose 🌹 !

Selected Fair Chance Success Narratives.



Trey L.

His grandfather was a notable figure throughout North Carolina, having worked in the television and film industries for many years and having only recently retired. And his legacy remained in the field for which Trey now sought to pursue, out of a tribute to his grandfather and as a challenge to his own personal interests and ambitions.

Fair Chance's role with Trey began with Personal Empowerment, working to build an ego commensurate with the career he chose. He'd have to be strong, intuitive, creative, responsive, and incredibly self-reliant. Many careers in media begin on the production end, making contact and demonstrating onsite tenacity.

Resume design focused heavily on Trey's grandfather's royalty and legacy within media, helping to paint a humanistic picture of family honor that everyone—-including Hollywood media—love to consider.

Fair Chance's "best" began with what it could manifest in print, in writing, pictures, in-resume, and online. Then it addressed the "hard part", getting to know the decision-makers that could propel Trey's career forward.

Fair Chance's research and calls to Hollywood discovered a connection between a Dustin Hoffman-sponsored production crew in LA and North Carolina academia. We spoke several times with the "Production Boot Camp" director whom we convinced into adding to an admission wait list, our own "Trey".

One day several weeks later, we got a call from the production team regarding a brand new 3-day production camp that would be opening in Charlotte within 30 days. The opportunity to act was tight but Fair Chance helped secure Trey's admission into one of Hollywood's most distinctive pathways forward. The program would provide training, licensure, and career pathways onto production sets throughout Hollywood.

PHOTOS & SUPPORTIVE DOCUMENTATION

Food Outreach | Program Orientation

Food outreaches generally comprise program orientations for Fair Chance. They are opportunities to get to know potential program candidates without pressure and at a friendship level and permit a large number of unguarded questions and answers. Many candidates ask about getting a new career, new housing, their own impediments, and life dreams. Fair Chance provides attendees with a basic form to enroll them into the program.





Executive Director, Kathy McIntyre (teal dress, sitting away from the camera) consults with a prospective candidate at a CASA program outreach at King's Ridge.

Module 1: Personal Empowerment Class

Personal Empowerment Class is the first of 3 Fair Chance Restorative Modules. It is comprised of a multiple class agenda within which candidates learn to both recognize their inhibiting traumas and to see their life-enabling characteristics. Through Personal Empowerment Fair Chance Candidates' traumas are translated into their personal characteristics, skills, and profile. They are uniquely capable of pursuing their own adapted life and career course and Fair Chance is helping to show them the path forward.





Fair Chance Personal Empowerment courses at tought in groups of 8 to 12 individuals per class and at the accessibility of the class. These classes were taught at the smaller, Casa-Oak Hill communities.





Personal Empowerment Course. Continued photos from CASA / Oak Hill. Pictured at center is Kathy McIntyre (center) along with Community Manager, Jaysia (left) and Joyce Hicklin, Operations Director (Right).

Module #2: Needs Remediation

The subsequent phase to Module #1, Personal Empowerment is the second module, Needs Remediation. Upon program entry, all candidates self-complete a needs assessment index, providing a numbered list of all needs they feel are personally encumbering their life and career progress — from clothing needs to eyeglasses, medical, legal, and financial.







Needs Remediation Module. The above three pictures demonstrate Fair Chance's needs fulfillment for three distinct product and service needs categories: a) Above Left: GED / Laptop Computers. Candidates receive their GED study guide manuals along with their own permanent laptop computer. B) A Fair Chance client receives her work clothing from Fair Chance Partner, Dress for Success. C) Lastly, the same Fair Chance candidate receives car repair services for her automobile, thus permitting her to drive to the work position Fair Chance is creating for her.

Module #3: Advocacy Placement | Graduation

Fair Chance places candidates directly into one of several fields including: Career Employment, Employment Training, Disability Care Training, or longer-term income planning. Subsequent to program graduation, Fair Chance Candidates are invited to their own graduation along with certificate presentations, food, a class cake, and a ceremony presentation by Fair Chance Executive Director, Katharine McIntyre. Media, families and other friends are invited to co-celebrate the milestone.









Advocacy Placement Graduates. Of the above candidates, one woman, "Sharon" (not pictured) was placed into Parker Poe Law Firm (as a legal assistant), another pictured bottom left was placed into a Hollywood Production Boot Camp for media training and several others were enrolled into a Wake Tech Program Course to receive their GED training and certification.




Community Programming & Recruitment

Fair Chance remains active with many organizations including Continuum of Care (CoC 504), Oak City Cares, CASA, City of Raleigh (e.g., Community Collaborative), Wake County, etc. Fair Chance's partnership and candidate outreach is an indispensable part of our work and our team works to both consult and recruit our partners and clients at every opportunity.

Pictured at left: Kathy McIntyre, Executive Director, hosts a table at a regional community health fair.

Pictured lower left: Kathy McIntyre represented after a team meeting at partner, Oak City Cares, Raleigh, an organization involved in triage outreach programming, a first-precursor to Fair Chance Programming, which does require temporary housing stability, something that Oak City Cares is instrumental in jointly achieving with CoC and other providers.

Train the Trainer.

Fair Chance's commissioned role within its Wake County Community Coaching Grant, as Train the Trainer, was recognized and fulfilled in January-April, 2026. During these months, Fair Chance Directed a program within Knightdale, NC., within which it trained both town staff and community leaders upon the merits of community coaching, namely the personal empowerment and economic assistance of its community members. Fair Chance's programming provided both a survey and summary of the community whereupon leaders could first recognize whether their community has a poverty, homeless, or affordability problem. Secondly, Fair Chance instructed upon the merits of performance-based programming and what a strong community program would entail as well as the fine points of establishing such a program within Knightdale.



Knightdale, NC. Knightdale was chosen as a town within Wake County on the basis of its extremely fast population growth and the preliminary interest of its community leadership in learning how to make requisite human– and social-services changes to enable community support.

Sustainability.

Fair Chance North Carolina remains extremely focused upon sustainability, working to preserve and extend its community serviceability. Whether through sourcing additional projects, extended partnerships, or additional projects, Fair Chance remains open to community opportunities whereupon it can advance its methods for economically restoring Wake County at-need residents through personal empowerment, needs remediation, and advocacy placement.

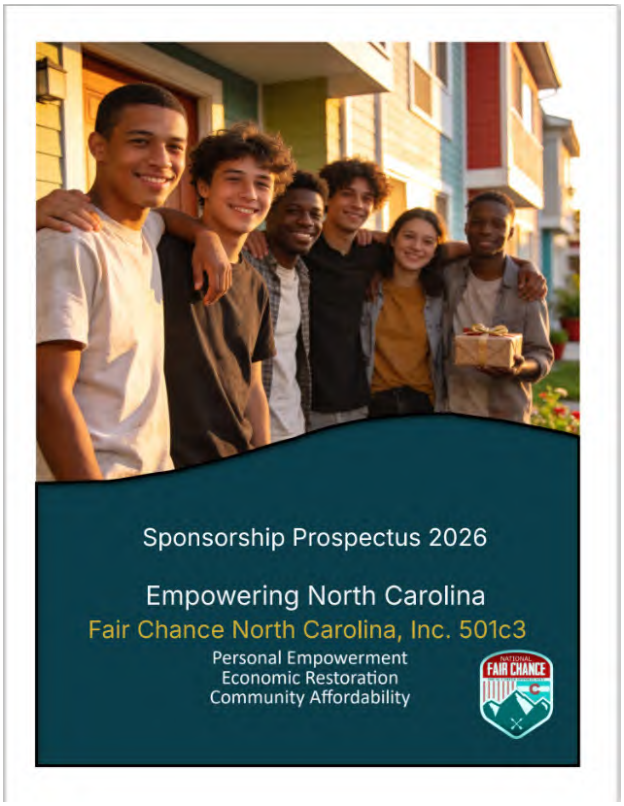




Studios at 2800 Transitional Housing Project (Raleigh). Fair Chance is an active bidder upon a transitional housing project in Raleigh. If Fair Chance achieves the successful bid, it will become the 119-bed unit's Restoration Services Unit Director and thereby continue its community coaching opportunities for several years into the future, beyond its grant funding deadlines through Wake County.

Sustainability (continued)

Funding Sustainability. Fair Chance retains a role in accessing sustainable funding so that it can preserve its valuable work within Wake County. Funding sustainability helps Fair Chance operate independently of funding limitations of the Wake County Community Grant proceeds. Fair Chance's "Sponsorship Prospectus 2026" has been successfully used to source sponsorship proceeds from organizations including PNC Bank, Self-Help Credit Union, the City of Raleigh, and the NCDOT family of related companies and contractors.



Promotional Sustainability. The Fair Chance Fall 2026 Wake County Regional Career & Resource Fair is another Sustainability means and method. The event is an assimilation of partners, client representatives & clients. The event provides operational funding for Fair Chance and also is a showcase for Fair Chance metrics and methods.



Operational Sustainability. Fair Chance North Carolina retains its operability by partnering with community organizations who can provide access to funding, partners, and clients, moving forward. PNC Bank and Self-Help Credit Union, for example, offer an opportunity for Fair Chance to source the credit counselling services as part of its needs remediation profile as well as sourcing introductions to partner banks and businesses who can recruit at-need clients and provide additional funding. Other organizations including NCDOT and City of Raleigh provide both funding, advisorship, and joint-partnership introductions to other organizations.

PNC

Self-Help
Ownership & Economic Opportunity for All

STATE OF NORTH CAROLINA
DEPARTMENT OF TRANSPORTATION

Raleigh