

FY11 United Way Year End Report

Program: Central Virginia Restorative Justice
Agency: OAR/Jefferson Area Community Corrections
Date: Aug 1, 2011

1. For the current funding period, please highlight your program's goals, activities and results, noting any changes to your original plan/proposal. Include any relevant budget and/or financial information. Limit your response to no more than one page.

At Central Virginia Restorative Justice our goals are to increase the level of victim satisfaction, create meaningful offender accountability, and reduce the level of re-offending in our community through the application of restorative justice principles and processes. The restorative justice approach recognizes that crime is a tear in the fabric of community and an important part of justice is to repair that damage.

The program continues to receive juvenile case referrals from our 6 established local sources. Our results continue to remain very positive. Victims that participate report high levels of satisfaction and offenders' rates of re-offending are quite low (see outcomes)

Juvenile Program: The majority of our work is with juvenile offenders, their families and victims. The curriculum we developed and use with juvenile offenders takes advantage of the teachable moment in the wake of the offense. Aspects of the curriculum are designed to teach empathy, responsibility, and the importance of constructive accountability. The curriculum also explores respectful relationships, victim needs, our obligations to each other, thinking errors and ways to make amends.

This work helps prepare the juvenile for a potential Support and Accountability Conference. A conference enables those most directly affected; the victim, the offender, and community members, to participate in a collaborative problem-solving process that enables harms, needs and corresponding obligations to be identified and addressed. In the Conference the unique nature of each offense is discussed and a plan is developed as to how the offender will repair the harm done to victim and community. A conference holds the youth constructively accountable, addresses victim needs, and enables the youth to earn their place back into the community through positive action.

We are pleased with the effectiveness of our activities and the results we are producing. Our juvenile referral numbers are up. We have received 46 new juvenile referrals in FY11 and we provided service in 56 cases. We also have served 210 individuals in FY11.

Adult Program: As mentioned in our mid-year report, we regret that at this time we have stopped taking adult cases in any formal way because of limited funding and program capacity. We will accept select cases but only if we feel we have capacity to adequately serve those cases when referred. A tight budget has reduced our FTE level from a projected 2.0 to 1.5. Additionally, a greater portion of the coordinator's time must be spent on promotion and resource development. We maintain our core activities around serving juvenile offenders, their victims, and families. We needed to make a strategic decision to cut back our adult services so we could continue to serve juveniles well and produce the positive outcomes we have in the past. We are steadfast in the belief that adult offenders and their victims can greatly benefit from a restorative response. We plan to return to serving that population when funding allows.

2. Please share a success story from your program. We are especially interested in stories that show a long-term impact on a person or family, and stories that show collaborations or referrals with other community programs in meeting a client's multiple needs. **See attached**

3. Complete the following Outcome Measurement update (based on your application for funding) for the fiscal year to date.

Projected Number of Intended FY11 Primary Beneficiaries:
(offenders, victims, family members, affected community members served)

250

Actual Number of Primary Beneficiaries at the mid-year point:

210

FY11 Indicators	Projected FY11 Target Outcomes	FY11 Year-end Outcomes
Re-offending among juvenile program participants	20% or less (8/40)	11% 2/18. The number of cases closed in FY10 was 18 This number is analyzed to see if there is reoffending during one-year
Juvenile program participants who completed program obligations/ and SAC obligations when applicable	80% (32/40)	83% (29/35)
Recidivism among adult program participants	25% (5/20)	We have had to end formal adult services at this time
Adult program participants who complete obligations	80% (16/20)	We have had to end formal adult services at this time
Victim and Community satisfaction with process	80% (16/20)	89% satisfaction rate among victims (8/9) 94% satisfaction among all participants- victims, victim support, offenders, offender support, and community 28/30

4. Impact Report. We are looking for issues and statistics specific to our local area; you are also welcome to include some general issues that set the framework for the local statistics. Under the Actual Results heading, we are looking for impact, especially long-term results, not just numbers served. For the Financial Impact section, have each example highlight a different thing (in other words, don't just multiply the first answer three more times).

Community Needs or Issues Your Program Addresses -- please include at least 3 local issues/statistics and cite your source

Our program is focused on two measurable community needs: Victim satisfaction and recidivism.

1. **Victim satisfaction-** Our program addresses many needs of victims that are essential for a healthy community but are often not a part of the standard judicial response to crime. Trauma unresolved will often be reenacted or manifest itself in behaviors destructive

to self or others. A reflection of how our judicial system if focused almost exclusively on offenders, we find there is no local data on victim satisfaction and needs. A 2000 study showed mean victim satisfaction rates nationally at 55%. (McCold, Paul and Wachtel, Ted, "Restorative Justice Theory Validation." International Institute for Restorative Practices, Bethlehem, PA. 2000).

2. **Recidivism/reoffending-** It is obvious to say that reducing crime and re-offending are important community needs. Recidivism for juveniles who have participated in our program was 11% for the most recent period available (FY10 report). This compares 32% of JCC releases and 23% of probation placements in the 16th District (DJJ Report)

Your Program's Solutions that United Way Community Impact Funds Support

1. Restorative justice processes address unique needs leading to higher levels of satisfaction among victims and participating community members
2. Restorative processes provide direct accountability, humanizes all parties, produces a greater understanding of the affects of the crime, and produces less reoffending than traditional approaches.
3. Restorative processes provide the opportunity for positive relationships to be strengthened or created for both victims and offenders with their families, neighbors and other support structures. Healthy communities are characterized by such healthy pro-social relationships.

Actual Results - based on your stated outcomes; please use percentages and numbers served to help show outcomes

- **11%** (2/18) re-offending among juveniles (cases closed at least one year)
- **83%** (29/35) of juveniles completed their obligations to the program.
- **94%** (28/30) satisfaction among all participants-victims, victim support, offenders, offender support, and community. **89%** (8/9) satisfaction rate among victims This data is from anonymous mail-in surveys

Financial Impact of Donations -- (i.e., \$3/week provides...; \$5/week provides...; \$10/week provides...; \$20/week provides....)

\$45.00 provides a one-hour individual session with a juvenile offender and their parent(s) as a part of the juvenile class curriculum. This class focuses on their obligations in the wake of transgressions, thinking errors, victims' needs, components of a meaningful apology, etc...

\$3.50 provides for the writing, printing, and mailing of program newsletter

\$225 provides for staff services to victim and victim support through pre-conference meetings and the Support and Accountability Conference

Restorative Justice Success Story

The parents in the Little League Association had had enough. The snack bar building at McIntire Park had been broken into on 3 separate occasions. Each time something was taken. Sometimes it was food and drinks, other times it was food, drinks and baseballs. The first time the roll-up door was damaged, the other times the window was broken. They were tired of these transgressions and were feeling real frustration and anger.

Usually they found out about these crimes just 30 minutes before the games began. They would call the police. The resulting investigations and clean up prevented them from selling snacks to the many kids and parents that were coming out to the games. Many people were affected by these crimes.

After the last incident the police were able to find a piece of paper that led them to one of the perpetrators. After some investigation, 3 young men were identified and charged with the incidents. They were referred to Central Virginia Restorative Justice.

The young men worked closely with RJ staff to work through the program curriculum. They learned about respectful relationships, victim needs, our obligations to each other, empathy, responsibility, and ways to make amends. When they learned that the victims wanted to meet them they were afraid and yet they knew this is what they had to do.

A Support and Accountability Conference (SAC) was organized and facilitated by the two RJ staff members. The 3 young men, their parents and representatives of the Little League met one late afternoon for the SAC. The families had emigrated from Eastern Europe and some of the parents did not speak English. RJ staff arranged for Turkish translators to be present so that all parties could fully participate. The families said they felt great shame as a result of the actions of their children. They said honor is an important concept to them in their culture and they found the incident very difficult and disappointing.

The boys heard first-hand how their actions had affected many others. They took the opportunity to apologize directly to those they had harmed. They read apology letters they had written as a part of the program and answered questions from the victims and the parents. They agreed to pay back all the costs related to the damage and the stolen property. When it was time to discuss possible community service, the victims stated that 25 hours for each boy would be reasonable in light of all that had gone on and the way they had taken responsibility for their actions. But, the young men wanted to do more. They wished to demonstrate real remorse and responsibility to both the victims and their parents by doing more than was asked of them. 35 hours of community service was agreed upon. The victims were impressed, pleased and satisfied.

The boys completed their community service work through the City Parks and Rec Department. They got a chance to make the parks a better place for those that visit them. They were able to take positive action to repair the harm they caused to people and relationships. Through doing this, they were able to regain honor for themselves and their families.

FY11 United Way Mid-Year Report

Program: Reentry Services
Agency: OAR/Jefferson Area Community Corrections
Date: August 1, 2011

1. For the current funding period, please highlight your program's goals, activities and results, noting any changes to your original plan/proposal. Include any relevant budget and/or financial information. Limit your response to no more than one page.

The goal of our program is to focus on the barriers and assist the offender population in successful community re-integration. OAR reentry staff and volunteers are utilized in the provision of services and facilitate life skills, parenting, anger management, job readiness classes in the jail and case management, emergency services, life skills, job readiness and job coaching to recently released offenders. We work in partnership with the jail to provide education, training and information about outside resources to the inmates who will soon be released to our community. We also work with the state Probation office as well as our own local court programs to assist with emergency needs, transportation, vital records and ID's, job coaching and job placement for offenders. All of these people live in our community and without assistance have a greater chance of re-offending. During the year, we provided the following services:

<i>Projected Goals</i>	<i>Types of Service</i>	<i>Total Projected</i>	<i>YTD Actual</i>
Projected # of clients for 2009-2010		875	1136 (764 new)
Projected # assisted with or referred to:	Food assistance Food Bank Supplemental Nutrition Assistance Program and Employment Training (FSET)	50	94 19 75
	Clothing	100	109
	Housing	25	35
	Identification	200	261
	Transportation	250	251
Educational/Vocational In Jail	Re-entry planning	150	31
	Community resource Information in Prisons	25	84
	Jails	25	67
	Parenting classes	75	81
	Conflict Management	100	9
Employment and Job Readiness Upon Release	Job Readiness	400	424
	Employment Case management	285	130
	Job Placement	125	90
Job Retention	3 months	60%	44%
	6 months	50%	49%
	12 months	50%	n/a

2. Please share a success story from your program. We are especially interested in stories that show a long-term impact on a person or family, and stories that show collaborations or referrals with other community programs in meeting a client's multiple needs. **See attached**

3. Complete the following Outcome Measurement update (based on your application for funding) for the fiscal year to date.

Projected Number of Intended FY10 Primary Beneficiaries:

875

Actual Number of Primary Beneficiaries:

1136

Projected FY11 Outcomes	FY11 Indicators Tracked	FY11 Outcome Results (provide specific numbers and percentages)
<p>Released inmates and ex-offenders remain crime free</p> <p><i>Please see note in the narrative section on these outcomes. They remain the same due to the changes in the jail programming for the 3rd time. These remain the same as the first six months.</i></p>	<p>Inmates complete transitional planning with risk assessment</p> <p>Medium and High risk offenders who participated in transitional planning report to OAR post release</p> <p>Those medium and high risk offenders who receive transitional planning and post release services remain crime free</p>	<p>58 inmates completed initial screening for transitional planning</p> <p>29 of the 58 (50%) agreed to participate in transitional planning and risk assessment</p> <p>29 of 29 (100%) participants were medium or high risk according to a validated risk assessment</p> <p>9 of 20 (31%) of med/high risk inmates reported to OAR for post-release reentry services following release</p> <p>9 of 9 (100%) of those that reported for post-release reentry services remained crime free</p>
<p>Ex-offenders obtain and maintain employment</p>	<p>Job seeking ex-offenders receive post release job readiness services</p> <p>Ex-offenders receiving post-release job readiness services obtain employment</p> <p>Those ex-offenders who obtain employment maintain employment for at least 90 days</p>	<p>130 ex-offenders received post release employment case management</p> <p>90 of the 130 (69%) ex-offenders receiving post-release job services obtained employment</p> <p>81 out of 194 (44%) ex-offenders maintained employment for at least 90 days</p>

	Those ex-offenders who obtain employment remain crime free for one year	119 of the 130 (91.6%) ex-offenders who began employment were not incarcerated during the twelve month reporting period
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4. Impact Report. We are looking for issues and statistics specific to our local area; you are also welcome to include some general issues that set the framework for the local statistics. Under the Actual Results heading, we are looking for impact, especially long-term results, not just numbers served. For the Financial Impact section, have each example highlight a different thing (in other words, don't just multiply the first answer three more times).

Community Needs or Issues Your Program Addresses -- please include at least 3 local issues/statistics and cite your source

- City of Charlottesville completed a proclamation declaring the City a “City of Second Chances” after the work of our community and council regarding reentry
- Charlottesville and Albemarle sponsored a Reentry Summit in April to address the reentry issues and barriers facing the ex-offender. Over 200 participated and subsequent workgroups were formed including ex-offenders for ongoing input on the barriers
- In October Charlottesville and Albemarle were awarded funding under the federal grant Second Chance Act. These funds were awarded to address the ex-offender returning from prison in Virginia
- Our community continues to work under the model with DSS to address the areas of need for returning offenders. OAR is the partner agency with DSS to coordinate the collaboration with other agencies providing the services to offenders.

Your Program’s Solutions that United Way Community Impact Funds Support

1. Inmates are provided assistance and skills to transition back to the community such as transitional planning, parenting, anger management, job readiness and life skills, etc.
2. Released offenders are provided emergency services such as food, hygiene, clothing and housing to address emergency transitional distress.
3. Released offenders are provided with identification and transportation needs to address employment barriers
4. Released offenders are provided with specific educational and employment needs such as GED’s, Job Readiness, Vocational classes and college classes
5. Released offenders are provided ongoing support and case management to facilitate overcoming of barriers to successful reintegration into the community.

Actual Results - based on your stated outcomes; please use percentages and numbers served to help show outcomes

Pre-release services

Special Note:

Due to a change in a DOC contract, our reentry program is no longer the sole provider of the eight week reentry and transitional program for DOC and local responsible inmates. Because of this, we were forced to adapt our reentry transitional service delivery model and jail population served. Using the above mentioned research evaluation from UVA, we collaborated with the jail management to craft a transitional planning program (including risk assessment, mental health screening, needs assessment, and post-release services) for the soon-to-be released offender (those not participating in the eight week reentry program). As such, we altered our outcomes to replace the projected 2011 outcomes. That was in the first six months. :

For the third time in a calendar year, DOC has changed their reentry structure and no longer do state responsible inmates participate in the local reentry class. As a result, the jail asked OAR staff to facilitate classes for the men's reentry class. While this had been the third change in our pre-release services in the last year, we are committed to partnering with other reentry service providers to have the biggest impact on the clients we serve.

The last 2 quarters our staff have facilitated 2 evidenced based practices classes. The first is a cognitive behavioral class is centered on thinking processes and the other class, was created and the curriculum developed by one case manager. This class works with the participants to engage them in the ideas of evidence based practices and also educated them on risk areas that could lead them back to incarceration. We are confident that in a jail setting, this class will allow proper reflection of their life's choices in preparation of their release.

We are still continuing to focus our services on the medium to high risk individuals. Our staff still conduct risk assessments of all class participants. Those statistics are as follows:

28 individuals: 61% are High Risk
 36% are Medium Risk
 3% are Low Risk

Post-release services

- 69% of those ex-offenders seeking employment case management assistance obtained employment
- 44% of those ex-offenders that became employed maintained employment for 90 days
- 91% of those ex-offenders who became employed have not been re-booked in the local jail

Financial Impact of Donations -- (i.e., \$3/week provides...; \$5/week provides...; \$10/week provides...; \$20/week provides....)

- \$1.50 a day provides recently hired offender transportation to and from the job and \$20 provides transportation for one month.
- \$10.00 provides a DMV picture ID for a recently released inmate.
- \$12.00 provides a Virginia birth certificate.
- \$35.00 provides a pair of steel toe work shoes for a newly hired offender.

- \$115.00 provides GED tutoring, workbook and test for one individual
- \$15.00 provides one hour of career counseling and resume production.
- \$40.00 provides tool belt and basic hand tools for a recently hired carpenter's assistant.

United Way Success Story
August 1, 2011

Daniel Lincoln was released from prison in March of this year. Like most of the clients we see who have been incarcerated for a number of years, he was released without any forms of identification or adequate clothing. Additionally, he did not have a job. Our staff began to help with these emergency needs and assisted him with these things and facilitated contact with Child Support Services, per his request to set up payments on what he owed. We were able to help him get all forms of ID, teach him basic job readiness skills and conduct job searches with him, and provide him with bus passes to get to job interviews. When Mr. Lincoln came to Reentry for services, his first concern was the victim of his crime many years ago. He wanted to meet with our Restorative Justice Coordinator and discuss giving back in some way to the victim he hurt. We facilitated a meeting with him and he discussed his desire to do something for his victim, a goal he had thought about for years while in prison. This was his primary concern, along with being able to help young people coming up, avoid the mistakes he had made.

Along with his sense of responsibility to others, he has had goals for himself and has been successfully working towards those. He started distance running while in prison and has continued this after his release. He has consistently worked whatever jobs he could get, starting just days after his release. He now has steady employment in a positive environment. One of the goals he had for himself when he got out was to start his own business. Our staff helped him design and print business cards for him and when Mr. Lincoln is not working, he goes to workshops and does research into owning his own business.

Mr. Lincoln has negotiated a healthy balance between using the resources available to him, while maintaining a sense of responsibility and independence towards a better life.

He is thoughtful about the decisions he makes and sometimes will call just to bounce ideas around with his Reentry Case Manager, in an effort to do the right thing. Mr. Lincoln's focus and commitment to doing good by others and for himself has not wavered and he is living success daily.

*Name has been changed