

FY11 United Way Mid-Year Report

Program: Central Virginia Restorative Justice
Agency: OAR/Jefferson Area Community Corrections
Date: Jan 25, 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 (SAC). 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 SAC 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 24 new referrals at the midpoint of FY11. This is the largest number of new referrals for the first 6 months of any fiscal year in our history. We also have served 144 individuals at the mid-point, this is greater than in the past as well.

Adult Program: We regret that at this time we have stopped taking adult cases in any formal way because of limited funding and program capacity. 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:

144

FY11 Indicators	Projected FY11 Target Outcomes	FY11 Mid-Year Outcomes
Re-offending among juvenile program participants	20% or less (8/40)	Mid-year data is not available since it requires a one-year waiting period to calculate re-offending. The most recent data is 10% re-offending (FY10 report)
Juvenile program participants who completed program obligations/ and SAC obligations when applicable	80% (32/40)	83% (19/23)
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)	78% satisfaction rate (7/9) 55% very satisfied, 22% satisfied, 22% unsatisfied

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. We are pleased with the high satisfaction rate among those that participate in

our program, 93% over the life of the program. 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 10% 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

- 10% (3/30) re-offending among juveniles (most recent #'s available, FY10 report)
- 83% of juveniles completed their obligations to the program.
- 78% (7/9) satisfaction rate at midpoint of FY11 (data from anonymous surveys)
55% very satisfied, 22% satisfied, 22% unsatisfied

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: February 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, healthy sexuality, 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:

Projected Goals	Types of Service	Total Projected	YTD Actual
Projected # of clients for 2009-2010		875	435
Projected # assisted with or referred to:	Food assistance Food Bank Supplemental Nutrition Assistance Program and Employment Training (FSET)	50	47 10 37
	Clothing	100	52
	Housing	25	18
	Identification	200	125
	Transportation	250	124
Educational/Vocational In Jail	Re-entry planning	150	31
	Community resource Information in Prisons	25	31
	Jails	25	24
	Parenting classes	75	43
	Conflict Management	100	4
Employment and Job Readiness Upon Release	Job Readiness	400	229
	Employment Case management	285	69
	Job Placement	125	39
Job Retention	3 months	60%	58.6%
	6 months	50%	33%
	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**

- 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:

435

Projected FY10 Outcomes	FY10 Indicators Tracked	FY10 Outcome Results (provide specific numbers and percentages)
Released inmates and ex-offenders remain crime free	<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 of 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>
Ex-offenders obtain and maintain employment	<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>66 ex-offenders received post release employment case management</p> <p>39 of the 66 (59%) ex-offenders receiving post-release job services obtained employment</p> <p>17 out of 29 (58.6%) ex-offenders maintained employment for at least 90 days</p>

	Those ex-offenders who obtain employment remain crime free for one year	58 of the 66 (87.8%) ex-offenders who began employment were not incarcerated during the six 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

According to "The Power of In-Jail Intervention and Post-Release Follow-Up: Report of and Evaluation of Intervention Provided by OAR and the Albemarle/Charlottesville Regional Jail" published by Dr. Ann Loper and Kathryn Fraser of the UVA Curry School of Education (Oct 2009)

- 1) "Intervention offered to jail inmates during their jail stay yielded benefits."
 - a. *A 16% reduction in re-booking rates back to jail were realized*
- 2) "Even when inmates have a relatively short jail stay that bars participation in intensive forms of intervention, they can benefit from brief in jail intervention."
 - a. *An 11% reduction in re-booking rates back to jail were realized*
- 3) "Consistent with national trends with correctional populations, the ACRJ inmates evidenced high levels of financial, educational, medical and social distress."
- 4) "Follow-up interactions with post-release professionals may potentiate the benefits of even very brief in-jail intervention."

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. The following are the specific accomplishments:

Prerelease services

- 58 inmates completed either pre-release transitional screening or planning
- 29 of 58 completed risk assessment
- 9 of the 20 reported to OAR for post release reentry services (9 have not been released yet)
- 9 of 9 have not been re-booked in the jail (they have been out 90 days)
- Average risk of the population provided transitional planning was 5.17 which is high medium

Post-release services

- 59% of those ex-offenders seeking employment case management assistance obtained employment
- 59% of those ex-offenders that became employed maintained employment for 90 days
- 88% 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
February 1, 2011

This story is about one of our most successful clients in recent years. By reading his story, he could have been a success story long ago. However, his continual works in improving his life and other's lives makes him a suitable story to tell.

Four years ago, David was released from serving many years in prison. During his time incarcerated, he dedicated himself to improving his skills and education in hopes of lowering his chances to end up in prison again. Even though David was in his 40s, he finally finished his GED and took several classes in the electrical apprenticeship program offered at the prison. He was a very successful electrical student and became the teacher's assistant, helping future students learn the trade. His positive attitude and knowledge of this trade impressed his teacher so much that when David was released, the teacher promised to be a personal reference once David found prospective employers.

David came into our office shortly after his release. We were able to help him with emergency services (clothing voucher, hygiene package), pay for his state ID card and bus passes to do job searches. Once hearing about David's electrical background, our employment specialist was able to refer him to a personal contact with a local electrical company. David was hired, in part to our referral and also the glowing reference his teacher gave him. We were able to assist David with about \$100 of basic electrical equipment. He was insistent on wanting to repay these tools, once he had the money. His case manager told him that wasn't necessary. After that meeting, our staff had trouble following up with him. Several months later, we received a check for \$25 and a note from David. He wrote that he was sorry he hadn't kept in touch but he was working so much and attending Alcoholics Anonymous meetings that he had little time for anything else. He hoped that we could put the \$25 he enclosed to help other people in his former situation.

Since that time, David has remained extremely busy but our staff has managed to stay in touch with him. He still works for the same electrical company but now as a supervisor. David is also still very active in AA and is now on the Board of Directors for the local AA group, helping run state and national AA conventions. He has accomplished so much in these last four years to make us proud. But, what brings the most satisfaction to his former case manager is, they both serve on a Board of Directors for a local non-profit that supports state inmates returning to this area.