

# TALKING PEACE



LONGMONT COMMUNITY  
JUSTICE PARTNERSHIP

2016 ANNUAL REPORT







## MISSION STATEMENT

LCJP builds community through collaborative and inclusive restorative practices and gives people the opportunity to heal and create justice in their community and the world.

## MESSAGE FROM THE EXECUTIVE DIRECTOR

**Kathleen McGoey**

2016 was an exciting year of new opportunities for LCJP. We moved out of our beloved Terry Street home of 10 years, and enjoyed enhanced visibility and stronger downtown partnerships in our new office space on Main Street. Jessica and I were delighted when we realized Longmont police officers would become regular visitors at our new location! The arrival of Judge Robert Frick to Longmont Municipal Court allowed a rich new collaboration to develop with court and probation. Our mighty staff of four celebrated its first full year as a team, and worked creatively to strengthen our Community Restorative Justice Program. And behind the scenes, our generous community of volunteers, board members, and donors kept the wheels turning to ensure that LCJP would continue to thrive throughout these transitions.

For me, a real highlight of the year was the introduction of LCJP's mission statement (above), created by the LCJP staff. I feel challenged, inspired and grateful to live by this mission with integrity: to be inclusive, collaborative, and just as we offer restorative justice and practices to support transformation, healing, and wholeness in our community.



**Kathleen was Featured in Boulder Magazine's "People to Know" in Winter 2016**

# Referrals

**Harmed Parties and Persons: 109**  
**Responsible Persons: 194**  
**Cases: 131**

**Top 5 Most Common Referrals:**  
**Misdemeanor Theft**  
**Possession of Marijuana**  
**Fighting in Public**  
**Harassment**  
**Criminal Mischief**



Officer  
Appreciation  
Day

# Conferences

**Community Group Conferences: 68**  
**RESTORE Conferences: 6**  
**Conference Participation**  
**Directly Harmed Persons: 15**  
**Harmed Parties\*: 13**  
**Responsible Persons: 122**

**Harmed Parties\*: Representatives from Schools,  
Merchants and Other Communities that  
Participate in LCJP Conferences to Represent the  
Impact those Groups Experience from the Cases  
Referred to LCJP**



Addy and Cary Role Play  
at Facilitator Training

# Volunteers

**75% of Conference Roles**  
**1,217 Total Hours Volunteered**  
**103 Facilitator Roles**  
**120 Community Member Roles**  
**6 Interpreter Roles**



Annie and Deb  
Debrief at  
Advanced  
Facilitator Training

# Hearing From...

## Harmed Parties

"Thank you for this alternative justice. We have hope for the future now."

"I feel this had a positive impact on repairing harm."

"Police officer was very valuable. The community member offered very thoughtful input. I was impressed."

## Responsible Persons

"I had no idea how many more people I affected besides the ones I thought of. The victim had so much more to lose than I thought. This group really changed the way I make my actions."

"I really understand where the victim was coming from and respect her concerns."

"Really changed my view on law enforcement."

"It makes me be able to get closer to the community and get to know them better."

100%

Harmed Parties  
Satisfied with  
LCJP

90%

Harmed Parties  
Feel the  
Contract Was  
Fair

100%

Harmed Parties  
Think Unlikely  
Offender will  
Reoffend



David Reviews the  
Training Manual at  
Facilitator Training

# Bilingual Spanish

7 Bilingual Conferences

1 Monolingual Conference

4 Volunteer Interpreters

14 Spanish Speaking Clients Referred



Restorative Justice Superheroes at Festival on Main



LCJP and Police Liaisons Meet over Lunch

# Police Officers

88% of Conferences Attended by Police

210 Hours Participating in Conferences

61 Police Officers Referred a Case to LCJP

100% of Participating Police Assess

Contract was Fair

100% of Participating Police Saw

Conference as Good Experience

# Satisfaction Rates

100% of Harmed Parties and Responsible Persons Felt Their Voices were Adequately Considered

96% of Conference Participants Felt Tone of the Conference was Friendly

94% of Conference Participants Had a Positive Attitude Toward the Responsible Person



Spring Facilitator Trainees

# Hearing From...

## Police Officers

"[Responsible person] seemed to be less devastated when she left. The facilitator handled the emotion beautifully."

"I think this is what the offender needed."

"[Responsible person] was truly sorry, and held himself fully accountable."

## Community Members

"I feel really satisfied with the contract created, and it is very clear the responsible person thought deeply about her actions."

"I appreciate that this program supports self-advocacy for youth."

"I am so grateful to be a part of the RJ movement. It is so amazing and powerful."

"I'm always impressed with the Longmont officers."

100%

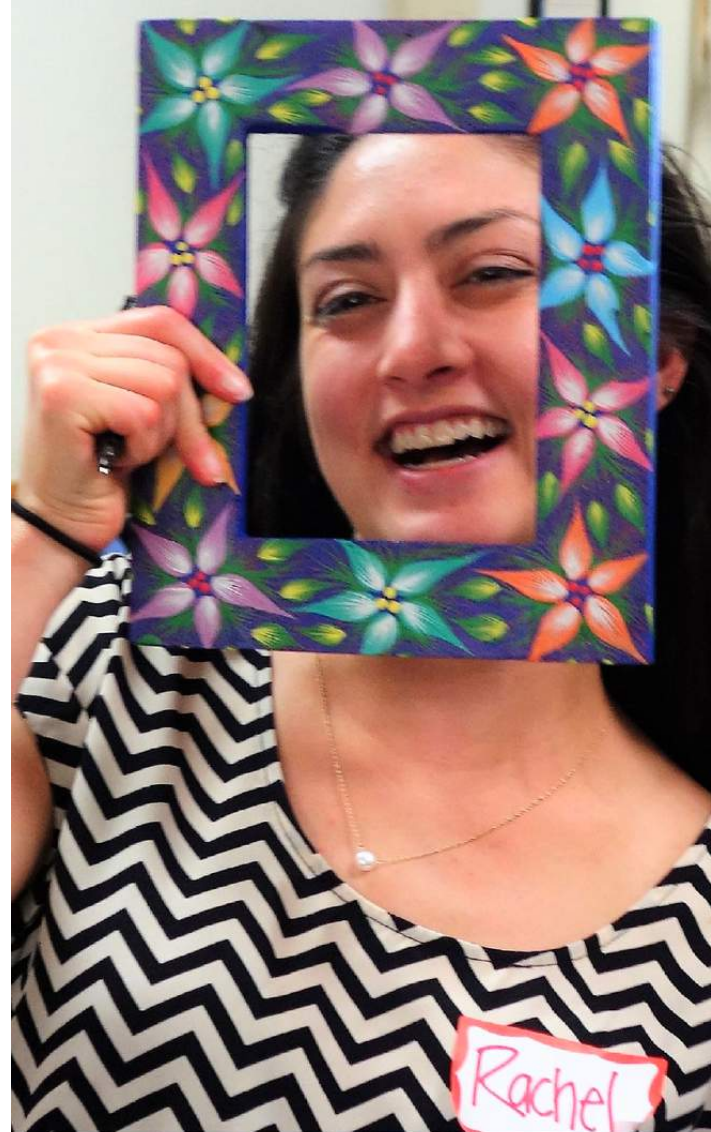
Police Satisfied with LCJP

100%

Community Members Think Contract Was Fair

100%

Community Members Satisfied with way Police Handled the Case



Rachel and Pam Play the "Reframing" Game at Advanced Facilitator Training

# Trainings Hosted

Total Trainings Hosted: 50

Trainings for LCJP Volunteers: 30

Trainings for Longmont Public Safety: 8

Decision-Making Workshops: 7

Schools-Based Restorative Practices: 5



Paula Enjoying Advanced Facilitator Training



Sophia and Abby Lead a Game at Facilitator Training

# Training Attendees

79 Educators from 34 Schools

Colorado Residents from 29 Cities

84 Police and Public Safety Staff

# Training Outcomes

79 Educators from 34 Schools Attended LCJP's Trainings for Restorative Practices in Schools

26 Staff Members from 13 Youth-Serving Agencies Attended LCJP Trainings

LCJP's Peer to Peer Dinners included a presentation from Longmont Police's Victim Services Coordinator, Maciel Leon, as well as an introduction to and tour of the Longmont Youth Center.



Peer to Peer Dinner at the Longmont Youth Center



# Hearing From...

## Training Attendees

"The LCJP Trainers are informed, experienced and open to helping in the way I needed."

"The information was delivered in a clear manner, and the trainer was very easy to work with and well organized."

"Excellent pace, relationship building, fun presentation, important information, great about checking-in with us"

"It was a big time commitment, but not a second wasted-- every bit of the content was valuable."

"The role plays were very realistic-- I've seen just those situations before. I liked having a safe space to practice in the training."

"The trainers were willing to answer questions, clarify and address concerns, and give feedback in a constructive way."

2,000

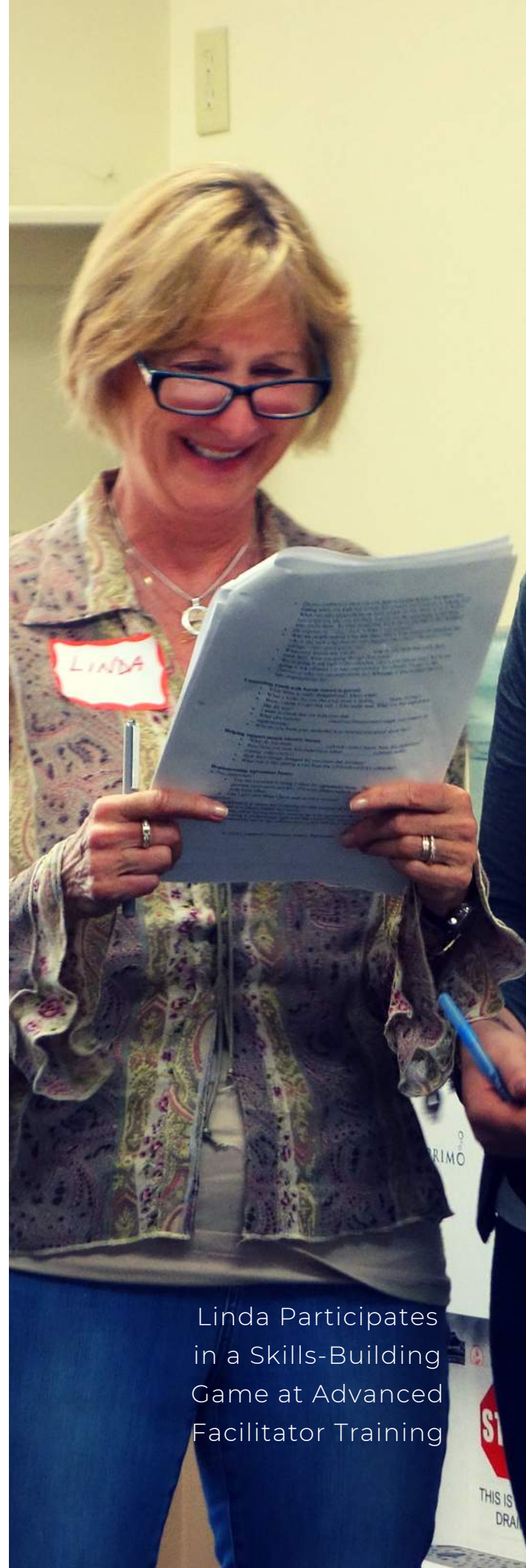
Volunteer Service  
Hours Performed  
by LCJP  
Volunteers

387

Individuals  
Attended LCJP  
Trainings

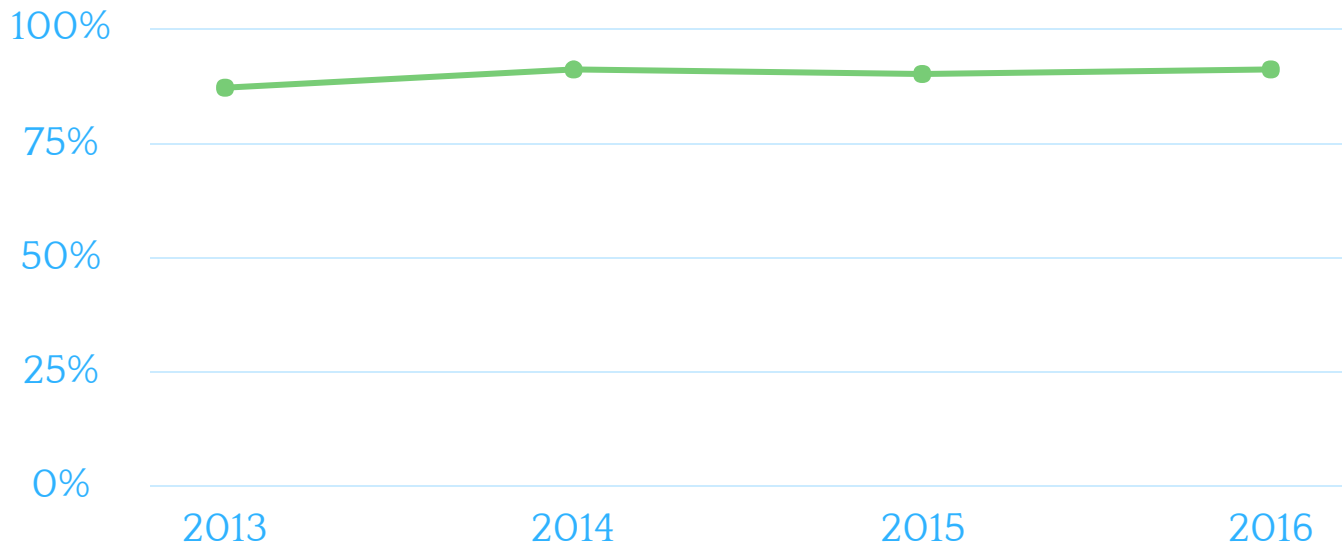
48

Schools and  
Youth Serving  
Agencies Staff  
were Trained by  
LCJP



Linda Participates  
in a Skills-Building  
Game at Advanced  
Facilitator Training

# Giving People the Opportunity to Create Justice in Their World



CONTRACT COMPLETION RATES REMAIN CONSISTENT OVER LAST 4 YEARS

87%-91%

LCJP Contract Completion Rates from 2013-2016

99%

Conference Participants Feel the Contract was Fair to the Harmed Party

99%

Conference Participants Feel the Responsible Person was Held Accountable

98%

Conference Participants Think the Responsible Person is Likely to Complete the Contract

99%

Conference Participants Feel Their Opinion was Adequately Considered

LCJP utilizes a strengths-based approach to restorative justice. This approach requires conference participants to learn about the responsible person's strengths, as well as consider ways the individual's skills and interests may be incorporated into restorative actions for the contract. The strengths-based approach invites the conference participants to see the person who caused harm as a whole person, and affords the person making repairs a chance to feel seen as someone with a unique potential to positively affect the lives of those they harmed and others in their community.

LCJP believes the strengths-based approach supports the consistently high rate at which responsible persons follow through with their commitments to repair harms and complete their contracts.

# LCJP'S ANNUAL APPRECIATION PARTY

Recognizing and Celebrating the Volunteers and Community that Make Restorative Justice Possible



Top: LCJP Staff  
Presents Facilitator Coach Darryl  
with an Award  
Middle: Kathy, Lonnie and Kelsey  
take a break from dancing.  
Bottom: Emily, Linda and Karin  
are excited about the beautiful  
views at Shupe Homestead!



# Making New Connections

## Restorative Justice on Main Street

LCJP brought restorative justice to Main Street in May of 2016. After thriving for nearly a decade in the beloved home at 333 Terry Street, the new location is conveniently located within the Longmont Area Chamber of Commerce. The Main Street Office location offers LCJP more visibility, a stronger community presence, more connections with community agencies and an increase in friendly visitors to our office!



An excited group gathered for LCJP's Ribbon Cutting Ceremony



Right: Kathleen and Stan Garnett, 20th Judicial District DA, at the Ribbon Cutting Reception

## Longmont Municipal Court & Probation

LCJP's Community Restorative Justice Program began working with Longmont Municipal Court and Probation after Longmont Municipal Court's Judge Frick requested that all defendants participate in LCJP "as appropriate." The municipal court has referred nearly one case every month since the referral method was established, and CRJ expects this monthly average will continue to increase.



Above: Abby, Genevieve, and Jess excitedly welcome Longmont Municipal Judge, Robert Frick at LCJP's 2016 Appreciation Party

# Expanding RJ Practices

## LCJP Launches RESTORE

LCJP launched the RESTORE conference model for shoplifting cases in June 2016. The model brings together up to 6 responsible persons referred for shoplifting, an officer who is assigned to support local retailers with shoplifting, a loss prevention representative from a local store, and a community representative. Launching RESTORE gave experienced facilitators an opportunity to learn a new way to use their restorative skills, increased the number of responsible persons who heard directly from the harmed party, and greatly reduced the amount of time clients referred for shoplifting waited to attend a conference.



Kathleen with Lonnie, the Loss Prevention Manager at Kohl's who Participates Monthly in RESTORE



LCJP Staff and Volunteers at the Colorado Conference for Restorative Justice in Vail

## LCJP Presents at Colorado RJ Conference

All four of LCJP's staff were selected to present at the Colorado RJ conference in Vail, Colorado in September 2016. Kathleen and Jess presented restorative justice games for skill-building, while Abby and Sophia presented on using a strengths-based approach in restorative practices. Several LCJP volunteers also attended the conference in Vail, demonstrating the program staff and volunteers' commitment to enhancing restorative practices in Longmont.

# Showcasing the Effects

## LCJP's Full-Length Documentary

LCJP's story, details about a cemetery vandalism case, and testimonies from the Longmont Police Chief, Boulder District Attorney, a police officer and several harmed and responsible persons are now accessible 24/7. Rich Lukon and Longmont's Channel 8 generously donated time and resources to create an hour-long documentary about LCJP. The documentary, which is available for free on YouTube.com, aims to inform and educate communities around the world about LCJP's impact and success in Longmont.



Find "LCJP: Transforming Our Approach to Justice" on YouTube.com Today!



## Premiering LCJP's Documentary

To bring awareness to this new educational resource in the RJ community, LCJP hosted a documentary screening in the Longmont Museum's Stewart Auditorium to premiere the film in March 2016. Nearly 200 community members and RJ supporters attended the reception and screening. Kathleen facilitated a thought provoking Q&A session following the screening, which included the documentary's producer, Rich Lukon, alongside 5 people who provided testimony for the documentary.

# DOCUMENTARY SCREENING



Top Left: Jessica embraces LCJP Documentary director and producer, Rich Lukon, as he is recognized for giving over 2 years to make the documentary a success!

Top Center: The Documentary Screening took place at Longmont Museum's state-of-the-art Stewart auditorium.

Bottom: Documentary producer Rich Loukon answers a question during the Q&A session following the documentary's premiere screening. Also pictured are two RJ student team members, Anton Dworak, an LCJP client featured in the film, and Longmont High School Resource Officer, Jason Malterud.

# Training with Integrity

## Longmont Police Trainings

In 2016, LCJP trained more than 80 Longmont Public Safety Staff. Before they are eligible for duty, all new officers participate in an LCJP orientation in which staff review the basics of restorative justice, as well as how police may assess and complete a referral to the program in lieu of writing a ticket or making an arrest. In addition to New Officer Orientations, LCJP reviews how to successfully refer cases with all officers during annual in-service trainings. LCJP's standing opportunity to train officers demonstrates Longmont Department of Public Safety's commitment to restorative justice and its partnership with LCJP.



## Longmont Human Resources Training

Public Safety Chief Mike Butler has been an advocate and champion of expanding the use of restorative approaches to address conflict throughout the city. His advocacy led to LCJP providing training in the restorative conferencing model to the City of Longmont Human Resources Partner Team. This training prepared the HR team to use a restorative approach to address employee relations issues, with a focus on restoring trust and reintegrating team members after conflict has occurred.



Trainees Working Together During a Skills-Building Activity



# LEARNING THROUGH PRACTICE

LCJP's Trainings Emphasize Interactive Skills-Building Activities



Top & Middle Right: Trainees Practice Restorative Justice Skills in "See Ya" Game at Facilitator Training  
Bottom Left: Kathleen and Jess Joyously Present "Restorative Practices Through Games" at the Colorado RJ Conference in Vail.  
Bottom Right: CRJ Conference Attendees Participate in Interactive Skills-Building Activities

# LCJP in the News

LCJP Made Numerous Headlines in 2016,  
Raising Awareness for Restorative Justice Practices!

## Longmont stores refer shoplifters to new restorative justice program

By *Amelia Arvesen*  
Staff Writer

POSTED: 08/21/2016 11:00:00 AM MDT  
UPDATED: 08/21/2016 11:15:43 PM MDT



Longmont Times Call, August 21, 2016



Channel 9 News Denver, August 24, 2016

## Restored: Justice for Longmont cemetery vandals is taking different courses

*By Amelia Arvesen*  
Staff Writer

POSTED: 08/30/2016 07:20:04 PM MDT  
UPDATED: 08/31/2016 07:23:21 AM MDT



Longmont Times Call, August 30, 2016

## Longmont Community Justice Partnership expects 50 more referrals in 2017

*By Amelia Arvesen*  
Staff Writer

POSTED: 12/01/2016 05:20:17 PM MST  
UPDATED: 12/01/2016 06:12:57 PM MST



Longmont Times Call, December 1, 2016

# Supporting LCJP

Help People Create Justice in Their World



Volunteers Playfully Pose with Their New Friends after Facilitator Training

## 3 Ways to Get Involved

### LEARN

Hire LCJP to train your group or organization. Contracted trainings are specially tailored for your group's restorative practices needs.

### DONATE

Visit [www.LCJP.org](http://www.LCJP.org) to donate online, as well as join the mailing list to learn about fundraising events and opportunities.

### VOLUNTEER

Attend one of LCJP's monthly Restorative Practices Orientations to get started.

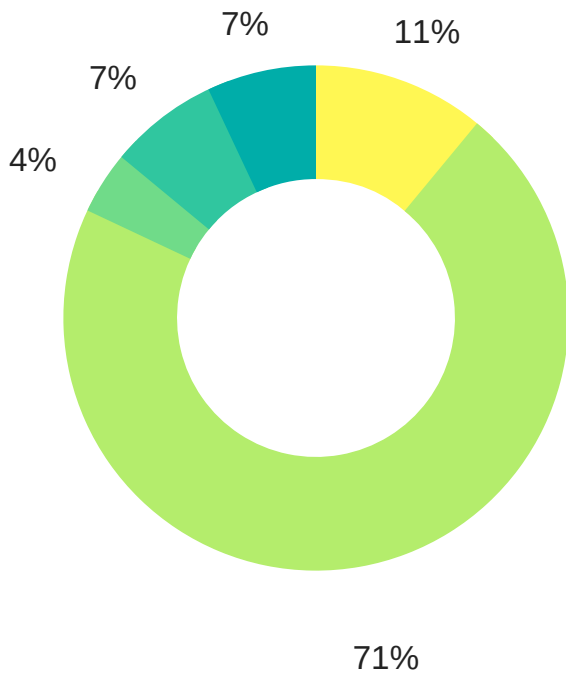
## LCJP Surpasses 2016 Fundraising Goal by 22%

Thanks to our wide community of supporters, LCJP fundraised \$30,500 through individual donors this year! With a robust year-end campaign and a marked increase in donor contributions, LCJP celebrated a successful year of fundraising that will enable us to grow our staff and services in 2017. We are so appreciative of every gift. Each dollar received by LCJP enables us to develop, refine, and expand our life-changing services to give people a second chance to make things right.



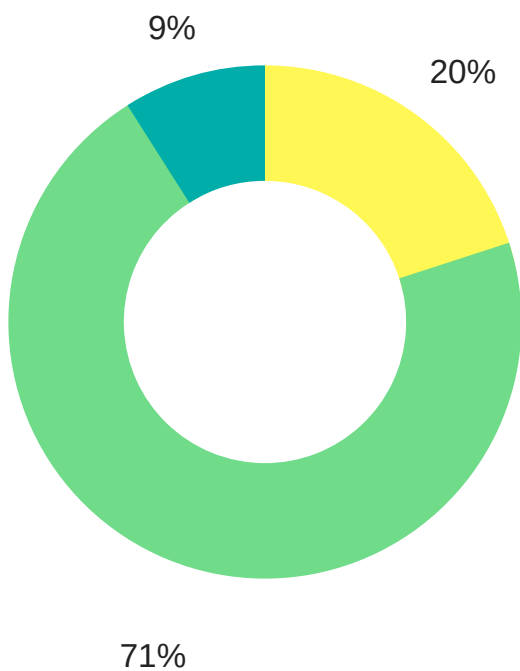
Jumping for Joy!

# 2016 Statement of Finances



## Revenue

Government Grants	\$252,199
Training & Program Revenue	\$38,118
Individuals & Businesses	\$25,455
Foundations & Grants	\$24,750
In-Kind	\$14,742
Other Income	\$217
<b>Total Revenue</b>	<b>\$355,481</b>



## Expenses

Program Services	\$235,155
Management and General	\$66,625
Fundraising	\$29,461
<b>Total Expenses</b>	<b>\$355,481</b>

# 2017 DONORS

## Individual Donors

Anonymous  
Mark Addison  
Dana Alford  
Don Alspaugh  
Erin Arwady  
Laura Aull  
Linda & Larry Backup  
Mandi Rene Korn Bau  
The Betts Family  
Katharine Bennett  
Linda Bitner  
Emily & John Blankinship  
Judy Daly & Tom Blitz  
Mary Blue & Tim Cobb  
Brigid Bowles  
Rick Bradbury  
Kira Bradshaw  
Michael Brady  
Stephanie Bryan  
Angela Buchanan  
Jennifer Digiacomo Burch  
Mike Butler  
Edward & Leslie Capizzi  
Tome & Denice Chenault  
Alicia Conte  
Janet & Jerry Cronk  
Priscilla & John Dana  
Michelle Danson & David Plume  
Darryl Dargitz  
Katie Drucker  
Anton & Jeanine Dworak  
Bill & Joan Ellis  
Henry Fabian  
Haley Farrar  
RJ & CJ Ferenc  
Wanda Ferguson

First United Methodist Church  
Steven Garcia  
Drew M. Goldberg  
Katherine S. Goldberg  
Maryn & Wilfred Goodson  
Rob Gordon  
Wendy Gronbeck  
Mark & Kena Guttridge  
Robert Haglund  
Lucy Hartlove  
Kathy Hartman  
James & Jan Heymann  
John Higgins  
Karin Higgins  
Stephen Hillard  
Stephanie Hilvitz  
Peter & Nancy Holt  
Barbara & Jay Horn  
Chris Huang  
Steve Jenkins  
Timothy Johnson  
Leslie Jucovics  
Genvieve Keller  
Kelly & Christopher Olson  
Elaine & Darren Klotz  
Anne Kranidas  
Rosalie Kubny  
Chris & Debbie Lammers  
Laura  
Lauri Pointer- Energy Healing & Wellness  
Edward & Connie Lehman  
Nancy & Francis Lichon  
Michael Liebhold- Institute for the Future  
Anna Majerczyk  
Sharon Malloy  
Sharon McCaffrey & Leroy Frankel

Michele McGarry  
Bill & Kathleen McGoey  
Kathleen McGoey  
Kristen C. McGoey  
Michael McGoey  
Patrick McGoey  
Richard & Sally McGoey  
Gina Montenaro  
Jane O'Ferrall Moss  
Dr. Diane Mueller  
Mr. & Mrs. Mulkey  
Christopher Newton  
Stephen & Barbara Olander  
Katie O'Neil  
Willa Paterson  
Lindsey Pointer  
Sylvia Armstrong Poppelbaum  
Milenda Powers  
John & Anita Rhodes  
Joslin Roderick  
Robert & Diane Roggow  
Bronna Romanoff  
Julie Albertini Saliter  
Amy Schmidt  
Deb Thying Schmidt  
Thomas Sebok  
Nicole Severson  
St. Stephen's Episcopal Church  
Howard & Heather Straub  
Michael Travers Jr. MA, JD  
Cyril & Linda Unrein  
Doug Varenas  
Kathleen & Scott Snyder Vos  
Yvette Wagner  
Betsy Whipple  
Dallas Wilbanks  
Dan Yolles  
Kathy Zaleski, RJ Poster Child

"LCJP Provides an effective way to address crime that makes our city safer. LCJP's restorative justice processes hold offenders accountable for their wrongdoing and ensure that victims and other harmed parties' needs are met. I am impressed by LCJP's professionalism and I am committed to supporting their work in our community."

- Anton Dworak, Longmont Community Member & Donor

# 2017 DONORS

## Foundations

Avery & Mildred Caldwell Family Fund  
Benedict Family Fund  
Community First Foundation  
Community Foundation Serving Boulder County  
Eberspacher Family Fund  
Flanders Family Fund  
Longmont Community Foundation  
Norris Family Fund  
Simmons Family Fund  
William & Nancy Berry Charitable Fund

## Business Sponsors

Bavarian Bakery  
Daylight Donuts  
Denver Region Toyota Dealers  
Einstein Bros. Bagels  
Erhart Land Surveying  
Greenspoint Catering  
Happy Bakeshop  
Haystack Mountain Goat Cheese  
King Soopers  
La Momo Maes  
PBS Law Firm, LLC  
Ron's Printing  
Santa Fe Coffee and Burrito Company  
Santiago's Longmont  
Shupe Homestead  
Sun Rose Cafe  
Wibby Brewing  
Wild Cider  
Ziggi's Coffee

## Local Government

City of Longmont  
Colorado Division of Criminal Justice



*thank  
you*

Supporting LCJP is an important way I can participate in essential, constructive change in my community. This organization so effectively demonstrates what is possible when commitment, integrity and clarity of purpose are applied to critical community issues.

I am proud to be a part of LCJP."

- Karin Higgins, LCJP Board Chair & Donor

