



THE TALKING PIECE

A Picture of Growth: C4RJ at 10

How donors and volunteers make RJ a success

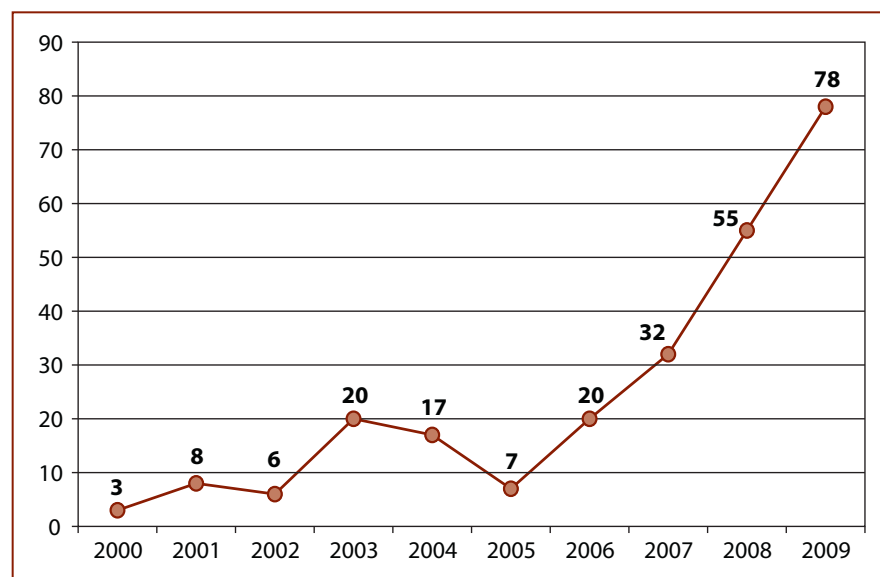
By Lloyd Resnick, C4RJ Volunteer

Statistics, like the ones in the graphs you see in these pages, tell part of C4RJ's success story over our first decade:

- An increase in the number of case referrals from 3 in 2000 to 78 in 2009
 - A spike in the number of towns participating, from two (Concord and Carlisle) in 2000 to eight currently, with Ayer, Acton, Boxborough, Groton, Littleton, and Westford having joined
 - The growth in our volunteer ranks from a handful in the early days to 95 today
- The number of volunteers is one of the keys

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Case History



Number of cases referred by police departments: C4RJ has grown at a rapid clip over its 10 years of operation.

Where in the World is Wetherbee?

C4RJ model captures European notice

By Jennifer Larson Sawin,
C4RJ Executive Director

In mid-June, I got a call from a strange area code. It was from Bilbao, Spain. **Chief Len Wetherbee** (ret.) of Concord was Skype-calling.

Yes, the retired Concord police chief-turned-globe-trotter agreed to represent C4RJ at an international conference June 16-19. The European Forum on Restorative Justice hosted representatives from more than 40 countries. Together with an early advisor of C4RJ, **Inspector Ken Webster** of the U.K. Police Service, we had submitted a proposal titled "Who Takes Ownership of a Programme?" And Wetherbee was calling to report on how it was going.

Among all the other proposals, what did organizers see in C4RJ's? A big issue in Europe has been who should own the restorative process—the authorities or the communities where harms are done. News that there is a thriving program across the pond that combines the two was of considerable interest.

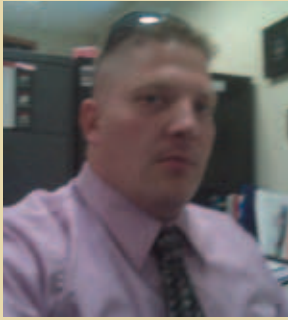
"Visitors here—notably Howard Zehr ['grandfather' of the field]—have pointed out how unique it is to have balanced ownership," said Wetherbee.

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AN OFFICER'S VIEW

Detective draws on his own youth in approach to RJ

By Det. Andrew Kularski, Ayer Police Department



Ayer Det. Andrew Kularski

A year ago, after eight years as a police officer, I became a detective and the police prosecutor for the Ayer Police Department. It didn't take long to see that the criminal justice system does little to nothing to promote accountability on the part of the young offenders. Too often, cases are continued without a finding, offenders are not required to make amends, and

they don't learn from their mistakes. In some instances, they get criminal records that follow them forever.

This caused me to reflect on my youth. When I was 16 years old, a series of poor decisions brought me to the attention of the local police department. An officer handed me a law book with a highlighted section on the law and penalties. The officer had spoken with the victims and they had agreed that I should write apologies to the people harmed by my actions and give back to the town with community service. Admitting that I did wrong and facing the victims and my parents made me begin to develop. The experience gave me the ability to make responsible decisions as I grew into an adult.

Reflecting on that experience, I approached the administration in my Police Department to see if they would allow me to handle youthful offenders in a manner similar to the one I'd been allowed to participate in as a youth. **Lieutenant Brian Gill** said it sounded like a good idea, but that the department lacked personnel and funding. A short time later, I learned about C4RJ from **Det. Matt Pinard** (Littleton) and later received the support of the command staff of the Ayer Police Department to take part in C4RJ.

C4RJ gives me, as a prosecutor, the opportunity to treat a youthful offender in a way that doesn't alter their life with the burden of a criminal record; however, I can make them accountable for their actions in ways that also meet the needs of victims. I have sat in on several restorative circles now and have been amazed at how much an offender gains. Many of them are good kids who have made poor decisions, and through this process, they realize how important decision-making is for them, their future, and society.

The youth who agree to take part in C4RJ instead of going through the court system may think they are getting a break, however, as the process unfolds, the offenders learn quickly that this is not an easy process. Hearing a victim or a member of society explain the disruption to their lives shows an offender just how much their poor decisions have affected someone else's life in a negative way.

It worked for me, and I'm glad to see it working for them.

Where in the World is Wetherbee?

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"Neither the police nor the community is sole owner." Police refer cases, and officers participate with community volunteers. Our board includes community leaders and a police chief. We work closely with a police council on policy and practice. "Participants wanted to know how we have broken down the barriers that other programs face," reported Wetherbee.

Let's contrast our partnership with restorative justice elsewhere. Within the Thames Valley Police, officers make referrals, contact parties, and host the dialogue between victim and offender. The community is

"In fact," reflects Wetherbee, "the word 'community' wasn't even uttered at the conference."

absent. There's no such thing as a community volunteer. "In fact," reflects Wetherbee, "the word 'community' wasn't even uttered at the conference." Some look upon government ownership with reservations. Since the criminal justice system is typically offender-focused, what would this mean for victim needs? And do the police conduct this process whether or not a particular community asks for it?

There are also approaches that are entirely owned by the community. Parts of Ireland have restorative justice programs that are run *by*, and *for* its members without engagement of state authorities. If Ms. Jones's house were broken into, she'd visit the restorative justice program on the corner before she called the police, if she called them at all. (This instinct stems from the "Troubles," when state officials were regarded with suspicion.) There are drawbacks to this approach, too. While it's home-grown, some fear that it could run amok as vigilantism.

What questions did Chief Wetherbee field at the conference? First and foremost, "How do we start building bridges with community members?" Wetherbee hopes that the presentation spurs more of that kind of thinking among our peers in Europe.

This part of the world is known for starting new and revolutionary things. One thing is clear: what we have at C4RJ is unusual. Let's not take it for granted.



Smith-Moran witnesses reconciliation for native peoples of Canada

By the Rev. Dr. Barbara Smith-Moran, C4RJ Volunteer

Restorative justice can take many forms. Sharing circles were the setting in June for Canada's Truth and Reconciliation Process to address the harms done to aboriginal people who, for almost a century, were forced as children to attend culturally repressing, abusive boarding schools.

I was invited as a volunteer to the proceedings in Winnipeg. The process was a legal settlement between the government and survivors.

They spoke painful truths about sexual, cultural, physical and spiritual abuse.

Children's native clothing and moccasins were exchanged for European-style clothing and shoes; their hair was cut; they were forbidden to speak with siblings; they were whipped for speaking their native language. One man shared that boys were always angry and, "The fight wasn't over 'til someone lay bloodied on the ground." He taught himself never to cry. He

saw rapes in the chapel. Every night, someone would take a boy away for sex. He would lie wondering, "Will it be me?" He said that he later became a drunk, a bootlegger, and a drug-lord.

Sharing circles were filmed for news coverage and for the national archives. Giving private testimony was also an option. Speakers were not asked questions, and no speaker was asked to prove anything. The commissioners said that they respected and believed each person.

About 5,000 people attended, with 10% finding courage to share their wrenching stories (many for the first time).

To learn more, contact Barbara at smithmoran@earthlink.net or visit www.trc-cvr.ca/new.html.

Barbara lives in Concord and is a volunteer on C4RJ's Blue team. She is pastor of Grace Episcopal in Everett.

Barbara Smith-Moran will speak about her experiences in the sharing circles at a tea sponsored by C4RJ from 4 to 6 p.m. on Thursday, August 19, on the third floor of the Concord Police Department. Please RSVP to info@c4rj.com or call the office, 978-318-3447.

SHOUT OUTS

Many, many thanks to . . .

The Regional Center for Healthy Communities for funding guest speakers at our recent trainings.

- **CHNA 15, Concord-Carlisle Community Chest, and Acton-Boxborough United Way** for sponsoring our Motivational Interviewing training for volunteers with Gary Rose, Ph.D.
- **Det. Sgt. Joe Morahan** (Concord PD) for outlining to new volunteers how police officers use restorative justice, and to **Sgt. Jack Kennedy** and **Dispatcher Gary Arenburg** for AV assistance.
- **Sgt. Brain Goldman** (Concord PD) for researching C4RJ's recidivism rates.
- Household Goods Recycling of Massachusetts **Volunteer Coordinator Jo-Ann Berry** for her letter of support in a grant application.
- **Littleton Chief John Kelly** and **Administrator Pam Cvitkovich** for hosting the March C4RJ Police Council, and to **Westford Police Chief Tom McEnaney** and **Ofc. Mike Croteau** for doing the same in June.
- Green team Case Coordinator **Eileen Brooks** for her presentation of a case study to the Board.
- Case Coordinators **Keith Man** and **Holly Kimball** and Gold team member **Carolyn Gold** for crafting an improved character contract exercise.
- Facilitating guru **Carolyn Gold** for the facilitator training—and to **Nikki Spencer** for AV and scribing.
- Green team member **Jennifer McDonald** for subbing in as case coordinator this summer.
- Red team member **Lloyd Resnick** for crafting the lead article for this newsletter.
- **Polly Attwood** who recently resigned from the board to focus on the Drinking Gourd Project and the Concord-Carlisle Human Rights Council. She will be missed and we wish her well.
- **All volunteers** who returned their self- and team-assessments—your feedback is invaluable!



A Picture of Growth: C4RJ at 10

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to our growth. To get to the ripe age of 10 in the world of small nonprofits is something of a feat, especially in an era that has seen a major recession. Yet C4RJ has been able to scale up remarkably.

"One of the big reasons we've survived in this tough economic climate is because we rest heavily on our 'in-kind' services," explains **Jeff Campbell**, vice president of C4RJ's board and an early volunteer. "Trained volunteers do the heavy lifting on cases, and this means we can really leverage the dollars donated to us." C4RJ is fortunate in this respect. A recent *New York Times* survey of nonprofits^{*} nationwide shows that one-third of nonprofits have one month's cash reserves on hand. Another third have three months' worth. By comparison, C4RJ is in a secure position thanks to volunteers doing the majority of the direct service.

C4RJ has also been fortunate to be able to rely on a diverse group of funding sources. Some 250 individual donors provided 31% of C4RJ's 2010 cash budget (see graph). Another 35% came from a variety of foundations, civic organizations, businesses, and faith groups.

But numbers don't tell the whole story. "C4RJ is one of the most innovative programs to come out of this community," said Campbell. "We've helped change the lives of lots of people, but still, very few people know about us."

A critical turning point in the organization's evolution occurred in late 2005, when co-founders Jean Bell and Joan Turner convened a board and hired the first executive director.

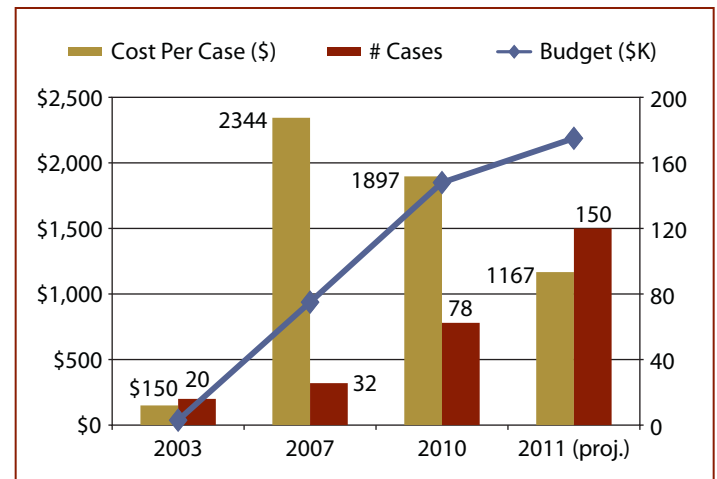
The type and complexity of offenses that C4RJ dealt with expanded during the decade, from trespassing and vandalism in the early days to credit card fraud, identity theft, assault, and breaking and entering more recently. That expansion has prompted C4RJ to develop new and creative ideas for how offenders can repair the harm done to victims and the community.

All this depends upon trusting relationships with police departments, chiefs particularly. "This approach depends on buy-in from police chiefs," said Campbell. He credits recently retired Concord Police Chief Len Wetherbee with rooting restorative justice in the area.

Since 2007, the cost per case has gone down markedly (see graph), even as the staff now includes a full-time executive director and two part-timers. "We've shown in the last few years that the restorative justice process is efficient and scalable," said Campbell. "I think we can continue to increase cases with only gradual and moderate budget increases."

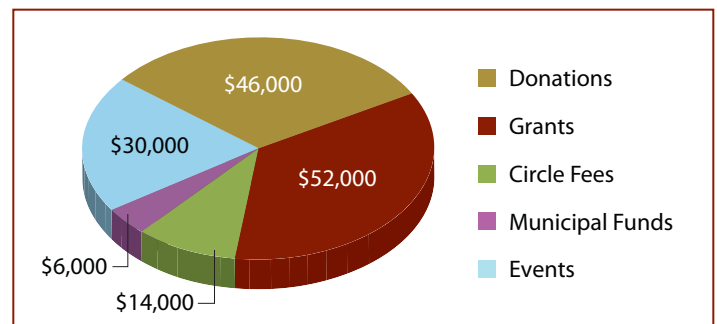
Simply put, C4RJ wouldn't work without our generous donors and remarkable volunteers, one of whom tossed aside the data and explained his investment at C4RJ quite simply, "Why am I here? Two words: psychic income."

Cost per Case



C4RJ's costs per case (based on annual cash budget) have declined even as number of cases has soared. The trend is expected to continue.

FY10 Cash Budget



Individual donations account for 31% of C4RJ's cash budget, with grants from various organizations making up another 35%.

How you can help

There are so many ways! You can help provide:

- Assistance to victims and offenders who need counseling or other services
- Sponsorship of *The Talking Piece* newsletter
- Funding for a database to manage our increasing caseload
- Support costs for a guest speaker
- A color printer

Let us know how **you'd** like to help. Consider contributing or increasing your gift. We'd be happy to accept earmarks for these and other needs. For more information, visit our website, www.c4rj.com/giving.php, or contact Executive Director Jennifer Larson Sawin at 978.318.3447 or jlarsonsawin@c4rj.com.

* From "Financial Safety Net of Nonprofit Organizations Is Fraying, Survey Finds" *New York Times* March 25, 2009. Available at: www.nytimes.com/2009/03/26/us/26charity.html?scp=1&sq=nonprofit%2C+third%2C+reserves&st=nyt



Shop and support C4RJ at Debra's Natural Gourmet. On Sept. 25 and Dec. 11, Board member **Debra Stark** will donate 5% of proceeds from her W. Concord food emporium to C4RJ. Stock up on delectables and health items while benefiting restorative justice. Find Debra's store at 98 Commonwealth Ave. in W. Concord.

Concord turns 375, and C4RJ will celebrate! Look for us in Concord's 375th Birthday parade Sept. 11. To join in, contact Jennifer at 978.318.3447 or jlarsonsawin@c4rj.com. Wear one of our great new T-shirts! (see below).

"Let's Run in Circles!" That's the motto on these T-shirts, available for \$15 in unisex S, M, L, XL. Email info@c4rj.com and specify your size preference.



Get a look
at C4RJ's
new T-shirt!

C4RJ trains Everett officers. A group of Everett officers, including **Chief Steven Mazzie**, participated in C4RJ's training in May. Executive Director **Jennifer Larson Sawin** led the training, assisted by Det. **Matthew Pinard** (Littleton) and Chief Case Coordinator **Christy Barbee**. The training was funded by a grant written by the **Rev. Dr. Barbara Smith-Moran** through the Church Home Society.

Eidlitz on RJ. Silver team member **Liz Eidlitz** recently penned an article in *Law Officer* magazine about restorative justice. See it at: www.lawofficer.com/news-and-articles/articles/online/2010/restorative_justice.html#



Newly named Boxborough Police Chief Warren Ryder

Boxborough PD refers first cases; Ryder appointed chief. The Boxborough PD recently referred two incidents to C4RJ. We're working with **Officer Pat Colburn** on the cases. And congratulations to **Chief Warren Ryder** on his recent appointment to the Boxborough PD's top spot. Ryder has served the department since 1997. He was sworn in on April 12.

Volunteers get training in Motivational Interviewing. In May and June, 25 volunteers participated in two sessions to learn motivational interviewing, a practice to help people examine decision making and to develop their own capacities for change. Gary Rose, Ph.D. put us through our paces!

Neighborhood gatherings. Spring brought out neighbors in Concord and Carlisle to learn about C4RJ from members of our Board. Board member **Jeff Campbell** and his wife, **Ellen**; **Pete Funkhouser** and his wife, **Kate Stout**, and **Barbara Howland** and her husband **Dave Watson** hosted gatherings, which featured presentations by Jeff and Executive Director **Jennifer Larson Sawin**. **Carlisle Police Chief John Sullivan**, **Concord Chief Barry Neal**, and **Concord Chief Len Wetherbee** (ret.) were on hand to talk about C4RJ. Of note: attending one gathering was Massachusetts Superior Court **Associate Justice John C. Cratsley**, who brought a group of judges from China to learn about the program. More gatherings will be hosted in the fall. If you are interested in attending, email info@c4rj.com or call 978.318.3447.

Hearty C4RJ congratulations to:

- Case Coordinator **Holly Kimball** and her husband, **David Sharrow**, on the birth of twins, Ted and Jack, on May 28, each weighing just shy of six pounds.
- Gold team member **Ellen Hutt** on her graduation from law school.
- Acton Detective **Keith Campbell** on his marriage May 22.
- Our teen volunteers **Julia Brooks** and **Katherine Vaillancourt** on their high school graduations. Julia graduated from Lawrence Academy and will attend Boston University. Katherine graduated from ABRHS and will attend Fairfield University. And to long-time youth volunteer **Nikki Spencer** on graduation from Washington University.

A new team!

To help manage our growing case load, we've added a sixth team. Case Coordinator **Robin Zucker** will head this one, which will meet the fourth Monday evening of each month. Joining her will be **J.J. Durham**, **Lloyd Resnick**, **Blair Robertson**, **Pat Parker-Roach**, and **Janet Vaillant**.

Welcome to new volunteers

Our spring training brings us 10 new volunteers:

- Red team—**June Adams Johnson** (Groton), **Matt Japko** (CCHS), **Ralph Shaner** (Concord)
- Silver team—**Sindhu Baradwaj** (Acton and ABRHS), **Nancy Birchard** (Concord), **Libby Williams** (Acton and ABRHS)
- Gold team—**Bonnie Lobel** (Acton)
- New team (see above)—**Blair Robertson**
- Green team—**Emily Wheeler** (Concord)
- Blue team—**Dennis Wrona** (Westford)






COMMUNITIES FOR RESTORATIVE JUSTICE

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www.c4rj.com

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About C4RJ

Communities for Restorative Justice (C4RJ) is a community-police partnership that offers restorative justice to those affected by crime. Restorative justice recognizes that crime is a violation of people and relationships, not just a violation of law. Police refer cases to us. In the aftermath of wrongdoing, our "circle" process includes in the decision-making those affected by crime: victims, offenders, loved ones, supporters, community members, and law enforcement officials.

This newsletter, *The Talking Piece*, is named for an object (often a river stone) passed around the circle to engage individuals in the deliberations. The person holding the talking piece speaks while others listen. With this newsletter, we are passing the talking piece to you and would love to hear your views on our work. Contact us at info@c4rj.com or by calling 978.318.3447 to relay your thoughts.

Go Green!

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