A year of impact at a glance

Referring partners: Police Departments of Acton, Arlington, Bedford, Boxborough, Burlington, Carlisle, Cambridge, Concord, Groton, Hudson, Lexington, Lincoln, Littleton, Maynard, Newton, Stow, Sudbury, Wellesley; Middlesex District Attorney’s Office

**More growth:**
20% growth in number of community police department partners, from 15 to 18

**More cases:**
42 cases, including 21 new referrals, from 17 different communities

**More people served:**
68 victims, 66 offenders (age range 9-37), 104 community members

**Continued high rate of satisfaction**
among circle participants at 98%

**Greater ethnic and racial diversity:**
34% of participating offenders were non-white

**New publication:**
Restorative Practices Guide for Schools

**New training:**
advanced level will deepen volunteer facilitators’ skills

“Expanding the Circle” fundraiser a success!

Last fall, C4RJ held its first ticketed benefit event in Lexington.

Prince Street Café created a memorable Sweet 16 birthday cake

Judge Gerter (ret.) spoke about the need for alternatives like C4RJ in the criminal justice system

Arlington Chief Fred Ryan and C4RJ Board President Margot Fleischman worked as emcees

C4RJ Police Partners: Lt. Jones (Bedford), Chief Burks (Hudson), Chief Bongiorno (Bedford)

C4RJ volunteers Carolyn Gold and Diane Baum
CASE IN POINT: **WELLESLEY**

**It Takes a Community, and a Circle**

In July 2016 a hate speech incident involving students at Wellesley High School disrupted lives and reverberated through the school year, affecting the town of Wellesley and beyond.

It began in a “private” Facebook chat, where seven high-school-aged boys from various communities tossed around homophobic, racist, and anti-Semitic statements. Then one of them inserted a photo of his friend’s black African family, the Musikavanhus. In no time, the chat and its hateful content became public.

The Wellesley PD asked C4RJ to serve as one of many resources to address the harm. C4RJ convened a restorative justice circle that included Musikavanhu family members, the boy who posted their picture along with racist comments, Wellesley High School principal Dr. Jamie Chisum and Wellesley Police Officer Evan Rosenberg. The Musikavanhus shared the pain, disappointment, and betrayal they felt as hate speech targets. The offender’s family expressed shock when they learned of their son’s acts. Dr. Chisum described the school’s efforts to encourage the school community to view diversity as strength. The offender accepted responsibility for his acts and apologized.

Continuing on the path of repair, the offender did research and worked with his friend on a video about how racism touches their classmates and peers. Over 2,000 people viewed the video at an all-school assembly that opened the 2017-2018 school year.

The willingness of the families, the school, and the community in this case to use restorative justice to help make things right was, in a word — **inspiring**.

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**Our Volunteers**

More than 100 talented volunteers live in the communities they serve as C4RJ facilitators. C4RJ’s police partner communities are shown in red, and other Middlesex County communities appear in light gray.

**Expanding the Circle Statewide**


www.c4rj.com • COMMUNITIES FOR RESTORATIVE JUSTICE
Thank you to Our Grant Makers!

- Anne E. Borghesani Community Foundation
- Anonymous Family Foundation
- Concord-Carlisle Community Chest
- Cummings Foundation
- McMillan-Stewart Foundation
- Nash Family Foundation
- Stow Community Chest
- Sudbury Foundation
- United Way of Acton-Boxborough

Expanding the Circle to Schools

After three years of work at Malden High School, we created a tool for teachers and staff to bring RJ into the classroom. C4RJ’s new guide for schools is available online or by contacting us at info@c4rj.com.

Financial Summary

C4RJ served 15 Middlesex County, 1 Norfolk County and 1 Suffolk County communities (shown in orange) this year. Our geographic reach expanded more than 20% compared to last year.

C4RJ Case Work FY16–17

- Cases: 42
- Communities: 17
- Offenders: 66
- Victims: 68
- Supporters: 104
- Volunteers: 161

**REVENUE**

- Grants: 38% $116,853
- Donations: 32% $97,515
- Events: 19% $97,515
- Police Dept. Contributions: 6% $19,200
- Circle Fees: 3% $8,363
- Misc.: 2% $5,862

**EXPENSES**

- Staff: 73% $178,556
- Operations: 21.5% $52,842
- School Consultants: 5.5% $13,700

**COMUNITIES FOR RESTORATIVE JUSTICE • www.c4rj.com**
**C4RJ’s story, thanks to you!**

<table>
<thead>
<tr>
<th>Year</th>
<th>Event/Change</th>
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</thead>
<tbody>
<tr>
<td>2000</td>
<td>1 community</td>
</tr>
<tr>
<td>2005</td>
<td>1st ED; 2 partner communities</td>
</tr>
<tr>
<td>2009</td>
<td>1st full-time ED; 3 partner communities</td>
</tr>
<tr>
<td>2010</td>
<td>9 partner communities; 1st full-time ED retires</td>
</tr>
<tr>
<td>2015</td>
<td>2 full-time staff; 12 partner communities + MDAO</td>
</tr>
<tr>
<td>2016</td>
<td># of trained volunteers reaches 100</td>
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<tr>
<td>2017</td>
<td>2.5 staff members; 18 partner communities + MDAO</td>
</tr>
</tbody>
</table>

**KEY**
- ED = Executive Director
- MDAO = Middlesex District Attorney’s Office

**About C4RJ**
C4RJ is a nonprofit partnership of 18 communities, their police departments, and the Middlesex District Attorney’s Office that changes the aftermath of a crime for people who have been impacted. Our goals: offenders take responsibility, victims receive a meaningful apology and repair, and communities are strengthened. We employ a volunteer-led “circle” dialogue called restorative justice. It’s personal. It’s powerful. And it’s an effective complement to the criminal justice process.

**Support this work by**
- sending us a check in the enclosed envelope;
- giving online: [http://c4rj.com/giving.php](http://c4rj.com/giving.php)
- donating appreciated stock or making a legacy bequest (call us at 978.318.3447 for assistance)

**Contact us**
Email: info@c4rj.com
Phone: 978.318.3447
- [www.facebook.com/CommunitiesForRestorativeJustice](http://www.facebook.com/CommunitiesForRestorativeJustice)
- [@C4RJ_MA](https://twitter.com/C4RJ_MA)

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