



THE TALKING PIECE

Welcome to Our New Team Members

On April 2nd, a new class of 16 volunteers joined C4RJ, bringing our ranks to over 90. The spring 2016 class includes a police dispatcher, an engineer, a professor, a therapist, a teacher, a film director and several mediators. Our newest volunteers also come from all over Middlesex County—and beyond. The one common thread

is that these individuals are all passionate about spreading restorative justice and helping the families that C4RJ reaches. The next new volunteer training will be held in a few months, on **October 21st and 22nd**. Interested in volunteering? Find out more and complete a volunteer application at <http://c4rj.com/VolunteerApplication.php>.



Pictured left to right, front row: Brenda Nolan (North Falmouth, Cape Cod Communities for RJ), Nancy Burnham (Concord), Geoff Birmingham (Arlington), Lari Snorek-Yates (Carlisle). Middle row: Sylvia Cowan (Lowell), Julie Zacharakis (Bedford), Kathy Williams (Medford), Elizabeth Winston (Cambridge), Ellen Rottersmann (Boston), Beth Hampson (Melrose). Back row: Dorothy Patton (Natick), Joanne Glover (Bedford), Ben Wells (Lincoln), Kelsey Grenham (Groveland) and Ruven Liebhaber (Cambridge). Not Pictured: Dan Thompson (Billerica)

Outreach Event in Lexington

Thanks to the Community Endowment of Lexington, on March 22nd C4RJ held an event in Lexington for community members. The group watched the life of a C4RJ case in the film *Finding Courage*, and then heard a wonderful discussion from panel members Rep. Garballey, Rep. Kaufman, and Chief of Police Corr. They discussed how they first learned about restorative justice, the challenges facing Lexington, and the future of restorative justice in the Commonwealth. Rep. Garballey and Sen. Eldridge are still fighting for restorative justice legislation, and Rep. Garballey was able to share the latest developments for the bill at our event.



Panel L to R—Representative Sean Garballey (Arlington & West Medford), Representative Jay Kaufman (Lexington), and Chief of Police Mark Corr (Lexington). The panel was moderated by C4RJ Executive Director Erin Freeborn.

Stay in the Loop

We don't want you to miss a thing, so please follow us on Facebook and our new Twitter account: @C4RJ_MA. You will be able to see the latest exciting developments as well as what our wonderful partners have been up to. You might even discover that C4RJ is in your town or city at a public event.

If you have an event that you'd like C4RJ to be present at, please contact us at 978-318-3447. Recent events have included Bedford's Diversity Day as well as outreach events in Lexington, Wellesley and Groton. Upcoming events include Boxborough's Fifer's Day and the Lowell Folk Festival.



Strategic Plan Update

Last year C4RJ embarked on a strategic planning project. Our consultants from Team Training Associates guided us through the process, which included four tailored internet surveys to our stakeholders (police partners, community members, C4RJ volunteers and funders), a fall board retreat to plan our future, and the formation of board-led committees that are dedicated to implementing our plans. On April 27th, the C4RJ board had a spring check-in with our consultants to see how the work is coming. There has been a lot of progress that we wanted to make sure you know about.

Responsible Growth Committee continues to monitor our expansion to make sure we are not over-extending ourselves geographically, financially or organizationally.

C4RJ added three new member communities in 2015—Burlington, Lincoln, and Maynard—and has seen a 33% increase in case referrals since 2014. We now accept juvenile referrals across Middlesex County through our partnership with the Middlesex DA's office. The 3-year pilot program in Malden High School has provided a model for establishing best practices for school-based RJ programs, and in January 2016 C4RJ become the fiscal sponsor for THRIVE Communities in Lowell.

Resource Committee began a corporate sponsorship initiative with a goal of raising \$40,000. Committee members are meeting with companies whose missions align with C4RJ's work and identifying lead sponsors for our fall event.

Internal Stability Committee supported the development of monthly announcement sheets for our volunteer teams so they know what is going on at the organizational level. C4RJ has prioritized professional development for staff, ongoing mini-trainings for current C4RJ volunteers and succession planning for transitions. We've also added a volunteer spotlight to our Facebook page, appearing on the 15th of every month.

Promote Our Value (Marketing) Committee created a brochure that describes our process and partners in late 2015. We have already given out almost 2,000 brochures. Committee members are in the process of creating customer profiles that will help target our marketing and outreach, and C4RJ is making an intentional effort to increase visibility on social media with more posts on Facebook and our new Twitter account.

If you'd like to get involved with any of these committees, or have ideas to help us reach our goals, please contact the office at 978-318-3447.



The Learning Never Stops

C4RJ volunteers recently completed a series of three workshops with local neuropsychologist Dr. David Gleason, titled Teaching Responsibility with Developmental Empathy. These workshops were designed to help us better understand how to work with clients who have anxiety, depression, ADHD and executive function challenges. Session one gave C4RJ volunteers a scientific and historical perspective on brain development and juvenile involvement with the legal system. Session two focused on executive functioning and how it relates to our reflective exercises. Session three took a deeper look at anxiety and depression and how they impact a young person's decision making.

This series was a very popular set of mini-trainings for C4RJ facilitators and will help us offer better service! If you'd like to support future new volunteer training or mini-trainings, please make a donation today and note "volunteer training" in the memo line.



Neuropsychologist Dr. David Gleason engages C4RJ volunteers in a series of workshops.

Save the Dates & Stay Tuned for More Details!

C4RJ Fall Fundraiser

Thursday, September 29th

The Scottish Rite Masonic Museum and Library, Lexington

Featuring Nancy Gertner, former US District Court Judge in Massachusetts. Judge Gertner (*ret.*), now teaching at Harvard, is spending her retirement trying to undo some of the damage of mass incarceration—damage that she was involved in by imposing mandatory sentences from the bench. She is trying to identify and help those whom she sentenced who might qualify for presidential clemency, either because of changes in the law or because their sentences were disproportionate.



C4RJ Annual Meeting

Wednesday, November 9th

Location to be announced

Come hear about this exciting year of expansion, our partnership with the Middlesex DA's office and our increasingly diverse caseload.

Volunteer Spotlight!



Right: Keith, Blue-Gold Team case coordinator (left), Bridget, Green Team facilitator (right), and Nancy, Blue-Gold Team facilitator (center)

Thank you to three of our core volunteers: Keith Man, Bridget Saltonstall and Nancy Settle-Murphy. These three volunteers participated in panel discussions at the new volunteer trainings—Fall 2015 and Spring 2016—where they described their experiences as C4RJ volunteers and answered questions from the incoming classes. Between them they have more than 25 years of C4RJ experience to draw from. Thank you for all that you do!

Check out more volunteer spotlights published the 15th of each month on our Facebook page (<https://www.facebook.com/CommunitiesForRestorativeJustice>).





COMMUNITIES FOR RESTORATIVE JUSTICE


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INSIDE THIS SPRING 2016 ISSUE:

- 16 New Volunteers
- Strategic Plan Update
- C4RJ on Social Media
- Upcoming Special Events
- ... and more!

www.c4rj.com

 Printed on recycled paper

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.

Go Green!

Help us save on paper, printing, and mail costs by opting for our e-newsletter instead of our snail mail newsletter. Visit www.c4rj.com and click on the button that reads "Sign up for our e-newsletter."

Contact Us

Contact us at info@c4rj.com or by calling 978.318.3447 to relay your thoughts.

We Couldn't Do It Without YOU!

In addition to our many individual donors, we'd like to thank the following organizations that supported us this fiscal year:

Acton-Boxborough United Way
Anonymous family foundation
Carleton Willard Village Residents Association
Community Health Network Area 15
Community Endowment of Lexington
Concord-Carlisle Community Chest
The Cummings Foundation
First Parish Unitarian Universalist Church of Arlington
First Religious Society Carlisle
The Fund for Wellesley
Middlesex Savings Bank Charitable Foundation
Rotary Club of Concord
Stow Community Chest
The Sudbury Foundation
Trinitarian Congregational Church of Concord
West Concord Union Church
United Woman's Club of Concord

Interested in planned giving or leaving a legacy to C4RJ?
Please contact C4RJ Board Member Diana Clymer via info@c4rj.com, or call 978.318.3447.