



TEACHING PEACE

2007

ANNUAL REPORT



Teaching Peace

333 Terry Street
Longmont, CO 80501
303.776.1527
www.teachingpeace.org

Longmont Community 
Justice Partnership



DIRECTOR'S CORNER

Dear Friends of Teaching Peace,

2007 was a great year for Teaching Peace! Along with significant referral increases from the Longmont Police Department to our restorative justice program, Longmont Community Justice Partnership (LCJP), we welcomed an excellent new coordinator, Jacoba Rock, who has stepped up to meet the increased service demands without reducing the quality of our service. Another significant boost to our organization came by way of a new position, Development Director, and in that position, Deb Witzel, has already guided Teaching Peace to higher levels of fundraising enabling us to sustain the quality of our service while expanding to meet our rapidly growing caseload. Our restorative program is built on the very thing for which Longmont is noted, citizen participation and partnership efforts among its agencies. LCJP is recognized for its excellence locally, nationally and internationally.



Beverly Title

Around the world communities are recognizing the positive benefits of restorative justice by incorporating them into the way they do business; re-examining the way they conduct justice and discipline processes, and reconceiving them within a restorative framework. In Australia, for example, there are provinces where all juvenile criminal cases, with few exceptions like homicide, are required to first go through a restorative process. And there is a major judicial reform movement going on in much of South America where I have twice had the privilege to visit as a guest of the US Embassy to present the workings of our own LCJP process. Restorative Justice is truly a global movement that is gaining momentum. I am proud to say that Longmont has proven that it is on the forefront of this work thanks to the superb work of our staff, volunteers, city leaders and the many supporters who not only recognize the multiple levels of benefit of a restorative system but had the foresight to invest wisely in a program that consistently produces outstanding results and strengthens our community.

To illustrate this point, I'd like to share a story of one case recently completed. An Anglo family, whom we will call the Smiths, had numerous complaints to police about the Hispanic teenager living next door with his mother, whom we will call the Martinez family. Frustrated, the Smiths were ready to file charges against the Martinez boy that could have resulted in his losing a college athletic scholarship. After extensive and exceptional work by several LCJP volunteers, the relationships between these families were restored. The Martinez boy started college in the fall and his mother, using her Spanish language ability and her new acquaintance with the restorative process, is helping the Smith family manage a conflict with their monolingual Spanish neighbors living on the other side of them. In restorative justice we often talk about the negative affects of crime that ripple out to the community; this story points to the positive ripple that occurs when we use a restorative approach to dealing with crime.

At Teaching Peace we have many exciting new projects on the horizon for 2008 and beyond. I urge you to keep your nose to the wind, my friends; there are more great things coming and my fondest desire is to have more of you on board, as the work is definitely spreading.

Peace,

BEVERLY

IN THE **NEWS**

As the success of our program continues to grow, so does positive publicity.

KGUD FM RADIO (OCT THRU DECEMBER)

Beverly Title recorded a public service announcement on behalf of Teaching Peace. Thanks to the generous support of George Baskos of KGUD 90.7FM it aired 112 times!

DAILY TIMES CALL, OCT. 2, 2007

Editorial, *Restorative Justice heals the community*. This *Times-Call* endorsement was a positive and powerful affirmation of the ten-year growth and success of LCJP in the local community. “*People who revolve through the justice system make headlines. Restorative justice quietly makes a lasting difference in the lives of victims and offenders . . . Restorative justice does more than just make everyone feel good, it provides an invisible yet powerful economic boost to the community.*”

DAILY TIMES CALL, SEPT. 12, 2007

Guest Opinion, *Program Saves Children*, by Linda Leary. In her article Linda shares how “Our youth get a second chance with Teaching Peace.” She cites examples and a recent analysis by the National Research Center that provides figures indicating a continuing record of positive performance. As she states at the conclusion of her article, “*And it is all about our kids, right?*”

DAILY TIMES CALL, JULY 15, 2007

Graffiti wall a hit at fest by Rhema Muncy. LCJP hosted a graffiti wall at the annual Rhythm On The River event in Rogers Grove in Longmont. With paint cans and able instruction by Andrew Matthews, many youth had the satisfaction of creating legal and “safe graffiti” and distinguishing “*the difference between public art and vandalism.*” As Teaching Peace executive director, Beverly Title states, “*Rather than ignore it, we want to talk to kids about the issue.*”

COLORADO LEGISLATURE,

BILL 07-1129

Restorative Justice Reaches New Levels of State Recognition - Beverly Title Appointed To State Council.

In 2007, Colorado Legislature passed a bill moving restorative justice from back row to center stage by creating a Colorado Restorative Justice Coordinating Council. This state council supports development of restorative justice programs by serving as a central repository of information, assisting in the development and provision of related education and training, and providing technical assistance to entities engaged in or wishing to develop restorative justice programs. Peter A Weir, Executive Director of the Colorado Department of Public Safety, was assigned the task of appointing people to this prestigious Council. Teaching Peace’s Beverly Title is one of these appointees.

Peter’s letter of appointment stated the following: “*Because of your commitment to restorative justice principles and practices, as evidenced by the extensive restorative program available in the Longmont community, I firmly believe you have the knowledge and qualification to provide service to the state on the Restorative Justice Coordinating Council.*”

When asked how she felt about the appointment, Beverly commented, “. It feels good to see this great work validated by the legislature, and I am honored to be a part of this Council. This piece of legislation is a major step forward in moving restorative justice throughout Colorado.”



LONGMONT CHIEF OF POLICE ON BOARD WITH RESTORATIVE JUSTICE

After many years participating in and witnessing the results of LCJP, Longmont's Chief of Police, Mike Butler, supports the principles of restorative justice.

Restorative justice is one of the premier complementary alternatives to crime that I have seen in my many years of policing. I base that assertion on startling statistics gathered in Longmont over a period of one year. These statistics were based on the numbers of people who were arrested for menacing felonies over that time period. Examining the history of the offenders at the time they were brought in revealed that each averaged 9 prior arrests with 24 charges that averaged out at 2-3 charges per offense. Like the tip of an iceberg this problem goes much deeper than seen superficially. Our community, legislators and voters' treatment of crime (a one size fits all mentality of "get tough on crime") shows poor end results. Prisons are jammed, costs to maintain the prison population are massive and escalating, and criminals remain criminals. Restorative justice numbers speak for themselves. Lower costs, 10% recidivism rate and higher numbers of offenders reintegrating back into the community as responsible citizens attest to the fact that the restorative approach is definitely working. Restorative justice, in my view, is worth supporting and expanding.

LIAISONS STRENGTHEN OUR PARTNERSHIP WITH LONGMONT POLICE DEPARTMENT

We are so grateful for our participation with our Longmont Community Justice Partnership Liaison Officers. We understand and deeply appreciate the commitment of their time over and above their regular policing duties. Statistics show that offenders are more likely to complete their contracts and less likely to re-offend when an officer participates in their conferences. They bring wise input, unique perspectives and willingness to support the restorative justice process that is valuable beyond measure.

LCJP LIAISON OFFICERS

Detective Matt Cage, 303-591-8869

Officer Mark Deaton, 303-710-8153

Officer Sandie Taylor (School Resource Officer), 303-591-9485

Officer Dan Wright (Gang Unit), 303-591-4216

ONE OF OUR NEWEST LIAISON MEMBERS, OFFICER MARK DEATON, SHARED WHAT DREW HIM TO LCJP

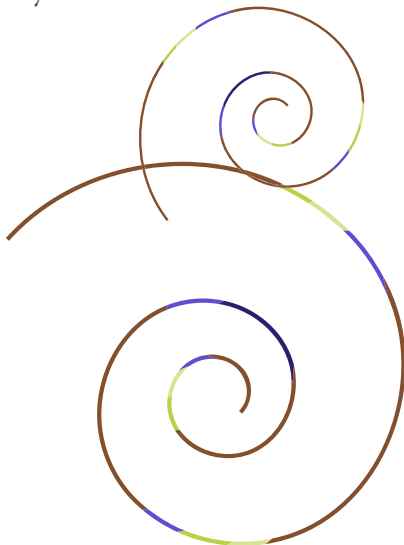
Although aware of restorative justice before getting into law enforcement, it wasn't until I was policing the streets that I had the opportunity to use it as an alternative to the "revolving door" that is the present punitive justice system. I see an opportunity for youthful offenders who do not have long rap sheets to benefit from the options allowing them to make better choices. Even career criminals could benefit from experiencing a different perspective from what they are used to in the criminal system. Whenever possible and appropriate, I prefer the restorative justice route. If they "get it," and statistics show that most of them going through this process do, then I am more confident that we will not see them rearrested. In Community Group Conferences I participate as not only a police officer but also as a concerned member of the community. In that capacity I become more approachable and can have conversations with the offenders, their families and victims. This helps transform the fearful mindset that many have about the police.

A **VICTIM** SPEAKS:

BOB RIGGINS, GENERAL MANAGER OF A LARGE ELECTRONIC RETAIL STORE IN LONGMONT

Discovering my Assistant Manager had been charged with a felony for using the company credit card for personal purchases was shocking. Having worked ten years to get this far, he was respected and trusted by those he supervised and by management. With no priors and sensing his genuine contrition, I wanted to see if there was an alternative to sending him through the punitive system that would certainly damage his record. When the officer suggested LCJP, I jumped on it.

The process was amazing for me as well as him. The support of all involved provided a safe space for this man to fully accept his responsibility with no shame or blame and create positive ways to repair the harm to my store, our community and to himself. It was an emotional experience (my eyes were not dry) and a healing one for everyone involved. I was honored to be part of the conference and am still involved in this man's life. He is once again the role model he was meant to be. I believe restorative justice provided the space for enlarging his potential out of his learning through this process - with "restorative" being the key word.

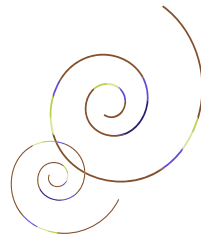


18 YEAR-OLD KODY APPRECIATES LCJP

I was arrested for a grand felony theft that would have destroyed my permanent record and possibly cost me jail time. The arresting officer literally saved me by offering me a second chance with LCJP. My parents and I went for it – anything to keep me out of jail. I was so depressed and scared. I imagined all sorts of things that might happen, but they said I would be okay – just go into the conference and be willing to accept responsibility and share honestly.

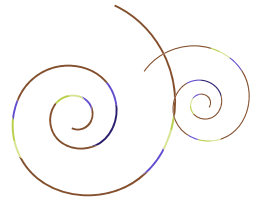
They were right. It was amazing. There was so much respect and support in the room that my fears went away. We all participated in coming up with ideas and suggestions to help me make better future decisions, and I was involved in co-creating my own contract to repair all the harm. I came away with my dignity and a clear guideline of what I needed to do and by when. I had hope.

The experience was so life changing that I decided to participate in providing second chances to others like me who made bad choices. So I am now a youth volunteer community member sitting in conferences sharing my story with other youth offenders. And that feels really good.



It's in the news and it's a fact. While Longmont is experiencing a steady increase in population, it is also showing a measurable DECREASE in crime rates. We would like to believe that Longmont Community Justice Partnership played a part in changing these statistics on crime. And if that is so, then it is truly our volunteers who make it happen in a big way. The dedication, compassion and wisdom of our volunteer facilitators and community members are truly the heartbeat of Longmont Community Justice Partnership. With them we are able to provide the phenomenal work for which we have become known. A simple "thank you" does not come close to expressing the gratitude we feel for the commitment, time and passion they put into this work.

In 2007 we had 70 trained volunteer facilitators of whom 14 were English/Spanish bilingual, and another 150 volunteer community members.



VOLUNTEER OF THE YEAR 2007



Roberta Babinet holds masters degrees in education, applied psychology and practical spirituality as well as an undergraduate degree in psychology. On board since 2002 and a veteran facilitator, Roberta shared what attracted her to this work and how she spreads the restorative principle in the world.

I have always been concerned with social injustices and possess a strong desire to give back to community. Hence, I was immediately attracted to the concept of restorative justice. Looking back on my early years as a "troubled youth" with no real support structure to develop a sense of well-being, I could easily see how a program like this would have benefited me as well as others. I wanted to participate in something that provided opportunities for youth and adults to turn their lives around, so they could make better choices and feel better about their place in the world - something you cannot get in the present justice system.

After 5 years with Teaching Peace I still experience immense gratification when the restorative process works. I see people who were at odds come together with new understanding and respect. Recently, my involvement with restorative justice led me to participate in a prison project. I am privileged to work with these amazing principles in a maximum-security institution for women. One female "lifer" transformed by this project said she wants to implement a program within the prison and is reading all the restorative justice material I can send. For these women and others participating in a restorative environment, it is truly about being heard and treated with respect - many for the very first time.

...THE HEARTBEAT OF OUR ORGANIZATION

LCJP VOLUNTEER RECEIVED LIFETIME ACHIEVEMENT AWARD



Dr. Al Weinberg received a Lifetime Achievement Award for more than ten years of selfless dedication and contribution to the work and success of the Longmont Community Justice Partnership. Al was an integral part of the program design of LCJP beginning in 1996. His thousands of volunteer hours contributed to the co-creation and design of the highly successful Shoplifting Solutions Workshop not to mention the facilitation of countless Community Group Conferences and Circles. As a highly respected

role model, Al mentored numerous fledgling facilitators and provided immeasurable support to LCJP during its early stages of growth and development. He personally facilitated a significant financial bequest to Teaching Peace, and he epitomizes beautifully the true meaning of community stewardship. Recently retired from active duty, Al will be forever treasured for his contributions to the work of restorative justice and remembered far into the future for his honesty, wisdom and friendship.

LCJP STAFF AND VOLUNTEERS ATTEND INTERNATIONAL RESTORATIVE JUSTICE CONFERENCE

Eight members from LCJP joined with representatives from the US, Canada, Netherlands, Belgium and Africa to listen to notables in the field, including Howard Zehr, Mark Umbreit and Kay Pranis. Almost 200 people gathered in breakout conference sessions to share experiences and knowledge of restorative justice. LCJP attendees came away with a wealth of information, a renewed commitment to our work, and a greater sense of connectedness with others around the world in the RJ movement. LCJP attendees included Scott Brown, Summer Deaton, Dave Mancuso, David Meade, Mercedes Smith, Beverly Title, Susan Turner and Megan Wolfer.

SOME KEY POINTS FROM SPEAKERS/ LCJP ATTENDEES:

Mark Umbreit (leading RJ expert): "Restorative justice is robust in clearing the path so people can find their own resilience. There is more empirical evidence to support restorative justice than many, if not most, correctional practices we spend millions of dollars on in the U.S."

Kay Pranis, (leading RJ expert): "Restorative justice is radical work done in a loving way. . . .as strong as ground water, and it can't be stopped, but it can be polluted. We have to pay attention to the quality of our work . . . The interconnectedness of rj puts it at the core of modern sciences like Quantum Physics and Chaos Theory."

Summer Deaton (attendee, Pres. Teaching Peace): "My overall impression is that restorative justice (rj) is alive and strong . . . Connecting with our team and the larger rj community was inspiring."

Scott Brown (LCJP volunteer): ". . . the legal system doesn't have the tools to deal with the fundamental problems (exclusion, dysfunctional relationships, punitive values, racism, etc.) . . . be bold in promoting rj as a powerful solution . . ."

KEEPING TEACHING PEACE *ON THE LEADING EDGE*

TRAINING FOR OUR RJ VOLUNTEERS AND OTHER RJ PRACTITIONERS

Throughout 2007 Teaching Peace provided numerous training opportunities for our volunteers to ensure they are prepared to maintain the highest level of fidelity to our restorative justice practices. Trainings are delivered by the Training Collaboration (TC) that is a consortium including most restorative justice programs in the area, including Boulder, Ft. Collins, Lafayette, Erie and Longmont. The 2007 TC calendar included basic and advanced RJ facilitation, School-focused RJ trainings, and a Hot Topic professional development series. Hot Topics are 2-hour sessions to enhance RJ practitioner skills that are hosted by various members of the TC. We also offered Latino Language and Cultural Considerations for 8 volunteer facilitators who are Spanish-speaking and conduct bilingual conferences.

JUST FOR LCJP VOLUNTEERS

- 50 people attended our Community Member Orientations to prepare to sit as community Members in RJ conferences.
- 5 LCJP volunteers and staff were trained as trauma debriefers, as we began a new partnership to debrief SVVSD trauma responders, those who take care of staff and students at schools when there is a death or other traumatic event.

STRENGTHENING OUR COMMUNITY PARTNERSHIPS

LONGMONT POLICE DEPT

- Trained 150 LPD officers
- Presented a session on RJ for the LPD Citizen's Academy

LONGMONT MUNICIPAL COURT

- Met with Probation staff to present the Shoplifting Solutions Workshop

GRIP (GANG RELATED INTERVENTION PROGRAM)

- Assigned LCJP staff to attend GRIP meetings
- GRIP conducted gang awareness training for LCJP volunteers

COLLEGE AND UNIVERSITY

- Trained Front Range Community College faculty on RJ
- Trained residence hall advisors and others in RJ at University of Northern Colorado

OTHER COMMUNITY OUTREACH

- Provided RJ training for 12 foster parents upon request of Boulder County Social Services
- Hosted an awareness luncheon at Teaching Peace for local business women in the eWomen Network

SCHOOLS

- Participated in city and school district sponsored Education Summit
- Delivered RJ bullying training for Shepard Valley Waldorf School
- Presented RJ information to 100 participants at Colorado Association of School Resource Officers
- Continued training for Law-Related Education at Westview Middle School
- Worked with SVVSD and Boulder Valley School District on Restorative Discipline curriculum development
- Integrated RJ into Positive Behavior Support program now being implemented in SVVSD
- Provided Peacemaking Circles with 11 Latinas at Longs Peak Middle School
- Provided training/consultation at Olde Columbine High School leading to implementation of RJ school-wide

SWEET PEACE

SWEET TASTE OF SUCCESS

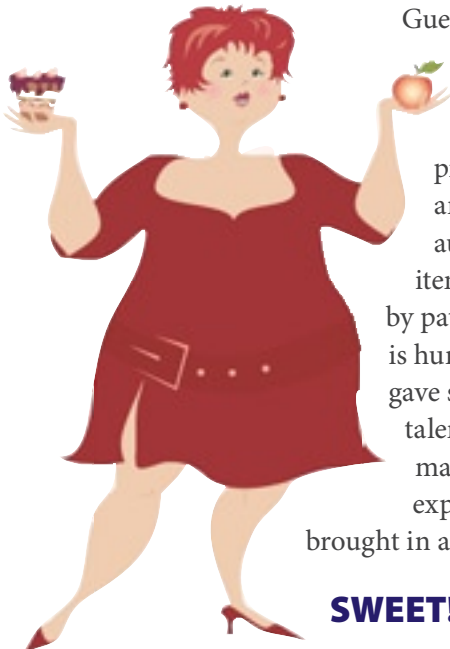
Teaching Peace hosted its first public fundraising event, Sweet Peace, on November 3rd at the Great Frame Up in Longmont. Sponsored by That Chef, Tim Stewart, St. Vrain Valley School District, Whole Foods, Celestial Seasonings, Red Stone Catering, The Great Frame Up, and Ziggi's Coffee, the gala event was a sweet and smashing success. Almost 300 people attended, participated in the judging and consumed the extravagant desserts that were part of the competition/theme of this elegant affair. The local panel of celebrity judges included then Mayor Julia Pirnack, Longmont Chief of Police Mike Butler, SVVSD Superintendent Randy Zila, the Honorable Judge Tom Reed and GRIP Specialist, Patricia Moreno.

Three winners for the dessert-tasting contest were:

Megan Wolfer, People's Choice Award

David Title, Celebrity Judges' Pick

Martini Bistro, Chef's Selection



Guests enjoyed wonderful live entertainment, eloquent speakers, wine, a moving LCJP video produced by Ed Rhine and a magnificent silent auction of phenomenal items generously donated by patrons. Teaching Peace is humbly grateful to all who gave so tirelessly of their time, talents, and other resources to make this a success beyond expectation. The event brought in almost \$10,000 profit.

SWEET!!!



Sweet Peace
A Dessert Tasting Contest and Fundraiser

Dessert Tasting Contest
Silent Auction
Live Music

Saturday November 3, 2007
6:30pm - 9:30pm

The Great Frame Up Gallery
430 Main St. Longmont, CO 80501

Benefiting



Tickets \$25 per person
Please include check with enclosed RSVP card
or purchase on-line at
<http://teachingpeace.org/sweetpeace/>

For More Information Call Deb at 303.776.1527
more information on back



Dessert Tasting Contest Featuring Apple and Chocolate Just For Fun!

Dessert Tasting Categories:

- People's Choice Award**
Buy your votes for \$1 each - Vote often!
- Celebrity Judge's Pick**
Judges: Chef Mike Butler, Mayor Julia Pirnack, Honorable Judge Tom Reed, Patrice Moreno of GRIP and SVVSD Superintendent Randy Zila
- Professional Judge's Selection**
Judges and criteria from American Culinary Federation

Sweet Peace

Silent Auction! Featuring an intimate "Peace Party" at the home of Glenn & Marion Head. Catered by Chef Tim Stewart. Also available: Works of Art, Fabulous Services, Getaways and More!

Live Music! Featuring Longmont Children's Chorale and others.

Wine by the glass provided by Augustini's Winery (54)

STRATEGIC PLAN 2007 AND BEYOND

In January of 2007 the Longmont Community Justice Partnership board, staff, volunteers and community stakeholders, totaling 43 people, gathered at the Magellan Center in Longmont to contribute to the 2007-2009 Strategic Plan. The discussions were stimulating and insightful throughout the day. The LCJP Advisory Board set the focus for the process: “To create greater community awareness, utilization, and capacity for restorative justice.” We are deeply grateful for the valuable input of all who participated.

Guided by the mission of the Longmont Community Justice Partnership, “To provide effective services based in restorative justice principles to reduce crime and conflict in our community and schools,” we continue to increase service delivery while maintaining our high standards. Our recidivism rates consistently average around 10% or below while nationally they are closer to 70%. Participants in our restorative justice processes report their satisfaction with the process at 95% or higher.

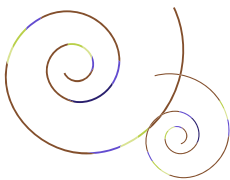
A FEW HIGHLIGHTS RELATED TO THE PLAN:

Utilization: In 2007 LCJP served 680 people in Community Group Conferences alone, up from 563 in 2006. At the end of 2007 we witnessed positive results from the new LCJP referral form designed with the Longmont Police Department. The referrals from LPD went from 77% in 2006 to approximately 92% in 2007.

Capacity: We added new volunteers, two of whom are bilingual, and have been honing organizational capacity to better meet increased service demands.

Community Awareness: With the advent of Sweet Peace and over a dozen appearances in the Times-Call, we saw significant growth in community awareness.

The steady increase in community awareness, utilization and capacity keep us motivated and busy. We could not do any of it if were not for the amazing support of our volunteers and community! Thank you all. If you would like more details about the goals and plans for 2008 and wish to offer your support in the form of your time and/or financial contribution, please contact ~Deb Witzel Development Director deb@teachingpeace.org. Thank you for your continued interest in helping us grow.



RESTORATIVE JUSTICE GETS GREAT RESULTS!

COMPLETION RATES FOR CONFERENCE AGREEMENTS:

91% Completed &/or still in progress

9% Incomplete or referred back to criminal justice system

Recidivism for those who complete the restorative justice program: Approximately 10% (Recidivism is tracked one year from the conference date which may require additional time beyond the year end for this data to be finalized.)

RESTORATIVE JUSTICE PARTICIPANTS :

680 - Participants in Community Group Conferences and Shoplifting

Solutions Workshops alone (142 Offenders, 85 Victims, 134 facilitators, 23 Officers, 296 parents, supporters and community members)

RESTORATIVE SERVICES DELIVERED:

58 - Community Group Conferences

9 - Shoplifting Solutions Workshops (covering 31 incidents)

1 - Peace Circle Group in middle school with 11 students

9 - Court-ordered Restorative Decision Making Classes

OFFENDER DEMOGRAPHICS:

Ethnicity: Caucasian - 57%; Latino - 40% ; Other - 3%

Gender: Male - 64%; Female - 36%

Age Range: 84% - juveniles, 16% - adults (10 – 66 years of age)

Spanish Language Support: Provided in 38% of conferences and workshops

PERCENTAGE OF PARTICIPANT GROUPS RATING SATISFIED OR VERY SATISFIED:

95% - Victims

95% - Offenders

97% - Community Members

REFERRAL SOURCES FOR ALL INCIDENTS:

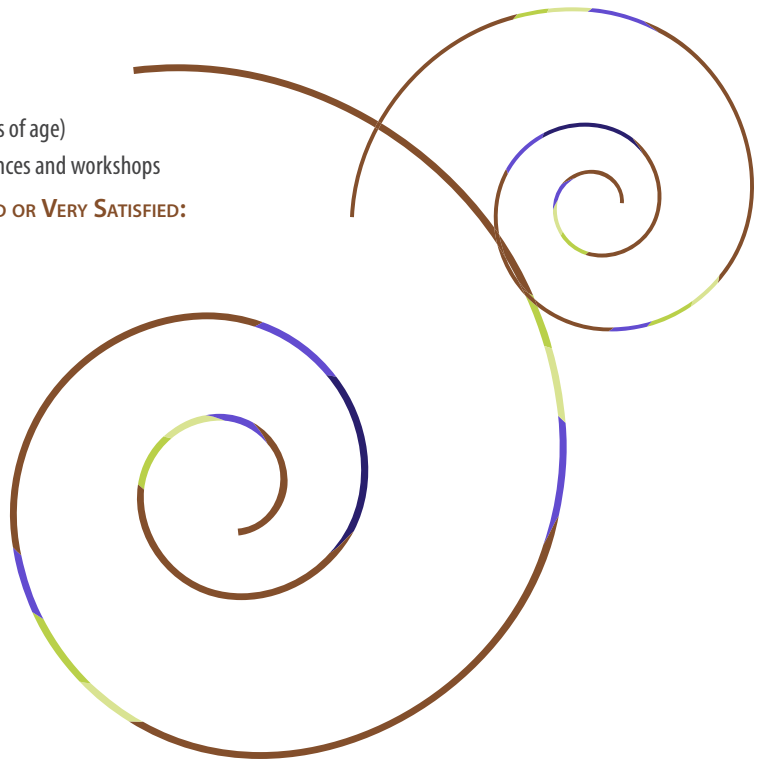
92%- Longmont Police Department

4% - Juvenile Diversion

2% - Probation;

1% - Boulder District Attorney

1% - Boulder County Sheriff



LCJP ADVISORY BOARD MEMBERS FOR 2007

These volunteers offer their accumulated wisdom, experience, suggestions and guidance to help us respond to challenges and discover new opportunities to enhance the restorative process.

Dan Benavidez, Boulder Imports

David Bonnett, Itential, LLC

Chief Mike Butler, Longmont Police Department

Frank Campanella-Green, Boulder County Health Department (served through 6/07)

Maciel Eaton, Boulder County Sheriff's Office, Victim Advocate Coordinator

Nick Glorioso, St. John the Baptist Catholic Church, Business Manager

Don Haddad, St. Vrain Valley School District, Deputy Superintendent

Lauren Lehman, Longmont Daily Times-Call, Co-owner

Rod Rangel, Longmont Municipal Court, Prosecutor

Deb Roberts, Alternatives for Youth, Executive Director

Judge Diana VanDeHey, Longmont Municipal Court

Lynn Braunagel, Monarch Counseling Services, Therapist

Greg Wagner, Longmont Municipal Court, Senior Probation Officer

TEACHING PEACE

BOARD OF DIRECTORS

Summer Deaton, President

Beverly Title, Vice President

Lana Leonard, Vice President

Jennifer Brown, Treasurer

STAFF

Jennifer Brown

jlbrown@bouldercounty.org

Summer Deaton

summer@teachingpeace.org

David Meade – (2/2007 - 7/2007)

Jacoba Rock

coordinator@lcjp.org

Mercedes Smith – (11/2006 - 11/2007)

Beverly Title

bttitle@teachingpeace.org

Deb Witzel

deb@teachingpeace.org

2007 **FINANCIAL** REVIEW

REVENUE

City of Longmont	\$180,000.00
State of CO – Tony Grampas Youth Services Fund Grant	44,741.45
Community Foundation of Boulder County (total)	12,056.25
Longmont Community Foundation Grant	1,000.00
Bank Interest (CD interest)	5,385.97
Municipal Court-Ordered Classes	9,000.00
Publishing Proceeds (Books & Materials)	461.81
Shoplifting Solutions Workshop Fees	2,213.00
Restitution (paid out directly to victims)	3,503.73
Client Fees	3,373.00
Training Revenue	11,188.76
Sweet Peace Fundraising Event	9,472.57
Fundraising Gross Proceeds – Other than event	9,917.50
Total Revenue	\$292,314.04

EXPENDITURES

Personnel (salaries, taxes and benefits)	\$237,623.62
General Operating Expenses	42,781.05
Other Professional Expense (NRC report, Strategic Planning, Facilitator Conference Expenses, Restitution, Insurance and Staff Development)	16,418.18
Total Expenditures	\$296,822.85
*End of Year carry over for 2008	\$79,259.03

