



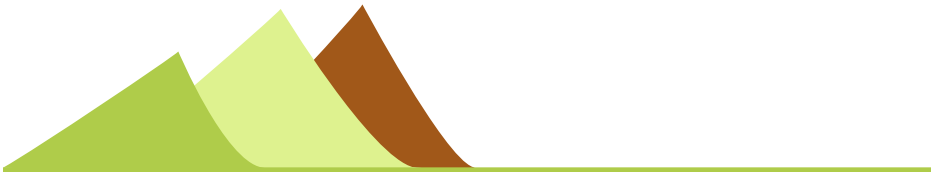
**2008**

**ANNUAL REPORT**

**Teaching Peace**

333 Terry Street, Longmont, CO 80501

303.776.1527 | [www.teachingpeace.org](http://www.teachingpeace.org)



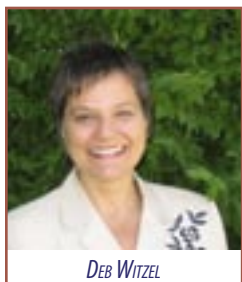
I am so pleased to introduce our new executive director, Deb Witzel, who assumed the executive director position in September 2008. I could never have left the helm of Teaching Peace without the right person to move into the leadership position and steer Teaching Peace into the future. I am convinced that Deb is exactly the right person for the job for so many reasons, and I have ultimate confidence in her. At this critical time of transition and with the challenges of our country's economy, I ask that you continue your support for Teaching Peace and help Deb as she moves our organization boldly forward. Many thanks to each of you and to Deb!

*BEVERLY*



*BEVERLY TITLE & DAWN TODD*

## WARM GREETINGS AND **THANK YOU ALL** FOR YOUR SUPPORT



*DEB WITZEL*

2008 proved to be a monumental year of change for Teaching Peace. Our caseload doubled, our board restructured and we implemented a major database upgrade. Our founding director, Beverly Title, stepped out of her role as executive director and into her passion by developing a new Restorative Alternative to Expulsion (RATE) for schools through a partnership with Teaching Peace and the St. Vrain Valley School District. We are all deeply grateful to Beverly for the drive and vision that set sail to this highly successful, fourteen year-old organization.

Our staffing was restructured to focus more fully on programming and cost-effectiveness. We created a new position, Restorative Justice Program Manager for the Longmont Community Justice Partnership (LCJP) and restored the Administrative Assistant position. With the staff changes came the departure of Summer Deaton who, since 2003, was invaluable in preparing Teaching Peace for this next stage of growth. We are truly grateful to Summer for the care and creativity she brought to her work with Teaching Peace.

Another big change was my accepting the position of Executive Director. Having just completed my Master's degree in Non-Profit Management at Regis University, I joined Teaching Peace as the Restorative Justice Coordinator in 2004. My passion for encouraging the best in all people attracted me to restorative justice. My love of efficiency and creating sustainable systems made my skills a good fit for serving this organization at this time in its history. The work ahead holds new challenges due to our current economic situation and the increasing legislation 501.c.3 organizations face. Teaching Peace is well-positioned to navigate these stormy waters, and I am humbled to be at the helm.

The generosity of our community continues to shine brightly upon us, as you will see throughout this report. I am moved by the courage, commitment and compassion of the people who volunteer with Teaching Peace and those who agree to participate in the process. Ultimately, our programs move us toward the vision of making Longmont a better community in which to live.

Change continues to be the theme as we enter 2009. A new administration, a call to serve our community and renewed hope for what CAN be done will be our guiding light. If you haven't already, let this be the year you volunteer in a circle and feel the power of transformation and change! Or simply start saving your pocket change in a jar and donate it to Teaching Peace at the end of the year. There are so many ways to celebrate change. Please call or come by for a cup of tea if we have not yet met.

*DEB*



|   |                  |
|---|------------------|
| <b>BEGINNING BALANCE FROM 2007</b>                    | <b>\$79,259</b>  |
| <b>REVENUE</b>  |                  |
| City of Longmont - Contract for Services              | 180,000          |
| State of CO – Tony Grampsas Youth Services Fund Grant | 23,859           |
| Community Foundation of Boulder County                | 4,000            |
| Longmont Community Foundation Grant                   | 3,000            |
| CO ODR CCR – Restorative Justice Grant                | 5,654            |
| SVVSD – RATE Grant                                    | 10,000           |
| Threshold Grant                                       | <u>13,200</u>    |
| <b>GRANTS SUBTOTAL</b>                                | <b>\$239,713</b> |
| Service Delivery                                      | 5,795            |
| Fundraising   | 40,048           |
| OTHER Revenue   | <u>37,178</u>    |
| <b>TOTAL REVENUE</b>                                  | <b>\$322,734</b> |
| <b>EXPENDITURES</b>                                   |                  |
| Salaries/wages  | 176,499          |
| Taxes and fringe benefits                             | <u>82,110</u>    |
| <b>PERSONNEL SUB-TOTAL</b>                            | <b>258,609</b>   |
| <b>OPERATING EXPENSES TOTAL</b>                       | <b>83,454</b>    |
| <b>TOTAL EXPENDITURES</b>                             | <b>\$342,063</b> |
| <b>ENDING BALANCE FOR 2008</b>                        | <b>\$59,930</b>  |

## THANK YOU!

We are so grateful to all of you who contributed financially to Teaching Peace in 2008! We were blessed with two matching grant opportunities that made a huge difference allowing us to meet the increased demand for services a little more easily.

An enormous thank you to all of our funders for supporting Teaching Peace!

## IN-KIND CONTRIBUTIONS

|                                       |                                       |
|---------------------------------------|---------------------------------------|
| JOHN DANA - DANA SOFTWARE DEVELOPMENT | DATABASE DEVELOPMENT                  |
| ED RHINE - VOLOHMEDIA                 | PUBLICITY DVD                         |
| WILL BLEDSOE                          | VOICE OVER FOR PUBLICITY DVD          |
| IBM                                   | OFFICE FURNITURE                      |
| DAVID BONNETT - CIO WORKS             | IT/TECH SUPPORT                       |
| THE MOMENTUM GROUP                    | COACHING, GOLDEN CIRCLE PEER ADVISORY |
| EXECUTIVE WOMEN'S FORUM               | MEMBERSHIP                            |
| ROGER BRUCE                           | GROUNDS CARE                          |
| JUDE BIGGS                            | LEGAL ADVICE                          |
| CINDA DAGGETT                         | HUMAN RESOURCE ADVICE                 |
| HARD COPY                             | EQUIPMENT REPAIR & TECHNICAL SUPPORT  |
| GALE ELSTUN                           | ANNUAL REPORT DESIGN & LAYOUT         |

Teaching Peace is a 501.c.3 organization with a mission to cultivate attitudes, skills and opportunities for living peacefully with self, others and the world. Our programs are all based in the principles and practices of restorative justice. Restorative justice is practiced in varying forms around the world. Our programs are the Longmont Community Justice Partnership, (LCJP) the Shoplifting Solutions Workshop (SSW) and our newest project, the Restorative Alternative to Expulsion (RATE).

## COMPLETION RATES FOR CONFERENCE AGREEMENTS

280 offenders referred (doubled from 2007)

90% completed or still in process

10% did not complete

Recidivism for those who complete the restorative justice program: approximately 4.3%

(Recidivism is based on the re-arrest of those offenders who have completed their contracts. Teaching Peace monitors for up to one year.)

## RESTORATIVE JUSTICE PARTICIPANTS

**1227** – Total participants in Community Group Conferences and Shoplifting Solutions Workshops:

239 – offenders

138 – victims

301 – offender support

79 – victim support

111– facilitators

111– co-facilitators

122– adult community members

59 – youth community members

67 - police officers

## OFFENDER DEMOGRAPHICS

Ethnicity: Caucasian - 64%;

Latino/Hispanic - 31%; other - 5%

Gender: Male - 60%; Female - 40%

Youth, Adult: Youth (age 10-17) - 80%;

Adult - 20%

## RESTORATIVE SERVICES DELIVERED

82 – Community Group Conferences

9 – Shoplifting Solutions Workshops

2 – Peacemaking Circles

7 – Restorative Circles

Spanish Language Support was provided in 30% of conferences, workshops and circles

## REFERRAL SOURCES FOR ALL INCIDENTS

86% – Police Department - Longmont

8% – Probation Department - Boulder

2% – Community Referral

1.5% – Probation Department - Longmont

0.5% – City Prosecutor - Longmont

0.5% – District Attorney - Boulder

0.5% – Juvenile Diversion - Longmont

0.5% – Police Department - Boulder

0.5% – Self-referred



**R**estorative Alternative to Expulsion (RATE) is a project Teaching Peace began in the fall of 2008 in partnership with the St. Vrain Valley School District. Its primary goal is to reduce the number of students who are expelled from our school district. This pilot project provides circle processes and extensive follow up with students who, without RATE, would be expelled from school for up to one calendar year. The RATE agreements include items to repair harm done by the student as well as items aimed at increasing school success. If the students follow through on the agreement made with their circle, they are able to stay in school and move toward school success.

Beverly Title, the RATE project director, exclaimed that it is a dream come true for her. *“When I first learned about restorative justice many years ago, I thought that it would be perfect to address school expulsion cases. Now we can do that.”*

Angie Lederach joined the Teaching Peace staff as the Bilingual Spanish RATE Project Assistant. She came to us with restorative justice knowledge and extensive peacemaking experience.

### **RATE PROJECT PARTICIPANTS**

3 offenders referred in 2008, 34 – Total participants in RATE Conferences

## **SUPERINTENDENT OF ST. VRAIN VALLEY SCHOOL DISTRICT APPROVES**

### **RESTORATIVE ALTERNATIVE TO EXPULSION PROJECT**

**D**on Haddad is the incoming Superintendent of the St. Vrain Valley School District. Early in 2008 he made the decision to begin working with Beverly Title on the RATE project (Restorative Alternative to Expulsion) within the school district.

*I have been aware of the restorative process for many years and am excited to be implementing this project with Beverly within the St. Vrain Valley School District.*

*Our primary goal is to give each of our students every chance to be successful, whether that means entering the work force or going on to college. To achieve this we need to affect changes in student behavior. There is a state law where expulsion is mandatory for certain offenses. However, in those cases where we may have some leeway or discretion based on the type of offense, we can choose an alternative that we deem to be in the best interest of the student and maintain our primary objective. The RATE project seems a perfect opportunity to do that.*

*Once our decision was made, we moved forward quickly, obtaining outside grants as well as some funding from our district. I am very optimistic about this project. As the students benefit from the tools they are given to make more mature choices, our expulsion rate will decrease. We expect our statistics to reflect declining disciplinary issues district-wide over time.*

**L**ongmont Community Justice Partnership is deeply grateful for the commitment and vital contributions of our liaison officers. Their conference participation, above and beyond their normal duties, statistically and positively impacts our clients' success. Offenders are more likely to complete their contracts and less likely to re-offend when an officer is present during the restorative process.

### **LCJP LIAISON OFFICERS**

Sergeant Matt Cage, 303-591-8869

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

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

Officer Mark Deaton (SWAT), 303-710-8153



Sergeant Matt Cage of the Longmont Police Department's Persons' Crime Unit has been a liaison officer with LCJP for over 4 years. Recently promoted to Sergeant, we are fortunate that he will continue his role as an LCJP liaison. Sergeant Cage talks about his relationship to LCJP:

*It was during one of the informational trainings presented at the police In-Service trainings that I was exposed to Longmont Community Justice Partnership (LCJP), and I was immediately interested. I am all for programs that offer alternatives. Where the situation is right, especially minors and first offenders whose permanent records could be damaged by the offense, I do not hesitate to make a recommendation. When I refer cases to LCJP I am involved in all parts of the process, and it allows me input on how the case is resolved. It is gratifying to see the benefit that both offenders and victims take away from this process.*



**T**eaching Peace is a founding member of the Restorative Justice Training Collaboration (RJTC), a consortium of area restorative justice programs. Summer Deaton coordinated this powerful partnership until the members formed a management group in November 2008. Deb Witzel serves on this management team.

RJTC offered numerous training opportunities in 2008, providing our volunteers free sessions for professional development in restorative justice practices. Included were basic and advanced facilitation training, school-focused restorative justice trainings, Hot Topics, a professional development series (2-hour sessions to enhance restorative justice practitioner skills), and a session on Latino Language and Cultural Considerations.

## **2008 RESTORATIVE JUSTICE TRAININGS**

- 2 Community Group Conference Facilitator trainings, 37 trained
- 3 School Community Group Conference Facilitator trainings, 31 trained
- 1 Latino Language and Cultural Considerations training, 5 trained
- 3 Restorative Practices in Schools trainings, 34 trained
- 1 Restorative Circle training (advanced), 9 trained

**Total trainings – 10**

**Total persons trained – 116**

## **LONGMONT POLICE DEPARTMENT RJ TRAINING**

- In Service Training – 120 officers
- 2 Citizens’ Academies – 50 Longmont Citizens

## **HOT TOPICS – 2-HOUR PROFESSIONAL DEVELOPMENT SESSIONS TO ENHANCE RESTORATIVE JUSTICE PRACTITIONER SKILLS**

- 6 Hot Topic sessions, 99 attendees

## **ST. VRAIN VALLEY SCHOOLS**

- |                          |                                   |
|--------------------------|-----------------------------------|
| Silver Creek High School | Police Academy – 1 session        |
| Longmont High School     | Police Academy – 1 session        |
| Skyline High School      | Police Academy – 1 session        |
| Westview Middle School   | Law-Related Education – 1 session |
| Longs Peak Middle School | Parent Connection, Parent Forum   |



Teaching Peace's 2<sup>nd</sup> annual public fundraising event invited the community to enter and partake of our dessert-tasting contest. Held at the Twin Peaks Mall, the event raised over \$2,000 for Teaching Peace. Some truly sublime desserts and auction items were enjoyed by the 150 attendees. A HUGE thank you to all who volunteered and contributed!



MAYOR ROGER LANGE & DAN BENEVIDEZ

Sweet Peace volunteer celebrity judge, Mayor Roger Lange shared his thoughts on the event.

*This was my first real experience of the Teaching Peace community, and I was amazed that this was only the second fundraiser for Teaching Peace. From my perspective it appeared to be a very successful undertaking. The people, food and ambiance combined to make a festive event and*

*good exposure for Longmont Community Justice Partnership.*

*I continue to receive positive reports on the program (LCJP) that reveal the lasting, positive impact on the people who have participated in the process. I believe this organization (Teaching Peace) definitely deserves support to continue its growth...and I most certainly consider myself a supporter.*

*“The people, food and ambiance combined to make a festive event...”*

## AND TO OUR DESSERT CONTESTANTS

### GRAND PRIZE

REDSTONE CATERING

### THE PEOPLE'S CHOICE

MARTINI BISTRO – 1ST

GLACIER HOMEMADE ICE CREAM – 2ND

MARIA TOSTADO – 3RD

### CELEBRITY JUDGES' PICK

FUSION FOOD AND SPIRITS – 1ST

LOU HOOD – 2ND

MARTINI BISTRO – 3RD

### CHEFS' SELECTION

RUSTICA BAKING (SOON TO BE THE LITTLE FIG BAKING COMPANY) – 1ST

GLACIER HOMEMADE ICE CREAM – 2ND

MARIA TOSTADO – 3RD

### WITH DELECTABLE DESSERTS ALSO BY:

2 DOG DINER, MAMA DAVID, MEGANO OREGANO, DAWNETTE FULLER, SARA MAHAN, TERROIR RESTAURANT, TORTUGA'S

## A HUGE THANKS TO OUR SPONSORS

THAT CHEF – TIM STEWART

OSKAR BLUES

MAJESTIC FINE WINES

TWIN PEAKS MALL – PANATTONI DEVELOPMENT

LONGMONT CHILDREN'S CHORALE SUMMIT SINGERS

BAY WINDOW CATERING

JOHNSON AND WALES UNIVERSITY

VOLOHMEDIA

WHOLE FOODS

ZIGGI'S

AND TO ALL THE INDIVIDUALS AND BUSINESSES WHO DONATED ITEMS TO THE AUCTION.



Teaching Peace makes every attempt to remain on the forefront of the public eye to increase awareness of restorative justice and the programs offered within the community.

Additionally, Teaching Peace continued its outreach with our community partners and beyond to continue strengthening the restorative justice movement and developing community awareness.

## IN THE NEWS

### **BOULDER DAILY CAMERA**

— FEB. 17, 2008

*"Longmont's Teaching Peace has received a Community Trust Award grant of \$3000 from the Community Foundation serving Boulder County..."*

### **BOULDER COUNTY BUSINESS REPORT**

— CHRISTINE KORTALS, MAY 23, 2008

*Teaching Peace Program Focuses on Taking Responsibility for Actions.*

### **BOULDER DAILY CAMERA**

— SEPT. 8, 2008

*"Teaching Peace of Longmont was awarded \$13,200 one-year grant from the Threshold Foundation to further its Spanish bilingual support."*

### **LONGMONT TIMES-CALL**

— PIERRETTE J. SHIELDS, NOV. 6, 2008

*Police refer teens in 'huffing' explosion to justice program.*

### **LONGMONT TIMES-CALL**

— PIERRETTE J. SHIELDS, NOV. 12, 2008

*Second chance for huffers. Community 'circle' to decide consequences for Longmont teens.*

### **LONGMONT TIMES-CALL**

— PIERRETTE J. SHIELDS, DEC 17, 2008

*Teenagers in huffing explosion sentenced through justice program.*

## EVENTS

Sweet Peace

Cinco de Mayo

Rhythm on the River

ADR Conference Presentation

## OUTREACH

### **OTHER COMMUNITY OUTREACH**

3 Rotary Clubs in Longmont

Longmont Optimists Club

Women of the United Methodist Church

Boulder County Probation and DA's

Boulder County Prevention and Intervention Program

Golden Circle Executives Forum

Longmont Parks Department

Tom Chenault's radio show

Met with 2 District Judges

KGNU

CU

### **PARTNERSHIPS AND MEMBERSHIPS**

Gang Response Intervention Program

Power of One

Longmont Police Department

St. Vrain Valley School District

Longmont Ending Violence Initiative

St. Vrain Community Council

Colorado Council Restorative Justice Directors

Colorado Restorative Justice Council

Restorative Justice Training Collaboration

### ... THE HEARTBEAT OF OUR ORGANIZATION

The positive results of the Longmont Community Justice Partnership (LCJP) continue to build confidence in our work in Longmont and the St.Vrain Valley School District. It is the passion, dedication, commitment and **immense talent of our volunteers** that make the forward movement of this program possible. Their work within Teaching Peace and LCJP has put us in the forefront of the news as our statistics prove, yet again, the value of this work. Although it seems too small an expression of gratitude for the gifts they provide in time, professionalism and energy, we say **from our hearts, THANK YOU, THANK YOU, THANK YOU!**

In 2008, we had **42 volunteer facilitators** and **63 volunteer community members** who sat in circle conferences. Of the 105 active volunteers, 18 were English/Spanish bilingual.



### VOLUNTEER APPRECIATION EVENT - 2008





## VOLUNTEER APPRECIATION EVENT - 2008

Susan Nemcek hosted this year's volunteer appreciation party at her beautiful Willow Farm Healing Arts Center in Hygiene. On Saturday, August 23, approximately 75 volunteers and their families gathered to enjoy fresh, organic foods, ice cream sundaes and various hors d'oeuvres. The weather was perfect, and everyone enjoyed the opportunity to re-connect and meet new additions to the team. Small, handcrafted origami cranes were handed out as an appreciation gift to each volunteer who attended.



A special thanks to Megan Wolfer and her amazing crew for creating such a beautiful, heart-opening environment in which laughter and gratitude flowed freely.

Particularly poignant was the leadership transition ceremony led by Deb Witzel. The volunteers formed a line that showed, in date order, when each first got involved with Teaching Peace. Each person, starting with the one who had been involved the longest, shared stories about how they met founder Beverly Title and why they began donating their time and energy to this cause. Following this uplifting and often emotional story telling, both Beverly and Deb spoke about their dreams and visions for the organization. The party concluded with the official acknowledgement of Deb's transition to the position of Executive Director.



Susan Turner, MA, a dedicated volunteer with Teaching Peace since 2004, shares what inspired her to become part of the Longmont Community Justice Partnership (LCJP) team.

*The college (Front Range Community College) sent me to a restorative justice convention in Estes Park to gather some information on this little known process. There I met Beverly Title and some of her team who invited me to “hang out” with them while I was there. That experience so heightened my curiosity that I knew I wanted to be more intimately involved. I read all I could about restorative justice and took the trainings offered at LCJP that allowed me to become a facilitator for both the Community Group Conferences and Restorative Circles.*



*“That experience so heightened my curiosity that I knew I wanted to be more intimately involved.”*

*What keeps me impassioned and involved is the gratitude I feel for the insights I have gained through the practice of the restorative process and the amazing results it produces. It is*

*also an excellent teaching tool and I utilize it whenever I can in my classes at Front Range. Because this active process challenges my students to engage more in the critical thinking process, they become better equipped to make the more important decisions facing them throughout their lives. I am also quite sensitive to social injustice and restorative justice is a refreshing alternative to our present punitive judicial system that emphasizes punishment as opposed to restoration, reintegration and healing.*

As an adjunct faculty member in the sociology department at Front Range Community College, and a former career counselor, Susan aspires to integrate restorative justice into the course work as part of the student judicial process at all three Front Range campuses in Boulder, Larimar and Adams counties.



**M**eir Carasso was born in a community of Sephardic Jews in northern Greece. He was a young boy at the onset of World War II when he, his brother and his father were detained in a concentration camp. Fortunately, his Italian mother was able to buy their way to freedom. The family later immigrated to Israel where Meir lived until coming to America to attend UC Berkeley. Meir earned a doctorate in engineering and applied what he learned during his 33 working years. While at the Solar Energy Research Institute (a predecessor to the National Renewable Energy Laboratory), Meir led an international team that established standards for solar power receivers. He was a man who enjoyed sharing his opinions on topics important to him. After retiring in 1995, he published two books of poetry in addition to a compilation of 49 opinion pieces and letters published by the Boulder Daily Camera between 1999 and 2003.



MEIR CARASSO

*“He led us to thoughtfully consider how we could use language that better served restorative justice...”*

During his retirement, Meir became actively interested in restorative justice and contributed significantly to the development of the Longmont Community Justice Partnership (LCJP). He wrote a lexicon of restorative justice terms and co-authored an article about LCJP with Mark Seidler and Beverly Title that was published in the international journal *Contemporary Justice Review* in 2002.

Beverly Title remembers Meir for his passion for life and his deeply curious mind: *Meir was a major influence in the development of the LCJP program. He led us to thoughtfully consider how we could use language that better served restorative justice rather than relying on words from the criminal justice system, like “victim” and “offender”.*

Meir passed away on August 15, 2008.

This year Teaching Peace worked with Martha Vail from JVA Consulting to help address the growth and development of the organization. One of her recommendations was to change the board structure to an all-volunteer governing board. As a result, the longstanding LCJP Advisory Board was disbanded and the new volunteer governing board was formed. Some of the LCJP working board members chose to make the switch and become board members within the new structure.

TEACHING PEACE IS FORTUNATE TO HAVE **MARIAN HEAD** AS A NEW MEMBER OF OUR BOARD

**M**arian Head is a master facilitator of collaborative action from boardrooms to international conferences. As program coordinator of the Soviet-American Citizens Summits in Washington, D.C. and Moscow, she helped break down stereotypes at the end of the Cold War. As co-facilitator of the first Global Forums of Parliamentary and Spiritual Leaders on issues of human survival, she served His Holiness the Dalai Lama, Mother Teresa, Senator Al Gore, and President Mikhail Gorbachev.



While representing Colorado at the 2005 Department of Peace conference in Washington, D.C., Marian was introduced to restorative justice by Azim Khamisa's powerful story of forgiveness after his son's murder. Soon after returning to Longmont, she met Teaching Peace Founder, Beverly Title, and became an immediate supporter.

Marian states: *When I think of the potential difference between the life of someone imprisoned and the life of someone given a chance to repair the harm they caused and re-integrate into our community, I am inspired to action. I feel blessed to work with the magnificent board and staff of Teaching Peace to make a difference in our community and world.*

Marian's love of peacemaking shines forth in her award-winning book, [Revolutionary agreements: Twelve Ways to Transform Stress and Struggle Into Freedom and Joy.](http://www.revolutionaryagreements.com)

[www.revolutionaryagreements.com](http://www.revolutionaryagreements.com)

## BOARD OF DIRECTORS

**SUMMER DEATON**, BOARD PRESIDENT, INDEPENDENT BUSINESS OWNER; **MIKE BUTLER**, TREASURER, PUBLIC SAFETY CHIEF FOR THE CITY OF LONGMONT; **BEVERLY TITLE PH.D.**, TEACHING PEACE CO-FOUNDER AND BOARD SECRETARY; **DAN BENAVIDEZ**, LOCAL BUSINESSMAN AND COMMUNITY ACTIVIST; **MARIAN HEAD**, CEO, HEAD2WELLNESS; **DON HADDAD**, SUPERINTENDENT-ELECT, ST. VRAIN VALLEY SCHOOL DISTRICT; **JENNIFER BROWN**, TREASURER, BOULDER COUNTY PUBLIC HEALTH, PREVENTION & INTERVENTION PROGRAM SUPERVISOR (RESIGNED SEPTEMBER 2008); **LANA LEONARD**, TEACHING PEACE CO-FOUNDER AND VICE PRESIDENT, EXECUTIVE DIRECTOR OF SEDONA OAK CREEK RESTORATIVE JUSTICE PROGRAM (RESIGNED MARCH 2008)

**L**CJP's new database offers more efficient procedures for case management, routine mailings, maintenance of volunteer needs and activity, and collecting statistical data for trend analysis, grant writing and program reports. Monthly contract reminder letters take staff ¼ of the time it used to take! The staff and database are poised and ready to support LCJP's growth and development in the years to come.

Special thanks goes to John Dana of Dana Software Development and LCJP Program Manager Amanda Mahan for the smooth transition to our new database. John helped us upgrade our data collection processes and has been a joy to work with throughout this implementation. Many thanks for his support and expertise. As our new program manager, Amanda came to LCJP with a love of data systems and a drive to implement new ideas.

The database now includes all case-related information, including contact information, case notes, contracts, offender status and recidivism checks. It also tracks every restorative justice process in greater detail, maintains information on all volunteers including trainings, event and restorative process attendance, and will soon take care of our basic accounting needs for program fees and restitution.

**STAFF**

- Deb Witzel, Executive Director, [deb@teachingpeace.org](mailto:deb@teachingpeace.org)
- Beverly Title, Founder of Teaching Peace & Director of RATE project, [btitle@teachingpeace.org](mailto:btitle@teachingpeace.org)
- Jennifer Brown, Financial Manager, [JLBrown@bouldercounty.org](mailto:JLBrown@bouldercounty.org)
- Amanda Mahan, Restorative Justice Program/Volunteer Manager, [amanda@lcjp.org](mailto:amanda@lcjp.org)
- Christina Farnsworth, Case Coordinator, [christina@lcjp.org](mailto:christina@lcjp.org)
- Angie Lederach, RATE Project Assistant, [angie@teachingpeace.org](mailto:angie@teachingpeace.org)
- Leyla Norman, Administrative Assistant, [leyla@teachingpeace.org](mailto:leyla@teachingpeace.org)



From L to R: Beverly Title, Deb Witzel,  
Angie Lederach, Leyla Norman,  
Amanda Mahan, Christina Farnsworth,  
and Jen Brown

## TESTIMONIALS

“This program is an asset that needs to be used as much as possible.” – PARENT OF OFFENDER

“I am thankful that they referred us to LCJP.” – PARENT OF OFFENDER

“It did a great job of ensuring that the many facets of the community and restoration process were addressed.”  
– COMMUNITY MEMBER

“I didn’t think it was going to do anything for me but it changed me.” – JUVENILE OFFENDER

“What a wonderful alternative to give these kids.”  
– PARENT OF OFFENDER

“I was pleasantly surprised by the amount of healing and understanding that occurred.” – POLICE OFFICER

“Everyone was able to speak.”  
– ADULT COMMUNITY MEMBER

“Much more came out than I ever expected... emotionally, ownership, acknowledgement, vulnerability, etc.”  
– VICTIM

“I am very glad the City of Longmont has this program ... they give the kids a chance to rebuild their character ....”  
– PARENT OF OFFENDER

“These sessions REALLY do help.”  
– YOUTH COMMUNITY MEMBER

“I thought they handled it with a lot of care and thought. ... an amazing experience...professional and emotional.” – SCHOOL INTERVENTIONIST/COMMUNITY MEMBER

“I was able to hear all sides including the community.” – PARENT OF OFFENDER

“Respect for all present was maintained at all times.” – VICTIM