

# STRONG ROOTS



2018 ANNUAL REPORT



# Inspiration for this Year's Cover Art: The Story of the Chinese Bamboo Tree

*A farmer gingerly nestles the seed of a Chinese bamboo tree into the soil, knowing not a single sprout will emerge for five years.*

*Maintaining faith in the valiant seedling hiding just beneath the fist layer of soil, the farmer waters and fertilizes the bare ground.*

*Days accumulate into years.*

*The farmer's hope for a hearty bamboo tower proves as reliable as the sunrise.*

*Passing observers question the farmer's commitment to seemingly vacant soil. Nevertheless, the farmer tends the earth, believing in the power and potential of this attentive care.*

*The sprout that emerges takes only 5 weeks to become a 90 foot tower of strength. An icon in the community, the mighty bamboo tree holds the gaze and awe of many from near and far.*

*The farmer's heart swells with fond memories of caring for the unseen shoot when asked:*

*"Did the bamboo tree grow to 90 feet in 5 weeks or 5 years?"*

**A Special Thank You to the Following  
for Supporting LCJP in 2018:**

**LCJP Volunteers**

**LCJP Donors**

**Longmont Department of Public Safety**

**Longmont Municipal Court**

**St. Vrain Valley School District**

**LCJP Board of Directors**

**Cover Art by Marcus Rose**

**Story by Abby Whipple**





# MISSION STATEMENT

LCJP builds community through collaborative and inclusive restorative practices and gives people the opportunity to heal and create justice in their community and the world.

## Message from the Executive Director

As LCJP explored new ways of serving the Longmont community in 2018, we remained true to our roots as a leader in the restorative justice field, distinguished by our commitment to upholding the integrity of restorative values and principles. This orientation and our dedication to practicing restorative justice with fidelity guided us when we faced pressure to compromise. More than ever before, our Longmont Police Liaisons stepped up as our greatest champions by advocating for our unique police partnership model and its many nuanced benefits.

We began the year by writing our organizational vision and values (p. 11), which acted as a foundation and a map when there were hard decisions to make. Abby and Sophia worked creatively to adapt to changes in the CRJ Program, and Dana added fresh perspective when she joined the team in August. Jessica began incorporating volunteers into a variety of projects, infusing the organization with new energy and joy. Our volunteer facilitators and community members continue to be the source of unstoppable compassion and empathy that impacts hundreds of Longmont families each year. Growing interest in restorative justice practices led to significant expansion of our training program, bringing Abby and I to cities throughout Colorado, as well as Wyoming and Washington, D.C. to deliver training to police, educators, non-profits and universities.

Throughout the year, I reflected with gratitude on LCJP's strong roots, which have enabled us to branch out and introduce the practice and potential of a restorative culture in a wide range of settings. I am honored to be part of a grassroots organization that has earned the community's trust for 24 years and continues to innovate and grow. Our clarity and resilience in 2018 positions LCJP to reach for the stars in 2019, and I invite you to join us and bring your voice to the exciting possibilities that lie ahead.



**Kathleen McGoey**  
Executive Director



# Referrals

**Harmed Parties: 79**

**Responsible Persons: 135**

**Cases: 97**

**Top 4 Most Common Referrals:**

**Misdemeanor Theft: 47**

**Assault: 6**

**Fighting in Public: 4**

**False Reporting: 4**

**Illegal Possession/Consumption of  
Marijuana: 4**



Liaison Officer Paul Beach Works Closely with CRJ Staff to Continuously Strengthen LCJP's Partnership with Longmont Police.



Practicing with  
Role Plays at  
Facilitator  
Training

# Conferences

**Community Group Conferences: 63**

**RESTORE Conferences: 7**

## Conference Participation

**Directly Harmed Persons: 6**

**Harmed Parties\*: 11**

**Responsible Persons: 92**

**Harmed Parties\*:** Representatives from Schools, Merchants and Other Communities that Participate in LCJP Conferences to Represent the Impact those Groups Experience from the Cases Referred to LCJP

# Volunteers

**Filled 79% of All Conference Roles**

**940 Hours Volunteering in  
Conferences**

**85 Facilitator Roles**

**115 Community Member Roles**

**3 Interpreter Roles**



Darryl and Clare  
Help Jess  
Recruit  
Volunteers

# Hearing From...

## Harmed Parties

"Facilitators were very helpful and supportive. Thank you for encouraging me to speak until I felt heard."

"I want to thank LCJP for helping me feel better."

"[The conference] felt very sincere all around."

"I have a different outlook toward [the responsible person] and more respect."

## Responsible Persons

"I felt comfortable and it felt like a safe space."

"I liked hearing from the different members that this mistake was a learning opportunity that I can move on from. I like how the session was handled because I didn't feel like a bad person."

"I never expected this amount of empathy and compassion."

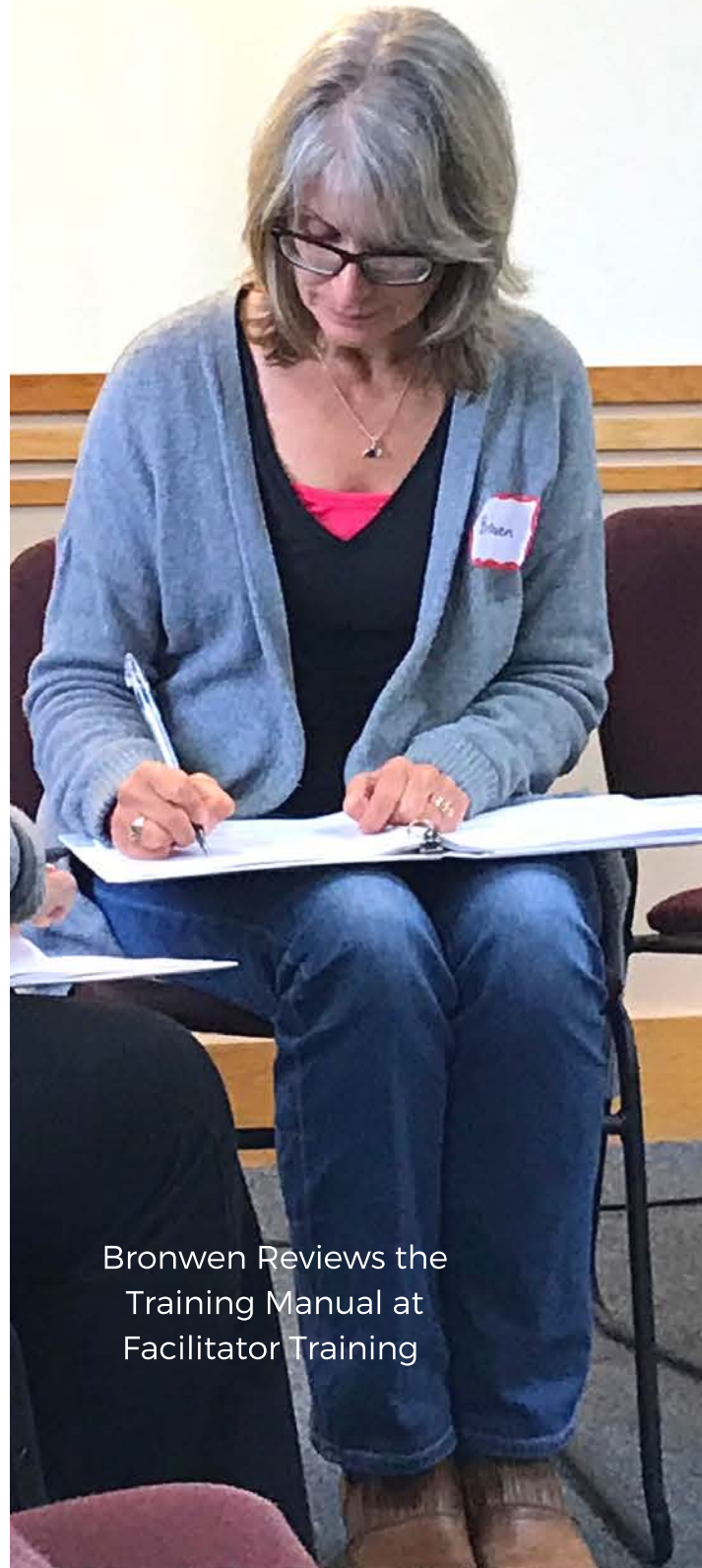
"I was surprised by the amount of support. Everyone was honest."

"I am very thankful for this option."

Responsible Persons Satisfied with LCJP and Felt Conference was a Good Experience

100%

Conference Participants Thought Contract was Fair to Responsible Person and Community



Bronwen Reviews the Training Manual at Facilitator Training



# Bilingual Spanish

5 Bilingual Conferences

4 Volunteer Interpreters

6 Spanish Speaking Clients Referred



Playing a Restorative Game at the Beginning of Restorative Practices for Schools Training

LCJP and Liaison Officers Meet for Lunch



# Police

- 98% of Conferences Attended by Police
- 99 Hours Participating in Conferences
- 52 Police Officers Referred a Case to LCJP
- 100% of Police Assess Contract was Fair
- 100% of Police Satisfied with How LCJP Handled the Case

# Satisfaction Rates

92% of Harmed Parties and Responsible Persons Considered the Conference a Good Experience

95% of Conference Participants Felt Tone of the Conference was Friendly

96% of Conference Participants Believe the Responsible Person was Held Accountable in the Conference

Liaison Officer Stallings, Darryl and Deb at Advanced Facilitator Training.



# Hearing From...

## Police Officers

"The opinions of each person were valued. This was my first conference, and I enjoyed taking part in it. I was happy [the Responsible Person] was so involved with the contract."

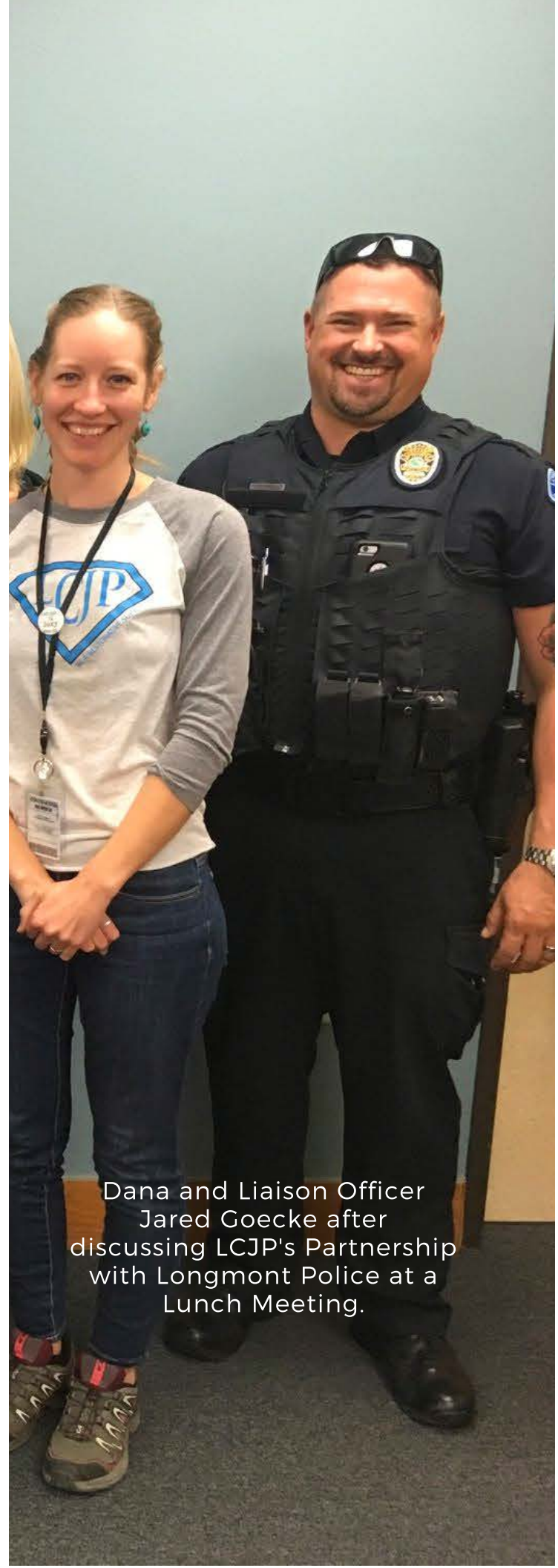
"This was a good case for restorative justice. I was able to express my concern and [the responsible person] was very sorry. The major effects on her and her family will motivate her to complete her contract."

## Community Members

"LCJP was very sensitive to the responsible person's needs and what he could realistically handle. He really felt sincere responsibility."

"I appreciated hearing the point of view of the police officer. The facilitator was very skilled, and I believe the responsible person found some relief."

"What a wonderful way to reach out to kids that make a bad choice. It keeps them with a good record, but still holds them accountable."



Dana and Liaison Officer Jared Goecke after discussing LCJP's Partnership with Longmont Police at a Lunch Meeting.

100%

Community Members Satisfied with How Longmont Police and LCJP Handled the Case

Community Members Think Contract Was Fair

Police Felt Their Voice was Heard in the Conference



# Trainings Hosted

Total Trainings Hosted: 40

Trainings for LCJP Volunteers: 22

Trainings for Businesses &  
Organizations: 8

Trainings for Schools-Based  
Restorative Practices: 10



Jess and Dana with  
Trainees after  
Advanced Facilitator  
Training



# Training Attendees

552 Educators from 22 Schools in  
3 School Districts

Colorado Residents from 20 Cities

33 Police Officers Trained in RJ for  
the First time in Longmont and  
Casper, WY

78 Individuals Attended  
Restorative Practices Orientation

35 Individuals Attended Facilitator  
Training

# Training Outcomes

LCJP delivered the first restorative  
justice training for law enforcement in  
Wyoming to Casper Police Department.

St. Vrain Valley, Boulder Valley and  
Adams 12 School Districts all received  
Restorative Practices in Schools Training  
from LCJP.

Representatives from Boulder County  
Public Health, Boulder Housing  
Coalition and Voices for Children CASA  
Participated in Restorative  
Conversations Trainings.



Training at Waldorf Schools'  
National Conference in  
Washington D.C.



# Hearing From...

## Training Attendees

"Well organized information presented in a way I can use it."

"[The trainer] gave information clearly and generated an atmosphere of respect that generated good responses from everyone."

"[The trainers] were very energetic, which was inspiring and made the training enjoyable."

"Very applicable across disciplines"

"I like the clarity given in the materials."

"I now see a greater potential for RJ than I did several years ago."

"Trainers worked well together. They were experienced and we benefited from their stories."

"[The trainers] did well in relating the material to us."

"[Trainers were] super attentive, detailed, compassionate and passionate."

2026

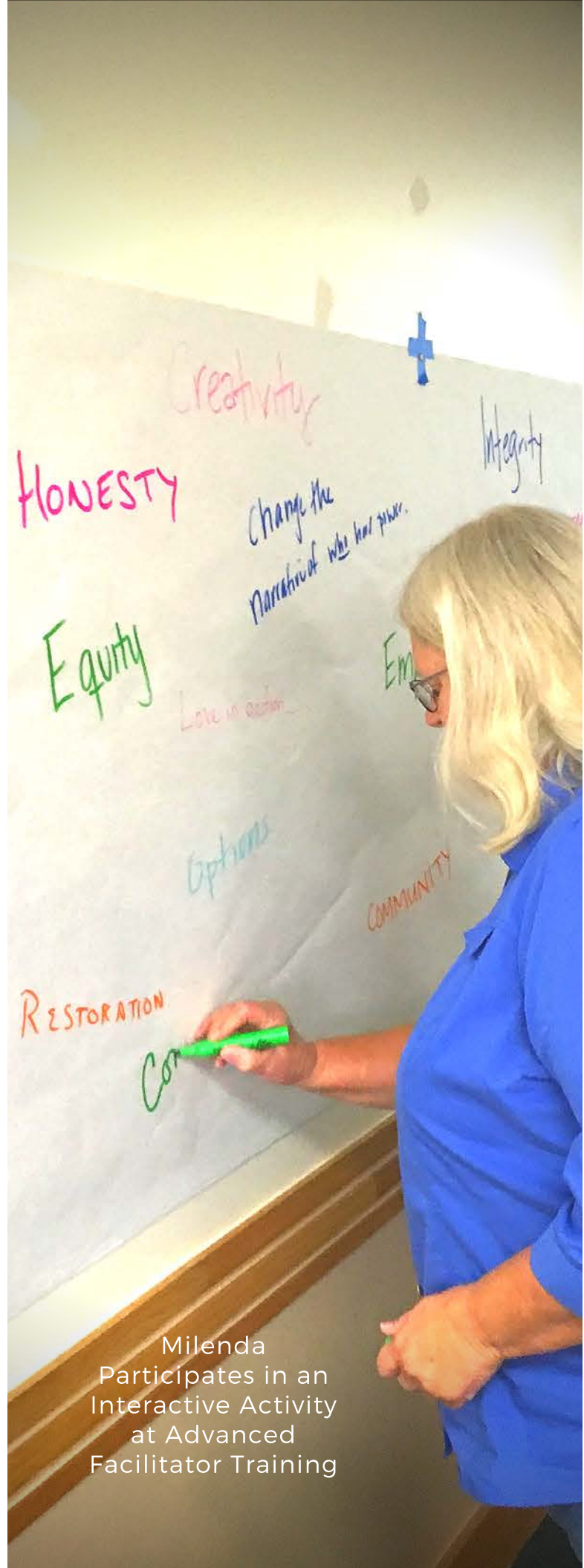
Total Volunteer  
Service Hours

890

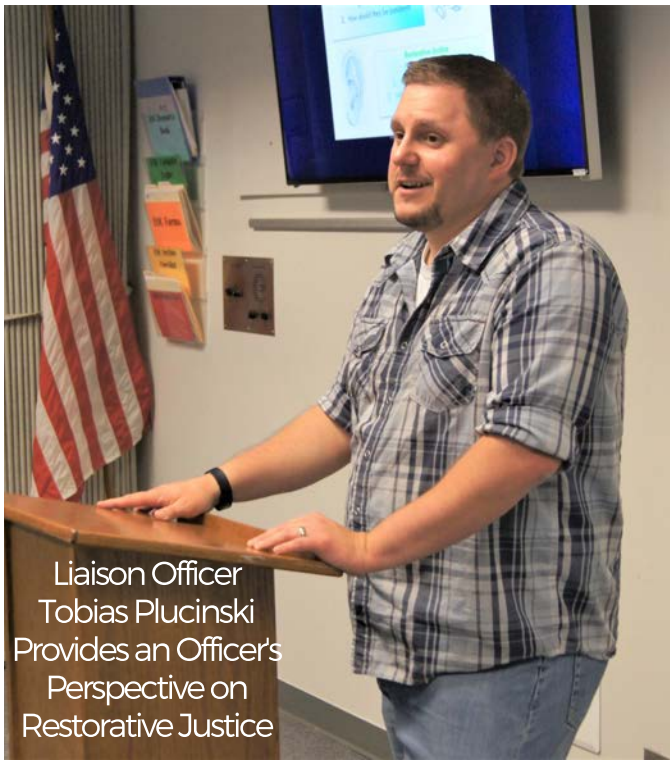
Individuals  
Attended LCJP  
Trainings

615

Schools and Youth-  
Serving Agencies  
Staff Trained



Milenda  
Participates in an  
Interactive Activity  
at Advanced  
Facilitator Training



Liaison Officer  
Tobias Plucinski  
Provides an Officer's  
Perspective on  
Restorative Justice



Ken with Facilitator Trainees in Casper



Abby Training  
Casper Police

## Bringing Training to New Frontiers

LCJP trainers traveled to Casper, Wyoming twice since 2017 to assist the Casper Police Department in developing a restorative justice program modeled after LCJP's Community Restorative Justice Program (CRJ). LCJP trainer Ken Keusenkothen hosted the first training for the Natrona County Restorative Program in August 2017. The 14 volunteer trainees learned how to be community members and facilitators in restorative justice processes. Following the training, the volunteers provided restorative justice services to numerous adult and juvenile clients who were diverted from the district court in Casper. In April 2018, CRJ Program Manager Abby Whipple and Longmont Police Liaison Officer Toby Plucinski delivered the first restorative justice training for law enforcement in Wyoming to 18 officers. At the training, the officers learned how to determine if they could refer a case to the Natrona County Restorative Justice Program, as well as how to participate in restorative justice conferences. Since the training, harmed and responsible persons in Casper have been able to resolve their criminal cases without the case ever being sent to the criminal justice system.

*"I have personally attended facilitator training with LCJP and have now twice utilized their training services here in Casper. I have found their trainings to be exceptionally professional and organized, and based on solid RJ experience and best practices. The wisdom they are able to share is invaluable and extremely helpful. I would highly recommend LCJP to others for RJ training and collaboration efforts."*

*Testimony from Jen Miner  
Natrona County Restorative Justice Program Coordinator  
for Casper Police Department*





Kathleen Leading an Activity at Association of Waldorf Schools of North America Conference



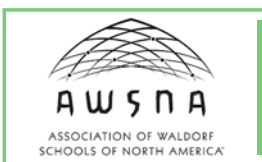
Kathy Zaleski Guides Discussion with Trainees



Waldorf Conference Trainees

## Restorative Practices in Schools

LCJP's founder, Beverly Title, was an educator committed to using restorative justice in schools and the justice system to change lives. LCJP has continued Beverly's legacy of impact in schools by training educators to implement restorative practices to keep students in the classroom. LCJP bolstered that legacy in 2018 by training more than 550 educators from 22 schools, with the following highlights:



Trained Waldorf teachers and administrators from 16 U.S. states and 3 Canadian provinces in Connection Circles for Building Relationships and Restorative Conversations for repairing harms.



Worked with teams of teachers, administrators, counselors, and coaches from 4 pilot schools to train them in Restorative Tools for the Classroom. These team members are advocates for advancing restorative practices in their school communities.



Continued supporting Timberline K-8 with schoolwide implementation of Connection Circles and Restorative Conversations. Provided Conflict Resolution training to educators from multiple schools through SVVSD Professional Development.



Delivered 8 hours of training to 50 educators, with an emphasis on using restorative practices community-wide. Supported Shining Mountain's goal that all staff and faculty use restorative approaches not only with students but also with parents and colleagues.

# Advancing RJ Practices

## Bilingual Services Grant

LCJP greatly enhanced its bilingual services in 2018 with the support of a \$13,000 project-specific grant from the Colorado Restorative Justice Coordinating Council. The grant helps LCJP improve equity and inclusion in its restorative justice services through:

- Professional Interpretation Equipment Utilized in Courts
- State-Certified Interpreters for Restorative Justice Processes
- Spanish Translation of LCJP's Materials Including Scripts, Training Manuals, Informational Brochures, Website Content
- Subtitles for LCJP Videos
- Consultation to Increase Diversity on the Board of Directors



Kathleen with State Senator Pete & Lynn Lee at LCJP Annual Appreciation Party

LCJP extends gratitude to Pete and Lynn Lee, who have both been leaders in advancing the restorative justice movement in Colorado. Pete helped pass legislation in the Colorado House of Representatives that eventually funded this grant, while Lynn has served on the State Restorative Justice Council since 2013.

## Cultural Awareness Trainings

LCJP hosted two trainings in 2018 to increase cultural awareness and responsiveness in restorative justice practices. LCJP's Indigenous Roots of RJ training featured Woody Vaspra, President of the World Council of Elders. Woody shared the history of restorative justice in indigenous communities followed by an interactive experience. A native Hawaiian, Woody emphasized the importance of honoring the connection between mind and heart while leading the trainees through a Hawaiian ritual for forgiveness named Ho'oponopono.

Carmen Ramirez, Community and Neighborhood Resources Manager for the City of Longmont, delivered the second of the two cultural responsiveness trainings with her Implicit Bias Awareness Training. LCJP volunteers learned how biases may affect restorative justice, and how to bring awareness to unconscious biases and their consequences.



World Council of Elders President, Woody Vaspra, Leading Ho'oponopono, a Hawaiian Ritual Practice of Forgiveness at LCJP's Indigenous Roots Training.



# Advancing RJ Practices

## Presenting on RJ & Police Partnership

Police Liaison Sergeant James Brown, Kathleen and Abby presented on Partnerships between Police Departments and Restorative Justice Programs at the International Institute for Restorative Practices (IIRP) Annual Conference in Detroit. With a growing number of communities interested in LCJP's Community Restorative Justice program model (CRJ), the session drew an international group of attendees from law enforcement, judicial, social services and RJ backgrounds. The training reviewed the 10 primary factors that helped CRJ establish and thrive in close partnership with the Longmont Police Department (LPD). The trainees reported they valued hearing both LCJP and LPD perspectives, as many have experienced barriers that LCJP has been able to overcome based on inter-agency collaboration.



Top: James, Abby and Kathleen at IIRP Conference in Detroit  
Bottom: James and Kathleen Present on RJ & Police Partnerships

## Vision & Values

Early in 2018, LCJP staff worked together to update the organization's vision and define guiding values. Along with the mission, which staff updated in 2017, the vision and values inform both long-term decision making and daily delivery of restorative justice services.



Art Created by a Responsible Person on Display in LCJP's Main St. Office

### Vision

A world where people experience interconnectedness, are proactively accountable, and choose to transform conflict with justice that creates peace.

### Values

- Fidelity to RJ Best Practices & the 5 R's
- Collaboration
- Compassion
- Ongoing Learning
- Innovation
- Diversity
- Equity
- Experiential Learning
- Courageous Vulnerability
- Strengths-based Approaches
- Holistic Engagement
- Playfulness & Fun For Learning & Community-building

# RESTORATIVE — — CONVERSATIONS

What's a Restorative Conversation?



*A Restorative Conversation is a dialogue between two people that addresses a behavior or conflict. The objective is to create a safe space for both people to share their experiences, be given the opportunity to take responsibility for their actions, learn about the impacts, and make an agreement about how to repair the harms. The process is designed for the two people to collaboratively reach an agreement that repairs harms and addresses their needs.*



Top: Volunteers Practice Restorative Conversations  
Left: Dana Enjoying Discussion with Trainees  
Center: Kathy Leads a Connection Circle at Shining Mountain Waldorf School's Restorative Practices Training  
Bottom: Boulder Housing Coalition Uses Restorative Conversations and Restorative Mediations for Resolving Conflict in Their Cooperative Housing Communities





Kathleen Leads an Activity at Restorative Conversations Training for Staff at Boulder County Public Health



Boulder Housing Coalition



City of Longmont Summer Camp Counselors

# Building Restorative Communities

Initially developed to support constructive working relationships between LCJP staff and volunteers, Restorative Conversations Training has become LCJP's most popular course for client agencies, schools and organizations. Seen as a highly accessible restorative intervention for having hard conversations in the moment, trainees report successful implementation of the tools even in communities lacking experience and infrastructure for conflict resolution. LCJP understands the benefits of restorative conversations first-hand from our own experience using them internally with staff and volunteers, and is excited to see so many community groups adopting restorative conversations as an alternative to their traditional, sometimes punitive, responses to conflict.

In 2018, LCJP delivered Restorative Conversations Training to staff at Boulder County Public Health, City of Longmont Summer Camp, and Shining Mountain Waldorf to use with colleagues as well as the families they serve. Voices for Children of Boulder County (CASA) invited LCJP to train volunteers and staff to support their work with fellow volunteers and clients, while Boulder Housing Coalition (BHC) hosted the training for the third year in a row so that residents living together in BHC's cooperative housing have the tools to be proactive in addressing conflict with each other. Specializing each training for the unique context of each organization, LCJP staff also encourages trainees to consider restorative approaches more broadly as a transformative practice for being in right relationship with others. Through training, LCJP highlights that the restorative paradigm shift creates culture change that benefits individuals, workplaces, families and society.



Training Reviews:

"Learning how to see conflict as an opportunity rather than a nuisance"

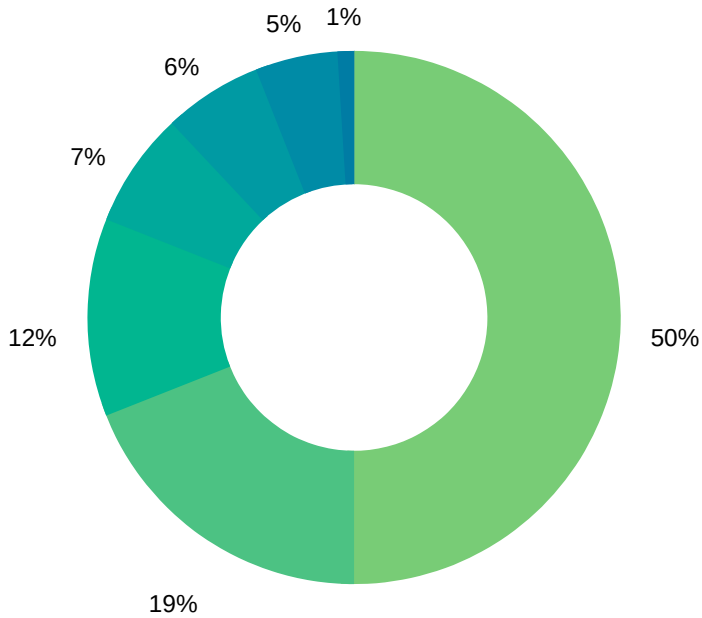
"I have heard about restorative justice, but this gave me practical tools to use."

"Experiencing the role play was helpful."

"It was a safe place to learn."

# 2018 Statement of Finances

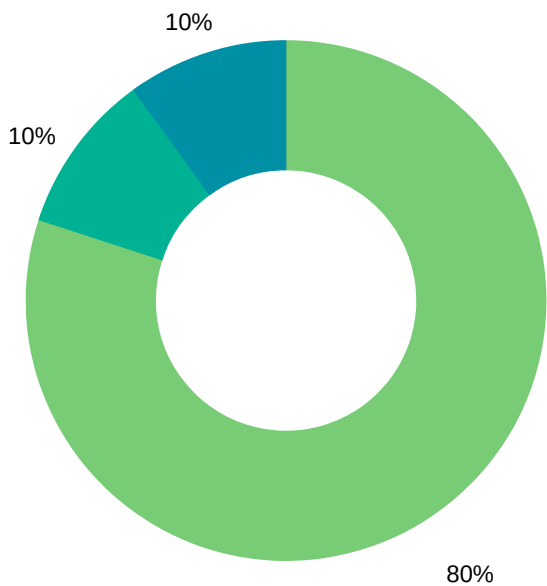
## Revenue



Government Grants	\$204,895
Training & Program Revenue	\$76,005
Foundations & Grants	\$47,950
In-Kind	\$28,758
Individuals & Businesses	\$25,793
Major Donors	\$19,173
Events	\$2,566
Other Income	\$1,251

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**Total Revenue** **\$406,391**



## Expenses

Program Services	\$324,212
Fundraising	\$40,871
Management and General	\$40,360

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**Total Expenses** **\$405,443**





Hula Hoopers at LCJP's Fundraiser at Wibby Brewing

## Supporting LCJP Three Ways to Get Involved

### VOLUNTEER

Attend one of LCJP's monthly Restorative Practices Orientations to get started.

### DONATE

Visit [www.LCJP.org](http://www.LCJP.org) to donate online, and join the mailing list to learn about fundraising events and opportunities.

### LEARN

Hire LCJP to train your group or organization. Contracted trainings are specially tailored for your group's goals for conflict resolution and team-building.

### YOUR CONTRIBUTION MAKES A DIFFERENCE

LCJP staff and volunteers will devotedly continue to serve the Longmont community with inclusive restorative practices in order to help people heal and create justice in their world. Your support is vital to this movement.

For more information about donating, please visit [LCJP.org](http://LCJP.org).



LCJP Staff 2018

# 2018 DONORS

## Individual Donors

Anonymous	Mare Trevathan & Eryc Eyl	Roger & Jacqueline Lange	Corina Remes
Joe & Julia Albertini	Henry Fabian	Lana & Richard Lathrop	Susan Robinson
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Richard Engelmann	Mandi Kornbau	Michelle Radley	
Dana Englebrecht	Mary Lamy	Kelsey & Eric Rasmussen	
Andrew & Judith Ernst	Florence Landblom	Patrick & Jacqui Reddick	

I don't think I've ever experienced something so miraculous as restorative justice. LCJP puts this work into practice in everything they do. At one point in the restorative justice process the dialogue shifts and then the real healing begins. I felt it each time that I volunteered. Although I'm unable to volunteer right now, I choose to support this wonderful organization and the work they do by donating a few times each year.

- Ruth VanderMinden, LCJP Donor & Volunteer





## Foundations

AEC Trust  
Anschutz Family Foundation  
April Fund  
Avery & Mildred Caldwell Family Fund  
Benedict Family Foundation  
Berry Family Fund  
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Collins Foundation  
Community Foundation of Boulder County  
Eberspacher Family Fund  
Farrelly-Hansen Fund  
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Longmont Community Foundation  
McCarty Charitable Fund  
New Early Christian Church Charities  
Norris Family Fund  
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Virginia W. Hill Foundation  
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City of Longmont  
Colorado Restorative Justice Coordinating Council

## Business Sponsors

Aime's Love  
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Panera Bread  
Precision Plumbing & Heating  
Sam's Club  
Santiago's  
Shupe Homestead  
Sun Rose Cafe  
Terrapin Care Station  
The Post Longmont  
Treat Snackhouse

“I am devoting my time and resources to LCJP because I believe it is one of the most powerful influences to positively impact our community and beyond. Restorative Justice has far reaching potential, not only in reforming the criminal justice system but also in schools, businesses, families and personal relationships. My investment is showing significant returns in a short period of time. I am excited to be a board member and investor in LCJP.”

- John Caldwell, LCJP Board Member & 2019 LCJP Board President

