



LONGMONT  
COMMUNITY JUSTICE  
PARTNERSHIP

# 2020 & 2021 ANNUAL REPORT

RELATIONSHIP RESPECT  
RESPONSIBILITY REPAIR  
REINTEGRATION



August 2022

## LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends,

LCJP's last two years, enriched by community resilience and innovation, have strengthened the program's nearly 30 year legacy of providing restorative services and training. LCJP met the challenges of the 2020 global pandemic by maintaining connection with volunteers, clients and community partners. To mitigate feelings of separateness and feelings of isolation, LCJP migrated the organization's restorative practices to online platforms. The organization's theme for 2020 was, undoubtedly, community resilience.

LCJP bounded into 2021 with an eagerness for innovation. We were, and remain, particularly motivated by the nation-wide calls for criminal justice reform after George Floyd's murder; and believe restorative justice is one of the most powerful criminal justice reform mechanisms we have. Determined to make restorative justice services available to more youth in Longmont, LCJP strengthened its partnership with the City of Longmont's REWiND program. The REWiND program diverts youth away from the traditional court system and offers preventative interventions, resources and support to youth that have had interactions with law enforcement. This partnership translates to an expansion of Longmont's pre-file diversion services for youth.

Before REWiND, LCJP was the only agency offering pre-file diversion services. Thanks to LCJP and REWiND's partnership, all youth in Longmont who meet the criteria will be diverted from adjudication in Longmont's municipal court. Instead of attending a court arraignment, youth will be screened by trained professional staff, asked to take accountability for their actions, and matched with the resources to best meet their needs. We are proud to be a part of this innovative program and serve as a model for other communities seeking to implement this type of criminal justice reform.

LCJP's donors and supporters made their excitement for LCJP clear through their generosity in 2021. In November and December 2021, our community raised \$70,000 for LCJP! Despite the challenges of the last couple of years, 2021 was LCJP's most successful fundraising year in history. As we advance into 2022 with a resilient and innovative staff, we are deeply grateful for the continued support of the LCJP family.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shalene Onyango', written over a light blue circular graphic element.

Shalene Onyango  
Executive Director

A handwritten signature in black ink, appearing to read 'John Rostykus', written over a light blue circular graphic element.

John Rostykus  
Board President



# Mission

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.

## WHAT WE DO

**Restorative Justice Services  
in the Community & Schools**

**Restorative Justice Training  
for the Community & Practitioners**

## ABOUT THE ART

The art featured here is on display at the LCJP Main Street Office. We're grateful to former volunteer and artist, Paula Gasparini-Santos for creating this art especially for LCJP. Turn to the last page of this Annual Report to see more art created for LCJP by our generous and talented community supporters.

# Vision

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



# COMMUNITY RESTORATIVE JUSTICE

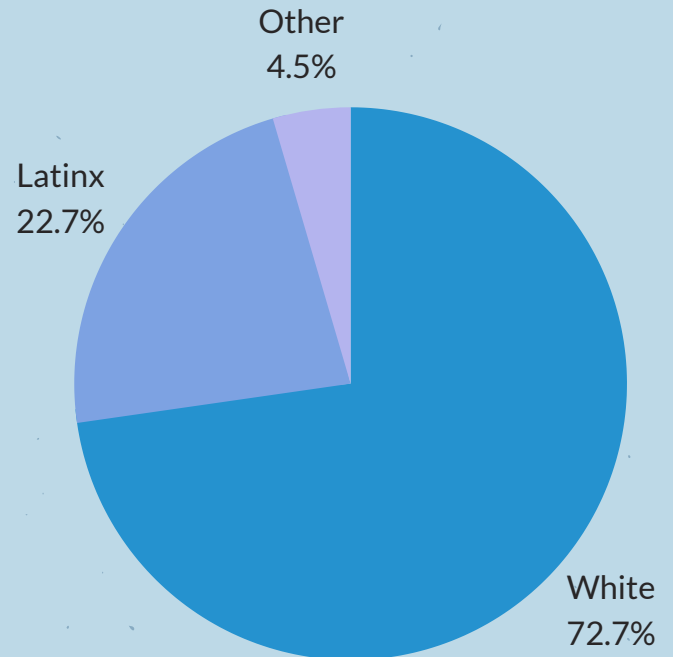
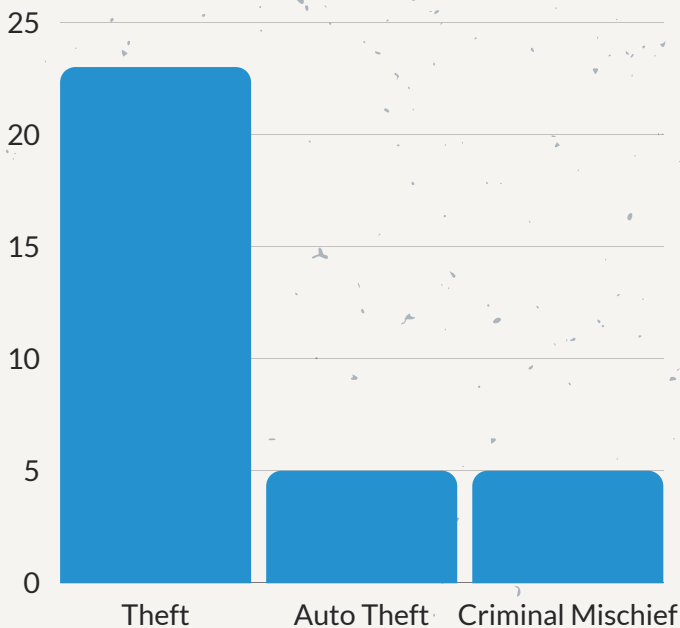
When a crime occurs, both people and **relationships are affected**. A law may have been broken but it is people who are left changed.

These crimes create needs, including the need for people to **take responsibility** and to express how they have been personally harmed.

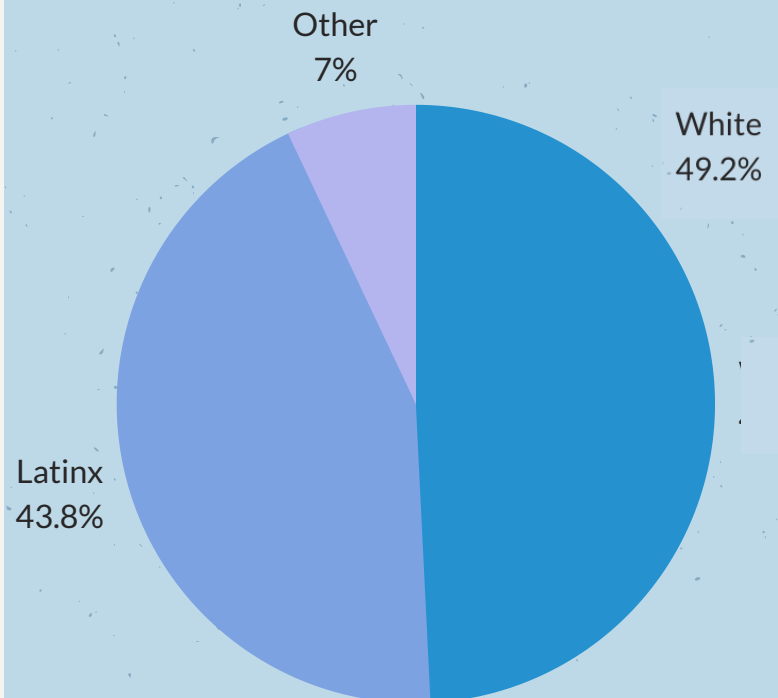
Our community restorative justice program provides a **radical opportunity** to bring together those who are most impacted and empower them to voice their needs. The process simultaneously **humanizes the person responsible** while they actively commit to making repairs.

The entire process is held in a **safe and supportive environment**, often with parents and family present.

## Top 3 Most Common Types of Cases



*Harmed Parties*  
44 victims were referred



*Responsible Parties*  
86 youth & 42 adult participants were referred

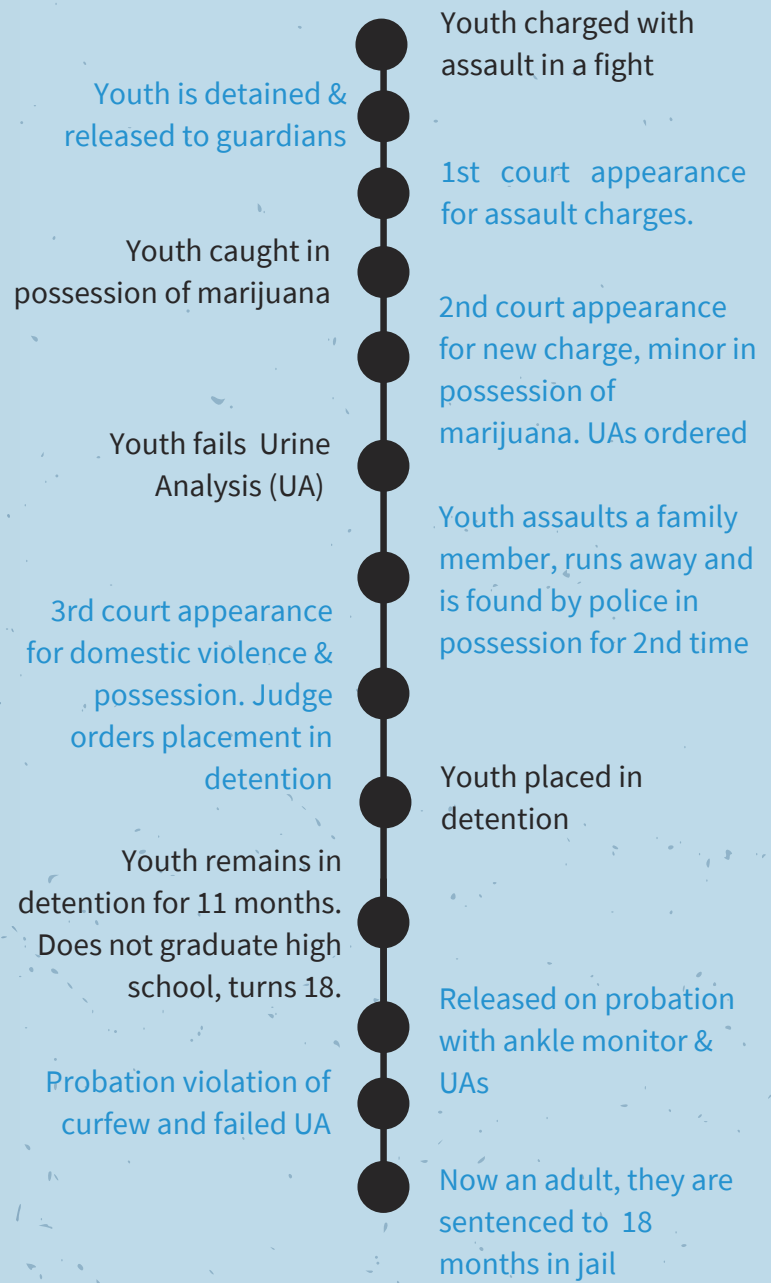
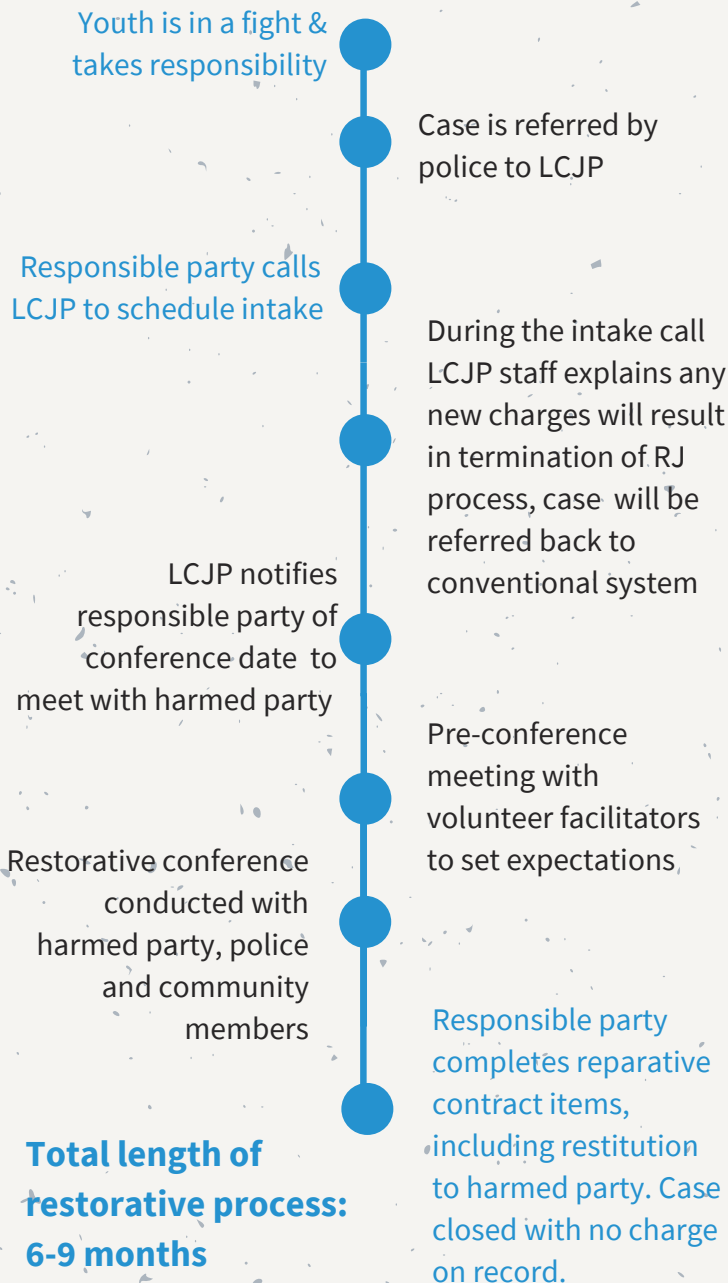
# RESTORATIVE JUSTICE

VS.

# CRIMINAL JUSTICE

The Community Restorative Justice Process costs approximately **\$10,000 from start to finish** for one responsible party. Our focus is to help reduce recidivism and provide victims a voice.

In the state of Colorado it costs **\$104,985 a year** to incarcerate one youth offender. Once involved in the criminal justice system there is a 60-80% chance youth will reoffend.



**“Volunteering at LCJP has been life-changing. My original concept of justice was punitive-based. LCJP has shown me that true justice is based on respect, responsibility for actions, repair of relationships and personal healing. I am so grateful!” ~LCJP Volunteer & Donor**

# RESTORATIVE JUSTICE IN SCHOOLS

LCJP provides **custom restorative justice and conflict resolution trainings** that are specially designed for every school's unique staff, students and culture.

Restorative practices provide a range of tools along the prevention-intervention continuum with the **ultimate goal of creating a more respectful, inclusive learning** environment.

**-40%**

*Reduction in out of school suspensions when restorative justice process is implemented*

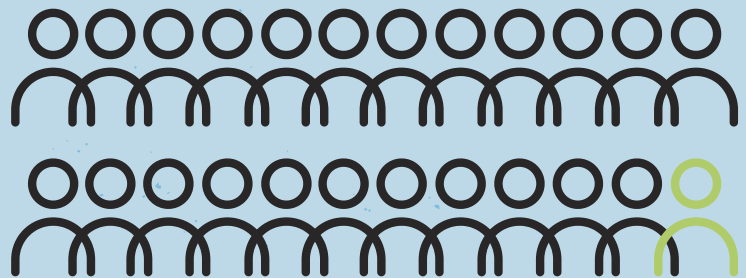
## SCHOOL TO PRISON PIPELINE

The “school-to-prison pipeline,” is a disturbing national trend wherein children are funneled out of public schools and into the juvenile and criminal justice systems. Many of these children have learning disabilities or histories of poverty, abuse, or neglect, and would benefit from additional educational and counseling services. Instead, they are isolated, punished, and pushed out. ~From ACLU

## STUDENTS OF COLOR SUSPENSION RATES



## WHITE STUDENTS SUSPENSION RATES



*Research shows that even one school suspension can double the likelihood youth will drop out of school*

**-82%**

*Decrease in student expulsions when restorative justice programs similar to LCJP's are practiced in classrooms and schools*

# VOLUNTEERS

## COMMUNITY CENTERED

By relying on trained volunteers, LCJP is able to operate as a non-profit, **prioritizing fidelity** to Restorative Practices and providing transformative community-building space for people who've been harmed by crime, people responsible for those crimes, their families and Longmont Police.



These volunteers make possible a major part of the **transformative impact of restorative justice**: showing people they are seen as a whole person.

# \$74K

Value of LCJP Volunteer Time

# 2,485

Total Volunteer Hours

# 400+

Total Volunteer Training Hours

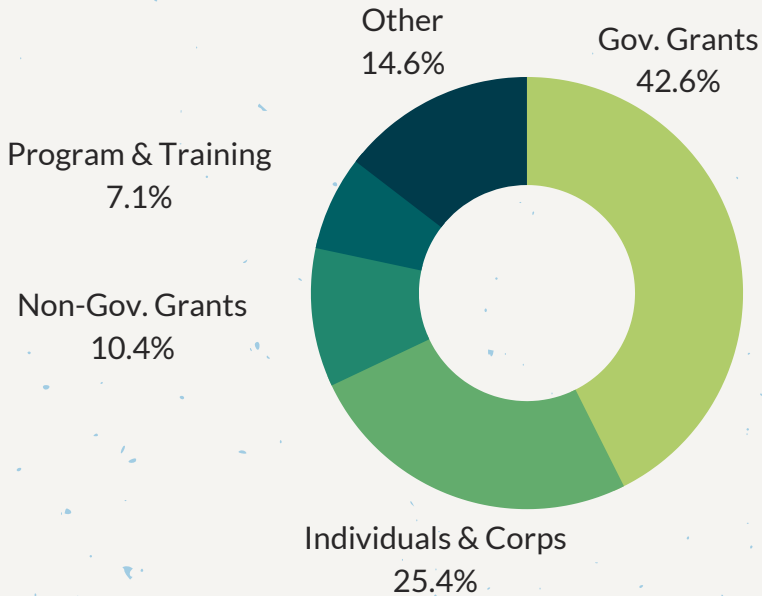


**"So appreciate the effort from staff to make these conferences accessible across language, location, and technology!"**

*~Mother of a responsible person referred to LCJP*

# 2020 FINANCES

## REVENUE



Government Grants	\$211,311
Individuals & Corps.	\$125,887
Non-Gov. Grants	\$51,500
Program & Training	\$35,141
Other	\$72,307
<b>Total</b>	<b>\$496,146</b>



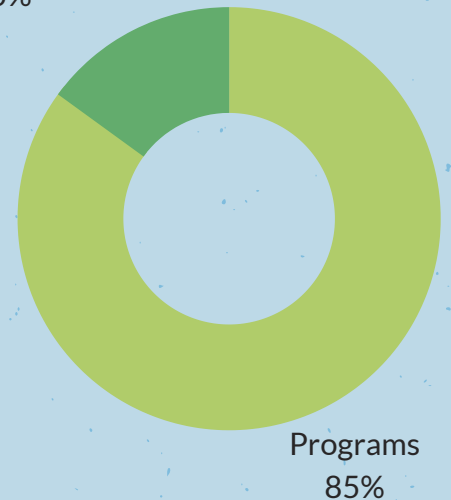
LCJP's First Annual Love and Justice Fundraiser.

***“Challenge yourself to be a healer and activist for justice. Don't feel you have to choose one or the other. Be both. See activism as a form of social healing and interpersonal healing as a form of social justice.”***

***~Fania Davis***

## EXPENSES

Administration  
15%

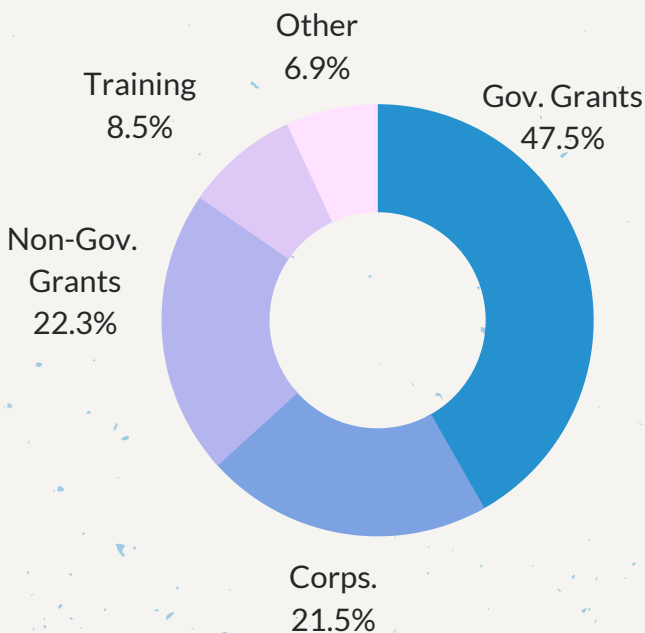


Community RJ Program	\$421,187
Administration	\$74,327
<b>Total</b>	<b>\$495,514</b>



# 2021 FINANCES

## REVENUE



Government Grants

\$220,965

Individuals & Corp.

\$113,743

Non-Gov. Grants

\$112,885

Program & Training

\$45,018

Other

\$36,473

**Total**

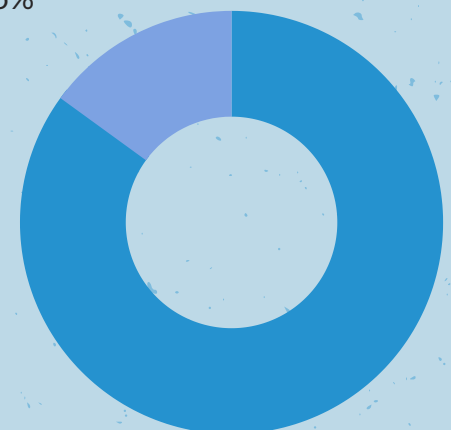
**\$529,084**

***"...accountability could be a more restorative justice approach as opposed to an approach of canceling, engaging, and I think in order to have a restorative justice approach, especially with everyday people, we have to give people the grace to make mistakes, and we have to give people the ability to heal the wounds that they've caused.."***

***~Ibram X. Kendi***

## EXPENSES

Administration  
15%



Program  
85%

Community RJ Program

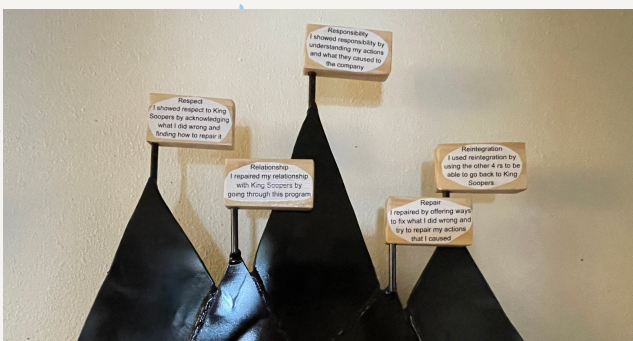
\$419,592

Administration

\$74,046

**Total**

**\$493,638**



A responsible person's contract item describing how the 5 R's of Restorative Justice relate to their experience.



# 2022 Board

## Executive Committee

John Rostykus  
**President**

Justin Chappell  
**Vice President**

John Caldwell  
**Secretary**

Sang Kim  
**Treasurer**

## Members

James Brown

Karina Doyle

Brydon Cooke

Madeline Hennessey

## ABOUT THE ART

Continuing the theme from earlier in this report, the art featured above was also created by one of LCJP's community supporters. The tree above is wood burning art created for the LCJP office by retired Longmont's Student Resource Officer Stallings. Inscribed in the tree's roots are the 5 R's of restorative justice.

*"I was very moved by the empathy and culture of the entire program. Thank you."  
-Responsible person referred to LCJP*

# 2022 Staff

Aiden Allen, MSW  
**Youth Program Specialist**

Claudia Melendez  
**Bilingual Adult Program Specialist**

Shalene Onyango  
**Executive Director**

Crystal Salvador-Zapote  
**Community Engagement Specialist**

Ramone Sanders  
**Restorative Justice Training Manager**

