



# CCRJP ANNUAL REPORT DECEMBER 2023

## Colorado Coalition for Restorative Justice Practices

---

CCRJP is a statewide membership organization comprised of practitioners, organizations and supporters, focused on creating public access to high-quality restorative justice practices statewide.

CCRJP supports the common interests of members by:

- Offering Networking Opportunities
- Conducting Public Education and Outreach
- Promoting Best Practices
- Engaging in Capacity-Building: training; technical assistance; governance support; mentoring
- Providing representation to the Colorado Restorative Justice Coordinating Council according to state statute

## CCRJP Values

---

- CCRJP and its members work collaboratively across sectors to develop and strengthen restorative justice practices in Colorado.
- CCRJP and its members build relationships based on principles of respect, inclusivity, openness, curiosity, compassion and humanity.
- Within CCRJP, and as its representatives, members commit to building, maintaining and repairing relationships restoratively. For more on our *new* shared agreements, principles and policy, please visit our **CCRJP HARM PROCESS GUIDANCE**.
- CCRJP and its members maintain fidelity to restorative justice best practices as defined by the Colorado Restorative Justice Council's *Code of Conduct and Standards of Training and Practice*.
- CCRJP is open to and inclusive of all voices and perspectives within CCRJP and of those we serve.

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

# CCRJP 2023 Board of Directors

---

- *President* - Ames Stenson - [stenson8@gmail.com](mailto:stenson8@gmail.com)
- *Vice President* - Alicia Garcia - [alicia@circlecorps.com](mailto:alicia@circlecorps.com)
- *Secretary* - Ericka Welsh - [welshea128@gmail.com](mailto:welshea128@gmail.com)
- *Treasurer* - Kimberly Parker - [parker@onestrongconnection.com](mailto:parker@onestrongconnection.com) (vacant after 2/23)
- *Deb Witzel (ex-officio)* - [deb@3storiesconsulting.com](mailto:deb@3storiesconsulting.com)
- *RJ Council Representative* - Luke Yoder - [luke@restorativeprograms.org](mailto:luke@restorativeprograms.org)
- *RJ Council Representative* - Denise Lord - [denise.lord@gmail.com](mailto:denise.lord@gmail.com)
- *Education* - Rachel Fike - [rlarfike@gmail.com](mailto:rlarfike@gmail.com)
- *Justice* - Kimberly Parker - [parker@onestrongconnection.com](mailto:parker@onestrongconnection.com) (vacant after 2/23)
- *Community* - Cynthia Randall - [cynthia@latinocoalition.org](mailto:cynthia@latinocoalition.org) (vacant after 10/23)

## REFLECTIONS FROM OUR BOARD PRESIDENT, AMES STENSON

*\*Photo is Thomas Dambo's PDX troll and me taking one last look at 2023*

*Feelings felt in 2023 serving as the BOD President: excited, grateful, stressed, proud, admiration, learning edge, imposters syndrome, relief, tired, satisfaction, passionate, deep appreciation.*



*Phrases that could be applied to CCRJP in 2023: growing pains; don't let perfection be the enemy of the good; going slow to go fast; help!; teamwork makes the dream work; integrity is key; pace ourselves; CCRJP swag; no one is free until we are all free; trust the process; deep bows of appreciation.*

*Ya'll - for a year filled with so much organizational transition, we accomplished A LOT together. Thank you for trusting me to participate in CCRJP in this capacity. Thank you for continuing to share your talents, energy, insights, suggestions, time and wisdom with CCRJP. Let's continue to carve out space to celebrate our community, ways of being together and our collective work. Let's continue to turn towards the practices of love, freedom, connection and liberation through self and communal care. Let's continue to honor our*

*boundaries, our contributions, our fears, our capacities and possibilities through fierce, loving authenticity and clarity.*

*I look forward to being on the path together in 2024!*

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

# CCRJP Highlights

---

## WHAT WAS NEW IN '23!

This year has been filled with transition, growth and connection for CCRJP! In addition to hosting our first hybrid Quarter 1 Member meeting, we started off the year celebrating a 3-year (and possibly up to 5-year) contract with the Colorado Coordinating Council on Restorative Justice (RJ Council) worth up to \$700k starting in state fiscal year 2024 (July 2023). The ongoing cultivation of collaborative efforts and strong relationships between the RJ Council and CCRJP over many years was absolutely pivotal in CCRJP's ranking as the top candidate in this competitive contract award. This is an incredible next step that all of us in CCRJP can be extremely proud of! Huge Kudos to all who made this possible!



Due to this new, consistent funding stream, over the spring and summer, the Board worked to hire and onboard our new part-time Executive Director, Cristina Cabeza. Living from Crestone in the San Luis Valley, Cristina's embodiment of restorative practices, extensive knowledge of budgets as well as liberatory leadership with programmatic and organizational skills deeply align with CCRJP values and goals. What a gift to have her with us! CCRJP now has the capacity to solidify organizational development, further support members and expand our reach in communities throughout Colorado.

*\*Photo from Quartz Overlook on Sangre de Cristo Mtn Range*

Cristina has been able to consolidate membership feedback to create CCRJP's [Harm Process Guidance](#), which combines our principles and values into a digestible and usable guide. It also outlines how we, as a coalition, approach repairing harm and supporting reintegration when conflict arises. She has also worked with the Board and Executive Committee to synergize and enact our Equitable Assistance Guidelines with [application](#) to help support those in the community and with community partners who may have barriers to joining or participating in CCRJP events and opportunities, especially those who may be lower-resourced or who are on the margins of RJP development in Colorado.

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

One of these points of expansion has included fostering new partnerships with other community organizations and movements engaging in and teaching about restorative practices, including supporting [The Active Collective Trauma \(ACT\) Summit](#) and co-hosting the [Colorado Coalition Against Sexual Assault's Restorative and Transformative Justice Summit](#). Not only does supporting community-led restorative work fulfill one of our RJ Council contract goals, it allows CCRJP to truly "create public access to high-quality restorative justice practices statewide."

## Our Membership

---



*Our members who attended our Hybrid Q3 Meeting in person in Alamosa this year!  
From left to right: Alice Price, Denise Lord, Honey Burkley, Luke Yoder, Abby Whipple, Cristina Cabeza, Paula Medina, Roxy Gehring, Clarissa Woodworth.*

## Quarterly Membership Meetings

CCRJP's Quarterly Membership meetings continue to be a place of connection, relationship and community-building as well as engaging in larger conversations about the state of RJ/RP, developments, opportunities, challenges and highlights within our field and programs. This year we held three hybrid Member meetings hosted by CCRJP

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

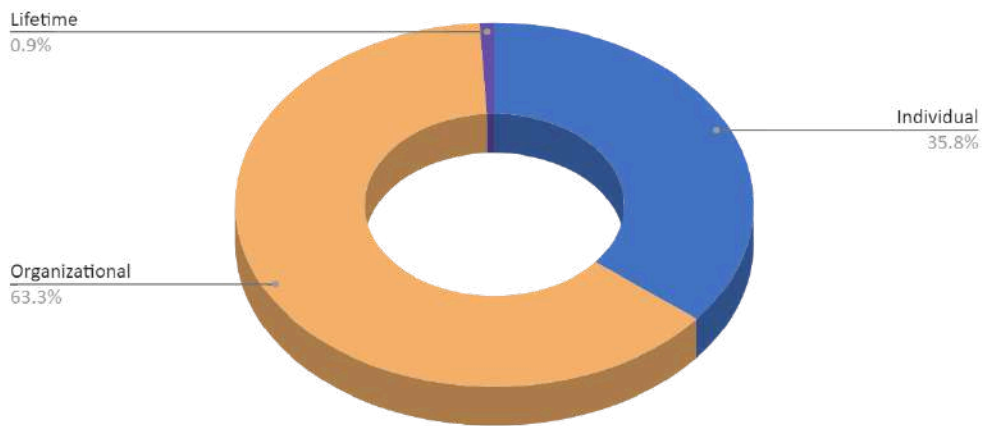
members in: Boulder (@ Boulder County Sheriff's Office), Denver (@ The Conflict Center) and Alamosa (@ Center for Restorative Programs) and one virtually; built in more informal social time as well as shortened meetings based on 2022 Member feedback.

In 2023, we saw a 15% increase in membership compared to 2022.

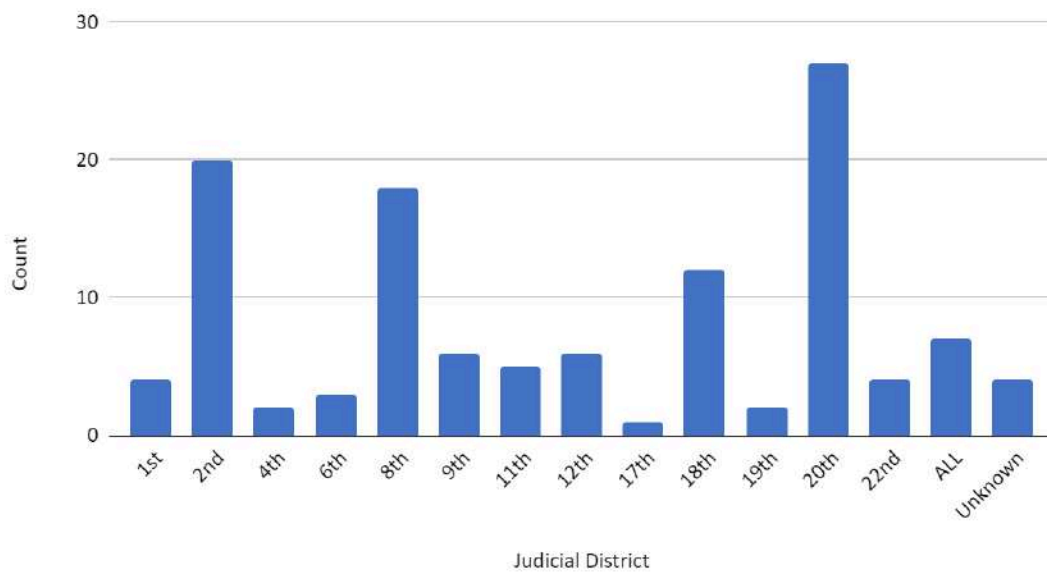
**109 active members in 2023:**

- 40 independent/individual practitioners
- 20 organizations, comprised of 69 staff/volunteers

Members by Type



Judicial Districts Represented



**CCRJP**

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

# Capacity Building Committee

---

## Communities of Practice

*Fosters connections amongst similarly-situated practitioners for the purpose of idea-sharing, mentorship, and brainstorming best practices. Current Communities of Practice include Criminal Justice, Education, and the Future of Restorative Justice.*

- **Criminal Justice:** The Criminal Justice Community of Practice is a monthly meeting that brings together RJ practitioners who are using restorative practices within the criminal legal system. It is an opportunity for practitioners to connect, collaborate, and support each other. We do a variety of activities including program/practitioner spotlights, RJ case debriefs, and various large and small group discussions. Participants continue to report that the CoP provides a valuable space to connect, learn, and grow with each other.
  - This group meets on the 4th Tuesday of the month from 9-10:30am. Contact: Maggie Shoemaker ([mshomaker@bouldercounty.gov](mailto:mshomaker@bouldercounty.gov)) and Erin Siffing ([esiffing@bouldercounty.gov](mailto:esiffing@bouldercounty.gov))
- **Education:** The Education Community of Practice is comprised of individuals who work in K-12 and Higher Education settings. We meet for one hour every month to discuss our experiences with restorative justice practices in our own respective communities. The goals of this CoP are to connect and have a space to give and receive input on various "dilemmas" that can come up.
  - This group meets on the 3rd Wednesday of every month from 10am-11am. Contact: Cheryl O'Shell ([kiddos1993@gmail.com](mailto:kiddos1993@gmail.com)) and Rachel Fike ([rlarfike@gmail.com](mailto:rlarfike@gmail.com))
- **Future of Restorative Justice:** The Future of RJ Community of Practice was formed to explore ideas around the trajectory and professionalization of the field. In 2023, the CoP pared down and refocused on what this actually means and has settled on moving forward as an education-driven CoP to ensure RJP is known in its fullness.
  - This group meets TBD. Contact: Crystal Salvador-Zapote ([crystal@lcjp.org](mailto:crystal@lcjp.org)) and Eric Lee ([eric.lee@fullcirclerj.org](mailto:eric.lee@fullcirclerj.org))

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

# Executive Committee

---

*Handles CCRJP organizational business; coordinates and facilitates BOD meeting and Quarterly Member meetings; provides direct support to Executive Director and contractor; meets monthly with contingent of RJ Council representatives for further alignment and coordination.*

Board Contacts: Ericka Welsch, Ames Stenson & Alicia Garcia

Meetings: Second Tuesday of the month 9:45-11:45 am

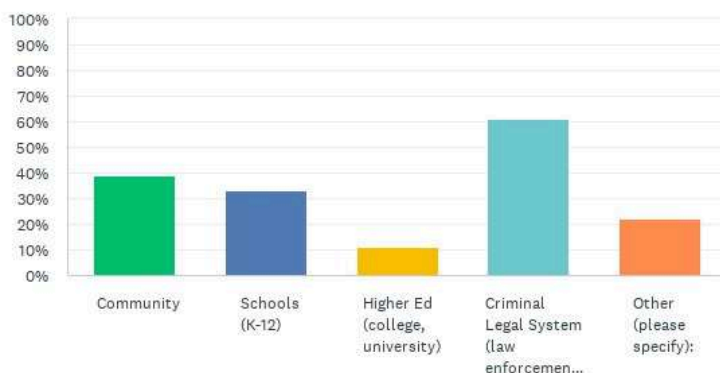
## Annual Membership Needs Assessment

The Annual Member Needs survey allows CCRJP to receive feedback on member experiences, needs, gaps and opportunities. The CCRJP Board & EC reviews the assessment and, to the greatest extent possible, prioritizes this feedback to shape the upcoming year's programming and events. For example, based on member feedback from the 2022 survey, the quarterly membership meeting times were shortened, extended to a hybrid model, included a detailed agenda and were set at the beginning of the year.

The 2023 survey included 36 respondents, approximately 1/3 of CCRJP's membership.

### Highlights:

Q1 What is your or your program's primary area of RJ practice (check all that apply)?



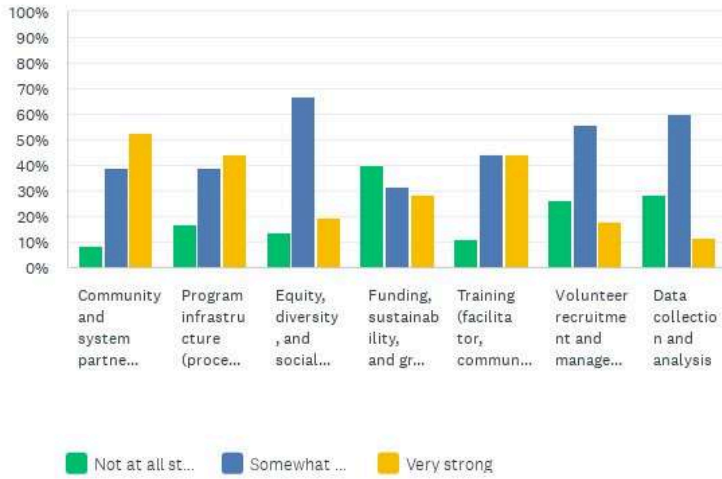
**CCRJP**

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

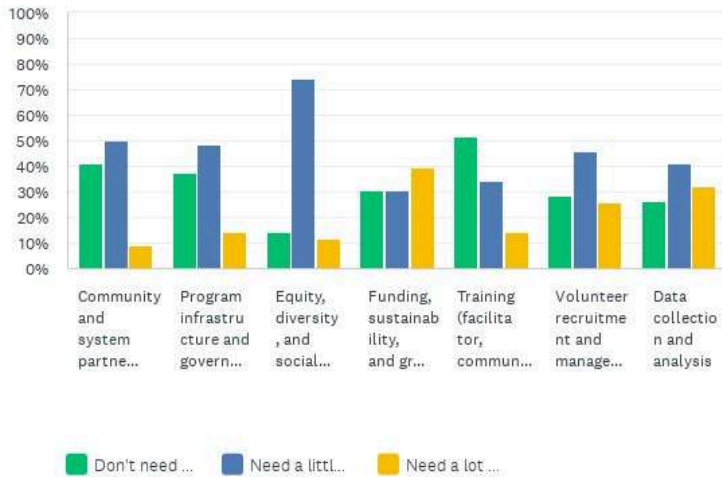
[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

### Q3 What are your or your program's areas of strength?



### Q4 In which areas do you need support?



The full survey results may be found [here](#) or on the CCRJP website [here](#).



# Communications Committee

---

*Works with the Outreach Committee in developing and maintaining informational and promotional materials and to communicate with members.*

Board Contacts: Rachel Fike

Meetings: First Wednesday of the month 10am-11am MST

## Activities:

- Upon the completion of the CCRJP website, the Communications Committee pivoted its main working objective to focus on creating a quarterly newsletter showcasing RJP programs, practitioners, and initiatives across the state of Colorado.
- This committee has also supported the initiatives of other CCRJP needs such as marketing material.
- Explore <https://ccrjp.org/> for ways for members to connect and access info on events and convenings, access to training opportunities, and more!

## Future:

- We will continue to support the organization with the website, social media, photography, graphic design and assignments as needed.
- Launching a CCRJP Quarterly Newsletter in 2024 to communicate both internally with members and externally with Colorado readership. The newsletter will be used as a tool to centralize communication for members and also explore important issues related to and pertinent to RJP.
- In partnership with the CCRJP Board and the Outreach Committee, the Communications Committee will support promotional and community events. We will create an interactive table to demonstrate CCRJP's mission and connect with the community. We will also create a list of events and prepare CCRJP to be able to attend targeted events.

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccrjpgeneral@gmail.com](mailto:ccrjpgeneral@gmail.com)

# Member Engagement Committee

---

*Provides support and maintains connections and collaboration among CCRJP members*

Board Contacts: Denise Lord & Kelly Taylor Russell

Meetings: 2nd Thursdays of each month, 9:30 -10:30 am

## Activities:

- Coordinated annual membership drive
- Increased Membership - up 15% from last year
- Engaged and oriented new members
- Spearheaded member appreciation initiatives
- Hosted 3 member socials - one in Denver, one in Boulder & one in Alamosa
- Facilitated CCRJP board nomination and election processes



*Static Decals spearheaded by Member Engagement Committee*

## Future:

- Continue meeting and refining objectives above including data collection
- Increase diversity of CCRJP membership and Board representation

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

# Outreach Committee

---

*The efforts of the Outreach Committee are centered around advancing RJP throughout the state among practitioners, community partners, legislators, and most importantly those who are most impacted and involved by harm. We strive to maintain curiosity and respect as we engage in these multiple pathways:*

- *Cultivate connection and collaboration*
- *Elevate awareness and education of RJP*
- *Attract and uplift diversity of people and practices within RJP*

*We carry out this work through three main subcommittees: Public Policy & Legislation; Restorative Justice & Racial Justice (RJ2) Series; Intentional Community Partner Outreach & Community Hubs.*

Board Contact: Alicia Garcia & Ames Stenson

Meetings: 2<sup>nd</sup> Tuesday of the month, 10:00-11:30 am

## Activities:

- **Racial Justice & Restorative Justice (RJ2) Series:**

This learning series explores intersectionalities between restorative justice and racial justice. In 2023, these workshops extended to include additional intersectional points of oppression in service of increasing knowledge and awareness within our field.

- April: Restorative Conversation with Grandmother Strong Oak (virtual) <https://visioningbear.org/>
- June: Exploring Transformative Justice with Spring Up (hybrid) <https://www.timetospringup.org/>
- August: Stick Talk, Firearm Reduction (in-person) [www.stick-talk.org](http://www.stick-talk.org)
- September: Stick Talk, Firearm Reduction (virtual)
- October: Land Return (*film Lakota Nation vs. United States*) & First Harm conversation with Edward Valandra & Brett Lee Shelton (virtual)
- December: From Neutral to Invested with Larell & Andria (virtual)

*"I loved the conversation — and hearing about the work that is happening in Chicago and the fact that they believe there is a similarity with "war on guns" and the "war on drugs" happening now with potential similar tragic consequences — I believe more and more that community based circles are the way real change is going to be manifested..."*

*-CCRJP Member on Stick Talk's Virtual RJ2 Session*

## CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

**What's next for RJ2:** Recent trends show that there is a growing interest and attendance beyond CCRJP members. We hope to leverage this interest and utilize RJ2 events to further our bandwidth of community engagement, education, and skill building within restorative frameworks.

● **RJ Policy Listening Circle & Community Hubs:**

CCRJP did not co-host a RJ Policy Listening Circle this year. However, the Outreach Committee did discuss the need and possibilities of a larger, strategic CCRJP legislative outreach plan. Leveraging internal knowledge and expertise, the Outreach committee has begun streamlining individual and collective efforts through google drive and other CRM systems.

*Alicia Garcia, Wivine Ngongo (Colorado Access, Public Health for Public Safety), Meredith Henry (Senior Policy & Advocacy Associate The Arc of Colorado)*



Furthermore, as discussions and ideas of the concept of 'community hubs' continue to expand, the Outreach Committee played a role in CCRJP's support of The Active Collective Trauma (ACT) Summit thanks to Alicia Garcia. Community Hubs are rooted in the idea that RJ/RP can explicitly support already existing community and collective care work. The ACT Summit is a wonderful example of how RJ/RP can be infused into and further support already existing and thriving community-driven efforts.

**CCRJP**

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccrijpgeneral@gmail.com](mailto:ccrijpgeneral@gmail.com)



*-Drumming Circle- Senakhu Donald, Cynthia Randall, Wendy Talley, Terri Wash  
also pictured: Rossina Schroeer-Santiago (therapists of color collaborative)*

**●Intentional Partnerships:**

The Outreach Committee remains committed to nurturing our relationships within communities and collaborating around mutual interests and efforts wherever it is relevant and reciprocal. In service to liberatory collaboration with values-aligned community partners, we strive to maintain great reflection and intentionality around the organizations and individuals with whom we partner, and how we might effectively collaborate in a way that upholds mutual esteem, respect and liberation.



*Project Elevate sharing their RJP approach at the CCASA RJ/TJ Summit*

**CCRJP**

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

Working in collaboration with some of our Outreach Committee members, Colorado Coalition Against Sexual Assault (CCASA) has been a wonderful community presence and force for organizing in the restorative justice space for a few years now. In 2023, a CCASA RJ/TJ Community of Practice was created to discuss and work through tools from restorative justice that can be leveraged to support survivors of sexual- and gender-based violence. CCASA and CCRJP are so thrilled to be more formally in partnership with the annual [Restorative and Transformative Justice Summit](#) in October 2023, with more to come.

## Future:

- RJ2 Events
- RJ Law 101 in Colorado workshop
- Policy Listening Circle (co-hosting with the RJ Council)
- Continuing to build reciprocal relationships with community programs (CCASA, ACT Summit, etc.)
- Additional legislative outreach and strategic planning

## RJ Council Strategic Partnership

---

*Partner with the RJ Council to represent the voice of CCRJP, its members, and to have pathways to engage in collaborative initiatives.*

RJ Council Reps for CCRJP: Luke Yoder & Denise Lord

RJC Regular Council Meetings: 4th Friday, even months only, 9:00am - 3:00pm

## Activities:

- **CCRJP/RJ Council Joint Workgroup**: Joint workgroup with RJC and CCRJP member reps meets 1st Thursday of the month, 1:00-2:30 pm to coordinate cross-organization communications
- **Contract with CCRJP**: To enhance support for RJ efforts around the state
- **Support for RJ2**: A series exploring the intersections of Racial Justice and Restorative Justice
- **Guiding Documents Review**: Providing support for an extended effort to re-envision and rewrite the 2012 RJ Facilitator Standards.

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

- **RJ Practitioners & Programs Directory**: Effort to evaluate, improve and grow the Statewide Directory of RJ Program and Practitioners on the RJC’s website, making it more robust and useful to practitioner communities and the public-at-large.
- **Micro Grant Funding**: Integrating restorative values and practices, making restorative opportunities equitable, and increasing RJ practitioners who represent local community demographics and priorities. Two funding categories are available: Community Engagement and Capacity/Innovation.
- **Research of RJ implementation related to existing Statutes**: Exploratory assessment and pilot process to gather information about implementation of RJ in specific system contexts, with probation services as a launching point.
- **Multi-Year Community-System Partnerships**: Preparing to launch an enhanced system to support sustainable RJ programs across three tiers: emerging (new), developing (partially established) and mature (more-established). Model will create a cohort of RJ programs in jurisdictions across Colorado from each tier, who will receive funding and share RJ implementation resources, experience, and knowledge.

Future:

- Q1 2024: Adoption of updated RJ Facilitator Guidelines. Plan for rollout/dissemination.
- Continue the conversation about strategic alignment and ways to collaborate

The chart below, created in the initial year of the Joint Workgroup, continues to provide a reference point for considering and refining areas of both overlap and distinction between CCRJP and the RJ Council.

**CCRJP & RJC: Areas of Overlap & Distinction**

CCRJP	Both	RJ Council
<i>Structure</i>		
Professional membership org (95 members: 36 indiv. and 19 orgs)	-	Legislated body (19 reps from systems & community)
Independent	-	Judicial oversight
Volunteer Board of Directors	-	Paid staff
Funded via member dues, grants and donations	<i>Fees from co-sponsored events</i>	Funded via RJC Cash Fund

CCRJP  
 1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302  
 www.CCRJP.org  
[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)

<i>Mission, Vision, Mandate</i>		
<p><b>Mission:</b> Create public <b>access to</b> high-quality restorative justice practices statewide.</p> <p><b>Objective:</b> CCRJP exists to serve as a statewide organization <b>supporting the common interests</b> of restorative justice practices in Colorado by:</p> <ul style="list-style-type: none"> <li>Offering <b>Networking</b> Opportunities</li> <li>Conducting Public <b>Education and Outreach</b></li> <li>Promoting <b>Best Practices</b></li> <li>Engaging in Capacity-Building: <b>training; technical assistance;</b> governance support; mentoring</li> <li>Providing representation to RJ Council according to state statute</li> </ul>	<p><i>Networking</i></p> <p><i>Education</i></p> <p><i>Outreach</i></p> <p><i>Training</i></p> <p><i>TA</i></p> <p><i>Best practices</i></p>	<p><b>Mission:</b> The State Restorative Justice Council <b>advances</b> restorative justice principles and practices throughout Colorado by providing <b>gateways to information, networking and support.</b></p> <p><b>Mandate</b> is to provide <b>training, technical assistance</b> and <b>education</b> related to restorative justice in the state of Colorado, support the development of restorative justice programs, serve as a repository of information for those programs.</p> <p><b>Vision:</b> Restorative values and practices are integrated across systems and communities.</p>
<i>Activities</i>		
Member-specific meetings, events, and trainings	<i>Co-sponsored events</i>	RJC-sponsored events & trainings
Respond to member needs	-	Fulfill legislated mandate
May lobby legislature	<i>Educate/inform legislation.</i>	May not lobby legislature
Mechanisms for QA and best practices	<i>Best practices</i>	Best practices
Training, TA, mentoring, COPs, Google group, support, & resources for members	<i>Training, TA, support</i>	Training, TA, support for public, & funding for program development
<i>Website</i>		
Resources for members, interactive options, attract new members	<i>Links to training &amp; events</i>	Resources for public, directory of providers (mandated)
“Documents on the ground” (member document library, grant language, data tracking, surveys)	<i>Resources, guiding documents, best practices</i>	IGA sample template documents, “big picture” resources, document repository

## CCRJP Profit and Loss Statement

### CCRJP

1905 15<sup>th</sup> Street, #7424, Boulder, CO, 80302

[www.CCRJP.org](http://www.CCRJP.org)

[ccripgeneral@gmail.com](mailto:ccripgeneral@gmail.com)