



of DCJ clients report feeling  
more self-sufficient because of DCJ

# By The Numbers



2015 -16 Annual Report

# Dear Friends

This past year DCJ has focused on researching, restructuring, and reorganizing in order to make all of DCJ programs more efficient, effective, and evidence-based. My goal as ED is to ensure that DCJ staff are equipped with the knowledge and skills that will best serve our clients and result in sustained positive change for the community.

In 2015 DCJ continued the use of the following: Texas Christian University assessments, Risk Need Responsivity Principles, Cognitive Behavioral Therapy approaches, motivational interviewing, and effective case planning. DCJ offers professional development seminars once per month on topics chosen by both staff and management and allots funding for outside trainings on areas of focus and interest.

As we reflect on the past year, the outcomes achieved by our programs are a direct result of the staff training and dedication put into our work. We're proud of the numbers displayed throughout this report and even more proud of the stories behind them.

In late fall 2015, DCJ added two additional programs: Women in Transition at Baylor Women's Correctional Institution and Healthy Thinking at Howard R. Young. Healthy Thinking provides evidence-based reentry readiness classes and community healthcare linkage to incarcerated individuals, and Women in Transition assists women to mobilize and develop personal and social resources that reduce risk for future criminal behavior. Both programs use evidence-



based curriculums and provide participants with healthy incentives made possible through a partnership with the YMCA of Delaware.

As we look ahead, DCJ remains committed to reducing violence in Delaware and will look towards meaningful collaborations with a focus on violence prevention, gender-responsive programming, and support groups for our clients and communities in which we serve. We thank you for your support and guidance over the past year and hope you will continue on this journey with us to ensure that violence and disparities decrease and economic equity, human capital, and social capital are guaranteed for all in Delaware.

In service,

Ashley Biden, M.S.W ~ *Executive Director*

# DCJ Staff

## Administrative

Ashley Biden, Executive Director  
Kirstin Cornnell, Director of Operations  
Robin Stramp, Office Coordinator  
& Communications Assistant  
Susan Wilson, Bookkeeper

## Achievement Center

Akua Ajarko, Re-Entry Navigator  
Bradley Owens, Re-Entry Navigator

## Adult Victims Services Program

Nikki Kress, Program Coordinator  
Tracie Dixon, Mental Health Counselor  
Elise Schubert, Mental Health Counselor

## Community Re-entry Services Program

Jessica Alicea, Program Coordinator  
Suzanne Kirk, Case Manager  
Haneef Salaam, Case Manager

## Court Of Common Pleas Mediation Program

Karin McManus, Program Coordinator

## Healthy Thinking

Haneef Salaam, Program Coordinator

## Juvenile Restitution Program

Karin McManus, Program Coordinator

## Read In, Read Out

Robin Stramp, Program Liaison

## School Offense Diversion Program

Cindy McDaniel, Program Coordinator

## Smart Pretrial Demonstration Initiative

Kate Parker West, Local Site Coordinator

## Stand Up For What's Right And Just

Eugene Young, Advocacy Director

## Student Warriors Against Guns And Gangs

Isaac Dunn, Program Coordinator  
Corry Wright, Intensive Case Manager

## Truancy Reduction Program

Cassandra Freeman, Program Coordinator  
Corry Wright, Case Manager

## Victim Sensitivity Program

Angie Walker, Program Coordinator

*“Whole-istic” Programming that Changes Lives, Families, and Communities*



# Adult Victim Services Program (AVS)

AVS provides intensive case management and counseling services to support, heal and empower victims of crime who are over the age of 50. Clients learn about healthy boundaries, cycles of abuse and power, behaviors of an abuser, and self-care strategies. Clients demonstrate improved attitude, knowledge, and skills needed to manage a health conditions and are able to gain access to community-based support services such as legal services, counseling, health clinics, and doctors' appointments. Clients access intensive case management through a masters level social worker and counseling through a Licensed Clinical Social Worker.

## The AVS Program Values and Utilizes:

- Restorative justice
- Self-advocacy and self-reliance
- Victim's Compensation support
- Courtroom advocacy

## Program Outcomes:

- 75** clients served
- 73** clients obtained/maintained appropriate housing
- 28** safety plans created
- 5** home modifications completed
- 97%** of clients report they feel more self-sufficient after program participation
- 40%** of clients introduced to support groups, **100%** referred utilized supports

## Program Partners:

- Domestic Violence Task Force
- Domestic Violence Coordinating Council
- Victim's Rights Task Force
- Marydale Retirement Village
- Wilmington Housing Authority
- Salvation Army
- Christiana Care
- St. Francis Health Center
- Wilmington Senior Center
- Department of Justice Office of Victim Advocates
- Delaware State Police
- Wilmington/Newark/New Castle County Police Departments
- Delaware Legal Services
- \$tand by Me

97%

of clients report they feel more self-sufficient after program participation



DCJ Staff took a moment to mark the first day of Sexual Assault Awareness & Prevention month with the #redmylips challenge. Read our lips: We stand in solidarity with those who have been victimized, silenced, or shamed.

# Community Re-entry Services Program (CRSP)

CRSP provides comprehensive and intensive case management services to previously incarcerated individuals who are integrating back into the community. Participants range from all levels of probation and are diverse in their ages, criminal charges, needs, challenges, and goals. The universal task is to assist participants with resolving challenges, building skills, and working towards a better life.

## The CRSP Program Values and Utilizes:

- Progress not perfection
- Self-agency and self-advocacy
- Meeting clients “where they are”
- Utilization of supportive services

## Program Outcomes:

- 308** clients served
- 41** clients secured housing due to CRSP support
- 217** clients assessed for job placement, given job leads, and/or assisted with employment needs
- 65** clients received employment directly due to CRSP involvement
- 101** clients received job training
- 65** clients enrolled in GED programs and/or adult education
- 86** clients were assisted with substance abuse support and received referrals, and **31** clients were enrolled in substance abuse programs
- 122** clients were assessed for mental health needs, and **32** clients were linked to behavioral health service providers

## New Initiatives!

- Food Bank of Delaware Food Pantry opened at Cherry Lane Probation Office for all clients
- Job training classes scheduled every Monday
- Partnership with Westside Health to ensure that all clients enroll in healthcare
- CBT Classes launched that use evidence-based curriculum and Texas Christian University Mapping techniques



“I’m just writing to let you know I’m cool and that I appreciate all the help you were giving me...Only reason I came was because you were there and really trying to help me.”

*~ Letter from CRSP Client to case manager*

## Program Partners

- Aquila of Delaware
- Life Health Center
- Department of Correction
- Foodbank of Delaware
- Westside Family Healthcare

# Achievement Center Partnership

The Delaware Center for Justice is a proud partner of the Wilmington HOPE Commission and employs two re-entry navigators who provide re-entry case management services at the Achievement Center.

## The Achievement Center endeavors to reduce the cycle of crime among medium to high risk clients by:

- 1) providing access to a team of highly skilled professionals that offers a full array of therapeutic services and supports in one setting; and
- 2) working to inspire participation and successfully engage participants by fostering a shared understanding that the success of this program is directly related to the success of each participant.

In 2015 DCJ supported the Achievement Center's first year of operations focused on the start-up related challenges that must be addressed in order to achieve our shared vision of providing a robust array of easily accessible re-entry services in a safe, state-of-the-art facility.



## Together, DCJ and the Wilmington HOPE Commission:

- Coordinated referrals from DOC, Probation and Parole and the Court
- Established a consortium Provider Partner collaborations
- Built an infrastructure for sustainable access to reentry services
- Developed strategies for reducing violations of probation
- Improved access to transportation
- Examined solutions for supportive housing
- Enhanced a continuum of care model
- Expanded services to Walk-Ins



# Court of Common Pleas Mediation & Juvenile Restitution Programs

Mediation services at DCJ provide a voluntary, safe, and confidential alternative to adjudication in court for victims and defendants. Participants are able to work out their conflicts without having to go to trial, and both parties have an opportunity to share the impact of the incident, to create an agreement for how the situation can be resolved and for how amends can be made.

## The Mediation Program Values and Utilizes:

- Restorative Justice
- Active listening
- Accountability and forgiveness

## Program Outcomes:

210 mediations conducted

189 cases mediated with successful outcomes

Program staff also assist victims of crime committed by individuals under 18 by assessing and filing court orders of restitution on behalf of victims. Court orders of restitution ensure that juvenile offenders are legally obligated to make amends and to compensate their victims for their financial losses. In 2015, 226 juvenile cases were processed through this program.



# 189

cases mediated  
with successful  
outcomes

# Read In, Read Out Program (RIRO)

The Read In, Read Out Program is a collaborative project of the Department of Correction, the Delaware Center for Justice, and Read Aloud Delaware. Incarcerated parents are able to record themselves reading age-appropriate books to their children.

## The RIRO program values and utilizes:

- Bonds between families and children
- Early love of learning and literacy

## Program Outcomes:

**68** mothers and fathers were given the opportunity to read to 101 children

**100%** of participating parents report that the program has had a positive impact on their relationship with their child(ren).

**70%** of parents report that their children enjoy reading more as a result of the program

## Program Partnerships:

- Department of Correction
- Read Aloud Delaware

“My children and I have become closer even though we’re unable to physically be with one another right now.”

~ Participating mother currently incarcerated at BWCI

100%

of participating parents report that the program has had a positive impact on their relationship with their child(ren).



# Student Warriors Against Guns and Gangs (SWAGG)

The Student Warriors Against Guns and Gangs (SWAGG) Program is the only gun violence intervention program in the state of Delaware, and operates in partnership with DSCYF- Division of Youth Rehabilitative Services. SWAGG works to reverse the trend of increased gun and gang violence among youth by helping them to understand the impact of gun and gang violence on individuals and communities. The course follows an evidence-based curriculum to help students develop strategies for avoiding negative behaviors and making positive choices.

## The SWAGG Program values and utilizes:

- Cognitive behavioral therapy
- Evidence-based curriculum

## Program Outcomes:

34 youth participated in 2015

96% of students discharged in 2015 have not recidivated with gun charges and report a positive change of attitude

## Program Partners:

- DSCYF- the Division of Youth Rehabilitative Services
- Aquila of Delaware

84%

of program participants did not recidivate within one year of programming



# Truancy Reduction Program

The Truancy Reduction Program works with high-risk students in New Castle County whose school attendance has ceased or dropped dramatically. The program seeks to increase truant students' engagement in school to decrease dropout rates and to prevent future criminality. Through intensive case management, students and their families receive support in addressing the underlying causes of truancy, which may include factors such as bullying, lack of appropriate clothing or transportation, undiagnosed learning disabilities, precarious housing situations, and/or lack of academic support.

## Program Outcomes:

- 43** students and families served
- 60%** of students showed an increase in school attendance
- 100%** have individually-tailored case plans

## Program Partners:

- Children and Families First
- Delaware Guidance
- Kids Couch
- Vision Quest
- Aquila of Delaware
- PBHS Assessment Unit
- DE Justice of the Peace Courts

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# Healthy Thinking Program

The Healthy Thinking Program uses a 12 week evidence-based curriculum covering topics such as healthy relationships, setting boundaries, and developing healthy coping strategies for life stressors. A partnership with Westside Family Health was established in order to provide participants with the expertise and support of a Healthcare Navigator. All participants who remain engaged and attend scheduled medical appointments receive a FREE one month gym membership to the YMCA. The first cohort had 20 participants graduate the class. 100% of participants felt that the Healthy Thinking Program taught them valuable and transferable skills to increase healthy living.

“This course was a life changer, I learned how to set boundaries, use “I” statements, and have developed strategies for handling stress.”

~ Healthy Thinking student

# School Offense Diversion Program (SoDP)

DCJ's School Offense Diversion Program (SoDP) staff work with students referred by the Attorney General's Office as a result of an arrest for an in-school incident. The program's goal is to make each student's first encounter with the criminal justice system their last. By successfully participating in and completing SoDP, the student's charge is dismissed with the expectation that they stay out of trouble, stay in school, and graduate.

79

students  
successfully  
completed  
the program

## Program Outcomes (2014-2015 school year):

- 111 youth referred
- 94 students participated, 96% did not recidivate within six months
- 79 students successfully completed the program



## Program Partners:

- Delaware Department of Justice
- Parent Information Center

“This was a difficult time for our family. Your kindness made us feel welcomed and at ease. I thank God for [your program] and for your wonderful talents, they served us well.”

~ Email from Parent of SoDP student

# Public Education and Advocacy that Reforms the Entire System

DCJ's public education, research, and advocacy initiatives involve engaging the public and policy-makers in reasoned discussions of criminal justice issues to improve the quality of justice in Delaware.

## Our main areas of concentration include:

- Juvenile Justice
- Pretrial Reform
- Sentencing Reform
- Victims' Rights and Restorative Justice

## We achieve targeted reforms through:

- Coalition building
- White papers and issue briefs
- Public information sessions
- Legislative advocacy

“DCJ has been a critical player in bringing more data and best practices to the policymaking table and to achieving important reforms in Delaware. They have been an effective voice for so many who need one.”

~ Delaware State Senator Bryan Townsend



## Special Project:

### SMART Pretrial Demonstration Initiative

DCJ is in its 2nd year of coordinating statewide efforts to evaluate and reform pretrial justice in Delaware. This project is also collaborating with the work of the Access to Justice Commission, led by the Chief Justice..

# Contributions

## DCJ By the Numbers

### Donations Received During Calendar Year 2015

#### Golden Circle

##### \$1,000 or more

The Honorable Peggy L. Ableman  
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##### Up to \$99

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# Financial Statement

## Revenue

|                           |                     |
|---------------------------|---------------------|
| <b>Grant Revenue</b>      | <b>831,325.00</b>   |
| <b>Investment Income</b>  | <b>7,000.00</b>     |
| <b>Board Giving</b>       | <b>15,000.00</b>    |
| <b>Annual Fundraising</b> | <b>20,000.00</b>    |
| <b>Winter Appeal</b>      | <b>7,000.00</b>     |
| <b>Transformation</b>     | <b>5,000.00</b>     |
| <b>Fundraising Events</b> | <b>20,000.00</b>    |
| <b>United Way</b>         | <b>105,807.00</b>   |
| <b>Total Revenue</b>      | <b>1,011,132.00</b> |

## Expenses

|                                       |                     |
|---------------------------------------|---------------------|
| <b>Accounting</b>                     | <b>38,015.01</b>    |
| <b>Audit</b>                          | <b>8,503.64</b>     |
| <b>Business Ins.</b>                  | <b>5,164.99</b>     |
| <b>Computer - Agency</b>              | <b>18,007.11</b>    |
| <b>Conferences</b>                    | <b>1,500.47</b>     |
| <b>Due &amp; Subscriptions</b>        | <b>2,000.63</b>     |
| <b>Equip Rent &amp; Maint</b>         | <b>15,004.72</b>    |
| <b>Health/Dental/Life/ADD/Pension</b> | <b>42,629.35</b>    |
| <b>Meeting Costs</b>                  | <b>18,750.00</b>    |
| <b>Miscellaneous</b>                  | <b>17,801.57</b>    |
| <b>Office Supplies</b>                | <b>15,004.72</b>    |
| <b>Payroll Taxes</b>                  | <b>70,801.37</b>    |
| <b>Postage</b>                        | <b>6,002.40</b>     |
| <b>Printing &amp; Reproduction</b>    | <b>8,003.56</b>     |
| <b>Program</b>                        | <b>7,085.00</b>     |
| <b>Rent</b>                           | <b>46,818.89</b>    |
| <b>Subcontractors</b>                 | <b>7,958.00</b>     |
| <b>Telephone</b>                      | <b>7,002.13</b>     |
| <b>Travel</b>                         | <b>18,249.00</b>    |
| <b>Worker's Comp</b>                  | <b>3,000.91</b>     |
| <b>Wages</b>                          | <b>851,413.58</b>   |
| <b>Total Expenses</b>                 | <b>1,208,717.03</b> |

## The following foundations/funders supported DCJ in 2015

*Alpha Kappa Alpha Sorority- Zeta Omega chapter; Aquila Partners; Borkee Hagley; The Bureau of Justice Assistance; Carl Schnee Foundation; City of Wilmington; Delaware Criminal Justice Council; Department of Services for Children, Youth, and Families; Dupont Performance Polymers; Highmark BC/BS; Morris & Morris LLC; New Ark United Church of Christ; Robin Foundation; State of Delaware; UBS; Unitarian Fellowship Church of Newark*

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With Special Thanks to...



# By The Numbers

*DCJ practices a client/person-centered approach, and while all programs have varying goals and areas of focus, all program staff practice a holistic approach on the whole environment, meeting people where they are, and recognizing progress not perfection. All DCJ programs utilize evidence-based principles and use validated assessments to focus case plans and monitor progress. This is part of DCJ's "Whole-istic" approach—we treat the whole person, the whole family, the whole community, and the whole system.*