



**Judicial
Process
Commission**

1921 Norton Street, 2nd Floor, Rochester NY, 14609

w. 585-325-7727

f. 585-325-2165

info@rocjpc.org

www.rocjpc.org

2013 Annual Report

April 2014

President's Message

Dear Friends,

In 2013, JPC continued to make a difference in the lives of over 1,200 ex-offenders. A new staff member, Rebekah Enns, came to us in September through the Mennonite Voluntary Service Program. A quick learner who has a wonderful feel for our mission, she joined with Sue Porter, Kamilah Richardson, Valerie White-Whittick and our part-time social workers, Cynthia Consaul and Jeannette Gartland Creighton, to form an exceptional staff. We lost critical staffing from AmeriCorps as they are now exclusively working with the Rochester City School District.

We can never restate our exceptional results often enough, especially in light of our small size, low salaries, and modest office. There is no doubt that our services are needed: JPC helped over 1,200 woman and men involved with the criminal justice system to put their lives together in 2013. In efforts to serve clients better through individual appointments, we have reduced our walk-in hours from two to one day a week and expanded a major contract with NYSOARS (see below). Respect for the individual is a constant value. Directly, we help clients secure official identifications, find decent housing, reconnect with family, correct errors in their criminal RAP sheets, obtain access to training or education, and secure Certificates of Rehabilitation/Good Conduct to help them get jobs. Through partnering with other agencies, we help clients deal with addictions, mental health, and other challenges.

Our safe and affordable housing services have doubled through JPC's Shelter Plus program from 10 to 20 vouchers. This program partners with the Rochester Housing Authority. JPC staff meet with Shelter Plus clients monthly and provide support and referrals to participants.

Ban the Box is a new advocacy project we launched in 2013 in partnership with many community members committed to removing barriers to employment for job-seeking ex-offenders. (See more detail later in this report.)

JPC moved its offices to Waring Baptist Church (1921 Norton Street) in February 2013. We are very pleased with the space, which includes a large meeting area and kitchen. This reduced our operating expenses, and kept us on a bus line for our clients' convenience. In the spring, we held a "raise the rent" project, in which an anonymous donor gave us \$12,000 for a year's rent if we matched it within three months. That effort brought success, which encouraged us to plan similar fund-raising endeavors.

JPC, like many nonprofits, continues to struggle financially. With your support, we raised \$71,300, from individuals, \$17,500 from faith organizations, and \$6,000 from our annual special event luncheon. Local foundations generously contributed \$62,138 in grants. In order to serve ex-offenders, we rely on you. There are a number of ways you can make a difference in the lives of ex-offenders: You can become a mentor, join our advocacy committee, and put JPC in your will or estate plan. To make a contribution or for more information, please contact our Executive Director, Susan K. Porter at info@rocjpc.org.

With much appreciation,

Suzanne Schnittman, President of the Board

Executive Director's Message

Dear supporters and friends,

JPC would not be able to accomplish what it does without the help of our three Essential Community Partners: Monroe County Office of the Sherriff (MCOS), the Monroe Correctional Facility (MCF) Drug & Alcohol Treatment Program, and LawNY Rochester Office. MCOS and MCF give us access to the jail, identify inmates for our services, and facilitate our working with inmates pre-release. LawNY Rochester Office has worked with us since 2006 and provides reentry clients with legal advice, advocacy, representation with housing and employment discrimination and obtained our clients \$46,000 in back wages in 2013. JPC was the 1st nonprofit to have this type of legal collaboration and referred 45 ex-offenders to LawNY in 2013.

Four new organizations played a key role in providing financial and human resource support to JPC in 2013, and they include Brighton Presbyterian Church, 1st Unitarian Church of Rochester, The Presbytery of Genesee Valley and its Triple Play Grant, and the Rochester Mennonite Fellowship. The Fellowship contributed a yearlong service worker to JPC's staff, which helped to partially offset our loss of AmeriCorps workers, all of whom are now working with the City School District.

We continue to expand a fairly new revenue stream through reimbursed services agreements with local government agencies: NYSED Adult Career and Continuing Education Services-Vocational Rehabilitation and New York Supports Opportunities for Accessing Recovery Services. NYSOARS has expanded its contract with JPC. JPC is now an intake center and offers a wide variety of support services for women and men in recovery.

Our newest program, **New Journey**, which continues the effort of the 2010-12 federally-funded Women's Re-entry Project, enrolled over 40 women (pregnant or with children age 12 and under). In the past three years, our program has kept 59% of these high to moderate risk clients from returning to jail. We have an active roster of 25 women who we closely counsel and monitor as they navigate life after serving sentences in Monroe Correctional Facility. Our skilled social workers provide 1-on-1 counseling and therapeutic support groups, and assist these mothers with finding safe housing, reconnecting with children, connecting with job training/readiness, and connecting with agencies that provide other services. Thanks to caring local foundations and individuals, we have been able to continue this program beyond the federal grant expiration in 2012. We are actively seeking funds that will expand, strengthen and stabilize the program.

Thank you for all the ways you support ex-offenders,

Susan Porter, Executive Director

Client Testimonial. Sarah was involved in an abusive relationship for five years and has two children. She was convicted of assault and robbery as a result of the abusive relationship. She was in school to obtain her cosmetology license and due to her convictions, she was unable to take the exam to obtain this license. We worked with her for about three years, were able to obtain her criminal history and helped her obtain a Certificate of Good Conduct. She is now licensed as a beautician through the NYS Division of Licensing Services.

JPC Vision

The Judicial Process Commission envisions a society with true justice and equality for all. We understand that in a just society, all institutions will be based on reconciliation and restoration, instead of retribution and violence.

Mission

The Judicial Process Commission is a grass roots non-profit organization that works to create a just, nonviolent community. We support the rights of all people affected by the criminal justice system and promote changes to that system that help them achieve their fullest potential. We do this by providing support services, educating the public and advocating for systemic change.

PROGRAMS

1) Ex-offenders Support Services (ESS) – Includes service coordination, wrap around services, legal services, rap sheet reviews, certificate of relief from disabilities/of good conduct, and mentoring. Over the past four years, JPC has developed a specialty with serving high to moderate risk women ex-offenders with children.

Service Coordination – Staff and volunteers provide one on one support, coordinated referrals, access to employment services and advocacy for individuals coming out of the criminal justice system.

Wrap Around Services – JPC provides Wrap Around Services to low income ex-offenders returning to the greater Rochester community that include bus transportation, used clothing and furniture, bedding, work boots, baby items, emergency food, identifications, and 1st month's rent. These services are limited by our budget.

Client Testimonial. Mike is a male in his mid-30's who was in and out of group homes and detention centers as a troubled child, and only knew the life of the streets. When he came to JPC, he was on the streets engaged in illegal activity with no intention of doing otherwise. JPC began working with him to get a Certificate of Good Conduct. He did not want to take the time to go through the process, but as time progressed and staff kept encouraging him, he began to turn around. When he received his Certificate of Good Conduct, he just soared! His first business was a cleaning service, his second a barbershop. We are proud of this young man: he is proof that what we do, WORKS!

Legal Action Project - This first of its kind collaborative effort in NYS began in 2006 with LawNY Rochester Office (formerly Monroe County Legal Assistance Center) and was designed to reduce and/or eliminate legal and illegal barriers that make it much more difficult for ex-offenders to rejoin the community and succeed in almost every important aspect of life. Major activities/services include:

RAP Sheets – JPC, working in collaboration with LawNY Rochester Office, requested 642 New York State/Federal Rap Sheets from the NYS Division of Criminal Justice Services and FBI.

Certificates of Rehabilitation: Certificate of Relief from Disabilities and Certificate of Good Conduct - JPC service coordinators, LawNY Rochester Office attorney and clients worked together to prepare materials for 150 applications for individuals to apply to various courts for these certificates. These certificates remove automatic barriers to individuals' employment or licensure caused by a criminal conviction and serve as legal evidence of rehabilitation that assists individuals in gaining stable housing, employment, or licensure.

Job Discrimination Education and Litigation – This service ensures that New York State law and public policy designed to encourage employment of persons convicted of crimes is enforced. JPC staff research RAP sheets, write letters to employers and refer cases to LawNY Rochester Office for further advocacy and/or litigation. JPC and LawNY Rochester Office staff give periodic presentations to service providers regarding employment discrimination against ex-offenders and advocacy efforts. The LawNY Rochester Office received 45 referrals (21 women/24 men) from JPC in 2013. Major services/activities included: advice and counsel to clients on their Temporary Assistance/SNAP/Medicaid Benefits, obtaining \$43,000 in back wages for clients that were illegally terminated/ denied employment based on their criminal records; and, successfully advocated for state agencies to authorize six individuals for employment in their fields so that they could continue or accept full time employment (i.e., our lawyers helped the state’s legal review team understand why it is not an unreasonable risk for the JPC client to be employed in a particular job).

Faith Community Adult Mentoring Project (FCAMP) – FCAMP assists individuals coming out of the criminal justice system by providing them with a trained mentor that serves as a guide and coach to support their successful return to the community. Our mentor champions, Dr. David Kotok, M.D., Rev. Lawrence Hargrave, former Rochester Mayor William Johnson, Judge Roy King, and Mollie Traub continue opening doors to recruit new mentors. All have served or currently serve as mentors. 51 new mentors were trained in 2013. Mentors assist the mentees by identifying employment resources, housing, and job training opportunities that empower them to become productive citizens. Mentees have successfully been reconnected to their families, obtained employment and/or got enrolled in job training programs or MCC. We continued our bi-weekly Team Mentoring Group at Monroe Correctional Facility led by mentors John Mourning and John Wyche who facilitated discussions on: Communication Skills, Healthy Relationships and successful transitional plans, etc.

2) *Public Policy Group.* Members meet periodically to develop strategies, fact sheets and reports to reduce barriers to reentry and to advocate for more reentry resources for prisoners returning to Monroe County. This racially diverse group (as is our board, staff and mentors) includes staff, ex-offenders, mentors, the Monroe County Sheriff’s Department, and citizens interested in social justice and reentry issues. In December 2012, they released the “Survey Reveals the Barriers to Ex-offender Reentry” report and in 2013 distributed its results via presentations and websites. A new advocacy project was added in 2013, in response to the “Voices” Report – *Ban the Box*. See next page for more detail.

3) *Jail-Prison Correspondence Project.* Volunteers responded to more than 80 pieces of mail in 2013 from local jail inmates, state prisoners, and prisoners from facilities around the United States. These include complaints of abuse, discrimination, inadequate health care, reentry and legal needs. This is a 68% decrease in requests due to our discontinuing the mailing of our newsletter due to costs.

4) *Justicia* – Our electronic bi-monthly publication is distributed to 440 individuals/organizations. Contact Sue Porter if interested. *Justicia* includes articles and reports on re-entry, the death penalty, prison conditions, restorative justice, current JPC issues and events as well as interviews/profiles of our staff and volunteers. This is a free publication and the only one of its kind in the region. We are seeking an editor.

Client Testimonial. Laura is a divorced mother of two children who was in a life of addiction for over 10 years. She was involved in the criminal justice system a few times and was convicted of a felony and a misdemeanor. She was working in the health care field as a Certified Nurse’s Assistant and was red flagged by the NYS Department of Health. She began working with ACCES-VR (formerly known as VESID) and was referred to JPC, who was able to assist her in getting her criminal record and a Certificate of Relief. She is now employed once again as a CNA in the healthcare field and is able to provide for her family.

More About Our Advocacy Work in 2013

Ban the Box (a.k.a. Opportunity to Compete)

Ban the Box (now called “Opportunity to Compete”) is JPC’s most recent advocacy project developed in response to JPC’s “Voices Report” released in 2013.

The Voices Report was based on a survey of 80 JPC ex-offender clients (average age 42, ranging from 18-64 years) in the spring/summer of 2012. It was developed by JPC’s 2013 AmeriCorps worker Jamie Dougherty with support from JPC’s Public Policy Committee to identify what needs ex-offenders had when returning from incarceration, the barriers they faced when trying to achieve their goals of establishing productive, law-abiding lives; and to assess their satisfaction with local supportive services they have received. To read the full report please go to www.rocjpc.org. The report revealed that at least 59% of respondents, ready and able to work were unemployed.

Ban the Box. Nationwide, 10 states and over 50 cities and counties have now taken the critical step of removing unfair barriers to employment in their hiring policies. Widely known as “Ban the Box,” these initiatives typically request removal of the question on the job application about an individual’s conviction history and delay the background check inquiry until later in the hiring process and after the interview.

Through JPC’s leadership, Rochester’s Opportunity to Compete Committee is joining other communities throughout the country in removing impediments to employment. This project educates the public about the stigma of a criminal record and the real consequences to our society of depriving employment to millions of Americans with past convictions. JPC collaborates with dozens of organizations (e.g., Empire Justice, SMART, US Pretrial & Probation, Asbury United Methodist Church, City Council, Center for Economic Opportunity, Urban League, PILLAR, ABC, and LawNY Rochester Office). Together we advocate for policy changes through legislation that will help returning citizens obtain employment. City Council member Adam McFadden will introduce legislation to City Council soon. We are preparing educational resources for local residents to support this effort.

Women’s Re-entry Program Evaluation Excerpts.

Partner RIT released its final evaluation of JPC’s federally funded (USDOJ 2010-2012) Women’s Reentry Project (WRP) in August 2013, which served pregnant women and mothers of young children coming out of the Monroe Correctional Facility. This program worked exclusively with a female population that has historically been ignored in the criminal justice system and provided intensive case management services to assist participants to make informed, life-enhancing decisions. WRP enrolled women into services from March 2010 through April 2012. WRP staff were flexible and open to altering program components in order to best serve their clients. As staff better understand the needs of the women and the unique barriers each was faced with, they addressed clients’ most critical needs first and then less critical needs. The program received rave reviews from the participants, even participants who had been re-incarcerated. Participants felt strongly that JPC’s WRP offered all the right services and that the staff were helpful to work with. WRP improved the lives of the women and their children, enhanced public safety, and contributed to the research community.

Future programs should include appropriate staff for this population, reliable mentors, safe space for women to gather, address childcare needs, have the ability to transport clients, and ensure that trauma and self-esteem are addressed. (While the program ended in April 2012, some components of the program continue through to the present on a smaller scale in a JPC program called “New Journey”.)

Client Testimonial. Delmar is a 50 year old, physically disabled African American man who served fifteen years in prison for a violent crime. While in prison, he suffered a stroke. He returned to Rochester in 2013, with no money, no family, no home, and no support system, and was referred to JPC after being rejected by several housing programs. Our service coordinators connected him with medical care, safe, supportive housing, nursing care, transportation, and mentoring. He is now approved for social security, a critical step toward financial stability.

JPC Client Service Statistics – 2013

Category (Note: Tracking all clients with limited staff is not possible.)	2012	2013
Unique Individuals Served	1207	1288
# In-person clients by age: 15-29 (252) 30-49 (655) 50+ (334) Unknown (47)		
Female: 422 (34%) + Male: 819 (66%) = 1241 (Unknown: 47)		
# Walk-Ins (Clients who registered at reception each day: not all are entered into db as some are given information and/or referred to other providers.)	2,500+	2300
# Rap sheets applied for 572 individuals (Some have multiple sheets)	662	642
# Rap sheets: received/reviewed (In cooperation with LawNY Rochester Office)	574/370	560/218
# Clients referred to LawNY Rochester Office for legal services (21 women/24 men)	—	45
# Certificate of relief or Certificate of good conduct for 51 individuals: Applied for/Approved	165/86	150/41
# Identifications obtained	194	151
# Training/Education: In school-29; training-18; GED-6		53
# Working (for those we could track)	72	110
# Volunteering		45
# In Permanent Housing (for those we could track) 10 are JPC'S HUD Shelter + program		61
# Mentors trained/active (Some return to faith communities to start their own program.)	51	53
# Jail-prison correspondence received (decrease due to discontinuing our US postal mailing of <i>Justicia</i> newsletter, due to cost.)	189	80

Client Testimonial. Adrian is a Latino male in his late 30s who was convicted of a violent crime and spent 20 years in state prison. After his release, he was referred to JPC in 2008. He could not get hired by anyone. JPC worked with him over several years and helped him to get job training through the city of Rochester's PRIME program that partnered with the International Union of Bricklayers and Allied Craftworkers, Local 3. Adrian was certified as a bricklayer and employed. Beginning in January 2013, JPC assisted Adrian with requesting his certificate of Good Conduct from the New York State Parole Board, received in March 2014. This certificate removed employment barriers for Adrian and allowed him to get certifications and licenses required so that he could become self-employed as a general contractor.

A lot of people make JPC's work happen!

3 Essential Community Partners - 2013

LawNY Rochester Office (legal staff)
Monroe County Office of the Sherriff

Monroe County Correctional Facility, Drug & Alcohol
Treatment Program

30 Community Collaborators – 2013

Action for a Better Community
Angels of Mercy
Baden Street Settlement House
Bethany House
Catholic Family Center: Restart, Freedom House
Coffee Connection
Daughters of Zion, House of Restoring Lives
Foodlink
Healthy Sisters Soup & Bean Works
Huther-Doyle
Jennifer House, Spiritus Christi
Mica-Net, Rochester General Health System
Monroe County Prob. & Community Corrections Dept.
Monroe County Reentry Task Force
New York State Division of Parole

Out of Darkness/Christian Fellowship
Rochester Correctional Facility (NYS Work Release Facility)
RochesterWorks!
Safer Monroe Area Reentry Team (SMART)
Serenity House
Shelter Plus Program, Rochester Housing Authority
Sojourner House, Pathstone
Step by Step, Volunteers of America
Strong Ties, University of Rochester
United States Probation and Pre-trial Services
Unity Health Services-Daisy Marquis Jones Women's
Residence
Women's Initiative Supporting Health – Transitions Clinic,
University of Rochester and Strong Memorial Hospital
Working Women's Wardrobe, Volunteers of America

2013 – 29 Key Organization Funders/ In-kind Support

Religious Organizations (16)

Carmelite Monastery
Central Missionary Guild
Downtown United Presby. Church
Christ the Good Shepard Lutheran
Church
Church of the Assumption
Fairport United Methodist Church
First Baptist Church
Faith Temple Apostolic Church
First Presbyterian Churches:
Pittsford & Brockport
First Unitarian Church of Rochester
Genesee Valley Association of
United Church of Christ
Lake Avenue Baptist Church
Mt. Rise United Church of Christ
Peace of Christ Parish
Presbytery of Genesee Valley-
Triple Play Grant

Rochester Mennonite Fellowship,
Mennonite Vol. Service
Rochester Friends Meeting of
Religious Society of Friends
Spiritus Christi Church
St. Louis and St. Charles Borromeo
Churches
St. Luke & St. Simon Cyrene
St. Mary's Church Society
Sisters of Mercy
Sisters of St. Joseph, Rochester &
Brooklyn
Spiritus Christi Church
Waring Baptist Church
Webster Presbyterian Church

Other Organizations (13)

Adult Career and Continuing Educ.
Services-Vocational Rehab
(ACCES-VR) (agreement)
Driver Awareness Training

Feminists for Nonviolent Choices
of New York
Fred & Floy Willmott Foundation
Harter, Secrest & Emery, LLP
John Wegman Foundation
Marie C. & Joseph C. Wilson
Foundation
Mary S. Mulligan Charitable Trust
Monroe Community College
Monroe County Dept. of Human
Services-Work Exp. Prog. (WEP)
New York Supports Opportunities
for Accessing Recovery Services
(NY SOARS)
Rochester AmeriCorps (final year)
Rochester Area Community
Foundation (3): Women & Girls
Project, Civic Engagement, &
Roc. Women's Giving Circle
Rochester Female Charitable
Society

Current Board & Advisory Board Members – April 2014

Gregory Bouie
Willow Group, LTD, Batavia
Marketing and Client Service

Helen Cheves
Adjunct Faculty, Dept. of
Communication, SUNY
Brockport Owner
II Steps Ahead, President

Linda Harrell Davis, Owner
Me Time Massage Wellness

Dan Iler,
Social Media

Charles Rance
Retired Reserve US Army

Barbara Rockell, PhD.
Associate Prof. Sociology,
St. John Fisher College

Suzanne Schnittman, PhD.
President of the Board

Advisory Board

John M. Klofas, Ph.D.
Director, Center for Public
Safety Initiatives

Professor, Dept. of Criminal
Justice, Rochester Institute of
Technology

Fred Schaeffer, President
Emeritus,

Public Policy Group, Mentor
Retired Senior Analyst, Eastman
Kodak

Current Staff, April, 2014

JPC staff are paid and volunteer and come to us through a variety of avenues.

Staff

Susan K. Porter
Executive Director

**Kamilah
Richardson**
Sr. Service
Coordinator

**Valerie White-
Whittick**
Mentor Coordinator

Cynthia Consaul,
LCSW, Counselor

**Jeanette Gartland
Creighton, LMSW,**
CASAC, Counselor

*Rochester
Mennonite
Fellowship,*

Rebekah Enns
Service Coordinator

*Volunteer/In-kind
Staff*

Ed Johnson

Jane Coons
Financial Assistant

*LawNY Rochester
Office*

Robin Marable,
Esq.
Legal Staff

**Pastor Robert
Lovett** Monday
Night Support
Group Asst.

Liz Brown
Development
Consultant

Nadine Mpoyi
Client Intake

Will Sanders
Office Support

Consultant

MacClurg Vivian
Freelance
Grantwriter

*Monroe
Community
College*

**Sharon Carlton
Yellys Lopez
Natalie Ulith
Layton Robinson**

Mentor Assistants

*Monroe County
Work Experience
Program (WEP)*

**Margaret M.
Bishop**
Administrative
Support, Prison
Advocacy &
Correspondence

LaChelle Smith
Service Coordinator

Current Mentors (81) 2014

Jennifer Allison
Sharon Barber
Maria Barnes
David Bartalo
Michelle Boyd
Veronica Burnell
Bill Camp
Brenda Campbell
Sharon Carlton
Jerry Carter
Maria Casapini
Dorothy Chung
May Clarke
Wayne Cleveland
Paul Clocksin
Melinda Colon
Doug Connaway

Cynthia Consaul,
LCSW
Deborah Davis
Diane Dinkins-
Lourette
Jane Duda
Jeanette Gartland
Creighton, LMSW
Peggy Hale
Dorothy Hall
Rev. Lawrence
Hargrave
Eric Hillsman
Tim Hinton
Melissa Horton
Ramona Huntley
Edmond Huntley
Aaron Jackson

Joanne Johnson
Gloria Johnson
William Johnson
Shatara Jones
Todd Klafehen
David Kotok, M.D.
Joellen Kuhl
Josephine Lansiquoit
Karen Lewis
Tony Liccone
Richard Lourette
Pastor Robert Lovett
Kerry Luddy
Douglas Mabon
Deeann Magliocco
Donna Maier
Carl Malady

David Markham
Linda Martin
Tahlisha Mason
Cynthia Morse
John Mourning
James Murphy
Roosevelt Murray
Debbie Pacheo
Joyce Parker
Nicole Patterson
Robert Picco
Dawn Pozzi
Kamilah Richardson
Sonia Rodriguez
Mike Rohan
Veronica Sanders
Carlos Santos

Michael Schnittman,
Esq.
Suzanne Schnittman
Ron Schumaker
Patty Shorter
Elaine Smith
Carrion
Loret Steinberg
Ervin Vereen
Tarlisha Vuhart
Bill Washington
Don Webster