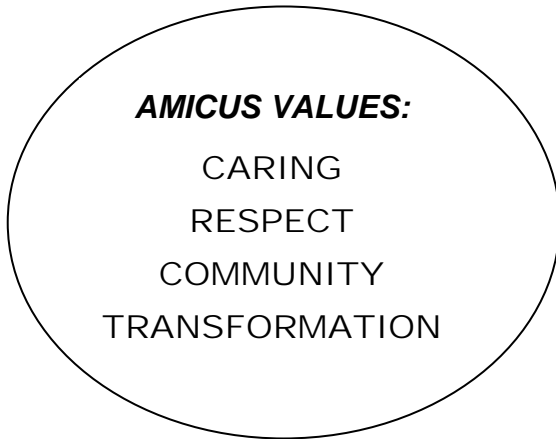




AMICUS, INC.

2001 Annual Report

July 1, 2000 – June 30, 2001



Girls' Restorative Justice

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PARTNERS BUILDING NEW LIVES

AMICUS, INC. Annual Report 2001

July 1, 2000 – June 30, 2001

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AGENCY PROFILE

MISSION: *AMICUS partners with offenders and communities to build successful lives and create safer neighborhoods.*

We are a not-for-profit organization with 35 years of experience in building positive and constructive relationships between inmates, ex-offenders and the community.

The Board of Directors' **VISION** is that by 2003 AMICUS is widely recognized for innovative programs that:

- ❖ *Promote* caring and respectful relationships
- ❖ *Engage* people in communities and resources to support offenders' successful transition into healthy community life
- ❖ *Educate* the public in an effort to increase awareness and understanding, dispel fear, and promote justice
- ❖ *Forward* its mission through promotion of the AMICUS model locally and nationally
- ❖ *Listen* and respond to stakeholders voices
- ❖ *Instill* hope for the future, heal communities and transform lives.

The AMICUS target population includes:

- ❑ Offenders who are currently incarcerated in Minnesota correctional facilities
- ❑ Ex-offenders and their circles of support from all over the state
- ❑ Communities who have expressed an interest in the AMICUS model.

LETTER FROM THE PRESIDENT

Greetings Friends!

When I think about what is most meaningful to me in my life, I am grateful for loving relationships, work to do that matters, a paycheck that provides for the needs of my family, a community of friends to support me in hard times, to celebrate with me in happy times and opportunities to continue learning and growing. In other words, I feel cared for, respected, connected to my community and I have opportunities for transformation.

This is what is missing in the lives of most offenders as they arrive at correctional facilities.

The state has a primary role in the lives of inmates; the state provides shelter, clothing and food and in Minnesota, most inmates feel safe in their living environment. These are the basics.

But, inmates need hope in order to grow into a better future. AMICUS has been inspiring hope for inmates and ex-offenders for nearly 35 years.

Please take a moment to read about the programs and services AMICUS offered in 2000 - 2001 as we strived to live out our mission of partnering with offenders and communities to build successful lives and create safer neighborhoods. You will see that all of our programs are relationship-based and community-driven because we believe that the underlying issues for offenders ~ and the answers ~ are not in prisons, but in communities, neighborhoods, homes and relationships.

I want to thank our volunteers, donors, board, staff and community partners who have contributed so much this past year to ensure that our services were delivered with care and respect.

Most of all I want to acknowledge and lift up the accomplishments of the men and women in prison and the community who were courageous enough to say "I want to change and I know I cannot do so without the help of friends." These are the people who become role models for others and make our neighborhoods safer.

Sincerely,

Louise Wolfgramm
President

October 29, 2001

PROGRAM DESCRIPTIONS

- **ONE-TO-ONE** provides motivated inmates with a positive and affirming relationship with a trained volunteer. By offering visits and friendship, volunteers help offenders feel cared about, develop trust and gain a new outlook. Volunteers of the same sex are matched with inmates at the state correctional facilities at Stillwater, Oak Park Heights, Lino Lakes and Shakopee.
- **RECONNECT** provides re-entry services that help inmates prepare for release and gives ex-offenders much-needed resources in their search for jobs, housing, clothing, family services and more. We also participate in weekly support classes as part of TRAC (a transitional program at MCF-Lino Lakes) to help inmates explore and build male spirituality, positive male identity, community roles, and independent living skills.
- **MEN OF RAFIKI** offers pre-release classes and support to African-American men based at the Lino Lakes facility. It helps them explore the spirit of African-American manhood, learn what it means to be a healthy, productive member of a community, and develop the attitudes and skills needed to live an independent and honorable life.
- **SISTERS HELPING SISTERS** provides transition planning and follow-through assistance to African-American women offenders at the Shakopee facility, supporting them both before and after release as they develop a new outlook, new confidence, and a positive and healthy lifestyle.
- **JUMP!** assists serious and chronic juvenile male offenders to make positive transitions back to the community through mentoring, transition circles, and wraparound supports.
- The **Girls' Restorative Justice** program helps serious and chronic juvenile female offenders heal relationships with family and victims, plan for successful transition back into the community, and build strong circles of support to prepare for release.
- AMICUS also participates in the Lino Lakes SRD (Stop the Revolving Door) program which provides life skill workshops and presentations to inmates preparing for release.
- Specially trained AMICUS volunteers also visit inmates in segregation and in the infirmary at MCF-Oak Park Heights.

The need for these programs is real. "Locking 'em up and throwing away the key" does not work. AMICUS programs provide a pro-active response to crime based on three underlying principles:

1. Offenders can and do change.
2. Spending time with caring and positive people promotes change.
3. Connection to a community deters crime.

PROGRAM UPDATES and OUTCOMES

ONE-TO-ONE



ONE-TO-ONE is our longest (over 34 years!) running program. It was developed directly from the friendship and conversations between a Hennepin County judge and an inmate during their meetings in a prison visiting room. Their idea was simple: connect volunteers from the community with inmates in hopes of building positive and lasting friendships, which would benefit both the offender and the safety of the community. Again and again, the one-on-one friendships between AMICUS volunteers and inmates (many are now ex-offenders) have proved the ultimate merit of that simple idea – lives have been changed for the better! Our volunteers are truly special people, shining in the darkness, and we are very grateful to each of them.

Currently, there are 119 volunteers who are active in the ONE-TO-ONE program with inmates and ex-offenders. Since July 1, 2000, there have been approximately 30 volunteers matched with inmates. However, there are still 72 inmates waiting for a volunteer.

In the fall of 2000, a pilot program was begun at the Minnesota Correctional Facility - Oak Park Heights to help humanize the Segregation (“Seg”) unit. Inmates in Seg can spend many months and even years in this non-contact environment. Veteran ONE-TO-ONE volunteers make regular visits to Seg, visiting with several inmates through their cell doors and talking for a few minutes or up to a half hour to each one. At an evaluation meeting in May, the warden and segregation staff at Oak Park Heights reported dramatic improvements in these inmates’ behavior over the previous six months as well as a reduction in negative ‘kites’ (inmate correspondence) to the facility staff. Administration and line staff are very enthusiastic about the program and urge us to find more volunteers.

RECONNECT



When an inmate’s release date comes, a new way of life begins. We believe that living-wage jobs, affordable, safe and sober housing, appropriate chemical dependency treatment, and family reunification are critical to ex-offenders’ breaking the cycle of crime. AMICUS began formally providing referrals to these kinds of transitional services through the RECONNECT program in 1986. RECONNECT provides pre- and post-release services as well as referrals to other service agencies, companies and individuals who can help ex-offenders to meet these basic needs. RECONNECT services begin with classes, one-on-one consultations and job fairs in the prisons for inmates who are close to their release date and then continue at the AMICUS office in downtown Minneapolis for ex-offenders.

The RECONNECT program continues to be the program with the highest volume of inmates and ex-offenders served. There were an estimated 2000 offender and family member contacts made during the 2000-2001 operating year. The RECONNECT program director conducted over 300 pre-release planning sessions for inmates at the correctional facilities at Lino Lakes, Faribault, Shakopee, Willow River and Moose Lake. In addition, approximately 120 community agencies and government programs partnered with AMICUS to provide services.

Over 95% of RECONNECT clients reported satisfaction with the services received and said that they felt supported and respected. The following comments from the clients explain why:

- ✓ *“It is very helpful to ex-offenders to have a program that is willing to help us out.”*
- ✓ *“I think your team is very nice and helpful people. Thank U.”*
- ✓ *“I have always enjoyed coming to AMICUS. I have come here a lot and I have always been treated well. Thanks.”*

MEN OF RAFIKI:



Racial and ethnic disparities in the rate of incarceration have always existed in the United States, but since the 1990s the situation has grown steadily worse. Based on past population data, the Minnesota Department of Corrections has calculated that African-Americans in Minnesota are **23 times** more likely to be imprisoned than whites are (the worse disparity in the nation!) In 1995, AMICUS formed a relationship with the Minneapolis Urban League to address the changing needs of African-American inmates. The MEN OF RAFIKI program grew out of that partnership as a transitional program to assist African-American inmates in their goal to rejoin society as positive, connected members of their communities. Through a thirteen-week series of classes, African-American men explore together:

- ❑ Developing a healthy, positive male identity (self-knowledge, being an African-American man, rites of passage and nurturing individual spirituality);
- ❑ Learning to be a positive community member (citizenship, conflict resolution, anger management, relationship building and family reintegration); and
- ❑ Planning for release (employment, housing, chemical dependency aftercare, release requirements, community resources, life management and independent living skills).

Three of the 13-week sessions were held during fiscal 2001, with total class attendance of more than 70 men for the 3 sessions. Over 45 men graduated and many participants from prior series attended again (participants are welcome to return as often as they please.) The following are average ratings (1=lowest to 5=highest) and sample comments from recent RAFIKI participants:

- Relevancy of subject matter – average rating = 4.81
“Because I am trying to change my thinking and become a positive black man.”
“I needed to hear that other brothers are going through the same struggles I am.”
- Satisfaction with instructors – average rating = 4.95
“Because he’s been where I am and can show me how to get where he’s at.”
“Need more instructors like this to help guide brothers who are interested in living right.”
- How well the group bonded – average rating = 4.88
“Anytime positive brothers get together to talk about uplifting each other it’s a great thing.”
“I love being with these brothers in the group. It makes me feel good about myself.”
- Positive effect personally – average rating = 4.80
“I’ll think about this class for years to come.”
“Always, I never leave here regretting I came and it strengthens my belief in being a black man in white America.”

- Positive effect on others in group – average rating = 4.88
“We all heard what we needed to hear to make change in our life.”
“Of course, I see brothers animated and proud of who they are when they come here.”
- Glad to have participated – average rating = 4.94
“Yes, I need this for my sanity. I can relate here.”
“Rafiki gets me through the week.”

SISTERS HELPING SISTERS:



In addition to the many barriers faced by all inmates attempting to transition back into society, African-American women have special needs, both as women and as African-Americans. The SISTERS HELPING SISTERS program was created approximately one year after the implementation of MEN OF RAFIKI in order to address the special needs of African-American female offenders incarcerated at the Minnesota Correctional Facility (MCF) - Shakopee.

The SISTERS HELPING SISTERS program helps each participant:

- ❑ Develop a goal and action plan with the help of SISTERS’ program director;
- ❑ Meet with AMICUS’ referral service, RECONNECT, to help find employment, housing, childcare, parenting, chemical dependency aftercare, support for spirituality, clothing, housewares, food, birth certificate and state ID, and other needs;
- ❑ Work hands-on and one-on-one with the program director to line up resources, build skills, and meet needs – both before and after release; and,
- ❑ Make connections with other agencies that can help her learn anger management, maintain sobriety, improve her parenting skills, etc.

In this, the fourth year of operation, the SISTERS HELPING SISTERS program director held 262 one-on-one pre-release planning sessions at MCF-Shakopee; conducted 388 post-release casework meetings; conducted 12 pre-release support meetings; and developed / maintained strong community resources and collaborations with other agencies.

JUMP!:



JUMP!, a transitional program for serious and chronic juvenile offenders being released from MCF-Red Wing, just completed its second full year of operation. At the end of this fiscal year, AMICUS management analyzed the current services being provided by JUMP! along with the system changes that have occurred at the Red Wing correctional facility over the past two years. AMICUS, in partnership with DOC staff, determined that the JUMP! program as originally envisioned required revision, primarily because of the following very positive system outcomes at MCF-Red Wing:

- Recognition that transition and aftercare planning must begin immediately upon the youth’s arrival at the institution (not a month before release);
- Red Wing casework staff are now trained in Restorative Justice principles, including circles, victim mediation and aftercare;

- There is now a staff of six full-time transition workers who are responsible for integrating Restorative Justice practices into each youth's treatment plan.

Because of the transition services currently offered by the Red Wing staff, we now believe that AMICUS can best serve both the juvenile and Red Wing by concentrating the efforts of the AMICUS staff on long-term aftercare, including time after furlough when the youth is no longer under Red Wing jurisdiction.

Since the inception of the JUMP! program, 74 MCF-Red Wing juveniles expressed interest in the JUMP! program – many of whom were given less intensive transitional services; 29 youth were matched with mentors; and 16 participated in Transition Circles. Measurement tools, including behavior assessment surveys, were implemented and analyzed in the last half of the year. The following are a sample of responses that were deemed to merit further analysis and discussion:

- The statement “I am positive about my future and believe I can be successful” was given a perfect score of 5 by all of the youth who responded to the survey. Their mentors and other supporting people averaged 3.8 and 3.7, respectively regarding that statement.
- All but one youth (who marked it a 4) rated the statement “I feel good about who I am as a person” with scores of 5. Mentors and Others averaged 3.0 and 3.1 for this statement.
- The lowest ranked statement by the youth was “The people I harmed feel safe around me” with an average score of 2.6. In this case, the kids' mentors and supporting others gave higher scores averaging 3.0 and 3.1.

Girls' Restorative Justice

Minnesota was the first state to incorporate Restorative Justice principles into its corrections system and is now considered a national leader in its practice. In early 2000 AMICUS, in a joint project with the DOC and a residential service provider, implemented the full range of Restorative Justice principles and practice for serious and chronic female juvenile offenders, including Circles of Support, Victim Reparation, Counseling, and Transition/Aftercare Services. The following are relevant statistics relating to our first year of programming:

- ✓ Juvenile female offender profile:
 - Average number of offenses prior to placement = 8.8
 - Average age = 13 years at time of first offense
 - Typical offenses are assault, theft, drugs, auto theft, burglary
 - Significant number have chemical dependency and mental health issues: undiagnosed FAS/FAE, sexual, physical, and emotional abuse, depression, bi-polar, conduct disorder, etc.
- ✓ Girls served: 16
- ✓ Circles of Support (include: female offender, family, peers, community members, correctional officials and AMICUS “Circle Keeper”)
 - 59 circles held during the fiscal year
 - Average of 3 family members and 9 community / others per circle
 - 6 girls have had Victim / Offender Circles
 - Participant evaluation ratings: Satisfaction with the process = 4.2 (out of 5); Positive impact on the girl = 4.4; Believe girl is sincere = 4.1; Glad they participated = 4.8.

FINANCIAL HIGHLIGHTS

AUDITED FINANCIAL SUMMARY:

	FY 1999	FY 2000	FY 2001
REVENUES	\$ 662,163	\$ 665,203	\$ 553,734
EXPENSES	602,474	777,287	651,881
CHANGE IN NET ASSETS	59,689	(112,084)	(98,147)
NET ASSETS:			
Unrestricted	199,402	104,091	107,515
Temporarily/Permanently Restricted	204,655	187,882	86,311

FUNCTIONAL EXPENSES – FY 2001:

	Public Educ.	One to One	Reconnect / TRAC	Men of Rafiki	Sisters Helping Sisters	JUMP!	GIRLS' R.J.	Admin	Fund Raising
Salaries, Taxes & Benefits	9,223	38,533	45,175	25,413	42,134	117,850	54,458	32,064	33,256
Office Expenses	5,230	11,525	12,674	10,116	10,018	28,725	6,979	17,825	11,200
Professional/ Contract Fees	1,889	3,299	3,509	10,057	3,734	8,103	3,006	6,131	3,905
Meetings, Training & Travel	4	2,269	1,353	563	4,504	13,539	6,748	4,472	563
Other Expenses	1,140	3,027	12,288	2,901	3,250	19,241	3,669	6,565	9,754
TOTAL EXPENSES	\$17,486	\$58,653	\$74,999	\$49,050	\$63,640	\$187,458	\$74,860	\$67,057	\$58,678
% of Total	2.7%	9.0%	11.5%	7.5%	9.7%	28.8%	11.5%	10.3%	9.0%

AMICUS Donors

July 1, 2000 - June 30, 2001

Our honor roll for the fiscal year 2000-2001.

Donors who have made gifts after June 30, 2001 will be listed on next year's honor roll.

Thanks to all our donors for your vision and generosity to support offenders building new lives.

Individuals:

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If we have omitted or misspelled your name, we sincerely apologize. Please contact us so that we can correct our records and thank you for your gift.
We value all our donors!

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Public Education

Public education about ex-offender, community integration issues and how AMICUS makes a difference continued to be an integral part of our work during fiscal 2000-2001:

- ❑ President Louise Wolfgramm journeyed to England to present “*Restorative Justice with Serious Juvenile Offenders: The AMICUS Model*” to a conference on Restorative and Community Justice.
- ❑ President Wolfgramm, along with four staff presented “*Successful Transitions from Prison to Community*” at the Chamber of Commerce Minneapolis Leadership program.
- ❑ Vice President Curt Peterson was a panel speaker at a Conference on Faith and Culture held at the College of St. Catherine’s in St. Paul.
- ❑ Katya Goodenough, the Girls’ Restorative Justice Coordinator, was the keynote speaker at the Women’s Chemical Health Conference as well as a presenter at the Minnesota Conference on Adolescent Females.
- ❑ The AMICUS Speaker’s Bureau, with 8 trained members, made 13 presentations at local Rotary Clubs, Lions Clubs, and other civic group meetings.
- ❑ AMICUS produced 4 agency newsletters and 9 president reports that were distributed to over 4,000 members of our database.

We want to share with you how AMICUS is helping offenders build productive, law-abiding lives. If you would be interested in having an experienced speaker present information about AMICUS and its programs at a meeting or conference, please call us at (612) 348-8570.

Get off the fence — VOLUNTEER!

AMICUS offers numerous volunteer opportunities, many simply involving friendship to an inmate or ex-offender — men and women, adults and youth who are motivated to build new lives. Volunteering offers many benefits:

- Make a friend you might not otherwise have met.
- Support and encourage someone as they transition from prison to community.
- Represent a community that wants offenders to rejoin it as positive, contributing members.
- Be inspired by the accomplishments of offenders who have built new lives.
- Learn about crime, prison, and the criminal justice system firsthand.
- Work toward a safer community by helping break the cycle of violence and crime.

Studies show that inmates who have an ongoing, positive one-to-one relationship with a community member are 40% less likely to offend again. That adds up to a big difference in reducing crime and promoting the positive contributions we all have to give to our community.

AMICUS depends on the generous help and time of many individuals and groups. We would love to talk with you about what you might be able to offer. Extensive training and staff support is available to volunteers.

We couldn’t have done it without YOU!

Approximately 260 individual and institutional donors as well as more than 170 volunteers contributed to the success of AMICUS programs last year. We are extremely grateful for their contributions. The Minnesota Department of Corrections has called AMICUS “an excellent investment in crime prevention.” Whether providing support for a specific program, general operating support, planned giving, or in-kind donations, your

charitable giving should accommodate your personal and philanthropic interests and goals. We would be happy to discuss with you the many ways in which contributions can benefit AMICUS and provide tax savings to you.

For more information or to talk to someone about volunteer or donor opportunities at AMICUS, please call us at (612) 348-8570, email us at staff@amicusUSA.org or complete the form provided below.



YES, I am proud to support AMICUS in its important mission!

\$500 \$200 \$75 \$25 \$ _____

My employer will match this gift. (Company name: _____)

Name _____

Address _____

City/State/Zip _____

Telephone _____

I am interested in volunteer opportunities.

Please contact me about making a bequest or other planned gift.

Checks payable to: AMICUS
 100 North Sixth Street, Suite 529B
 Minneapolis, MN 55403-1503

Contributions are tax-deductible as specified by law.

THANK YOU FOR YOUR GENEROUS SUPPORT!

If you have any questions regarding this report, please feel free to contact Louise Wolfgramm, AMICUS President at (612) 348-8570 (11) or Curt N. Peterson, CFRE, Resource Development Director at (612) 348-8570 (12). To request a copy of the Audited Financial Statements or the IRS 990 for fiscal 2001, call Ruth at (612) 348-8570 (10).