

Colorado Circles for Change

CCFCDenver.org



EMPLOYMENT OPPORTUNITY

POSITION: Restorative Justice Program & Case Manager

COLORADO CIRCLES FOR CHANGE IS COMMITTED TO ENSURING JUSTICE AND EQUITY ARE AT THE FOREFRONT OF ALL WE DO, AT EVERY LEVEL OF THE ORGANIZATION. CCFC UPHOLDS AN INCLUSIVE CULTURE WHERE A DIVERSE WORKFORCE CAN THRIVE, CONTRIBUTE, LEAD, AND FEEL VALUED. WE EXPECT ALL STAFF TO COMMIT TO A JOURNEY OF BEING ANTI-RACIST WITHIN AN INTERSECTIONAL LENS SO WE CAN ENSURE A LEVEL PLAYING FIELD FOR ALL AND ELIMINATE DISPARITIES WITHIN THE ORGANIZATION AND THE WORK WE DO IN COMMUNITY.

Organization Description:

Colorado Circles For Change is a small grass-roots organization established in 1994 as the Victim Offender Reconciliation Program (VORP) of Denver. In 2017, the staff and board of directors, informed by community, partners and participants embarked on a strategic plan and began doing business as Colorado Circles for Change (CCFC). **The mission of CCFC is “to create a pathway for our youth to discover sacred relationships with self, family, and community to eliminate juvenile violence and incarceration so that youth reach their full potential.”** CCFC's values are Social Justice, Inclusiveness, Community, Transformational & Cultural Healing, and Non-Violent Resolution of Conflict. CCFC envisions a community where all our youth embrace their sacredness through a journey of transformational healing. CCFC is committed to ending the school to prison pipeline, mass incarceration, and creating the next generations of hood healers.

Organization Culture:

CCFC's culture is that of family, community, collaboration, empowerment, healing, liberation, safety, respect, integrity, celebration, failing forward through mistakes by learning together in a non-shameful way, restorative, just and centering sacredness of cultural traditions. We work to embody the understanding that CCFC belongs to the community and we are here to be of service in a humble, compassionate way where power is shared. We center the mental, physical, emotional, and spiritual well-being of our team to ensure we are of service to the community in the most impactful way.

CCFC 4 program areas:

- Restorative/Transformative Justice (RJ/TJ)
 - ✓ RESTORE, Face2Face, and Community Group Circles in which CCFC works with the public juvenile justice system in Denver to coordinate and provide early intervention Restorative and Transformative Justice services. Facilitation of services is provided by a cadre of volunteers led by the Program Manager
 - ✓ Mi Avenida is a new program and partnership with Lookout Mountain Youth Services Center. The Program/Case Manager will work with youth inside Lookout to prepare for a successful transition back into the community through case management and engaging youth in restorative justice programs.
- Youth Leadership Institute (YLI) which supports youth through a variety of leadership and Rites of Passage Programming.
 - ✓ Joven Noble (Noble Youth) is a national culturally rooted, gender-specific Rites of Passage program for boys of color to support positive character development, transformational healing and keep them out of the criminal justice system so they can live healthy vibrant lives.
 - ✓ Xinachtli (Blooming Seed) is a national culturally rooted, gender-specific Rites of Passage program for girls of color to support positive character development, transformational healing and keep them out of the criminal justice system so they can live healthy vibrant lives.
 - ✓ Hueliti (Strength & Power) is an advanced leadership program for high school and young women focused on eliminating gender-based violence, incarceration, and forms of oppression within an intersectional approach for girls of color through service learning, activism, and civic engagement.
- Mentoring
 - ✓ Kalpulli (Beloved Community) is a mentoring program for middle school youth with the focus of supporting high school matriculation and graduation focused on positive peer to peer and adult – youth mentoring within a cultural and healing justice context.
- Women, Family and Community Services
 - ✓ Circulo de Sanacion are monthly healing circles and annual retreats for women in the community who are impacted by violence, incarceration, racialized bigotry either directly or as mothers.
 - ✓ Cara Y Corazon is a national culturally-based family strengthening/community mobilization program that assists parents and other extended families to raise and teach their children with a positive cultural base.
 - ✓ Community Collaborations are community trainings and other opportunities to collaborate and build power together.

Position Opportunity:

The Restorative Justice Program/Case Manager manages all aspects of CCFC's Restorative Justice (RJ) programs listed above including creation of program area goals, curriculum development, implementation, facilitation, data and evaluation reporting, developing partnerships with juvenile justice agencies and schools, and managing Restorative Justice Program Assistant, volunteers, contractors, and interns. The Program/Case Manager will work closely with other staff in various program areas to ensure CCFC is meeting its mission in the most collaborative and impactful way within the framework of la Cultura Cura. This includes healing circles, restorative justice circles with youth and families referred from juvenile court, and support the successful transition for youth back into the community from facilities such as Lookout Mountain Youth Services Center to eliminate recidivism and so that youth become self-determined, self-sufficient thriving adults. The position also supports the Executive Director with community trainings, fundraising, and other duties as assigned. Currently, the Program Manager/Case Manager reports to the Executive Director. Some Saturdays and evenings required.

Essential Duties/Responsibilities:**Capacity Building and Leadership**

- Stays abreast of trends in positive youth development, restorative justice, La Cultura Cura, and community healing practice and research.
- Builds, manages, and engages in active communication and networking with all referral sources and relevant community partners, groups, organizations, and colleagues in the field of youth justice.
- Represents CCFC at meetings, workshops, conferences, and other opportunities to build power for youth justice.
- Meets with the Executive Director regularly and attends staff meetings and occasional board meetings.
- Communicates all important programmatic matters to the Executive Director.
- Maintains a community-focused climate, rooted in compassion, respect, and collegial with other staff and welcoming to participants, families, community members, volunteers, and partners.
- Actively participates in and upholds an anti-racist, anti-oppressive culture that is inclusive of all, safe, and rooted in sacredness.
- Serve as a strong mentor for youth participants, colleagues, and partners.
- Support fundraisers, community trainings, and special events as needed.

Planning and Development

- Develops a plan to launch the Mi Avenida re-entry program with Lookout Mountain Youth Services Center that includes building the partnership, needs assessment and developing program content and schedule.

- Creates goals, timeline, partnerships, collaborations, and evaluation methods for all Restorative Justice programs including Mi Avenida, RESTORE, Face2Face Circles, Community Group Circles.
- Constantly evaluates, adjusts, and maintains effective Restorative Justice programs.
- Develops plans to build partnerships with various juvenile justice agencies and juvenile courtrooms in Denver, Adams, Jefferson, and Arapahoe counties.
- Recruits, supervises, and trains Restorative Justice program staff including assistant volunteers and interns; and coordinates in-service opportunities and appreciation events.
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- In conjunction with an evaluation consultant takes responsibility for obtaining necessary recidivism data from the courts.
- Prepares and modifies documents, including correspondence, reports, promotional materials, drafts, memos, and e-mails as required by own duties or by the Executive Director
- Prepares or supervises the preparation of all program statistics and reports for the Executive Director, the Board of Directors, the courts, and other referral sources, contractors, and funders.
- Manages the Restorative Justice programs of CCFC so that expenditures fall clearly within budget guidelines and discusses anticipated variations with Executive Director.
- Keeps clear financial records, including receipts for budgeted expenditures, and submits them to the Operations Manager promptly.
- Supports the Executive Director in implementing fundraising plans including some grant writing.
- Works with the Executive Director to develop a professional development plan that ensures growth and excellent job performance and satisfaction.
- Coordinate partners and guest speakers to support programs and youth needs such as obtaining social services, housing, etc.
- Works with Program Coordinator to ensure youth and families are accessing food from the CCFC food program.
- Create and manage case notes and summary reports for participants

Direct Service, Implementation and Management

- Manages all aspects of RESTORE, Face2Face and Community Group Circles, and Mi Avenida including the program content, implementation, facilitation, writing reports, and grant requirements.
- Oversees RESTORE sessions, Face2Face mediations, and Community Group Circles and engages trained volunteers to run the sessions under Program Managers' supervision.
- With RJ Program Assistant, ensure all data is collected for evaluation and reports.
- Provides on-going supervision to RJ Program Assistant, volunteers, interns, contract facilitators, youth, and families for all RJ programs.
- Assesses the appropriateness of youth participants for services and ensures court requirements are met.

- Completes program observations, provide feedback and performance evaluations for RJ Program Assistant, volunteers, and create a team culture that promotes professional growth and development.
- Works with RJ Program Assistant to identify volunteer needs and provide oversight to volunteers and interns.
- Ensures that RJ programs are meeting quality assurance standards.
- Supports the development of curricula, workshops, and activities for Mi Avenida.
- Oversees the implementation and tracking of programs, workshops, and circles, including participant records, registration forms, attendance, programs delivered, and completed evaluations.
- Identifies potential partners, meets with school juvenile justice partners and school administrators where appropriate, establishes deliverables, and partner fees.
- Works with RJ Program Assistant to maintain a clean, attractive, and appropriate space for programming.
- Coordinates coverage in times of absence.
- Creates program norms, monitor disciplinary matters, and support a culture of self-discipline, and restorative approaches.
- Supports participant/parent/community engagement, including (but not limited to): program kick-off events, end of program graduations, summer retreats, positive customer service, feedback strategies, and other activities.

Professional Performance:

- Maintains a creative, team-building approach to job performance and seeks to bring a constructive, problem-solving orientation to all tasks.
- Performs all tasks and responsibilities with attention to detail and in a complete and timely manner, complying with CCFC's guidelines and conforming to the scheduling requirements of the job and programs.
- Supports CCFC's mission, vision and values and promotes youth justice rooted in an intersectional approach.
- Exercises discretion and professional judgment always in keeping with the responsibilities carried by CCFC for the well-being of the youth and families it serves; acts with honesty and integrity in all aspects of CCFC business.
- Actively strives to upgrade professional skills through a professional development plan and engages in appropriate professional training and experience that ensures growth, excellent job performance, and satisfaction.
- Actively strives to create and maintain an inclusive and intentionally anti-oppressive environment and organizational culture through communication and interaction that demonstrates respect for all including race, ethnicity, culture, gender, gender expression, sexual orientation, economic status, and lived experience.
- Maintains a climate that is professional and collegial with other staff and welcoming to volunteers and youth and families.
- Encourages the voice of youth and families in all aspects of programming and organizational leadership.

- Commits to creating and participating in individual and collective liberation through on-going self-care activities.

Other

- Support the overall CCFC team in maintaining a clean building and yard.
- Other duties as assigned

Qualifications:

Knowledge, Skill, and Ability:

- Demonstrates alignment with and commitment to CCFC's mission, vision, and values.
- Demonstrates strong knowledge and skills in positive youth development, restorative justice, trauma-informed, transformational healing, and La Cultura Cura framework.
- Demonstrates strong communication skills and it is *preferably* bilingual in both English and Spanish (written and verbal).
- Relates well to diverse groups of people; values inclusiveness of all communities, cultures, and life experiences, ability to build rapport with different constituencies, good listening skills, uses diplomacy and tact; appropriately handles difficult and challenging situations in a restorative way.
- Demonstrates computer skills and knowledge of relevant software, the Internet, and e-mail.
- Demonstrates knowledge of operations for standard office equipment.
- Demonstrates knowledge of administrative procedures and systems, such as filing and record keeping.
- Demonstrates flexibility in scheduling, availability, and last-minute changes to accommodate job responsibilities and to achieve success in reaching established goals.
- Must be a self-starter and able to work independently and have very strong initiative yet can perform well in a team environment.
- Has strong organizational skills and the ability to focus on details.
- Experience in developing, implementing, and facilitating youth programs and healing circles.
- Experience in developing, cultivating, and maintaining community partnerships.
- Proven track record of leadership, integrity, professional maturity, self-motivation, and commitment.
- Have a Colorado driver's license and valid Colorado insurance or a reasonable plan for getting to and from partner organizations.
- Direct supervisory experience required (could be in a volunteer capacity).

Experience & Education:

CCFC is committed to ensuring an equitable, inclusive organizational culture and recognizes various methods of training, education, and lived experiences individuals may have and encourage applicants who have the skills and abilities to connect with our families and youth based off of these various methods of development. CCFC understands many skills that can be taught and developed with training and support, therefore a heavy emphasis is placed on the

applicant's personal connection to organizational mission, vision, and values. Associate Degree or two years of college *preferred*. Bachelor or Master Degree a plus (or working towards a degree). Bi-lingual in both English and Spanish (written and verbal) and bi-cultural preferred. Three years of experience working in youth program development or juvenile justice alternatives required. Fundraising experience a plus. Must have the ability to work with communities of color, communities impacted by various forms of violence, incarceration, under-resourced, and communities with diverse life experiences in a positive and empowering way. Preferred experience working with and managing staff and volunteers.

Inclusiveness Statement

CCFC is dedicated to implementing equity as a tool to strengthen and enrich every aspect of our organization, this includes being anti-racist, valuing diversity, and contributing to an inclusive work culture. CCFC continually strives to meet the needs and reflect the diversity of the communities we serve by valuing and respecting the individuality of all our employees, volunteers, board members, youth participants, families, and community partners. Equity is at the center of all we do as an organization and it is expected by all that join our team to intentionally work towards creating a thriving culture absent of harm related to one's identity or lived experience.

Equal Employment Opportunity

CCFC is committed to making all personnel decisions without regard to race, creed, age, color, religion, national origin, ancestry, citizenship status, gender, gender expression, marital status, sexual orientation, veteran status, disability, or any other protected class as required by applicable law. All employees are expected to actively support these values and objectives in our work environment and with others with whom we come into contact.

Compensation

Full-time position pay is \$55,000 annually non-negotiable, generous paid time off, holidays, flexible schedules, generous staff well-ness opportunities, life insurance, retirement contribution, cell phone reimbursement, and a joyful, empowering work environment.

To apply; please answer the below questions in 500 to 1000 words total for all 4 questions (not per question) and send with a resume and cover letter indicating why you've chosen to apply to info@ccfcdenver.org by Friday August 21st, 2020 6 pm MST.

- 1. What are 3 major social injustices that affect the lives of youth today, and how?**
- 2. What does our community look like without these injustices? How do we get there?**
- 3. What is your contribution to changing those injustices?**
- 4. What does healing justice look like in the lives of youth?**

Please indicate Restorative Justice/Case manager Program Manager Position in the subject line.