



Education, Crime Prevention, and Intervention



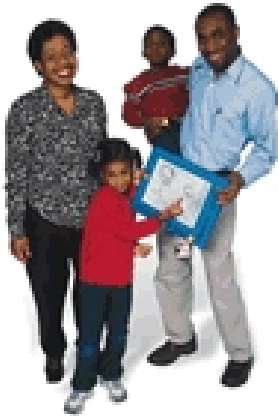
Reentry and Mentoring of Offenders



Mentoring Children of Offenders



Disproportionate Minority Confinement, Disenfranchisement, Detention Reform



Strengthening Marriages and Families

Implementing the Black Church Taskforce Initiative on Crime and Criminal Justice[©]



Meeting the Needs of Black Female Offenders and Special Needs Populations



Violent and Disruptive Youth



Public Education, Training, and Civic Participation



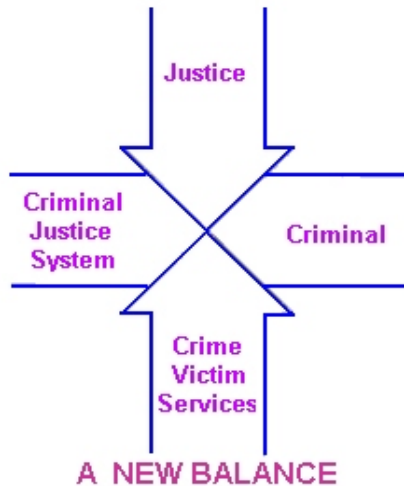
Prison Ministry and Restorative Justice



Activation of The National Black Church Taskforce Initiative on Crime and Criminal Justice©

*A Comprehensive Crime Reduction and Criminal Justice Strategy for Local, State, and
Regional Implementation*

Overview



The **Black Church Taskforce Model on Crime and Criminal Justice** is a faith-based initiative developed by the **National Religious Affairs Association (NRAA)** for nationwide replication and demonstration in cooperation with its parent body, the **National Association of Blacks in Criminal Justice (NABCJ)**.

Responding to public opinion surveys and the critical need for direction, the initiative offers a comprehensive approach which includes training and capacity building with specific guidance in organizing and mobilizing efforts to deal with the consequences of crime. Guidance provided to clergy and others as a result of this initiative redirect their efforts to combat systematic overreliance on incarceration. Where implemented, the initiative is a community-led justice movement which positions the black church at the center of justice, the criminal justice system, the criminal, and the victim. Although empowering to black churches, the initiative is designed to bridge denominational, racial, and other divides. Together, participants advocate for the redirection of criminal justice resources to enhance community control of, and responsibility for, public safety and justice.

The model consists of nine workgroups where stakeholders work side by side with people of faith, even in non-traditional instances. Workgroups are:

- Education, Crime Prevention and Intervention
- Disruptive and Violent Youth
- Mentoring Children of Offenders
- Strengthening Marriages and Families
- Public Education, Training, and Civic Participation
- Disproportionate Minority Confinement, Disenfranchisement, and Detention Reform
- Black Females and Special Needs Populations
- Prison Ministry, Homeland Security, and Restorative Justice
- Reentry and Mentoring Offenders

While it is recommended that each of the nine workgroups are activated simultaneously, it can also be customized to meet the immediate needs of pressing issues in the targeted community.

For purposes of this initiative, the black church is defined as the institution, community, extended family, or building of faith which has historically and which presently serves the needs of African American constituents.

The term “church” is not inferred to divide or exclude anyone on the basis of the distinct differences of our individual faith nor should it separate us along theological lines. It is, however, used as a term which has historic meaning as a vehicle which united black people and inspired them to rally behind a common cause. In this time of need, it is again called upon to honor and to inspire people in a common bond which responds to the need to curtail crime and improve criminal justice.

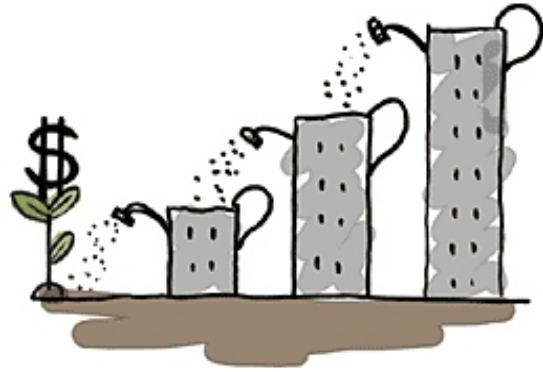
A Culturally Competent Practice and Service Delivery: A Frequently Overlooked Factor

In a society which emphasizes cultural diversity, when it comes to the issue of crime, incarceration, and adverse effects, African Americans dominate. This is a fact which cannot be ignored.

In the race to obtain government contracts or to sit at the table each time dollars are served for training and technical assistance, for many providers, it is just a matter of bucks, an attitude and greed which disregards the lack of compatibility or familiarity with the unique aspects of the population to be served. The same groups and people rush to the troth to collect their share of contracts without regard for the complex issues to be faced if the service is to be received and effective.

One of the greatest mistakes made in attempting to find practical solutions and bring unity into divided communities occurs when one-size-fit-all methods are applied or providers are insensitive to cultural competency.

Operationally defined, cultural competence is the integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services; thereby producing better outcomes.



NRAA of NABCJ offers a unique blend of cultural competency, one which understands the law and one which understands the people most harshly effected by the law.

- ▶ Cultural competence is achieved by identifying and understanding the needs and help-seeking behaviors of individuals and families.*
- ▶ Culturally competent organizations like NRAA and NABCJ possess the unique capability to design and implement services that are tailored or matched to the unique needs of African American individuals, children, families, organizations and communities served.*
- ▶ Practice is driven in service delivery systems by client preferred choices, not by culturally blind or culturally free interventions.*
- ▶ Culturally competent service delivery is sensitive to cultural norms

Since relationships with faith-based organizations and denominations are a hot commodity for many, it is important to realize that the black church has its own dynamics, a subculture within a culture, which is unlike any other institution and which must be respected. It cannot be circumvented for government priorities. It cannot be set aside to comply with the standard workday. NABCJ and NRAA have been mindful of these and many other complexities within the Black Church Taskforce Initiative on Crime and Criminal Justice.

National Black Church Taskforce Initiative on Crime and Criminal Justice

Activation Schedule

Type of Model	Location	Activation Date	Lead Agency
Community-based	Washington, DC	December 2001 Reengineered April 2004	Peace Baptist Church and Neighborhood Clergy
State	Connecticut	November 2003 Two day Strategic Planning Summit April 2-27, 2004	Churches of Fairfield County Interdenominational Ministerial Alliance
Regional	North and South Carolina	December 2003	Metrolina Apostolic Ministerial Alliance
Urban	Baltimore, Maryland	January 2004	NABCJ/NRAA
Metropolitan	Jefferson Parish, Louisiana	March 2004	Jefferson Parish Sheriff Department
Rural	Oklahoma	April 17, 2004	Inner Mind Productions and Oklahoma Chapter of NABCJ
PENDING ACTIVATIONS			
Urban	St. Louis, Missouri	Date Pending	St. Louis Regional Chamber and Growth Association
	Houston, Texas	Date Pending	Adult Probation
Collegiate	Richmond, Virginia	Date Pending	Richmond Chapter of NABCJ
Regional	Lee and Sumter Counties	April 30, 2004	Youth Action Network of Central Florida
Ex-Offender Led	Minneapolis, Minnesota	Date Pending	Federal Forum

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Chronological History of the Integration of Faith and Justice by NABCJ

- July 2000** Workshop presented by Chaplain Warren H. Dolphus, Federal Bureau of Prisons, in the 28th Annual Conference and Training Institute of the National Association of Blacks in Criminal Justice entitled "Facilitating Assistance in Transition and Healing" (F.A.I.T.H., Inc.)
- Incoming National President of NABCJ, Mr. Matthew Hamidullah, requests that Rev. Dolphus further explore the possibilities of an official faith-based component of NABCJ would be developed, to be called the National Religious Affairs Association
- November 2000** Memorandum of Understanding signed by Mr. Hamidullah with International Network to Freedom Association, original organizational structure which adopted F.A.I.T.H., Inc.
- January 2001** Awarded official authorization by the Martin Luther King Center for Non-Violent Social Change in Atlanta, Georgia, to commemorate the **First Observance of Justice Sunday**
- The concept of F.A.I.T.H., Inc. receives **Daily Points of Light Award** presented by the **Points of Light Foundation** and Former President George Bush on the federal holiday honoring Dr. Martin Luther King, Jr.
- Corporation for National and Community Service confirms Rev. Warren Dolphus as a guest of the **White House** on the King Holiday for the unveiling of a portrait to be hung in honor of Dr. King
- In conjunction with the first observance of National Mentoring Month, Addie Richburg, Chief Domestic Strategist for NABCJ, develops a formal training for interfaith volunteers who desired to mentor offenders
- May 2001** On behalf of the Religious Affairs Committee, Rev. Dolphus serves as one of a three-person team to begin traveling to Cincinnati to encourage calm between the faith community, the citizens, the businesses, and city leadership
- July 2001** **First Annual Facilitating Assistance in Transition and Healing National Prayer Breakfast** held during the 29th Annual Conference and Training Institute of the National Association of Blacks in Criminal Justice
- Recognizing the tragedies of unrest and need for healing between the citizens and businesses of Cincinnati
- National Religious Affairs Committee** became the **National Religious Affairs Association of the National Association of Blacks in Criminal Justice** and adapted its own by-laws and officers. The association became NABCJ's official component for year-round training and national program development

December 2001	Began multi-system partnership in Washington, DC, in cooperation with DC Chapter of the National Association of Blacks in Criminal Justice
January 2002	Awarded the second official authorization by the Martin Luther King Center for Non-Violent Social Change to observe Justice Sunday 2002 . Adopted an annual national theme for Justice Sunday, <i>"A Charge to Keep We Have: Service Before and Beyond"</i>
March 2002	Memorandum of Understanding signed by national presidents between NABCJ, NRAA, and the National Baptist Convention USA, Inc.
July 2002	President George W. Bush announced the Ready4Work Initiative to be piloted in Jacksonville, Florida through a partnership between the White House, the Office of Faith and Community Based Initiatives at the U.S. Department of Labor, and the National Association of Blacks in Criminal Justice. Second Annual Facilitating Assistance in Transition and Healing National Prayer Breakfast honoring the contributions of U.S. Representative Corrine Brown, 3 rd District of Florida
	Areas of partnership determined and Memorandum of Understanding signed between NABCJ, NRAA, and Prison Fellowship Ministries, Inc.
September 2002	Met with Dr. John J. Dilulio, Jr., Director of the Frederic Fox Leadership School at the University of Pennsylvania and First Director of the White House Office of Faith and Community Based Initiatives to discuss the need for NABCJ to develop an agenda for black churches on crime and criminal justice
	Areas of partnership determined and Memorandum of Understanding signed between NABCJ, NRAA, and the National Crime Prevention Council
	Released special edition of <i>"To Serve the Present Age: A Basic Guide to Reentry Volunteering and Mentorship"</i> , approved by the Inspector General of the U.S. Department of Labor, for exclusive use with the Ready4Work Program
December 2002	Conducted first training of interfaith mentors in Jacksonville, Florida on behalf of the U.S. Department of Labor
	Areas of partnership determined and Memorandum of Understanding signed between NRAA and Kairos Horizon Communities, Inc.
January 2003	Awarded the third official authorization by the Martin Luther King Center for Non-Violent Social Change to observe Justice Sunday 2003 . Released first tool-kit for Justice Sunday in electronic and printed format

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Hosted **National Leadership Summit** for 12 denominational leaders of churches which historically serve African American constituents in cooperation with the Center for Research on Religion and Urban Civil Society at the University of Pennsylvania. Determined five areas of focus to begin building the agenda

Rev. Dolphus delivers invocation and NRAA is invited to present workshop during kickoff of **Project Safe Neighborhood Initiative** in Philadelphia, Pennsylvania

March 2003

Released report of the January meeting

Presented first series of **interfaith mentor training** in Waukegan, Illinois as a partnership between **Trinity Universal Center** and the **College of Lake County**

June 2003

Honored by the Points of Light Foundation as a **Partner of the Year** for the **Connect America Program**

Invited and participated in first quarterly meeting with stakeholder federal agencies and special emphasis groups on mentoring children of prisoners hosted by Pew Charitable Trusts

Areas of partnership determined and Memorandum of Understanding signed with Public Private Venture, Inc. of Philadelphia, Pennsylvania

July 2003

Convened the first national workgroup of the **National Black Church Taskforce on Crime and Criminal Justice** in St. Louis, Missouri. Event was co-sponsored by the U.S. Department of Justice Office of Justice Programs (Office of Juvenile Justice and Delinquency Programs), the Faith and Service Technical Education Network of the National Crime Prevention Council, the Corporation for National and Community Service, and the College of Lake County.

Third Annual Facilitating Assistance in Transition and Healing National Prayer Breakfast saluting Prison Fellowship Ministries, Inc., Big Brothers Big Sisters of America, Inc., the Amachi Mentoring Program, and U.S. Dream Academy for sustained national leadership in mentoring children of prisoners.

September 2003

Coordinated the involvement of national faith leaders and representatives for two days on Capitol Hill in support of the Public Safety Self Sufficiency Act.

Presented the model for the National Black Church Taskforce Initiative on Crime and Criminal Justice during Issues Forum during the **Congressional Black Caucus Legislative Weekend** on reentry convened by U.S. Representative Danny K. Davis, 7th District of Illinois

Co-sponsored the **Family Strengthening Initiatives Addressing Intergenerational Poverty Conference** convened in Philadelphia, Pennsylvania in cooperation with the Corporation for National and Community Service. Five **VISTAs** (*Volunteers in Service to America*) are awarded to NABCJ/NRAA during this event in partnership with U.S. Dream Academy to strengthen the capacity of the organization to promote such projects as the Black Church Taskforce Initiative on Crime and Criminal Justice and to further enhance its ability to promote and assist in nationwide efforts to mentor children of prisoners.

- November 2003** Activated first demonstration model of the **Black Church Taskforce Initiative** in Connecticut. This became a **state demonstration model** which has as its primary areas of focus: (1) reentry, (2) mentoring children of offenders, and (3) disproportionate minority confinement
- December 2003** Activated **second demonstration** model of the **Black Church Taskforce Initiative** in Charlotte, North Carolina; the Metrolina Black Church Taskforce Initiative on Crime and Criminal Justice is a **denominationally-led model** of the initiative which has as its primary areas of focus, to date: (1) mentoring children of prisoners, (2) crime prevention and intervention;
- January 2004** Awarded the fourth official authorization from the Martin Luther King Center on Non-Violent Social Change to observe **Justice Sunday 2004**. National partners included the U.S. Department of Labor, the Corporation for National and Community Service, and Families and Corrections Network. Event observed in cities throughout the country. Baltimore, Maryland was selected as the first national host city.
- Activated the third demonstration model of the **Black Church Taskforce Initiative** on Justice Sunday 2004 in Baltimore. The Baltimore model a **metropolitan model** encompassing Baltimore City and County. Principle areas of focus are: (1) crime prevention and intervention, and (2) disproportionate minority confinement
- February 2004** Responsibilities within **Ready4Work Initiative** are expanded from just training to also include responsibilities for mentor recruitment and mentor-mentee matching
- March 2004** Activated **fourth demonstration model (community-based)** of the Black Church Taskforce Initiative in Washington, DC, as an extension of the relationship with **Peace Baptist Church** established during the Metropolitan DC Ex-Offender Initiative
- Provided the foundation for the fifth demonstration model in **Jefferson Parish, Louisiana**. If adopted, this model would become a **law-enforcement led initiative**.

Training & Technical Assistance

To build capacity and implement the program design, a training and technical assistance team is assigned to activate the plan.

The team is comprised of criminal justice professionals from NABCJ, each of whom possess years of experience and the educational credentials to act upon the needs, concerns, and contributions of African Americans and other people of color as they relate to the administration of equal justice. From the start, this creates neutral leadership.

These individuals will serve as subject matter experts for their assigned taskforce workgroup and will work with local participants through the activation phase of the initiative. They will also be available for technical assistance which can be provided via teleconferencing or other methods.

NABCJ is a multi-ethnic, nonpartisan, nonprofit association of criminal justice professionals and community leaders dedicated to improving the administration of justice. It was founded as a vehicle by which criminal justice practitioners could initiate positive change from within, while increasing opportunities for the average citizen to better understand the nature and the operation of our local, state, and federal criminal justice processes.

For NABCJ members, criminal justice is more than just a career, it is a commitment to a fundamental aspect of our democracy - justice.

Formally established as the National Religious Affairs Committee of NABCJ, the mission of NRAA is to promote the value of the inclusion of faith in addressing consequences and resolutions of crime with emphasis upon its impact on African Americans and other people of color. NRAA brings to NABCJ the ability to offer year-round and specialized training.

Creating An Equal Playing Field: An Approach Which Avoids Pitfalls

While perhaps shocking to some, anyone who understands the dynamics of the black church accepts the fact that unnecessary rivalry exists between churches and pastors. Ignoring this can destroy a program before it starts.

To create an equal playing field and minimize denominational and other stifling divides, a *Local Advisory Council* will be established.

Appointments to this council will not be based upon affluence, influence, congregation size, current positions, or other distinctions.

Clergy invited to serve on the council will be required to demonstrate commitment by identifying and providing one representative for each of the nine workgroups from those persons under their leadership.

Other factors considered

- ▶ As many congregations are small but concerned, leaders may provide a maximum of four persons to represent them in the initiative who may not have membership established with them, but who fully understand their responsibility to represent the concerns and voice of a particular body on their assigned workgroup.
- ▶ When possible, religious leaders should appoint persons from their congregations, communities, and faith families who are sensitive and knowledgeable of crime and criminal justice and/or who have the best interest of their community and body of faith at heart.
- ▶ The council will be charged to serve as the local liaison to the National Association of Blacks in Criminal Justice and will be provided with and entitled to all access and notices of grant opportunities, training, and public recognition which coincides with the nine issues of crime and criminal justice represented by the taskforce model.

Stages of Implementation

- Days 1-30:**
- First community meeting to convey the issues and obtain preliminary clergy and stakeholder agreement to cooperate
 - Statistical data collected to develop needs assessment and strategic plan
 - Plan reviewed and accepted by appropriate authority
 - Cooperative Agreement or contract negotiated for services; terms accepted
 - Date of next meeting and focus determined
 - Notification of a plan to clergy and other stakeholders
- Days 31-60:**
- Event to officially announce the plan
 - Clergy provided the opportunity to identify their representatives for workgroups
 - Invitations to clergy who have met the criteria to serve on the Local Advisory Council
 - Meeting with the Local Advisory Council to ensure everyone is well-informed of next steps, goals, anticipated outcomes
 - Two day strategic planning summit conducted to unveil and organize around the plan
 - Crime mapping to determine most concentrated areas of crime and reentry in relationship to addresses of participating churches
 - Initial meeting of workgroups led by NABCJ facilitators
 - Strengths, weaknesses, and knowledge of the issues assessed
 - Specific tasks assigned to workgroup members individually and as a collective
 - Preliminary discussion to consider who will become the local workgroup leader
- Days 61-90**
- Minimum of eight hours of training (*recommend at least 16*) provided to workgroups as needed to do the work
 - Partnerships established as needed to accomplish the work
- Days 91-120**
- Continued support from NABCJ/NRAA for workgroups via teleconferencing and other methods
 - Assessment of progress and reengineering as needed
 - Report outlining measurable results with recommendations for local leadership

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Reflections on why we have

The Black Church Taskforce Initiative on Crime and Criminal Justice



One of the tests of leadership is the ability to recognize a problem before it becomes an emergency."
-- Arnold Glasow, U.S. humorist

The black church has had a sustained history of engagement by the "faithful few" in providing outreach to the community. The time for us to build upon and replicate those efforts is long overdue. It is time for us to learn how to obtain and properly manage the resources and partnerships available to us to provide quality programs in our communities that have already proven successful

As crime and criminal justice effect African Americans most disproportionately, it should be our responsibility and priority to utilize the power invested in us by the people through our churches to help make change. Ministry is most needed beyond the walls and should not be confined within an architectural structure;

Frequently, when the overwhelming issues of crime and criminal justice prey upon our communities, the magnitude of the problem or problems seem beyond our ability to move, but we must keep in mind that the task ahead of us is never as great as the Power behind us.

Making the call to action a personal and compelling one, if you have food in your refrigerator, clothes on your back, a roof over your head, and a place to sleep, you are richer than 75% of the world and the vast majority of African American offenders who emerge from prison. Yes, the problem is yours as long as you live on this earth . . .

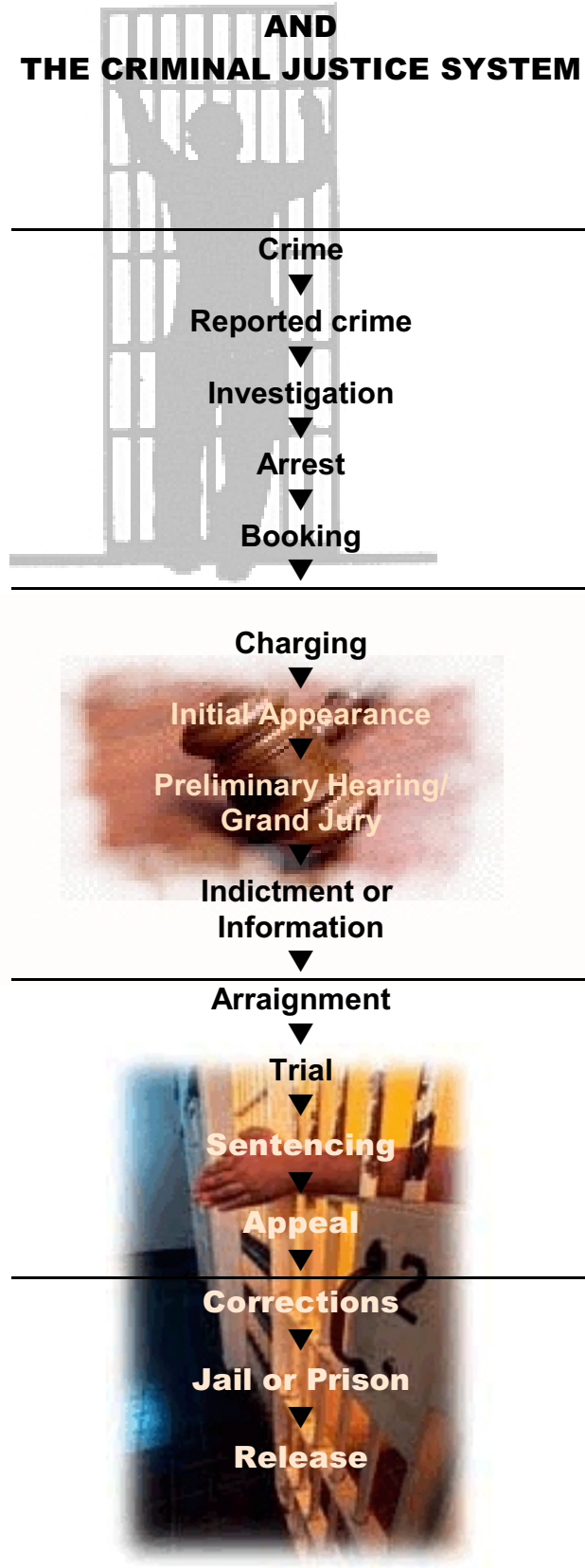
If we are not willing to consider the issues of black on black crime, the denial of voting rights, truancy, inequity in the laws as important and invest the time and some of our own personal resources in problems which adversely affect us, how can we expect others to?

Like a starving person, we perish for lack of knowledge. Knowledge is the nourishment of life. It will not be served up on a dinner plate. We must be hungry enough to want and pursue it.

While we may worry about whether some child, or juvenile, or adult deserves our attention, bear in mind that we are fishers of men. As job descriptions and training goes, you catch them - He'll clean them!

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CONTINUUM OF CRIME AND THE CRIMINAL JUSTICE SYSTEM



TASKFORCE WORKGROUPS Education, Crime Prevention, and Intervention

Disruptive and Violent Youth

Mentoring Children Of Offenders

Strengthening Marriages and Families



Public Education, Training, and Civic
Participation

Disproportionate Minority Confinement,
Disenfranchisement, and Detention
Reform

Black Female and Special Needs
Offenders

Prison Ministry, Restorative Justice,
Homeland Security

Reentry and Mentoring Offenders

I was in prison and you came to visit me.
Matthew 25:36



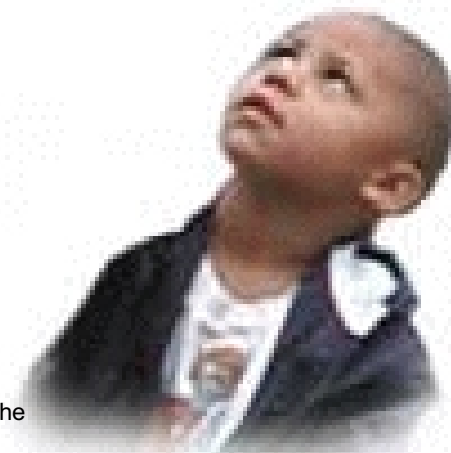
The Fifth Annual

Justice Sunday 2005

A Charge To Keep We Have: Service Before and Beyond

Commemorating 50 Years

January 16, 2005



An official activity of the

National Black Church Taskforce Initiative on Crime and Criminal Justice©

2001 - 2004 Commemorations authorized by the Martin Luther King Center for Nonviolent Social Change in Atlanta, Georgia



To serve this present age

My calling to fulfill

Oh may it all

my power engage

To do my Master's will

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