

YOUR'RE INVITED (AGAIN)!!

5th Annual VORP Gathering

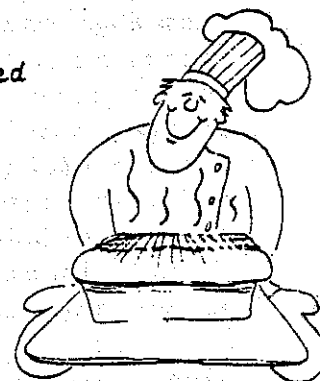
May 31, 1990 --- 6:30 - 9:30 PM

SPEAKER: Howard Zehr, Director of the Office of Criminal Justice for the Mennonite Central Committee.

POTLUCK MEAL: A-M Main Dish & Rolls  
N-Z Salad & Dessert

Table service, drinks, etc., provided  
(please bring food 6:15-6:30)

LOCATION:  
COLLEGE COMMUNITY CHURCH  
Fellowship Hall  
2529 Willow  
Clovis, CA 93612  
291-1120



PLEASE! PLEASE! PLEASE!

RSVP IF YOU CAN OR CANNOT ATTEND SO WE CAN PLAN FOR THE APPROPRIATE NUMBER OF PEOPLE!

THANK YOU! THANK YOU! THANK YOU!

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Thank you to everyone who responded to our request to attend the VORP Volunteer Mediator Forum in April!! The purpose of the forum was to inform you on the situation of VORP and to hear what you think.

Some of our questions were: What is reasonable to expect from mediators? Are mediators dropping out because they aren't given adequate training, enough support, recognition for their work?

And this is what we heard you say:

- Include going on an actual case as part of the training.
- Increase number of Hispanic, Black, Hmong, Laotian, etc, mediators.
- Emphasize the fact that even if a case does not come to a final meeting the case and volunteer has NOT "failed". Still is successfull because the volunteer has shared with the individuals an alternative way to handle conflict.

- After doing their first case make it "mandatory" the volunteer reconvene with staff for debriefing.
- Invite experienced volunteers to come to training again and serve as "buddies" to new volunteers.
- Clarify what volunteers should do when they run into offenders and/or victims who agree to work with VORP but are uncooperative. Example: fail to show for appointments, won't give mediator a specific time to meet, put things off, etc.
- Clarify when it is appropriate to hand back a case if having problems with a case.
- Have monthly support meetings for mediators and / or try to find one person in each mediators church to bring the mediators from that church together. (recruiting tool also)
- Recognize most volunteers will not take a case every month. One case per quarter is more realistic.
- Occasionally bring mediators together to meet with Criminal Justice Officials, (Probation officers, Judges, Police Officers) and with victims and offenders who have gone through VORP to share and inform volunteers.
- Recruit leaders from different ethnic groups and allow them to communicate to their people and get more volunteers.
- Have VORP Staff give more feedback to volunteers, call once a week to mediators with cases.
- Mediator recognition and giving of certificates: Provide a certificate to be given to volunteers during their church service, give certificates after completing training, at each VORP gathering, some of you felt there is no need for a certificate.
- Have more media coverage of VORP program.
- In mediators church bulletin, church newsletter, etc., announce their member who has completed the mediator training, the number of cases they have done for the year, a Case Story, announce the next VORP Mediator Training, etc. . .
- Use VORP newsletter to recognize volunteers who have taken cases each month, etc. . .

Other Questions we asked were: -- What could the VORP staff do differently that would help mediators? Is it possible to meet the need (doing cases) with volunteer mediators?

You said:

- Organize monthly "Support Groups" where mediators can meet to discuss cases, get feedback from other volunteers and staff, be "recharged" and learn more about conflict management.
- Have VORP staff make weekly calls to volunteers with cases and contact those who are not taking cases more often.
- Increase VORP staff.
- Recruit mediators from different ethnic groups to educate volunteer mediators and to take cases where having a mediator from the same ethnic group as the offender and/or victim is helpful.
- Recruit volunteers from other organizations besides churches and religious institutions.

- Identify inactive volunteers and encourage them to start taking cases again (retrain them if needed).
- Ask current volunteers to help with VORP presentations to service clubs, churches, colleges, etc.
- Produce a list of inactive volunteers and have active volunteers invite them to go on a case with them.
- Recruit more heavily on college campuses, as well as retired individuals.
- Have staff (or specific volunteers) make first contact with offender (to confirm the addresses, phone number, cooperation, etc. of offender).
- Dress up the monthly Newsletter, add pictures, include stories from probation officers, judges, victims and offenders.
- It is possible for volunteers to handle the case load if VORP increases its number of volunteers. Use volunteers to assist in recruiting mediators from churches.
- Have volunteers assist in fundraising.

If you feel your ideas were not included or would like to make additional suggestions, please let us know! We are always open to your suggestions and comments! Thanks again to all who attended the forums and for your input!!

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5th Annual VORP Gathering RSVP

Yes \_\_\_\_\_ I will be attending the Gathering on May 31st. Please send me \_\_\_\_\_ free tickets!

No \_\_\_\_\_ I will not be able to attend the Gathering May 31st.

NAME \_\_\_\_\_

ADDRESS/ZIP \_\_\_\_\_

Victim Offender Reconciliation Program  
 2529 Willow Avenue  
 Clovis, CA 93612  
 (209) 291-7120

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 \* This newsletter was printed on recycled paper. \*  
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