

# CoSA Program

## Overview



# **CIRCLE OF SUPPORT AND ACCOUNTABILITY (CoSA)** *“NO MORE VICTIMS”*

*~ An Independent Community-Based Safety & Ex-Offender Recovery Program*

## **PURPOSE**

To increase community safety and prevent repeat sexual victimization by past offenders who are released from confinement

## **MISSION**

To return the former sex offender back into his community in an accountable manner that will ensure safety to citizens and enable him to carve out and live a normal, healthy and productive life

## **CoSA OUTCOMES IMPROVEMENT**

The goal of all CoSAs is to increase the safety of citizens in communities where former sex offenders are being released. The CoSA method establishes a proven, all-volunteer *daily contact system* for monitoring offenders released from confinement back into communities. The daily contact system (365 contacts per year) is called ‘Circle of Support and Accountability’ (CoSA) and is designed to enhance the existing contact system. Nationally, the successful reintegration rate by former sex offenders (i.e., zero repeat sex offenses) using traditional systems, stands at approximately 70 percent after 20 years. By comparison, the daily contact system using an all-volunteer CoSA appears to yield success rates above 90 percent at the 20 year mark. To put this into perspective, in a state with 3,000 released ex-sex offenders living among the citizenry (similar in number to Washington State), after 20 years, roughly 900 of these will repeat a sex offense and return to prison. By comparison using the CoSA system, fewer than 300 will reoffend by the 20th year with over 2,700 ex-offenders moving on to live normal and productive lives with *“no more victims.”*

## **WHAT IS CoSA?**

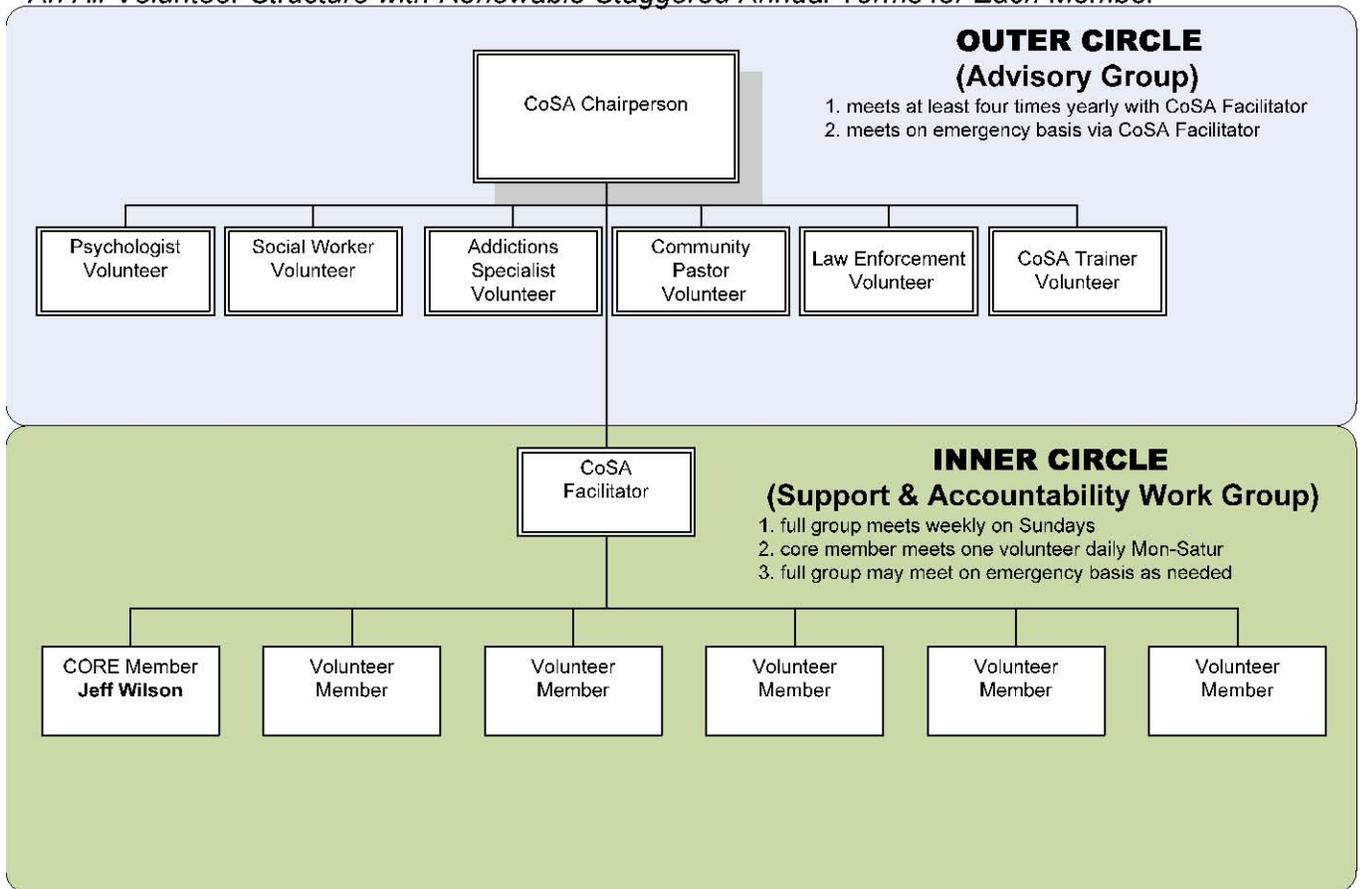
CoSA is a community and offender support and accountability system designed to protect citizens from repeat sexual crimes, facilitate successful community reentry by former sexual offenders, and prevent offender recidivism. CoSA is based on a successful, internationally recognized model for community safety, support and accountability for sex offenders reentering society. The model is called Circles of Support and Accountability (CoSA) and was developed in 1994 in Canada where it has since gained wide support including use in other countries. The model has not yet been tried in Washington State or on a wide scale in the United States although various smaller trials in five other states are gaining ground.

A CoSA primarily involves two groups of trained CoSA volunteers (an Inner Circle and Outer Circle) working under a written agreement or “covenant” between the Inner Circle’s Core Member (a past sex offender) and CoSA volunteers. The Inner Circle ensures a daily contact with the Core Member 365 days/year. The Outer Circle serves

only as an advisor to the Inner Circle through the Inner Circle Facilitator. The CoSA structure and operations are schematically depicted in the graphic below:

### **CIRCLE of SUPPORT & ACCOUNTABILITY (CoSA) SYSTEM**

*An All-Volunteer Structure with Renewable Staggered Annual Terms for Each Member*



### **THE CoSA CORE MEMBER.**

The Core Member is a Washington State resident who (1) is diagnosed with a sexual deviancy with risks to harm others, or is a convicted or previously convicted former or current Level I, II or III sex offender who is released or is soon to be released from the Department of Corrections or from detention at the Special Commitment Center, (2) has successfully completed at least one certified professional sexual treatment program, (3) is not psychopathic and fully acknowledges, admits to and personally “owns” his sexual problem and/or past criminal behavior, (4) is recommended for the CoSA program by at least three current or recent-past professional caretakers at least one of whom is a psychologist certified in sexual deviancy diagnostics and treatment, and (5) has submitted a personal CoSA Request letter and successfully applied for CoSA support through a local community-based CoSA program modeled after the Canadian system. The successful Core Member candidate becomes a formal member of the Inner Circle of six or seven volunteers when such group is assembled by the volunteer Inner Circle Facilitator (i.e., a lead CoSA member) who is formally appointed by the CoSA Outer Circle. The CoSA Outer and Inner Circles may consider and will often seek various

professionals' input from Washington State Department of Social & Health Services, Department of Corrections, local municipal jurisdictions, and/or local churches, synagogues and/or mosques regarding candidacy of a CoSA applicant. However, the CoSA organization has no obligation to follow recommendations from any source and therefore reserves the right to accept or reject any candidate applicant whether or not recommended to do so by any above organization. In the possible event that the CoSA wishes to accept an applicant who is explicitly not supported by an above named organization, the CoSA Outer Circle Chairperson documents discussion and votes among Outer Circle Members. In such cases, the CoSA will NOT go forward unless at least 70% of Outer Circle and 100 percent of Inner Circle members approve candidate acceptance.

## **THE INNER CIRCLE OF A CoSA**

The Inner Circle is made up of the Core member plus six fully trained volunteer members. One of the six is selected by the group to act as Inner Circle Facilitator. Inner Circle Members work as a team with the Core Member under a unique written covenant/agreement between the Core Member and other CoSA Members. Typically, each day for a minimum of one year, an Inner Circle Member, assigned to a specific weekday, meets with the Core Member, typically in-person except in extenuating circumstances when a phone call may be used. Once weekly, all Inner Circle Members gather together for a mostly casual hour or two for fellowship over lunch, dinner or snack with the Core Member who submits his personal planned schedule on a standard form for the coming week and briefly discusses the previous week's activities and concerns. The large majority of this time is spent in general enjoyable fellowship with one another. In this manner, Inner Circle Members have two time commitments within the CoSA, a one hour meeting with the Core Member during the week and up to two hours with all Inner Circle CoSA Members usually but not necessarily on a weekend. All daily and weekly meetings have a triple purpose to: (1) build genuine and close individual friendships with the Core Member, (2) provide general support to the Core member as he/she begins to lead a responsible, productive, and accountable life while working on reintegration to the community, and (3) hold the Core Member accountable to weekly schedules and CoSA agreements. Support efforts may involve assisting the Core Member in finding housing, job search, working out transportation, getting medical assistance, arranging for mental/chemical/health appointments, building new friendships and building a healthy personal social structure within his local community. Finally, the Inner Circle Facilitator submits a quarterly briefing in a standard format to the Outer Circle to keep CoSA professional advisors apprised of Inner Circle and Core Member progress.

All CoSA volunteers are first screened and trained in the CoSA system, CoSA history and specific, detailed Core Member background, offenses and offense cycles. These prepared volunteers then essentially 'walk with' Core Members, offering their time and a listening ear, and act as pro-social role models; essentially becoming a surrogate family to him – often the first time in his life having people who care about him in healthy ways. Inner Circle Members advocate for the Core Member in events of community hostility, or when the Core Member meets any challenges with social and/or government systems and bureaucracies. Inner Circle Members offer practical and emotional support but they also confront the Core Member to challenge problematic attitudes, behavior, and cognitive distortions, and any covenant indiscretions with the goal of never reoffending.

It has been observed that the most powerful aspect of the Inner Circle is the sense of belonging that occurs for the Core Member. Moreover, Inner Circle volunteers have reported that they feel much satisfaction from the knowledge that they have helped another human being gain a sense of independence in his life and to develop healthy strategies for dealing with life challenges. They and their Core Members also report mutual satisfaction from the knowledge that they have contributed to the health and safety of their community. For Core Members, the sense of having contributed positively to their community is a strong impetus to steer clear of criminal patterns and to seek help if they feel any urges to slip back into old ways. It is this sense of belonging to a community of friends – the degree of positive, pro-social attachment that is formed – that has resulted in CoSA having such a profound and improved positive impact in communities.

## **THE OUTER CIRCLE OF A CoSA.**

All CoSA Inner Circles are further supported by an Outer Circle of professional volunteers who serve in an advisory capacity. Outer Circle responsibilities include: (1) summarizing discussion and recommendations, if any, at each Outer Circle meeting with the Inner Circle Facilitator, with a special focus on Core Member covenant compliance, Core Member progress and recommendations for changes if appropriate, (2) approving Inner Circle applicants after each applicant has completed CoSA Training, (3) approving Core Member selection by CoSA Inner Circle Members and Facilitator from Core Member Application, and (3) reviewing, approving and/or recommending changes to: (a) CoSA processes and procedures; (b) Core Member covenant, proposed covenant changes, and proposed changes in CoSA procedures or contact frequency with Inner Circle Members; (4) hearing and reviewing quarterly reports from Inner Circle Facilitator; (5) reviewing any Inner Circle Member concerns about a Core Member or Inner Circle operations not resolved at the Inner Circle level; and (6) giving recommendations to Inner Circles concerning operations, services and/or Core Member activities as professionally appropriate.

## **THE CoSA BEHAVIOR COVENANT.**

Each Inner Circle drafts a formal signed agreement (covenant) between the CoSA and the selected Core Member. Each agreement is unique to the individual Core Member situation and needs with due attention given to elements suggested by Outer Circle members. However, there are many common clauses and overlapping themes in most agreements.

**Elements Common To All Core Member Covenants.** Examples of some elements included in all covenants with a Core Member are: a defined cycle of behaviors, anxieties, depressions, feelings or mental states associated with or linked in a subsequent prodromal fashion to past criminal offense behaviors; a commitment to immediately and honestly report to CoSA Members any prodromal behaviors, feelings or mental states that

are explicitly identified as part of early offense cycles; promise to avoid virtually all contact with opposite gender minors as may be recommended by treatment psychologists; transparent, open and honest ongoing discussions with CoSA Members about any opposite gender relationship that may emerge during the period of CoSA agreement, including, if advised by a treatment psychologist, abstinence from such relationships for an appropriately prescribed time period; changes in community residence location and/or living situations; daily contact (365 days/year) with a CoSA Member to whom the Core Member is expected to develop a genuine and mutually caring friendship; full disclosure of employment and job search activities if employment changes are contemplated or necessary; explicit places and types of places that the Core Member will avoid locally (and whenever travel is required) as may be recommended by treatment psychologists; and conditions under which the CoSA will be obligated to report misconduct, criminal acts and covenant dissolution to legal authorities; and conditions of non-cooperation that may be cause for covenant and CoSA dissolution that may or may not require reports to legal authorities.

### **Elements That May Or May Not Appear In Some Core Member Covenants.**

Examples of some elements that may or may not be included in a Core Member Covenant depending on each individual Core member under consideration, are: agreement to participate in a weekly, monthly or semi-monthly professional psychologist treatment program fully paid for by the Core Member; written authorization by the Core Member for the treatment professional to report any behaviors in the Core Member offense cycle to the CoSA Facilitator for sharing with CoSA members for discussion and awareness; the controlled and/or fully transparent use of the internet and commitment to avoid all types of pornography; commitment to avoid all highly sexualized programs and adult entertainment such as strip clubs, and the like; commitment to avoid any participation in prostitution activities; weekly schedule submission in standard format to the CoSA including minimized free time and any upcoming travel plans; weekly plans for and reporting of the use of unscheduled free time, particularly outside the Core Member residence and on days off work; agreement to wear and pay for a 24/7 ankle bracelet for a time as may be specified by the CoSA if members feel such level of accountability may help the Core Member; transparent monthly budget, daily receipts and banking statements; commitment to establish weekly participation in a spiritual quest of some kind that involves joining of a group, church or organization that emphasizes and promotes healthy living, healthy relational brother/sisterhood and healthy non-reclusive interactions with others; minimum days per week attendance at local AA, NA and/or SAA meetings as may be applicable; random weekly drug testing paid for by the Core Member if addiction behaviors are part of past prodromal offense cycles (with agreements to get urine/blood samples to the local lab within three hours of requests; any drug test frequency changes approved by both Inner and Outer Circle members); planned participation in sports and hobbies of interest; pursuit of good neighbor strategies and services within his immediate neighborhood; and/or commitment to avoid reclusive, withdrawn and isolated behaviors known to be precursors in the Core Member cycle of offenses.

## **CoSA VALUES**

- To create community with former offenders in responsible, healthy, and life-giving ways that include appropriate safety for everyone.
- A belief in the inherent value and dignity of each and every human being and that no human being is therefore disposable.
- A belief that communities are capable of disapproving crime *while* increasing safety for their citizens when they are appropriately engaged and their capacity to confront conflict is increased through education, information-sharing and through involvement/engagement.
- An affirmation that the community has the capacity and bears a responsibility for contributing to the safe restoration and healing of victims as well as the safe re-entry of individuals released to the community.

## CoSA PRINCIPLES

CoSA initiatives are grounded in a commitment to the principles of community safety and restorative justice for former offenders. CoSA Circle volunteers and facilitators seek to take seriously the preeminent needs and concerns of the victims and community as well as critical needs and concerns of Core Members. The safety of the community and potential victims is an imperative if there is to be safe integration within the community. For true community safety to be realized, all segments of community involved must feel some restoration of peace in their lives. This is a key motivating factor for CoSA.

## HISTORY

Originally developed in 1994, Circles of Support and Accountability (CoSA) was developed in Canada to help high-risk sex offenders successfully reintegrate back into society.

An evaluation study was conducted in Ontario Canada (Wilson et al., 2005) which found positive results for CoSA participants compared to a control group. A broader study (Wilson et al., 2007) from a number of Canadian cities confirmed the findings of the first study.

The second evaluation of CoSA in Canada revealed that it significantly and substantially reduces sex offender recidivism.

- When compared to a control group, sex offenders who participated in CoSA had a 70 percent reduction in sexual recidivism.
- CoSA offenders had a 57 percent reduction in violent crime recidivism (including sex offenses) when compared to a control group.

- CoSA offenders had a 35 percent reduction in recidivism for any type of crime.

## **VOLUNTEERS**

Volunteers for Inner and Outer Circles must be at least 21 years old and meet application criteria. Each volunteer applicant must be a citizen in good standing who demonstrates sound judgment and pertinent personal experience that CoSA Facilitators and other selected CoSA members feel will contribute to the success of the Core Member. Each CoSA Inner Circle volunteer must commit to the CoSA for a minimum of one year. Such commitment typically entails a weekly one-on-one contact with the Core Member of approximately one hour plus a weekly one to two hour fellowship meeting (usually over lunch or dinner) attended by all members, including the Core Member. Volunteer involvement in the Circle of Support is typically greater immediately following a Core Member's release from prison, commitment or detainment facility as applicable. All volunteers receive extensive professional training and continuous support through their work.

## **NON-SUPERVISORY ROLE OF CoSA**

The CoSA is an independent community volunteer organization and is not a part of or affiliated with any federal, state or municipal authority structure of any kind. It is important and necessary to state that CoSA is an organization focused on fellowship with the Core Member and is therefore not a court, parole or probationary supervisory body in relation to Core Members per se. However, Core Members may be under such supervision by appropriate agencies independent of CoSA. There is no formal reporting relationship between a Core Member and any member of his CoSA outside of the CoSA covenant/agreements and weekly Inner Circle CoSA meetings.

It should also be pointed out that the agreement or covenant between the Core Member and his CoSA will provide details for the responsibilities of the Core Member and CoSA members. All covenants will also include a stipulation that the CoSA must report to the police any relapse of coercive sexual activity, sexual involvement with a minor, and/or covenant dissolution. All covenants may also require some CoSAs to report any number of other CoSA agreement violations that are judged to be serious by Inner and/or Outer CoSA Circles. Such violations may include, but are not limited to, missed drug testings, missed meetings, non-communication, overt/purposeful location or loitering violations, and various other significant uncooperative behaviors.

## **THE PROMISE OF CoSAs**

Circles of Support and Accountability offer a rare combination of both effectiveness *and* low cost for high-risk sex offenders. Typically programs for this group have been highly restrictive residences, prisons, or close equivalents. Some of these facilities are among the most expensive of all human services. Formal psycho-sexual treatment, while important and necessary, again is costly. A volunteer-based, non-residential program that

is proven to work at both lower cost and with better outcomes is justified. The CoSA Program is ready to order because most high-risk sex offenders are already in the community. To reach this group and reliably protect society, it is crucial that the program be community-based. Not only is the program low-cost, effective, and community-based, it is also a humane program. CoSA, while strongly disapproving of crime, stresses the dignity of all human beings and the development of healthy and life-giving ways. It is not a paradox that safety for everyone is based on such concepts. Finally, in terms of recidivism success rates, it comes as no surprise that a properly designed CoSA program, as described herein, stands in stark contrast to the typical probation method where a probation officer (with no personal vested interest or personal relationship to the offender) meets only once monthly with the former offender to review progress. From a human standpoint, it is clear that by surrounding a former offender with six or seven caring, befriending, loving and vested people from his reentry community— with daily one-hour contacts and weekly meal gatherings—should be and is proving to be, by far, the superior method to ensure safe and successful recovery of former sex offenders.

**JOB DESCRIPTION**  
**CoSA Inner Circle Member**

**ONCE WEEKLY CONTACT MEETINGS**

(member meets with Core Member; 60 minutes in length at a coffee shop or other gathering place; typically paid for by the core member; occasionally schedules may only permit a one hour telephone conversation)

- Basic friendship building discussions, 2-way sharing of life experiences
- Member asks how things are going with job, home, etc.

**WEEKLY GROUP MEETINGS**

(120 minutes over a weekend snack, breakfast, lunch or dinner paid for by core member)

**Arrival Fellowship** (roughly 10-20 minutes)

- Members interact, small talk; members exchange CoSA experiences & ideas

**Business Briefing via CoSA Facilitator Leadership** (roughly 20-30 minutes)

***Core Member Support & Accountability Report:***

- reviews any schedule diversions or modifications from previous week
- Discusses NA, AA, SA and/or church contacts made the previous week
- reviews covenant actions during the past week and planned actions in upcoming week
- reviews any out-of-town business or personal plans coming up in the next 60 days
- distributes planned schedule on the weekly standardized form for coming week
- reviews any challenges he or she is now working on (e.g., job, job search, healthcare, finances, living situation, family matters, relationship issues with family, friends, opposite gender, spiritual journey, etc)
- reviews any issues, with the CoSA covenant

***Members Report***

- reviews meeting with core member of previous week
- reviews any CoSA operational concerns and proposes improvements to consider
- shares any ideas or insights that may be useful to the group or core member
- where appropriate, assists core members with their spiritual journey as they engage issues of faith, including their relationship with God, self and others.
- engages and supports core members as they encounter issues such as forgiveness, guilt, anger, hostility, pain, hurt, power, rage, self-worth, acceptance, death, trust, help, grief and other significant components of human existence and experience

***Issues Decisions/Actions***

- Facilitator reviews decisions or actions if any with due dates and person assigned

**Meal Fellowship** (roughly 60-90 minutes)

- Members fellowship over a meal discussing any topics of interest

## **JOB DESCRIPTION**

### **CoSA Inner Circle Facilitator**

The Circle of Support & Accountability (CoSA) System is comprised of a six to eight member "Outer Circle" of professional advisors and a seven member "Inner Circle" that includes the Core Member (an ex-offender). The CoSA Facilitator is a member of both the Inner Circle and the Outer Circle. The following aspects of CoSA Facilitator work are performed under the oversight and supervision of the Outer Circle that meets with the CoSA Facilitator monthly for the first three months and no less than four times yearly thereafter. The CoSA Facilitator may contact the Outer Circle to request an emergency meeting any time significant or urgent concerns arise.

#### **MEETINGS WITH THE OUTER CIRCLE**

- Attends all outer circle meetings held at least four times yearly
- Serves as key member who reports core member progress and inner circle progress, and any challenges or concerns
- Receives any advice/counsel concerning any needed resources or areas of CoSA improvement, training or changes and gives this feedback to the Inner CoSA working group

#### **MEETINGS WITH THE INNER CIRCLE**

- Presides over and facilitates discussions and business at all Inner Circle weekly meetings
- Works closely with one Inner Circle member who serves as secretary at all weekly meetings to develop weekly agendas (usually the same with occasional exceptions) document discussions, decisions, recommendations and actions on a standard form that also contains the next week's agenda items, with copies sent electronically to all Inner and Outer Circle members.

#### **OTHER TASKS**

- Calls emergency meetings with either or both Inner and Outer Circle if needed
- Facilitates any needed changes, training or services as may be required or recommended by the Outer Circle
- Maintains directory of phone numbers and email with all Inner and Outer Circle members
- Presides over and facilitates discussions and business at all Inner Circle weekly
- Reviews all applications for new members with CoSA Chairperson and presents qualified candidate applicants to Inner Circle for feedback and selection
- Directs selected candidates to available CoSA training sessions
- Reviews Core Member full disclosures with all Inner Circle members regarding past offenses, past prodromal offense cycles and relapse prevention plans
- Facilitates new member entries into the circle as necessary, including reviewing all core member disclosures, CoSA covenant and Inner Circle commitments with candidates

**JOB DESCRIPTION**  
**CoSA Outer Circle Advisory Group Member**

Fills professional and/or experiential role for a specified CoSA based on Core Member requirements (e.g., psychologist, forensic therapist, mental health professional, mental health nurse, social worker, pastoral care, law enforcement, addictions specialist, victims advocate, etc)

Acts as an advisory body to the CoSA Inner Circle and the CoSA Facilitator

Acts as a resource in areas of expertise, identifying potential resources for members and core member as may be needed

Approves and makes recommendations for adoption regarding any and all CoSA operations

Reviews and approves published training curriculum for CoSA members and ensures all participants complete training prior to joining as a CoSA member

Reviews, approves and selects all volunteers from among Inner and Outer Circle CoSA Volunteer applications

Takes lead role in selecting the CoSA Inner Circle Facilitator from among all Inner Circle CoSA volunteers

Brings names forward in November of each year for consideration of new members. Terms will be staggered so no more than two members will be going off the Inner or Outer Circle in any single quarter whenever possible

Identifies possible negative situations in advance and prepares, edits and/or gives input to advance public relations plan and precise presentations by the Chairperson should public contacts become necessary in emergent and non emergent situations

Ensures a minimum of five to eight members representative of professionals in respective fields of practice or experience as appropriate

Strives for a consensus model in decision making. In an event of there being no consensus, a vote of one more than the majority will rule

Meets monthly for the first three months and a minimum of four times per year thereafter with the Inner CoSA Facilitator

Selects a chairperson (presides over meetings, sets & schedules agendas, primary contact for CoSA Facilitator, Sole spokesman for the entire CoSA in cases of public relation events) and a secretary (sets agendas w/ chairperson, takes & distributes minutes, maintains file of all minutes, maintains file on all resumes and applications for CoSA members, serves as secondary contact for CoSA Facilitator in emergencies). These persons agree to serve for staggered two year terms. Other members commit to serve for one full year with renewable options. All CoSA appointments are staggered to ensure optimum continuity.

APPLICATION FOR CoSA

INNER CIRCLE VOLUNTEERS

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ (Home) \_\_\_\_\_ (Cell)

Email \_\_\_\_\_

DOB \_\_\_\_\_ Social Security # \_\_\_\_\_

**QUESTIONS FOR VOLUNTEER APPLICANTS**

1. What brings you to this work? Why do you want to do this work?
  
2. How did you find out about CoSA?
  
3. Do you have any previous experience with this type of work?
  
4. Are you presently in a relationship with anyone currently under sentence? If yes, please describe.
  
5. Is there a member of your family currently under sentence? If yes, please describe.
  
6. Are you currently on an approved visitor's list in a state institution?
  
7. Have you ever been a victim of a violent crime or trauma?
  
8. If you have been the victim of a violent crime or trauma, what have you done or what are you doing to take care of yourself to resolve this?
  
9. How long have you lived in this community?

10. To what other organizations do you belong, if any?
11. What do you do to provide balance in your life?
12. What do you understand by the term "personal boundaries?" Do you have a sense of what your boundaries are? Describe.
13. Is there a particular kind of offender with whom you would not like to work? Please describe.
14. Volunteers will be required to attend training sessions held over a single weekend prior to joining a CoSA. The next session may occur in the coming weeks or next few months. Will you be able to commit to that time?
15. This initiative will require a commitment to meet with the Core Member (an ex-offender) personally (one-on-one) for one hour weekly at a coffee shop or other public place. You would also be expected to meet with the entire Inner Circle group once weekly, typically Sunday morning or afternoon for a 2 hour gathering (often a potluck lunch or breakfast). Will you be able to commit to that time?
16. CoSA is looking for folks who will be able to commit to the initiative for at least one full year with an option for renewal. Are you able to commit for a full 12 month period?
17. To help us set up staggered appointments to start up a CoSA, would you be willing to commit to some extra months so that our team members can have overlapped appointments and be replaced more gradually with greater continuity?
18. Would you call yourself a team-player, or do you like to work alone? Please give examples
19. This initiative is concerned, among other things, with community safety. You will need to work as part of a team that includes 5 to 7 others. How do you see this in light of your role as a volunteer?



# Appendix D Weekly Schedule Report Form

CoSA Core Member Weekly Schedule: \_\_\_/\_\_\_/\_\_\_ through \_\_\_/\_\_\_/\_\_\_ Core Member: J.L. Wilson

TIME	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
5:00	SLEEP						
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11:45	SLEEP	SLEEP	SLEEP	SLEEP	SLEEP		
12:00 AM	SLEEP						