



Imagine a Just Community

Annual Report 2014/2015



Imagining *and* Living as a Just Community



As we considered our new logo, we tried on several concrete taglines that said exactly what we do. But none of them embodied *all* of CJJ.

Throughout CJJ's history there's been tension between focusing on the frontline work of helping people to resolve conflict and influencing individuals, communities, and Canadian society to rethink justice.

It's never been enough to make only the Waterloo Region a safer, more peaceful community through the direct work of our dedicated staff and volunteers. **Restorative Justice is too important to keep to ourselves.**

We wanted our logo and tagline to reflect this vision for broader impact. After much discussion, we had a breakthrough and chose "Imagine a Just Community." We see it as an invitation to transform the way we relate to each other in the face of conflict and crime.

Yet over the past 40 plus years we have done more than imagine a just community—we live it. Since restorative justice principles are wonderfully flexible, we have successfully applied them in a variety of settings—including neighbourhoods, prisons, schools, families, and workplaces.

Some of our new restorative responses to community needs in 2014/2015 include:

- Healing Circles for survivors of sexual trauma

- Peer support for community professionals who work with survivors of sexual trauma, people who have offended sexually, and/or their families.
- Workplace conflict resolution training.

Last year, we also increased our influence on people's thinking about justice.

In the fall of 2014, I taught a course called Developing a Restorative Worldview. Seventeen people attended this two-day primer on restorative justice that is open to the public, and counts as a credit in the Peace & Conflict Studies Program at Conrad Grebel University College. I brought abstract concepts to life through video clips and many stories that challenged people's preconceived ideas about justice.

At the end of the class, many students asked, "**How can I put restorative justice into action?**" In response, I developed a second two-day course, about how to live by restorative justice guidelines.

We also increased our influence through telling CJJ stories more effectively. With help from a local videographer, we created several digital stories (short videos) about the impact of our programs.

As well, CJJ has been collaborating with Rosco Films since 2013 to produce a **documentary about The Elmira Case** (the 1973 vandalism incident that sparked modern

restorative justice in Canada and beyond). Filmed in Elmira, it was completed in the Fall of 2014 and shown to an enthusiastic audience at the international Peace On Earth Festival in Chicago in March 2015. The Elmira Case will premiere in the Waterloo Region during **Restorative Justice Week, November 15-22, 2015**—details TBA.

Our most exciting opportunity to extend the reach of restorative justice is **replicating our work with women in prison across the country.** Starting in the fall of 2014, with five-year funding from the National Crime Prevention Centre, we are helping organizations bring Stride to their communities so that even more women can reintegrate successfully.

Along with our 21 staff and 157 volunteers, we count you as an important part of the team that is imagining and living as a just community.

Thanks for your support.

Chris Cowie
Executive Director

P. S. Read about the amazing things that happened through CJJ in 2014/2015.



Bringing Restorative Justice to Life

In 2014/2015, CJJ impacted **8,699** people through direct services, programs trainings, and community education. **Each face represents about seven people.**

With leadership from **21** CJJ staff,

157 volunteers gave a total of 22,189 hours to help:

1,945 men, women, children, seniors and youth, who were assisted through mediation, education and peer support groups, reintegration support during and after returning from custody, conflict coaching, or one-on-one support.

Imagine...

Resolving Conflict with Neighbours, Co-Workers, Classmates, Family Members, and Offenders

Senior Mom Overcomes Elder Abuse with Help from CJI

Although my mom was a jokester in public, privately she was reserved, quiet and kept to herself in her daily life. She always felt that people had a right to live anywhere, free from abuse and harassment in any form.

When she became a victim of elder abuse in her senior years, she pioneered forward and sought out her rights and the rights of all victims in similar circumstances. Mom turned to Community Justice Initiatives for help to resolve the ongoing abuse issues that she was experiencing.

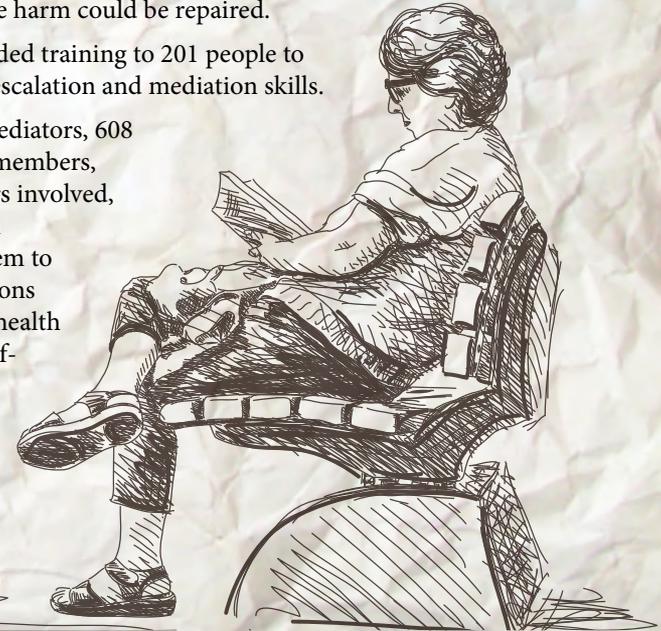
Through her perseverance, patience and the support of CJI, she was able to resolve and move through the elder abuse issues. After a three to four-year struggle with what Mom called “living in hell,” she was finally able to be herself and to enjoy life—free from being a stressed out recluse in her own home.

A very special thank you from all of mom’s family to Community Justice Initiatives and to Waterloo Region staff members for jointly working together to inspire safe, healthy and peaceful communities—one resolution at a time.

—Margaret S., daughter of a client who experienced elder abuse

In 2014/2015:

- 1,300 youth, adults, and older adults were supported as they met to resolve issues related to crime and conflict.
- With the help of CJI facilitators, 199 people who committed crimes met face-to-face with 365 victims to discuss the incident and agree on how the harm could be repaired.
- CJI facilitators provided training to 201 people to develop conflict de-escalation and mediation skills.
- Together with CJI mediators, 608 older adults, family members, caregivers, and others involved, met to work through conflict, enabling them to collaborate on decisions around elder abuse, health care planning, end-of-life decisions, etc.



Imagine...

Justice-Involved Women and Youth Successfully Reintegrating Back into the Community

With Stable Funding, Stride Grows Locally and Nationally

In August 2014, CJI's Stride program received funding from the National Crime Prevention Centre to further develop our local program with women in prison and to expand Stride across Canada. Our Stride team has expanded from one full-time and two part-time staff members to 5 full-time staff.

Locally, we have been solidifying our relationship with Grand Valley Institution for Women (GVI), facilitating weekly Stride recreation



nights, establishing new community partnerships, and maintaining our existing Circles of Support to help women reintegrate from prison. With stable funding, we are actively recruiting new volunteers to assist women with their transition from GVI into the Kitchener-Waterloo community.

Working to expand the Stride program

across Canada, we have been preparing program materials, creating evaluation tools and techniques, and connecting with federal prisons and community agencies. We hope to begin Stride programs in Edmonton, Halifax, and Niagara.

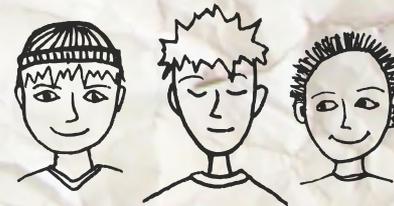
In 2014/2015:

- 238 women in prison built positive relationships with 58 male and female volunteers from the community through Stride recreation nights at GVI.
- 15 women were supported by 18 volunteers as they left prison and began new lives in the Waterloo Region.

BackHome: Preparing Youth in Custody to Return to the Community

In 2014/2015:

- 36 volunteers built positive relationships with 135 teen boys and one teen girl (aged 12 to 24) during recreation nights in local custody facilities.
- Through support Circles, BackHome volunteers assisted 22 youth as they reintegrated into the community.
- A Recreation Night Assistant was hired.



Imagine...

Men and Women—Offenders and Survivors—Healing from Sexual Trauma

In 2014/2015:

- 143 clients accessed CJI's Revive services including survivors of sexual trauma, people who have offended sexually, blended men (survivors who have also offended), and their families.
- 12 people discussed their conflict related to sexual trauma with a CJI facilitator through a Facilitated Dialogue.
- 11 ongoing support groups and Healing Circles were facilitated by 15 dedicated volunteers.
- During the winter holidays, we hosted our annual potluck and Gratitude Circle for people who have offended sexually to give them a place to belong.
- CJI staff invested in Revive volunteers by hosting an overnight team building retreat focused on Restorative Approaches to Sexual Harm, three movie nights featuring documentaries relevant to their work; offering a full day workshop with teaching on Vicarious Trauma and Structured Self-Care,

community self-care services such as massage therapy, meditation, and belly dancing.

- CJI's Revive staff collaborated with other local organizations as part of the Rainbow Community Council, Sexual Assault Response Team, Waterloo Trauma Network and the Waterloo Region Aftercare Team.
- Revive staff are developing peer support resources for community professionals who work with survivors of sexual trauma, people who have offended sexually, and/or their families.

While CJI's Revive staff attended many professional development workshops, they also made presentations in the community on topics including "Restorative Approaches to Sexual Harm", "Managing a Safe & Healthy Lifestyle", and "Male Survivorship." They presented to Family & Children's Services, Stonehenge Therapeutic Community, and at the Aging with Pride Conference (Ok2BeMe) as well as in other settings.

I am profoundly grateful for CJI's Revive program. When my daughter disclosed her abuse, I had no idea what to do. I wanted something restorative but also safe. I wanted sensitivity without approving of the harm. I wanted a trauma-informed restorative approach, which I didn't think existed! Sunna and Leslie's combined expertise in survivorship, sexual offending, and restorative justice created a safe harbour for us to have the most difficult conversation in our family's history. Thank you.

—Facilitated Dialogue participant

The Healing Circle approach is fresh, masterfully facilitated and it works to heal damaged hearts slowly and progressively. There is nothing better than Sunna's gentle, empowering approach.

—participant in a CJI Healing Circle for female survivors of sexual abuse



The CJI Revive team enjoying a weekend retreat on Restorative Justice

Staff Support Empowers Volunteer Working with People Affected by Sexual Trauma

A CJJ volunteer for nine years, Julie Schelter works with people impacted by sexual harm. “People often ask me why I volunteer in the Revive program year after year. I do so because I believe in restorative justice and a community where we don’t judge people by a single act. I found that community in the Revive program and CJJ.”

With a co-facilitator, Julie has led a variety of groups including groups for male and female survivors, partners of survivors, people who have sexually offended as well as partners of people who have offended. Most recently, Julie facilitated a blended group for men who have both experienced and caused sexual harm.

Julie feels privileged to be part of the groups. “It is brave to walk into a support group and to share the most intimate details of your life... It is a real honour to be there.” For most, the Revive groups are the first place they have been able to talk. “Partners of people who have offended can’t talk to their normal peer group. As scary as it is to walk in the first night [to a CJJ support group], they realize quickly that they are welcome and that it is safe place.”

“Doing this work has given me a renewed sense of people’s ability to change.”

Both survivors of sexual violence and people who have offended sexually feel safe in the groups. Many have told Julie that they come to CJJ because, “I am not judged here and I am treated like a human being.” Julie says people who have offended take part in CJJ Revive groups because they want to be accountable and to change. Many want to apologize and to assure their victims that they are altering their behaviour so that they don’t hurt anyone else.

Julie acknowledges that it can be hard to hear the stories in the groups. “We [the volunteers] could not do this work without the support and knowledge of the Revive staff.” As part of their investment in volunteers, Revive staff hosted a volunteer retreat for the first time in the Spring of 2015. Julie says, “This retreat gave us the opportunity to spend time together outside of our facilitation role and support each other.” She adds, “We took part in a healing circle where we shared the impact of the stories we hear, the incredible strength we have seen, and the sadness we sometimes feel.”

According to Julie, support from CJJ staff



strengthens the volunteers and enables them to create safety and express genuine caring for the clients as they begin to heal. “Doing this work has given me a renewed sense of people’s ability to change... I continue to be in awe of people’s willingness to share their life story in a room full of strangers and to continually grow.”

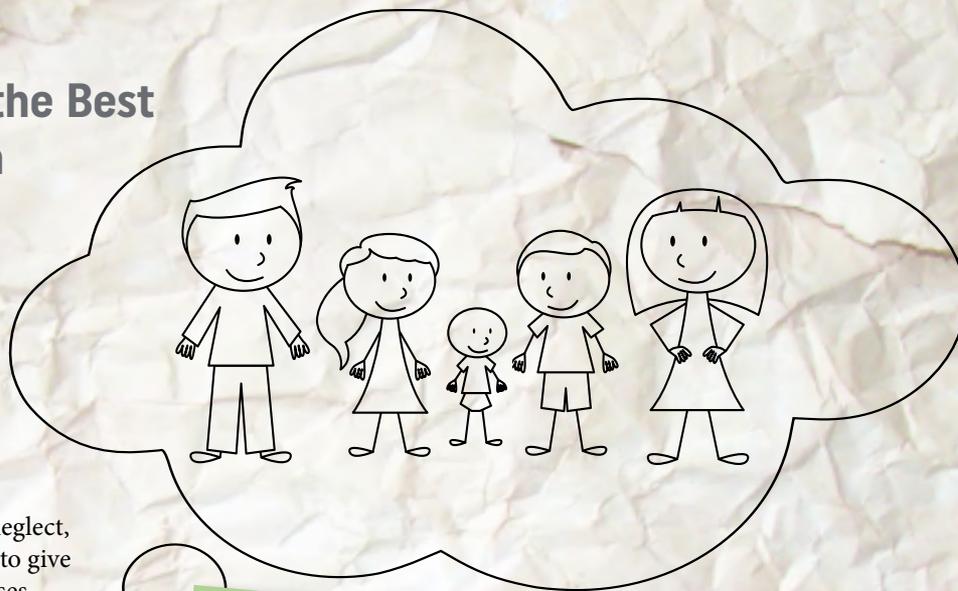
Imagine...

Families Cooperating in the Best Interest of their Children

In partnership with Family & Children's Services of Waterloo Region (F&CS), CJI staff offer conflict coaching and other restorative justice services to parents and caregivers involved with child protection services.

In 2014/2015:

- 12 families of children at risk of abuse and neglect, met with CJI facilitators and F&CS workers to give input into a long-term care plan that addresses protection concerns.
- CJI staff taught 48 Conflict Coaching Workshops to help parents and caregivers to learn conflict resolution, communication, and problem-solving skills to strengthen their relationships.
- The need for one-on-one conflict coaching sessions for parents exceeded our projections by 64%
- 150 people connected to 65 families—106 females and 44 males—used CJI's Family-Centred Services



Comments from Parents

[Conflict coaching] has had a very positive impact in my life and on my relationship with my wife.

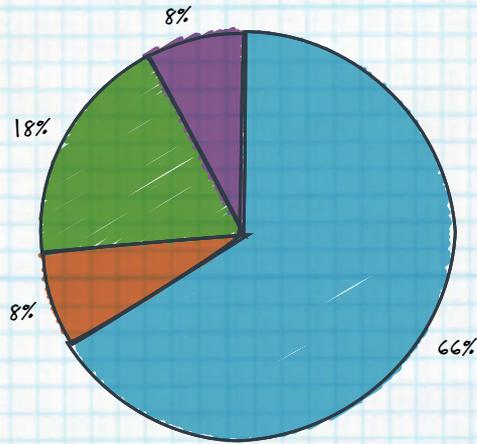
The listening and understanding tools given were beneficial.

[Conflict coaching] helped me take responsibility for issues.

[Through the training] I learned how I am passing on my destructive upbringing to my children and grandchildren.

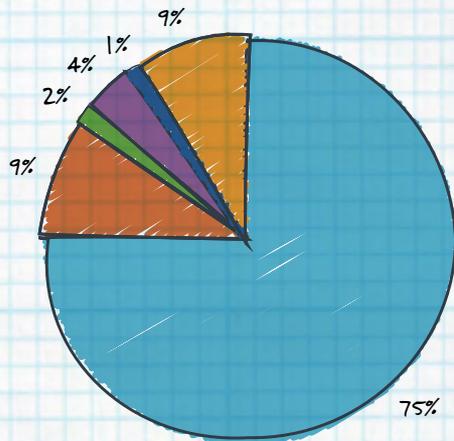
CJI Operating Fund

For the year ending March 31, 2015



REVENUE

Government grants and contracts	822,074
United Way	96,260
Donations and fundraising	232,123
Fees and other income	97,383
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	1,247,840



EXPENSES

Wages, benefits and contract services	965,458
Office and facilities	119,598
Staff training	20,759
Direct program expenses	50,344
Promotion and fundraising	13,507
Professional services	111,286
	<hr/>
	1,280,952

"They Take My Gift and Multiply It"

I have been impressed with CJI," says Jerry,* a long-time donor. "It's all about healing relationships." He also appreciates that CJI makes good use of a modest budget as 21 staff work alongside about 157 volunteers.

When deciding whether to give, Jerry's family gets to know the leaders of an organization, listens to the stories of changed lives, and reviews annual reports. They like to keep the process simple, not requiring applications or formal updates so that reporting requirements don't consume their donation.

Jerry enjoys attending CJI annual meetings. "Your staff is so alive. Their enthusiasm influences our desire to give." He knows many CJI staff do challenging jobs for less pay than they would receive working in the private sector. "They are making a charitable contribution too," says Jerry.

Knowing that every organization has difficult-to-fund projects, Jerry's family likes to keep their donations flexible. "I think that CJI has tackled some complex

issues—I'm impressed with a difficult job done well." With gifts from this generous family, CJI works with people whom others don't want to help. "It feels good for us to make a difference," says Jerry.

Sometimes when giving to a large organization that needs hundreds of millions of dollars, Jerry and his family members feel like they are throwing their money "into a big black hole." He says, "I don't know if it's selfish, but we like to make an impact." He prefers to give to small and medium-sized organizations.

"I know when I give to CJI, that even a relatively small gift will make a big difference." He adds, "They take my bit of money and multiply it."

**not his real name*



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Restorative Justice: Imagine it *and* Live it!

Volunteer

Apply at www.cjiwr.com or contact Peggy LaFlamme at 519-744-6549 ext. 208 or peggyl@cjiwr.com.

Give

To make a donation by phone, please contact Sheila at 519-744-6549 ext. 202.

Or donate online at www.cjiwr.com.

Please make cheques payable to:

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Community Justice Initiatives
of Waterloo Region

www.cjiwr.com