



CONNECTION IN A TIME OF SOCIAL ISOLATION

Annual Report 2019/2020



IT IS INEVITABLE THAT CONFLICT AND CRIME EXIST IN OUR COMMUNITY.

We're trying to change how people respond in situations of harm.

By applying restorative justice principles to all corners of our community, we're building a movement toward a restorative region, one resolution at a time.

As I write this, we are beginning to tentatively leave our homes to enter a different world. There's a lot of talk about a new normal, but no one is really sure what that normal is. Our vision at CJI has been to realize a community where all individuals have a strong capacity for resolving conflict. What a feature of a new normal that would be!

From the time we are young, we are taught that when we feel wronged by someone else, we need an authority to punish the person in the wrong. This deprives individuals of the opportunity to develop sound conflict resolution skills and thwarts opportunity to learn from one another more deeply.

At CJI, we are working to develop a Restorative Region. One significant area of our work over the last year has been in schools across our Region. It's remarkable to see how some simple restorative work develops into better interpersonal skills, less fear and more meaningful relationships.

Thirty years from now, another pandemic may force us into isolation. Those that learned to address conflict and negotiate relationships through a restorative lens from a young age will be better equipped to navigate such challenging times. That's the new normal we should all strive for.



CHRIS COWIE
EXECUTIVE DIRECTOR

2019 AT A GLANCE

VISION

We envision connected, peaceful communities where all conflict is resolved in a restorative way.

MISSION

To inspire safe, healthy and peaceful communities, one resolution at a time.

**21,338
PEOPLE**

were impacted by our programs, workshops, communications.

**215 CJI VOLUNTEERS
CONTRIBUTED 19,500 HOURS**

to our community, providing restorative justice services to **3080 people**.

This translates to over **\$443,430** of donated time!

WE'VE EXPANDED

our services to new sectors, created new partnerships and provided more restorative justice-based programming than ever before.



COVID-19 has highlighted the devastating impacts of social exclusion on members of our community.

However, isolation existed in our own backyard long before this public health crisis. Many of our programs support some of the most alienated and stigmatized members of Waterloo Region.

At CJI, we're working to create an inclusive and connected community for everyone.

INTEGRATION PROGRAMS AT A GLANCE

CJI provides integration support to people entering our community.

STRIDE

Stride brought on **72 new volunteers** in 2019-2020 to support people returning to the community after incarceration.

3294 women and 186 men were supported through recreational programming inside custody facilities, halfway houses and treatment centres.

15 women and 5 men were supported by volunteers during their return to the community after leaving custody facilities and treatment centres.

NEW CANADIAN YOUTH CONNECTIONS

In partnership with Reception House Waterloo Region, CJI connects newcomer youth to Canadian volunteers to support their integration into Waterloo Region.

51 newcomer youth were supported by **42 volunteers** through recreational programming and homework support in the community.

"At first, I had no friends and very little support, so my Circle took that role and gave me a very high level of support. Now I have other people in my life, and the Circle doesn't need to play that role anymore. I was strongly in need of it at first."

— A WOMAN SUPPORTED BY STRIDE

REVIVE AT A GLANCE

CJI supports people who are survivors of sexual harm, those who have offended sexually, and partners and family members of offenders and survivors by offering educational programming, peer support groups and facilitated conversations.

"I was so happy after the conversation. I had such a huge sense of relief. I was emotionally exhausted but what still unmistakably came through was joy ... Forgiveness and acceptance are not demanded in a facilitated dialogue ... but I was offered both."
— FACILITATED DIALOGUE PARTICIPANT

72 SURVIVORS OF SEXUAL HARM

and 35 partners, families and community members were supported in their healing journey.

68 PEOPLE

who have offended sexually were supported to address their offending patterns.

18 FACILITATED DIALOGUES

were supported – a process that brings together multiple parties impacted by sexual harm to heal broken relationships through conversation.

85% OF GROUP PARTICIPANTS

reported their understanding of healthy boundaries either increased or strongly increased.





MEDIATION AT A GLANCE

CJI's mediation processes repair relationships and equip people to effectively respond to conflict and harm in their lives.

VICTIM OFFENDER RECONCILIATION PROJECT

77 adult offenders and **66 youth offenders** were brought together with 122 victims through a facilitated process to create resolution.

THE TOGETHER PROJECT

In partnership with the Coalition of Muslim Women Kitchener-Waterloo, CJI has cross-trained **a team of 13 volunteers** in issues of Islamophobia, identity-based hate and mediation, to provide specialized dialogues between victims and perpetrators of hate crime.

CMS

157 people including neighbours, family, friends and community members were assisted to work through conflict using restorative justice processes.

441 community members enhanced their skills to better approach conflict situations.

67 families were assisted to navigate struggles of familial conflict and issues of co-parenting in the aftermath of relationship breakdown.

CJI's mediation programs create community for all members of Waterloo Region.

RESTORATIVE SCHOOLS

458 students participated in classroom circles.

84 teachers were trained in restorative practices for the classroom.

RESTORATIVE WORKPLACES

864 employees received training on restorative practices and assistance to deal with conflict and harm in the workplace.

ELDER MEDIATION SERVICES

489 older adults were supported to reduce conflict in their lives.

94% of older adults report improved relationships as a result of EMS support.

In partnership with SPECTRUM, CJI built relationships between LGBTQ2+ older adults and allies in retirement and long term care homes.

"... with time and guidance from Teresa [CJI staff], our class sits together in a circle, working together to create a safe space where everyone is heard and feels comfortable to share their feelings and stories."

— JESSICA BUNN, TEACHER AT ST. JOSEPH CATHOLIC ELEMENTARY SCHOOL

**THANKS TO
OUR SUPPORTERS,
OUR RESTORATIVE
COMMUNITY
IS STRONGER
THAN EVER**

FUNDRAISERS:

CJI raised over \$17,000

thanks to your participation in our three annual fundraisers: Race to Erase, Flower Power and Giving Tuesday.

STUDENTS:

CJI hosted 19 placement students from local colleges and universities.

FINANCIALS

REVENUE

Donations and fundraising	27%	490,769.27
United Way	5%	83,156.04
Government grants & contracts	50%	918,357.03
Federal (24%)		
Provincial (37%)		
Regional (2%)		
Trillium (36%)		
Fees and other income	18%	328,645.71
	100%	1,820,928.05

EXPENSES

Wages, benefits & contract services	78%	1,420,160.77
Purchased services	9%	171,055.78
Program & events	2%	38,593.72
Promotion & fundraising	1%	18,556.48
Travel	2%	38,563.27
Staff training	1%	22,035.10
Office & facilities	6%	110,005.03
	100%	1,818,970.15

* Unaudited financial statements. Audited version available on request.

CJI FUNDERS

Cities of Guelph, Kitchener, and Waterloo	Abundance Canada	Kitchener Waterloo Community Foundation	Shantz Mennonite Church
County of Wellington and Regional Municipality of Waterloo	Activa	Maycourt Club of Kitchener Waterloo	The McLean Foundation
Correctional Service Canada	Astley Family Foundation	NAFCM – National Association for Community Mediation	The Sisters of St Joseph of the Diocese of London
ESDC – Canada Summer Jobs	Benevity Community Impact Fund	Ontario Trillium Foundation	United Way Waterloo Region Communities
Public Safety Canada	Cambridge & North Dumfries Community Foundation	R B J Schelegel Holdings Inc.	Wallenstein Feed Charitable Foundation
Ministry of the Attorney General	Gift Funds Canada	Reesor Seed and Grain Ltd.	Zonta Club of Kitchener-Waterloo
Ministry of Children, Community & Social Services	Heffner Toyota	Ross & Doris Dixon Charitable Foundation	
Ministry of Senior Affairs	Kindred Credit Union		

CJI is also grateful for the faithful and generous support of numerous churches, seniors' facilities and caring individuals ensuring that our work continues to flourish.



WITH GRATITUDE TO OUR BOARD OF DIRECTORS

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Community Justice Initiatives

GIVE: cjiwr.com/donate-to-cji

VOLUNTEER: cjiwr.com/get-involved

Charitable registration #106962707 RR0001