



# **EMERGING TRANSFORMED**

ANNUAL REPORT 2020/2021

**During the pandemic, we have experienced serious disruption and tremendous loss in our lives.**

Our restorative processes are rooted in the concept of healing fractured relationships. Before a restorative process, there is often fear and anxiety about what the outcome will be, much like the fear and anxiety we face now—as we imagine life after Covid-19. But often, we find that the restored relationships—those that have healed from conflict and trauma—are actually strengthened.

As we emerge from this time, let us not forget the lessons we have learned: that community matters, and that in times of trouble, we need to rely on one another.

## 2020 AT A GLANCE

### WE DELIVERED

more training this year than ever before!  
**615** people participated in our various training programs to learn the skills of restorative justice processes.



### 12,593 PEOPLE

were impacted by our programs, workshops, and communications.



### 266 CJI VOLUNTEERS CONTRIBUTED 11,778 HOURS

to our community, providing restorative justice services to **2675** people.



### THIS TRANSLATES TO

over **\$267,950** of donated time, and amounts to **16%** of our agency budget!



**Through the pandemic, many people have wondered, "What will the new normal be like?", but I'd like to ask a different question: "What do we want the new normal to be?"**

We can control superficial differences, like whether we'll shake hands or bump elbows. But we can also control our commitment to our relationships, cherishing just how important we've realized they are.

The restorative practices we are committed to at CJJ are not just to solve arguments and conflicts. When people have the commitment and

courage to be authentic and vulnerable with one another and to abandon their desire for retribution, relationships mend and flourish.

The new normal can be a collective predisposition to drop all antagonism and honour every relationship. The new normal can be a restorative community where our rediscovered freedom to be together is cherished and honoured.



**CHRIS COWIE**  
EXECUTIVE DIRECTOR



**WE ARE PROUD** of our community partnerships, locally, nationally and globally. In 2020 we expanded our work to include connections in every Canadian province, the U.S., and the U.K.!



## 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.

# MEDIATION SERVICES

## COMMUNITY MEDIATION SERVICES (CMS)

CMS continued to address community conflict during 2020. We provided restorative processes to 159 people experiencing family disputes and a variety of neighbourhood and community conflicts. Services were successfully delivered virtually due to Covid-19.

## CAREGIVER-TEEN SERVICES

Our caregiver-teen program, designed to walk with caregivers/parents and teens as they seek to improve their relationships, worked with 74 families, made up of 102 caregivers and 81 teens through individual conflict coaching and dialogue sessions, and conflict coaching groups.



## VICTIM-OFFENDER RECONCILIATION PROGRAM (VORP)

VORP assisted 170 people involved in criminal incidents as victims or harm-doers to dialogue together, creating greater understanding, building accountability, and addressing the impacts of harm.

## RESTORATIVE SCHOOLS

Given the barriers of the pandemic, this year our Restorative Schools program focused on working with school teachers and personnel in both the public and Catholic boards to build capacity to create restorative school cultures.

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*“This program has helped immensely. We both stop and think about how and what we say to each other... A group session is helpful because it's good to know that there are others going through similar issues... My granddaughter finds it very helpful having one on one talks with [CJI staff].”*

— CAREGIVER TEEN CLIENT

## ELDER MEDIATION SERVICES (EMS)

During the pandemic, older adults in our community faced increased health risks and severe social isolation. EMS provided 409 older adults with community connections during this time.

## SULAH

The word Sulah has meanings related to reconciliation in many languages. In partnership with the Coalition of Muslim Women Kitchener-Waterloo, CJI delivers Sulah, a program that facilitates dialogues between victims and perpetrators of identity-based harm. Identity-based harms often go unreported to the justice system, leaving victims without a sense of resolution. This year, Sulah created connections with 39 community partners and facilitated restorative processes between 22 people seeking to heal from harm.

## RESTORATIVE WORKPLACES

This year saw an increase in requests from workplaces for restorative justice training, as employers grappled with how to best support their staff during the pandemic. We delivered 17 trainings to workplaces seeking to transform their conflict dynamics and collaboration skills.



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*“It was nice to have someone care and think of us. We need more people like you [peer mentor]. You were more of a friend than anything I have experienced, it felt like I have known you for a long time with the kind hearted conversations we had.”*

— EMS CLIENT

# INTEGRATION SERVICES

**Our integration services assist people who are isolated from our community to form connections.**

## NEW CANADIAN YOUTH CONNECTIONS

Delivered in partnership with Reception House Waterloo Region, NCYC provides newcomer youth with a peer support network. NCYC adapted to a virtual format during Covid-19, and 66 newcomer youth were supported by 59 volunteers through recreational programming and homework support in the community.

"I have made some friends at the program but mostly the homework club was very important to my success. I see the program like a bridge, the program helped us transition to a new environment and new phase in our life."

## STRIDE

Women in prison have experienced extreme isolation during the pandemic. And while Covid-19 may have stopped Stride from entering the prison, it didn't stop us from bringing criminalized women and volunteers together for a shared experience through virtual conversation circles to talk about wellness, coping strategies, good news stories and reconnecting.

19 women were supported by Stride Circles during their return to the community after leaving custody facilities and treatment centres. Stride also donated yoga mats and fitness videos, cards, games, puzzles and stationary packages to the folks inside GVI, thanks to the generous support of the United Way.



### 100% OF STRIDE CIRCLE MEMBERS

agree that "taking part in a Circle helped me feel a sense of belonging to the wider community."

# REVIVE

CJI supports people who are survivors of sexual harm, those who have offended sexually, and partners and family members of offenders and survivors.

During the pandemic, Revive shifted to provide virtual services to those who could access them, and provided socially-distanced in person services when appropriate.



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*“I learned that if a victim of sexual abuse can look at an abuser and not see a monster, then there is hope that the rest of society may as well one day.”*

— REVIVE CLIENT



## 57 SURVIVORS OF SEXUAL HARM

and 11 partners, families and community members were supported in their healing journey.

**51 PEOPLE** who offended sexually were supported to address their offending patterns.

**83% REPORTED** that their understanding of the harm that they caused increased.

**12 FACILITATED DIALOGUES** were supported—a process that brings together multiple parties impacted by sexual harm to heal broken relationships through conversation.

# FINANCIALS

## REVENUE

Donations and fundraising	42%	721,054.85
United Way	5%	81,857.01
Government grants & contracts	34%	575,676.74
Federal (8%)		
Provincial (53%)		
Regional (5%)		
Trillium (34%)		
Fees and other income	19%	331,068.16
	100%	1,709,656.76

## EXPENSES

Wages, benefits & contract services	82%	1,297,461.79
Purchased services	7%	114,638.20
Program & events	2%	38,856.94
Promotion & fundraising	0.3%	3,980.59
Travel	0.2%	3,010.51
Staff training	1%	19,742.58
Office & facilities	7%	111,571.52
	100%	1,589,262.13

\* Unaudited financial statements. Audited version available on request.

## CJI FUNDERS

Abundance Canada	Department of Justice Canada	Ministry of Senior Affairs	The McLean Foundation
Astley Family Foundation	ESDC – Canada Summer Jobs	Motz Family Endowment	The Sisters of St Joseph of the Diocese of London
Benevity Community Impact Fund	Government of New Brunswick	Ontario Trillium Foundation	Toyota Motor Manufacturing Canada Inc
Cambridge & North Dumfries Community Foundation	Government of Prince Edward Island	Public Safety Canada	Tweed Collective
Canadian Women's Foundation	Kindred Credit Union	Regional Municipality of Waterloo	United Way Waterloo Region Communities
Christian Stewardship Services	Kitchener Waterloo Community Foundation	Reesor Seed and Grain Ltd.	University of Waterloo
Cities of Kitchener and Waterloo	Ministry of the Attorney General	Shantz Mennonite Church	Wallenstein Feed Charitable Foundation
Correctional Service Canada	Ministry of Children, Community & Social Services	Social Venture Partners Waterloo Region	Wilfrid Laurier University
		The Hallman Foundation	

CJI is grateful for the generous support of numerous churches, service clubs and individuals ensuring that our work continues to flourish.



## Imagine a Just Community Thank you to our Board of Directors:

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Community Justice Initiatives

**Give:** [cjiwr.com/donate-to-cji](https://cjiwr.com/donate-to-cji)

**Volunteer:** [cjiwr.com/get-involved](https://cjiwr.com/get-involved)

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