

CJI ANNUAL REPORT

2013/2014



Rebuilding Community

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Not long ago the downtown core of Kitchener was crumbling. Empty store fronts, deserted factories, and a few too many bars made it a place to avoid. Crime, rampant drug use, and prostitution blighted nearby aging neighbourhoods.

But then citizens and local leaders caught a vision for rejuvenating the city. Old factories were transformed into trendy condos.¹ The University of Waterloo and Wilfrid Laurier University established satellite campuses. Tech companies located in the redeveloped Lang Tannery. New retail shops and restaurants opened. Best of all, people from all walks of life began strolling downtown again and families moved back to historic neighbourhoods.

Just as Kitchener is being physically renewed, at CJI we dream of revitalizing the way people in the Waterloo Region relate to each other. We envision safe towns and cities where restorative justice is the first response to conflict not a last resort.

2013/2014 has been a difficult year filled with anxiety and uncertainty as we waited for core funding to continue helping women transition

from prison to the community. But it has also been a year of hope and promise as our work receives wider recognition and restorative justice becomes more mainstream in our region.

This vision keeps us going through funding gaps, cancelled programs, and other challenges as we pioneer new ways to achieve justice.

We are not the only ones who want to remodel the way local citizens respond to crime and conflict. Individuals, other social agencies, education leaders, and government representatives imagine a community where people at odds can resolve difficulties, hammer out mutually satisfying agreements, and move forward peacefully.

In 2013/2014 there was fresh evidence that the dream is possible:

o CJI trained approximately 200 Waterloo Region District Catholic School Board (WRDCSB) staff, including janitorial managers, principals, vice principals, and some support staff to use restorative justice practices. WRDCSB staff will bring students together to discuss problems. Mending relationships and accountability will be emphasized rather than just punishment. Through each conflict, students will learn to settle disputes before they escalate and to re-establish peace.

o Todd Cowan, the Mayor of Elmira, consulted CJI as he determined an intervention for two 13-year-olds who damaged the Woolwich Memorial Centre on New Year's Eve in 2013. A member of the Waterloo Region Crime Prevention Council, Todd's first impulse was to respond restoratively to help the youth make better choices in the future.²

At CJI, we dream of a region full of people who are empowered to resolve most disputes without having to call an "expert." We think it's possible for tension to result in closer connections not alienation. **In our experience, when conflict, even severe conflict, is settled restoratively, when the desire for retribution is released and damage is repaired, relationships are often much stronger than they ever were before.**

Forty years of witnessing the power of restorative justice spurs us on to renew the relational heart of our region and reconstruct the pillars of positive community. Are you with us?

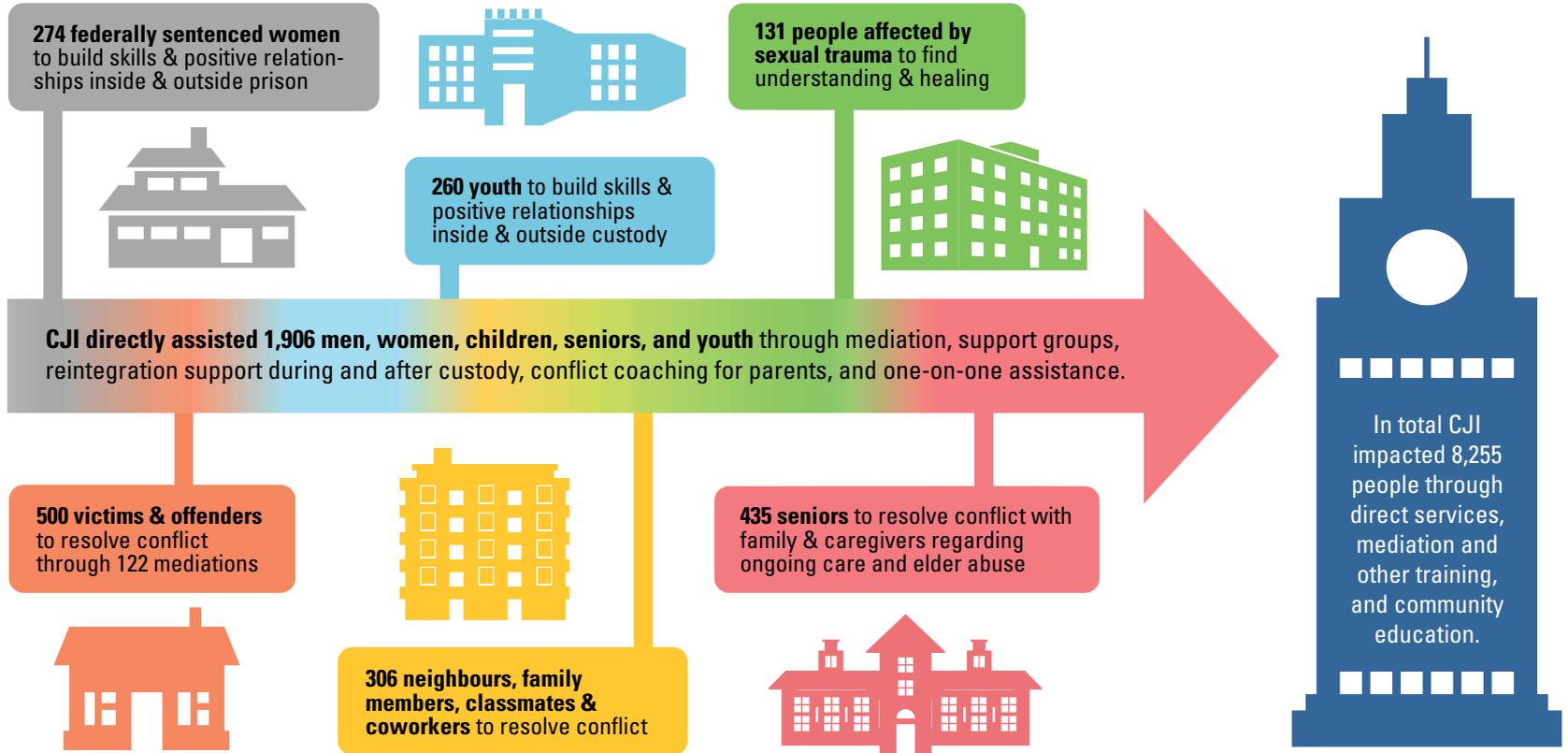
Chris Cowie
Executive Director/CJI

¹ The photos in this report capture various stages of the derelict Arrow shirt factory's stunning transformation into a luxury living space in downtown Kitchener. In Kitchener's industrial heyday, the Arrow factory employed hundreds of workers and was a landmark of the region's productivity. But things change. Abandoned for many years, the building became an eyesore. Like unresolved conflict, it was something to avoid hoping it would just disappear. Thanks to Alex Luycx for allowing us to use his photos.

² A similar incident took place in Elmira 40 years ago. Two youth went on a vandalism spree in 1974. Probation officers Mark Yantzi and Dave Worth set a ground breaking precedent when they asked Judge Gordon McConnell if the teens could apologize to the victims and work to pay for damages instead of serving time. He agreed and the door was opened to restorative responses to crime and conflict in Canada and beyond. Out of this experience Mark Yantzi founded CJI in 1975.

An Engaged Community Renovates Lives

In 2013/2014, with leadership from 17 CJI staff, 239 volunteers gave a total of 25,732 hours to help:



The paradox is that often when conflict, even severe conflict, is resolved in a restorative way, where we let go of our desire for retribution and repair the damage that has been done, the relationships that remain are much stronger than they ever were before.

– CHRIS COWIE, ED, CJI

Restoring Peaceful Community Relations...

THROUGH

Conflict mediation with neighbours, co-workers, sports team members, victims and offenders, classmates, and others.

HIGHLIGHTS

- 755 individuals were supported as they met face-to-face to resolve conflict.
- Approximately 200 Waterloo Region District Catholic School Board staff including principals, vice-principals, custodians, and board representatives were trained to conduct restorative justice circles with students.

- We help to mediate conflict in 18 schools and 13 Waterloo Region Housing complexes (subsidized housing).
- CJI builds community through workshops and coffee times at housing complexes for seniors to help tenants respond positively and proactively to conflict.
- CJI secured a contract with the Office of the Independent Police Review Director to mediate referrals of civilian complaints against police.

95.1% of victims and offenders who met for mediation were satisfied with the outcome.

97% would recommend the process to others.



Before mediation, I was stressed because of the incident. I did not leave the house because of what happened. The conflict affected me greatly, especially my daily life. It was nice to come together and have it resolved. I have my life back.

– CRIME VICTIM

I felt a lot better about myself after the mediation. Being able to talk to the other party made me aware about how the incident affected them. It made me realize I would not want to re-offend.

– SOMEONE WHO COMMITTED A CRIME

Survivor of Bullying Helps Other Youth

Kids at school and in her neighbourhood were calling Rebecca names and bullying her through social media—sometimes they shoved her. “I had a hard time concentrating on my school work and I stopped volunteering.” She was fearful and felt worthless.

Rebecca began to feel better when she got help from her school guidance counsellor. She also gained conflict resolution and leadership skills as part of CJI’s Aim High March Break camp. The four-day camp, geared to 5-14 year olds, features games and activities related to bullying, self-esteem, conflict, and leadership. In 2014, about 30 kids, from a subsidized housing complex, attended the camp held at a church near their Waterloo neighbourhood.

Rebecca was a camper the first year, and volunteered as an assistant leader for the next two years. “The staff at Aim High taught me everything,” says Rebecca, who describes herself as a shy person. “When they get up and talk in front of people, I feel more comfortable and like I can talk in front of people.” Being part of the camp has improved her confidence. Kids in the neighbourhood look up to Rebecca and know they can talk to her. “I don’t tolerate bullying. I don’t want anyone to feel the way I did.”

A nine-year-old girl, who was getting harassed at school and wanted to end her life, reached out to Rebecca. Knowing the situation was serious, Rebecca talked to the girl’s parents as well as the parents of the bullies. Things have improved for the girl and she continues to talk to Rebecca. “She tells me how her day was and what happened at school.” Best of all the girl knows she is not alone.

Last year in summer school, Rebecca did a project about cyber bullying. She created a poster that says “Stop Cyber-Bullying” and had kids in her neighbourhood hold it up while she photographed them. The presentation is posted on You Tube. Someday Rebecca hopes to be a social worker. “I want to help youth who have experienced anxiety and depression because I have experienced it.”



CJI runs March Break and PD Day conflict resolution camps for children in Waterloo Region Housing complexes. The camps help children become leaders in resolving conflict in their communities.

Supporting women and men as they heal from sexual harm...

Being a spouse of someone who has offended sexually can be isolating, challenging, stigmatizing and full of fear and uncertainty. This group provides a solace from all of these things.”

– SUPPORT GROUP MEMBER

Before coming to CJI, I didn't believe there was any help out there for a man who had experienced sexual abuse.

– SUPPORT GROUP MEMBER

ARROW



(My goal) was to hopefully get my family back together again, and to communicate an apology to my granddaughter (victim)....Recently I attended a family reunion and I had conversations with my daughter and granddaughter. Having CJI help us get together to talk was most helpful.

– FACILITATED DIALOGUE PARTICIPANT

THROUGH

Facilitated dialogue for families and groups in which sexual abuse has occurred.

Support groups for people who have offended sexually, survivors of sexual trauma, men with a history of both sexual trauma and offending, as well as for intimate partners of survivors and those who have offended sexually. **With the assistance of 27 volunteers, 122 people were supported in 11 groups.**

HIGHLIGHTS

- We piloted a group for men who have experienced sexual trauma and have offended sexually, as well as a group for spouses of people who have offended.
- We re-launched Facilitated Dialogue, a process that enables families devastated by sexual abuse to safely have difficult conversations in order to move forward.
- Workshops were developed for women affected by sexual trauma.
- CJI staff were regularly asked to speak about our services, which are considered cutting-edge across Canada.

Photo: Alex Luyckx

Helping Families Function Constructively...

THROUGH

Parenting coaching for families involved with child protection services

Facilitating plans of care for children at-risk.

Mediation in situations of elder abuse and conflict over ongoing care decisions for older adults.

HIGHLIGHTS

- 256 families were supported as they resolved conflict.
- In response to growing demand, services were developed to equip parents involved with child protection services to cooperatively handle the long-term care and safety of their children.
- An Elder Mediation Community Connections event raised awareness among seniors, family members, and service agencies about using mediation to help older adults resolve conflict.

Mediation Helps Quarrelling Family Agree on Mom's Care

Siblings were at odds over the care of their 89-year-old mother. "As a result of the conflict, our mother became increasingly stressed out and her health was negatively affected," says one of the children. "Mediators met with us

individually to hear our concerns. What we appreciated most was the time the mediators spent with our mother to understand what she wanted..." With help from CJI mediators, the family communicated respectfully and negotiated a mutually satisfactory agreement. "Thank you for your service which offered us a preferred way to resolve our differences rather than in a court setting."



Photo: Alex Luyckx

Thank you so much...this has really been a wonderful experience for me in self-discovery and helped me in so many areas of my life already. I know it will continue to do so as I further my experience with the strategies you have introduced me to.

– A PARENT WHO RECEIVED
COOPERATIVE PARENTING COACHING

Hardworking, Generous Roofer Used to be in Custody

When CJJ began offering recreation nights at a local youth custody facility, Aidan* eagerly joined the games and sports. He was excited to see the volunteers each week and got to know some of them more personally.



When Aidan heard that a neighbour couldn't afford a new roof, he arranged for shingles to be donated to her and did the job for free!

As Aidan was preparing to go back to the community he asked Bill and a few other volunteers if they would be part of his Circle of Support. Though they helped Aidan with practical things like finding housing and a job, what Aidan needed most was friends. Currently he meets with his Circle once per week.

"Aidan has not had too much success in terms of school yet he has to be one of the most hardworking youth I have ever met in my life," says Bill. Aidan works 40+ hours a week as a roofer and even supervises crews with men much older than himself. One day he hopes to start his own business.

But his hard work isn't just about making money – Aidan also uses his skills to give back. Full of compassion, when Aidan heard that a neighbour couldn't afford a new roof, he arranged for shingles to be donated to her and did the job for free!

"Aidan is one of the few youth that I know who puts others first before his own concerns," says Bill. He adds, "I am very proud of his accomplishments."

*name changed

Assisting Incarcerated Women & Youth to Reconstruct Their Lives...

THROUGH

Recreation with volunteers, Circles of Support, and personal introductions to community resources.

HIGHLIGHTS

- 60 CJJ volunteers built positive connections with almost 250 women during weekly recreation nights at Grand Valley Institution for Women (GVI).
- A group of federally sentenced women, former inmates, and volunteers also forged relationships as they stitched quilts and created encaustic art at meetings in the community.
- CJJ piloted a successful violence prevention program that reduced isolation, increased self-esteem, and empowered women in GVI's Maximum Secure Unit.
- 33 volunteers supported 19 women as they got reconnected with their families and re-established themselves after leaving GVI.
- 40 volunteers connected with 260 youth through games and sports during weekly recreation nights held in local youth custody facilities.
- 22 youth were assisted to reintegrate as they found housing and employment or education after leaving custody.
- A Winnipeg organization (IJC) started recreation nights and Circles of Support for federally sentenced women modelled after CJJ's successful programs.

THANK YOU

Crowdfunding Campaign: 15 Days of Transformation for Women in Prison

Our first online crowdfunding campaign was held December 2nd to 16th, 2013 to raise funds to help support and reintegrate federally sentenced women. GOAL: \$15,000.

CAMPAIGN HIGHLIGHTS:

- 256 donations were made by 223 individuals or businesses, including women in prison and their family members.
- A matching gift of \$5,000 given by La-Z-Boy Kingston/Ottawa given mid-campaign helped us raise an additional \$7,000 for a total of \$22,660.

- 15 well-connected community members were recruited as daily “champions” who reached out to their contacts through email, social media, and in person.
- 2,983 people visited CJIs online crowdfunding profile.
- 38 new Facebook likes and 88 new Twitter followers.
- On three days CJI facebook posts were seen by more than 1,000 people; there were also 500 Twitter interactions.

Research Projects on CJI Services

We know CJI programs work but research can help to tell us how well, why a service works, and what can be done to achieve even better results.

- CJI partnered with Conestoga College to determine the impact of engaging men in parenting coaching.
- In collaboration with St. Jerome’s University (Sexuality, Marriage and Family Studies Department) the impact of our programming for people who have offended sexually will be studied.
- We are in discussion with Schlegel Research Institute on Aging with the University of Waterloo and Conestoga College to study our mediation services for seniors and their families.



Funding UPATE: After waiting patiently and suspending some programming, August 1st, 2014 CJI received funding from the federal government to help expand reintegration programs for women in Waterloo Region and communities across Canada for the next five years!

Investing in Community Redevelopment

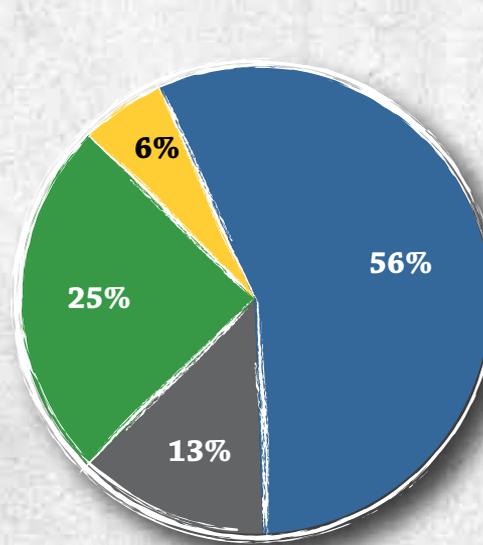
Operating fund for year ending March 31, 2014

REVENUE

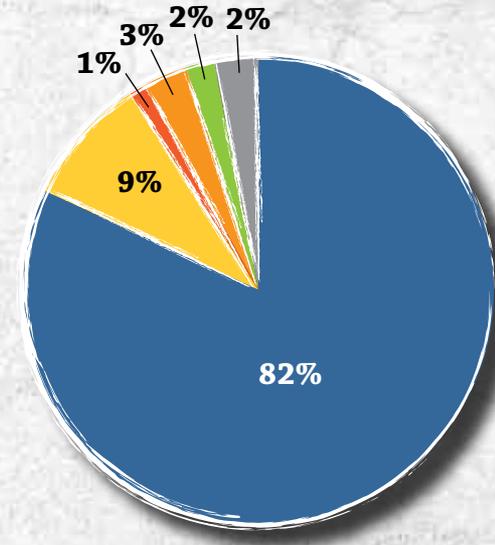
Government grants and contracts	577,548
United Way	131,000
Donations and fundraising	257,892
Fees and other income	61,598
	<u>1,028,038</u>

EXPENSES

Wages, benefits and contract services	859,521
Office and facilities	88,184
Staff training	13,652
Direct program expenses	33,288
Promotion and fundraising	23,521
Professional services	28,957
	<u>1,047,123</u>



REVENUE



EXPENSES

- Government grants and contracts
- United Way
- Donations and fundraising
- Fees and other income

- Wages, benefits and contract services
- Office and facilities
- Staff training
- Direct program expenses
- Promotion and fundraising
- Professional services

Thanks!
 Each dollar you give and every
 hour you volunteer brings peace
 to our community. We couldn't
 do it without you.
 Chris Cowie
 ED/CJI

2013/2014 CJI Board



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*Non-director

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(Consulting dietitian for national, provincial, and local organizations)

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(Extensive experience in all aspects of magazine publishing)

Darla Fortune

(Post-doctoral fellow at University of Waterloo)

Phil Maier

(Owner/Philip Maier Consulting; senior volunteer mediator with CJI)

Patricia Moore

(Assistant Crown Attorney, Kitchener)

Dr. Toni Serafini

(Assistant Professor, Department of Sexuality, Marriage, and Family Studies, St. Jerome's University; Couple & Family Therapist)

Hart Wiens

(Director of Scripture Translations, Canadian Bible Society)

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Hundreds of individual donors

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The Township of Woolwich

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United Way of Greater Toronto

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Wallenstein Feed Charitable
Foundation

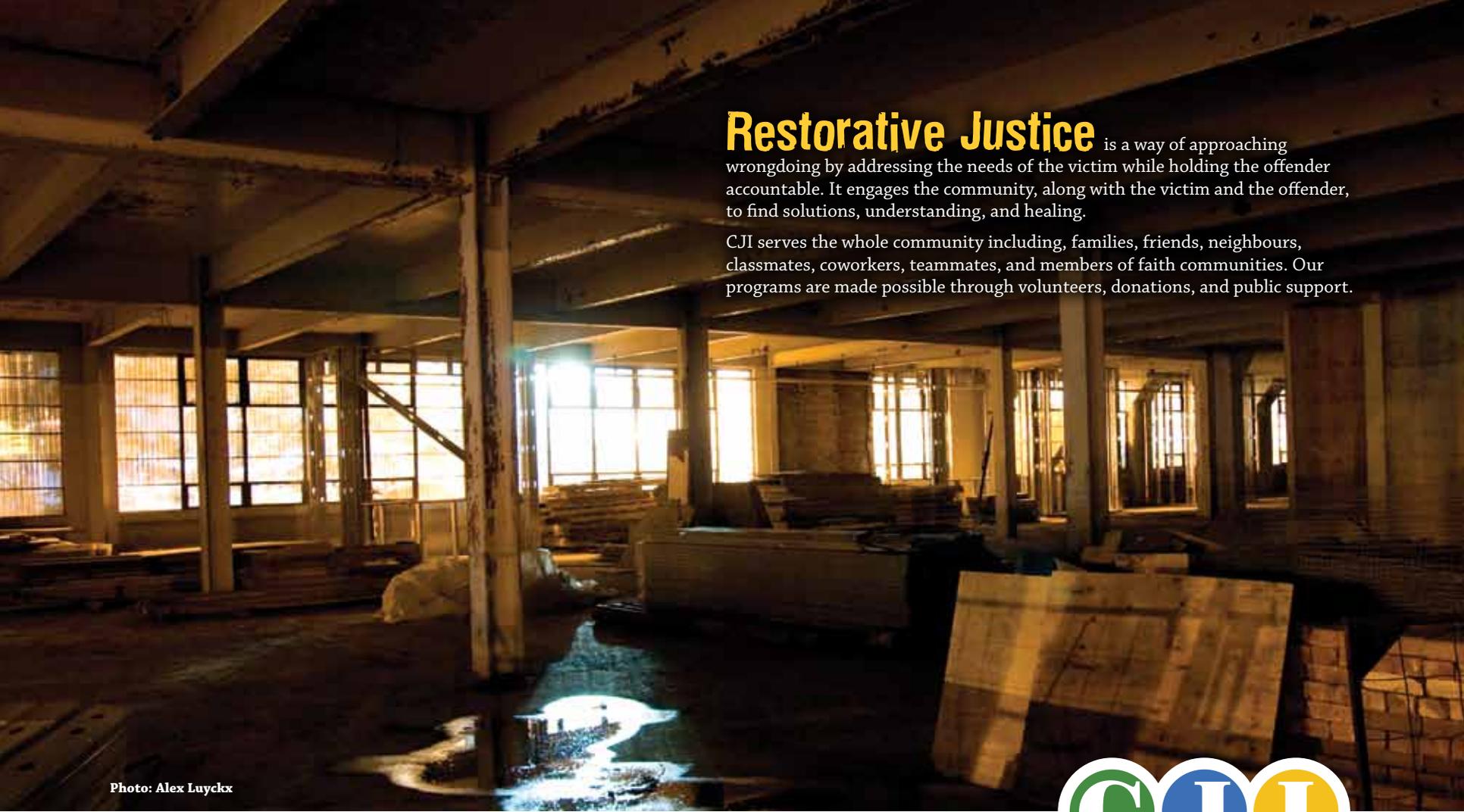
Waterloo Regional Police Service

Wellington Construction Inc.

Zonta

CJI works alongside many great agencies to rebuild community in the Waterloo Region. Some of our partners include:

Canadian Mental Health Association, Community Care Access Centre, Community Support Connections, Conrad Grebel University College, Crime Prevention Council of Waterloo Region, Crown Attorneys, Family & Children's Services, Family Mediation Canada, Grand Valley Institution for Women, Home Health Care Services, Hospice Waterloo Region, Lutherwood, Retirement Homes Regulatory Authority, Ontario Community Mediation Coalition, Ray of Hope, Rehabilitation Services, ReMax, St. Peter's Lutheran Church, The Elder Abuse Response Team, The Working Centre, Waterloo Region Housing, and Waterloo Regional Police Services.



Restorative Justice is a way of approaching wrongdoing by addressing the needs of the victim while holding the offender accountable. It engages the community, along with the victim and the offender, to find solutions, understanding, and healing.

CJI serves the whole community including, families, friends, neighbours, classmates, coworkers, teammates, and members of faith communities. Our programs are made possible through volunteers, donations, and public support.

Photo: Alex Luyckx

49 Queen Street North - 3rd Floor
Kitchener, Ontario N2H 2G9
519-744-6549

info@cjiwr.com
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