CONNECTION
IN A TIME OF
SOCIAL ISOLATION
Annual Report 2019/2020
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.

85% OF GROUP
PARTICIPANTS
reported their understanding of healthy boundaries either increased or strongly increased.

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

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations and fundraising</td>
<td>27%</td>
<td>490,769.27</td>
</tr>
<tr>
<td>United Way</td>
<td>5%</td>
<td>83,156.04</td>
</tr>
<tr>
<td>Government grants &amp; contracts</td>
<td>50%</td>
<td>918,357.03</td>
</tr>
<tr>
<td>Federal</td>
<td>(24%)</td>
<td></td>
</tr>
<tr>
<td>Provincial</td>
<td>(37%)</td>
<td></td>
</tr>
<tr>
<td>Regional</td>
<td>(2%)</td>
<td></td>
</tr>
<tr>
<td>Trillium</td>
<td>(36%)</td>
<td></td>
</tr>
<tr>
<td>Fees and other income</td>
<td>18%</td>
<td>328,645.71</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>100%</strong></td>
<td><strong>1,820,928.05</strong></td>
</tr>
</tbody>
</table>

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

### EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages, benefits &amp; contract services</td>
<td>78%</td>
<td>1,420,160.77</td>
</tr>
<tr>
<td>Purchased services</td>
<td>9%</td>
<td>171,055.78</td>
</tr>
<tr>
<td>Program &amp; events</td>
<td>2%</td>
<td>38,593.72</td>
</tr>
<tr>
<td>Promotion &amp; fundraising</td>
<td>1%</td>
<td>18,556.48</td>
</tr>
<tr>
<td>Travel</td>
<td>2%</td>
<td>38,563.27</td>
</tr>
<tr>
<td>Staff training</td>
<td>1%</td>
<td>22,035.10</td>
</tr>
<tr>
<td>Office &amp; facilities</td>
<td>6%</td>
<td>110,005.03</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>100%</strong></td>
<td><strong>1,818,970.15</strong></td>
</tr>
</tbody>
</table>

### CJI FUNDERS

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

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.

Charitable registration #106962707 RR0001

---

WITH GRATITUDE TO OUR BOARD OF DIRECTORS

John Goodman, Chair  
David Wigg, Vice Chair  
Carrie Boutcher, Treasurer  
Chris McEvoy, Secretary  
Roxanne Chartrand  
Garth Cressman  
Adrian Ennis  
Andre Rajna

@thejustcommunity  
@ajustcommunity  
@ajustcommunity  
Community Justice Initiatives  

GIVE: cjiwr.com/donate-to-cji  
VOLUNTEER: cjiwr.com/get-involved