



REIMAGINE JUSTICE

2022 AT A GLANCE

2022 has not brought relief from the social crises we're facing in our communities. More and more, we're awakening to the litany of inequities that have long surrounded us. For some of us, these are old battles, waged throughout our lifetimes. For others, we're only beginning to understand our own role participating in systemic injustices. But amid the crises, there is a collective sense of movement and action.

At CJJ, we know the traditional justice system will always have limits on what it can provide. We want to look beyond this system to consider how we can commit to serving our community in this time of awakening and revolution, and reimagine justice in Waterloo Region.



I was a young boy during the tumultuous late 1960s, but I remember evening newscasts that clearly conveyed what a profound season of change was in the air. I sense something similar in the air now. Many among us have lived in denial or indifference to the myriad injustices causing harm to people living right in our own communities. But these systemic harms are being exposed, and the truth is that these injustices have been minted directly into the systems that were ostensibly designed to serve the needs of all. In this season of change, we must all stand against these injustices.

For almost 50 years, we at CJJ have walked alongside those whose lives have been harmed by interpersonal conflict and injustice and guided them down a restorative path toward peace and reconciliation. While we continue to do that important work, we also continue examining our own responsibility for perpetuating harm and encourage others to do the same. Let's all have the courage to risk momentary discomfort, in order to better understand each other and keep moving toward a more just, equitable and peaceful community.



CHRIS COWIE
EXECUTIVE DIRECTOR



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



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



224 CJJ VOLUNTEERS

contributed **11,295** hours providing restorative justice services to our community. This translates to over **\$256,960** of donated time, and amounts to **15%** of our agency budget!



THIS YEAR . . .

8194 people were impacted by our programs, workshops and communications

747 people participated in our various training programs to learn the skills of restorative justice processes

224 CJJ volunteers contributed 11,295 hours providing restorative justice services to our community.

MEDIATION SERVICES

Family, Community, and Victim-Offender

This year, CJI...

- + provided restorative processes to **548** people experiencing family disputes and a variety of neighbourhood and community conflicts
- + assisted **144** people to dialogue together after a criminal incident
- + facilitated **18** dialogues in instances of Islamophobia, racism and xenophobia

As part of our family-centered mediation services, CJI provides conflict coaching to parents, caregivers and teens experiencing high levels of conflict. The weekly group provides education, support and opportunity for reflection and skill-building to improve communication skills. But sometimes, these groups offer more than just practical skills; they create real connections that carry on in the community, outside the walls of CJI's office.

" It is a safe space, therapeutic, and an honour to be part of. I leave the circle feeling peace every time."

A connection circle, facilitated by CJI volunteers, has emerged from our conflict coaching group. While it began as a formal extension of conflict coaching, it has transformed into a group of parents connecting over shared joys and pains. In a time of disconnection and stress, it has become a source of ongoing support and care. In the words of one member, "It is a safe space, therapeutic, and an honour to be part of. I leave the circle feeling peace every time".

MEDIATION SERVICES

Older Adult, Workplaces & Schools

This year, CJI...

- + provided **137** older adults with community connections to ease the burden of social isolation
- + hosted **204** older adults in social and learning events
- + Trained **188** people in workplaces including schools, organizations, and businesses

One of the populations most impacted by the social isolation of Covid-19 was older adults. This year, our elder mediation services began transitioning back to providing in-person events, in addition to continuing our virtual services. In-person activities are flourishing, with participants expressing how valuable safely gathering together is for them. From Bingo and art-based projects like stained-glass painting and knitting, participants are readily engaging with volunteer facilitators and each other. The groups are designed to take individuals from a place of needing support, to where they can support others and become volunteer themselves.

Providing space for older adults to express themselves and share their experiences has been critical to resuming in-person services. Older adults are not immune to conflict with friends and family, and this combined with the specific physical and mental health challenges faced by older adults can leave families in a state of crisis. Through our services, we are sharing the values of restorative justice, and working to equip older adults with the tools needed to create peace in their relationships.

INTEGRATION SERVICES

Stride & New Canadian Youth Connections

Every year, people from around the world reach out to CJI to learn about the innovative ways that we support women leaving prison. With the support of Shantz Mennonite Church, CJI supported 3 organizations that were interested in replicating our Stride program model. In Peel Region, the model is being adapted to support black men and women leaving prison and in Halton Region, Stride is now supporting women leaving provincial prison.

Keeping incarcerated people connected to our community has never been more challenging. We are grateful to work with community partners and volunteers who reach out to us to see how they can get involved in supporting reintegration after prison.

This year, through CJI...

- 13** women in Waterloo Region were supported during their return to the community after leaving custody facilities
- 3** communities were supported in starting their own community reintegration support programs for people leaving custody facilities
- 76** newcomer youth were supported through recreational programming and homework support



REVIVE

This year, through CJI...

- 42** survivors of sexual harm were supported in their healing journey
- 67** family members, partners, and others impacted by sexual harm were provided with space to share their experiences
- 12** facilitated dialogues were supported – a process that brings together multiple parties impacted by sexual harm to heal broken relationships
- 43** people who offended sexually were supported to address their offending patterns
- 6** new and updated trainings were delivered to community partners and volunteers

Oftentimes, sexual harm occurs within families, resulting in multiple fractured relationships.

This year, CJI was contacted by a young man who had offended against his sister who hoped to start the process of rebuilding his connection to his family. Our Revive program provided him and his family members with education and support, focused on the needs of the survivor. With the ultimate goal of reintegration, we assisted with the creation of a safety plan and facilitated a dialogue between members of the family to discuss a safe and hopeful path forward toward a new family dynamic.



FINANCIALS

REVENUE

Donations and fundraising	30%	411,587.11
United Way	2%	28,400.00
Government grants & contracts	35%	491,437.67
Federal (6%)		
Provincial (67%)		
Regional (6%)		
Trillium (21%)		
Fees and other income	33%	460,342.91
	100%	1,391,767.69

* Unaudited financial statements. Audited version available on request.

CJI FUNDERS

Abundance Canada	Employment and Social Development Canada	Ministry of the Attorney General	Toyota Foundation
Astley Family Foundation	Family & Children Services of Waterloo Region Foundation	Ministry of Seniors and Accessibility	United Way of Kitchener, Waterloo and Area
Cambridge Non-profit Housing	Kindred Credit Union	Ontario Trillium Foundation	University of Waterloo
Cambridge & North Dumfries Community Foundation	Kitchener Waterloo Community Foundation	Region of Waterloo	Wallenstein Feed Foundation
Canadian Friends Service	Ministry of Children, Community & Social Services	Shantz Mennonite Church	Walterfedey
Canadian Women's Foundation	Ministry of Culture, History and Sport	Sisters of St. Joseph	Wilfrid Laurier University
Christian Stewardship Services		Status of Women Canada	Zehr Group
Cities of Kitchener and Waterloo		The Hallman 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.

EXPENSES

Wages, benefits & contract services	80%	1,147,559.29
Purchased services	6%	91,876.26
Program & events	1%	19,477.94
Promotion & fundraising	0.5%	6,694.86
Travel	0.1%	1,955.99
Staff training	1%	8,364.27
Office & facilities	11%	156,182.21
	100%	1,432,110.82



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

- Carrie Boutcher
- Eric Boynton
- Ron Caudle
- Roxanne Chartrand
- Garth Cressman
- Adrian Ennis
- John Goodman
- Andre Rajna
- David Wigg

@thejustcommunity

@ajustcommunity

@ajustcommunity

Community Justice Initiatives

Give: cjiwr.com/donate-to-cji

Volunteer: cjiwr.com/get-involved

Charitable Registration # 106962707 RR0001