



ANNUAL REPORT 2018

North Shore Restorative Justice Society

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YEAR IN REVIEW

Celebrating NSRJS' 20th Year

In the last year, we celebrated our 20th anniversary. As an organization with a proud grassroots history and commitment to the growth of Restorative Justice and Restorative practices in British Columbia, it is a time to reflect on our deep roots and the impactful relationships we have sowed over these past 20 years. As part of our celebrations, we dug through our archives and connected with long-time members of our NSRJS community to reflect on memories and highlights from the past two decades. We were grateful to be able to share these memories and retrospections with our larger community through our #NSRJ20



Lindy and Sioned accepting the Outstanding Supporter of Youth Award on behalf of NSRJS

social media campaign, which spanned twenty weeks in late 2017. To add to the excitement in celebrating this monumental year, NSRJS was honored to receive the *Outstanding Supporter of Youth Award* by the Civic Youth Awards Program, for our work with young people across the North Shore. We feel incredibly proud and grateful when looking back on the past twenty years, and look forward to witnessing the organization developing and thriving in years to come.

Team Transition Highlights

This past year, as staff of North Shore Restorative Justice Society, we have been adjusting our sails as the winds of change have brought new energy and life into the organization. Many of these changes have consisted of goodbyes to valued long time staff who have departed or shifted their directions within the organization. Our beloved Executive Director, Sioned Dyer, stepped away for Maternity Leave while Erin McNeil took up the helm. In addition, Alex Zuur Restorative Response Program Manager moved on to further her academic career. Lindy Pfeil, the exceptional Program Manager of the Circles in Schools Initiative, stepped away from her day to day role. These women were passionate and dedicated in their work, and NSRJS was lucky

to have their vision and knowledge. We know they will stay connected to the NSRJS family and we wish them warmth and wellness along their new journeys.

As these winds continued to stir, we seized the opportunity as an organization to expose ourselves to new light and energy. We were pleased to welcome Travis Woolf as the new Restorative Response Program (RRP) Manager, who brought new wisdom and experience as a professional mediator; as well as gentle diplomacy and a powerful approach to creating a safe space for clients and staff. NSRJS was fortunate again when we were successful in hiring Chloe Noel as Circles Facilitator. Not only is Chloe passionate about working with Children and Youth, but she possesses a background in Psychology and business, which has been an asset to our Schools Program as we advance its scope in the District. Following Chloe, we welcomed long-time volunteer and experienced Restorative mediator, Kaylie Maughan into our society as a Restorative Response Program Staff Facilitator. Hiring an additional part-time staff for the Restorative Response program has been the culmination of a long term goal of NSRJS and we were excited we could finally fulfill this dream. Finally, with our Schools Program Coordinator Zofia Switkowski as the foundation for our new team, we are forging ahead with new energy, vision and passion and we are excited for the years ahead as we shape the future of North Shore Restorative Justice.

Acknowledgements

2017 has been an excellent year, and we continue to feel immense gratitude for the support we receive from the North Shore community. We would like to thank our partners, funders, sponsors, and many individual contributors for continuing to support our work. In addition, we would like to highlight the dedication of our wonderful volunteer team. In particular, we acknowledge the contributions of Lead Volunteer Facilitator C.D. Saint, and Volunteer of the Year, Matty Taghipour. Our volunteers' generous offerings of time and skill allow NSRJS to continue providing a high level of service to North Shore community, and we are thankful for their invaluable energy and commitment.

PROGRAM REPORTS

Guided by strategic plans developed in 2017, both the Restorative Response Program and Schools Initiative thrived and saw better alignment with program goals. Kaylie and Travis tackled increasingly complex cases, while Zofia and Chloe rose to the challenge of meeting a growing demand for Circles in Schools on the North Shore.

Restorative Response Program

Every year, the Restorative Response Program responds to an increasing community need in order to support all affected by harm and conflict. Our program seems to stand as a barometer to reveal the overall health and ever changing concerns of our community and its residents. Moving forward, we must listen with an open heart to stay aware and support these needs as they constantly change and shift. Under Travis's wise leadership the Restorative Response



Volunteer Facilitators attending an Advanced Training to learn about reflective practice in restorative justice

Program fielded 81 referrals: 39 from North Shore RCMP, 37 from the West Vancouver Police Department and five from the community. Of the 81 referrals 41 were youth files. This year also saw an increase in complex file referrals. These arose in the wake of political events and larger societal movements such as the Kinder Morgan Pipeline,

the #MeToo movement, new understandings of mental health and support, and the greater hope for moving beyond the shaming and ostracising of individuals affected by serious harm. To support the volunteer facilitator team in taking on these complex files, Travis Woolf facilitated an Advanced Volunteer Facilitator Training on the topic of *Reflective Practice*. Volunteers were invited to practice the skills involved in engaging in reflective practice in order to support the development of facilitation skills in an authentic and mindful way.

In addition, Travis and Zofia Switkowski, Schools Program Coordinator, facilitated a *Community Dialogue* in conjunction with the John Braithwaite Youth Centre and North Shore

Neighbourhood House. The goal was to address conflict between youth who utilized the centre and local business owners. Youth center staff and NSRJS facilitators were ecstatic to see that numbers of attendees exceeded expectations while the space created the opportunity to engage in respectful dialogue. Youth, business owners, and RCMP officers who attended were able to hear one another's thoughts, and share their hopes for the space moving forward.

Circles in Schools Initiative

As we said goodbye to Lindy Pfeil, we proudly watched as Zofia Switkowski took over the Schools Initiative as Coordinator and put her own unique mark on the program. In the fall of

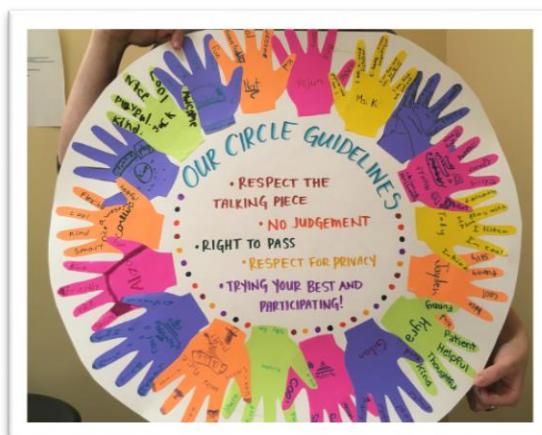


Chloe and Zofia celebrating Pink Shirt Day at Mountainside Secondary

2017, NSRJS was honoured to welcome Chloe Noel into the position of Schools Program Facilitator, and together, she and Zofia co-facilitated 17 weekly Circles with youth participants ranging in age from 5-24. This small but mighty Schools Initiative team worked tirelessly to develop and deliver the program to best suit the unique needs of each classroom.

With gifted direction from the Schools Initiative staff and Executive Director, the Circles in Schools Advisory Committee completed a strategic plan designed to engage in a whole school approach to Restorative

Justice across the North Shore. This refined direction for the program acknowledges a need for deep connection and collaboration when building restorative communities within schools, and looks to Dr. Brenda Morrison's three-tiered approach to restorative justice in schools as a guiding model. With this acknowledgement comes an intentional focus of our energy in our whole school partners. Much gratitude to Rob Smyth (Principal), Tristan Crowther (Vice Principal) and Brad Baker (District Principal of Aboriginal Education and Safe and Caring Schools) for welcoming this approach into Norgate Community School Xwemélch'stn, the first to embrace this "whole school" approach. It is hoped that by more



SCHOOLS WE PRESENTLY FACILITATE CIRCLES AT:

- Norgate Xwemélch'stn: K-Gr 7 (8)
 - Eastview: Gr 3/4 (2)
 - Larson: Gr 5/6 (2)
- Mountainside: Social Justice (1)
- Gleneagles: Gr 3/4 & Gr 5/6 (2)
 - Collingwood: Gr 5 (1)
 - Fresh Air Learning (1)



Youth volunteer facilitators Seth (right) and Elysia (left) with Zofia at Mountainside Secondary

fully engaging all the students and staff in this initiative, a stronger environmental change can be realized as students and staff alike can use communication and conflict skills to create a more connected and safe place to learn. In addition, we are honoured to continue to facilitate circles at Collingwood, Larson, Eastview, Mountainside, Gleneagles, and Fresh Air Learning. These schools have shown their commitment to creating deeper meaningful relationships between their students, administration, staff and community.

Student reflections on Circles in the 2016/2017 school year:

"I had a great time making new friends and expressing my feelings. I got to know what people are going through which made me a better person" - A, Gr 4

"I loved that in Circles we got to share our opinions without being judged. I loved no judgement" - O, Gr 4

"There is no words for how much this helped me understand where people are coming from and learn a lot about them." - S, Gr 4

"I really enjoyed the whole process and how you made serious topics fun!" - S, Gr 6

"I really liked learning about other people and being able to find topics where we had the same point of view. Circles really made a lot of personal connections for me and I feel I got to know some people better." - J, Gr 6

"I enjoyed everything about circle. It was great to learn new things about myself and open up and talk about things I wouldn't normally." - E, Gr 11

FUNDRAISING HIGHLIGHTS

NSRJS Annual Fundraising Gala

In support of the Schools Initiative we hosted our Annual Fundraising Gala on November 4, 2017 at Seymour Golf and Country Club. We were so grateful to have Natalie Archibald as our guest speaker. Natalie spoke about her restorative justice experience at Queens and in Toronto. Natalie believes there is a better way to 'do' justice. At the age of 18, she volunteered with a literacy organization in Canadian federal prisons, and quickly became convinced of the merits of an emerging trend toward restorative justice practices. Today, she is a consultant and psychological counsellor who works closely with incarcerated populations, schools, governments, non-profit organizations and communities to take a stand against the greatest influencers on crime: poverty, racism, illiteracy, inadequate mental health and social services and lack of community collaboration. Natalie encourages others to think dynamically about social accountability and believes justice is more than an institutionalized response, it is something we build collaboratively; much as we seek to do at North Shore Restorative Justice Society.



The Lindy Pfeil Award, and its first recipient - Lindy Pfeil herself!

The prominence and tone of the Gala allowed us to unveil exciting news. NSRJS announced the creation of the Lindy Pfeil Award, to be given annually at the Gala to an individual who embodies the values of restorative justice, and who champions North Shore Restorative Justice Society's Circles in Schools program. The Board established the award in order to celebrate and honour Lindy Pfeil's commitment and dedication to restorative justice and circles in schools across the North Shore.

Scotiabank Charity Challenge

North Shore Restorative Justice once again participated in the Scotiabank Charity Challenge this past year. Staff, volunteers, and community partners ran and walked the sunny Stanley Park



The NSRJS Scotiabank Charity Challenge team!

Schools Initiative. Kristopher Martin had the best time in the half marathon and Alex Eastwood and Laurisse Noel tied for the best time in the 5k. We would also like to acknowledge and thank Eric Andersen and Jacob Muir for all their hard work in organizing and getting the NSRJS team to the finish line.

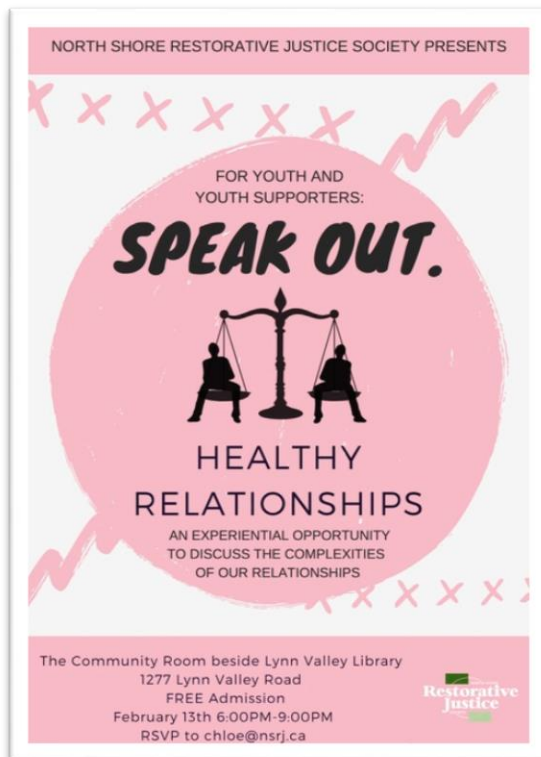
Seawall, raising more than \$8,000 for the Circles in Schools Initiative! Most participants raised \$200-\$700, with Eric Andersen (Chair of the NSRJS Engagement Committee) bringing in approximately half of the total amount fundraised. We are so grateful for Eric's time and effort in fundraising for our cause, along with all 19 participants who showed up to support the Circles in

COMMUNITY ENGAGEMENT

Youth-Centred Community Circles

The Circles in Schools staff were excited to host a number of successful youth-focused dialogue events in the community this past year. In February, a SpeakOut event on the topic of Healthy Relationships was held at the Lynn Valley Library. The SpeakOut series offers youth and youth

supporters a comfortable and supportive environment to engage in dialogue. These events use the circle process and experiential games and activities to explore and unpack the topics at hand. We were pleased to see a fantastic turnout from the Norgate student community, and believe that this demonstrates the positive impact of facilitating Circles in Schools at Norgate in a “whole school” approach.



This year, Circles in Schools staff and volunteers also facilitated three youth circles for the Lynn Valley Preteen Club. The Preteen Club initiative is hosted by North Shore Community Resources, in collaboration with the United Way’s School’s Out Program, and strives to support and engage youth in becoming

leaders in their communities. At all three events, youth in attendance enthusiastically participated alongside their program leaders and directors, while NSRJS facilitators guided the group through various experiential activities and discussion sessions. Topics included leadership, communication, empathy, privilege, perspective-taking, and youth rights.

Community Dialogue

In late May of this past year, NSRJS hosted a Community Dialogue, titled *Exploring Justice From the Inside Out*. The focus of the evening was an exploration of the nuances of restorative justice, and an inquiry into how our own perspectives on spirituality and religion inform and shape our understanding of justice. With tact and grace, Alexandra Zuur and Travis Woolfe facilitated this coffeehouse style evening, including a range of activities to ignite dialogue and a

case study where groups of participants were tasked to cultivate curiosity by developing questions that align with the values of Restorative Justice. This event saw a fantastic turnout of both long-time NSRJS community members, as well as new faces.

Restorative Presentations

Other highlights from the year include Travis Woolf and Lindy Pfeil delivering a successful presentation at Capilano Elder College to introduce the concept of Restorative Justice to the seniors in our community and provide an option for support in the wake of conflict or harm. In the

fall, Circles in Schools staff facilitated a professional development session with teachers at Collingwood focused on skills and techniques for facilitating Circles-based processes. This session was well-attended by Collingwood staff, and sparked much interest in those who were new to the concept of restorative practices. NSRJS staff also presented to criminology students on restorative justice and the Circles in Schools Initiative at Simon Fraser University and Kwantlen Polytechnic University.



THANK YOU TO OUR SPONSORS

North Shore Restorative Justice Society would like to take this opportunity to thank and acknowledge the following sponsors:

City of North Vancouver
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 Neptune Terminals
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In addition to these donations and funders, we appreciate the generous financial gifts from many individual donors

Thank
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