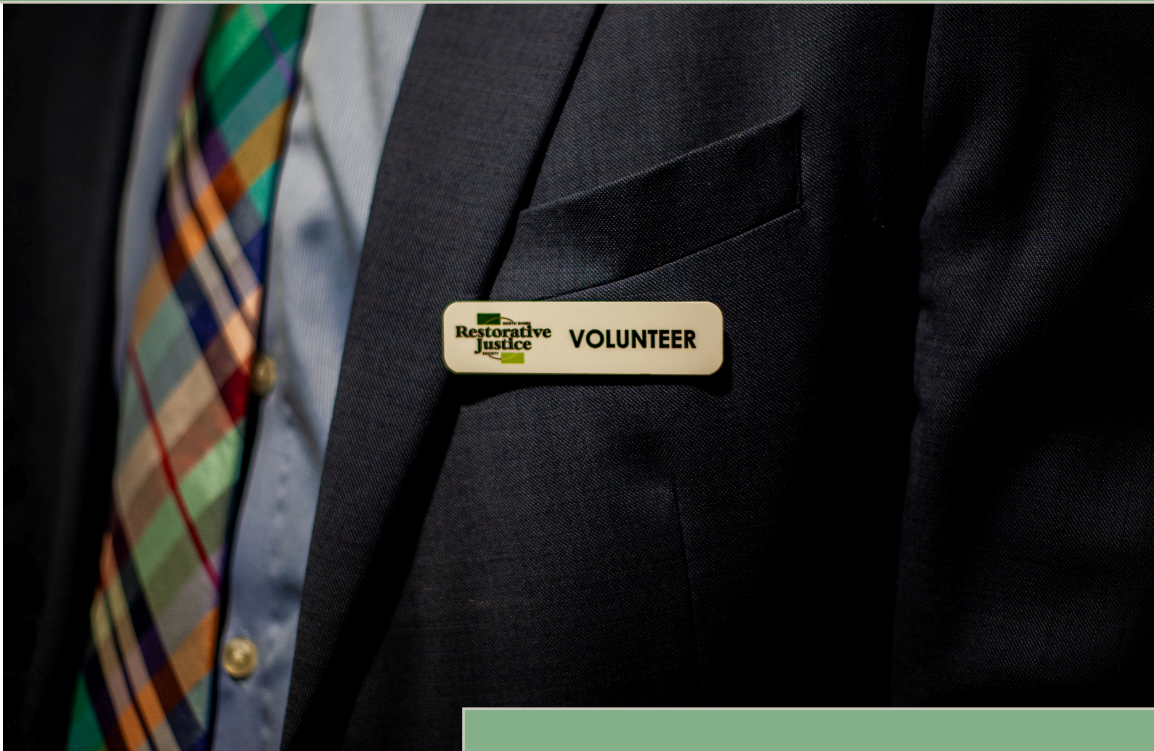


The North Shore Restorative Justice Society



Annual Report 2019



Our mission is to build capacity and connectivity with the North Shore community to prevent and respond to conflict and harm. We will do this through values-based processes that engage elders, adults and youth.

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NSRJS Values

Our society is guided by the restorative justice values of inclusivity, collaboration, respect, trust, humility, compassion and forgiveness. These values form the foundation of all decision-making, strategic planning and are manifested in our daily endeavours.



Board of Directors Report

Dear Friends, Partners and Supporters,

One thing we have learned in over 20 years of facilitating conversations is that learning and growth comes through courageous and challenging conversations. Through these difficult conversations, empathy is developed and relationships are deepened. We have done this with the people we serve and in service to ourselves as an organization. We walk our talk, through our values, mission and vision. Over the past year, as our organization faced numerous challenges, we stepped into difficult conversations and emerged stronger and more resilient.

Board and staff were thrilled to welcome our remarkable Executive Director, Sioned Dyer, back from maternity leave, in June 2018. Her dedication to our Society is inspiring to all who have the good fortune to interact with her. Sadly, Sioned lost her beloved mother in July 2018, suddenly and unexpectedly. After taking some time with her family to grieve their tremendous loss, Sioned returned to work, embodying her mother's 'get on with it' approach to life.

And get on with it she did. With Sioned at the helm, NSRJ closed off 2018 and began 2019 stronger than ever and in good financial health. Our accomplishments at North Shore Restorative Justice Society would not be possible without the commitment of our dedicated staff, volunteers and the ongoing support of all our friends, partners and supporters. On behalf of the Board, we express our deep appreciation to all those who contribute to the success of our community-based work at North Shore Restorative Justice.

We thank all the Board members who served in 2018 for their contributions in moving the Society forward. At the May AGM we expressed a special appreciation to outgoing Board members, Nick Roberts and Bena Stock. Their presence will be deeply missed at the Board table. At that time, we welcomed five new Directors to the Board and are excited by the enthusiasm, skills and ideas that they bring, particularly as we approach our strategic planning session in late May.

Laura Mack and Brenda Morrison – Co-Chairs

NSRJS Values: Compassion, Forgiveness, Trust, Respect, Humility, Sharing & Inclusivity

Executive Summary

As we reflect on 2018, staff and board are grateful to acknowledge that it has been a year of positive transition and growth for the North Shore Restorative Justice Society (NSRJS).



Schools volunteer Elysia speaking at our Annual Gala

This past year staff have witnessed significant development for the organization; in that, we are now supporting more North Shore youth, adults and elders through our Restorative Response police diversion and school-based programming.

The Restorative Response program has continued to provide an invaluable service to residents of the North Shore. In 2018, the program began receiving more complex files from the North Vancouver RCMP and the West Vancouver Police Department. Staff put in countless hours to ensure Restorative Response participants received exceptional service.

In our Schools Programing Initiative, we have continued to deepen our relationship with the North Vancouver School District, as well as a growing our collaboration with the West Vancouver School District. We have added important components to the Schools Initiative including parent Circles and various professional development offerings. This has all helped to strengthen our ability to support children and youth.

NSRJS staff are working hard to meet the growing demand on the North Shore for both these programs. I have also continued to sit on a steering committee with other Restorative Justice organizations across the province and in the fall of 2018 helped to establish the Restorative Justice Association of British Columbia. This has been a goal for restorative justice practioners for decades and is a substantial positive step forward for restorative justice in British Columbia.



Brockton School's amazing World Music Program perform at our Annual Gala

To continue to support and develop our work in the community, NSRJS engaged in a number of fundraising activities. In June of 2018, Board members, staff, volunteers and supporters participated in the Scotiabank Charity Challenge and raised almost \$8,000 for our programing. We also connected with many North Shore residents at various community days, including, Lynn Valley Days, West Vancouver Community Day, Blueridge Day and Deep Cove Days. In November, we hosted our annual gala and raised \$18,000 towards our Schools Initiative.

Our staff team grew with new diverse and skilled additions. We welcomed Nermin Karim to the role of Restorative Response Program Manager and long-time volunteer



Nermin Karim

Kaylie Maughan stepped into the role of Program Coordinator. In the fall, NSRJS welcomed Rowena Sahota and Jocelyn Hollands as the new School's Facilitators.

NSRJS is made up of a small and passionate team that is committed to helping build a safe and connected North Shore community. NSRJS staff and Board members would like to thank our funders, partners, and sponsors for their ongoing support of NSRJS as well as the many individual donors and

sponsors. We also want to acknowledge the incredible dedication of our volunteers. We simply could not do this important work without their support and we are truly grateful for the energy and commitment they bring to NSRJS.

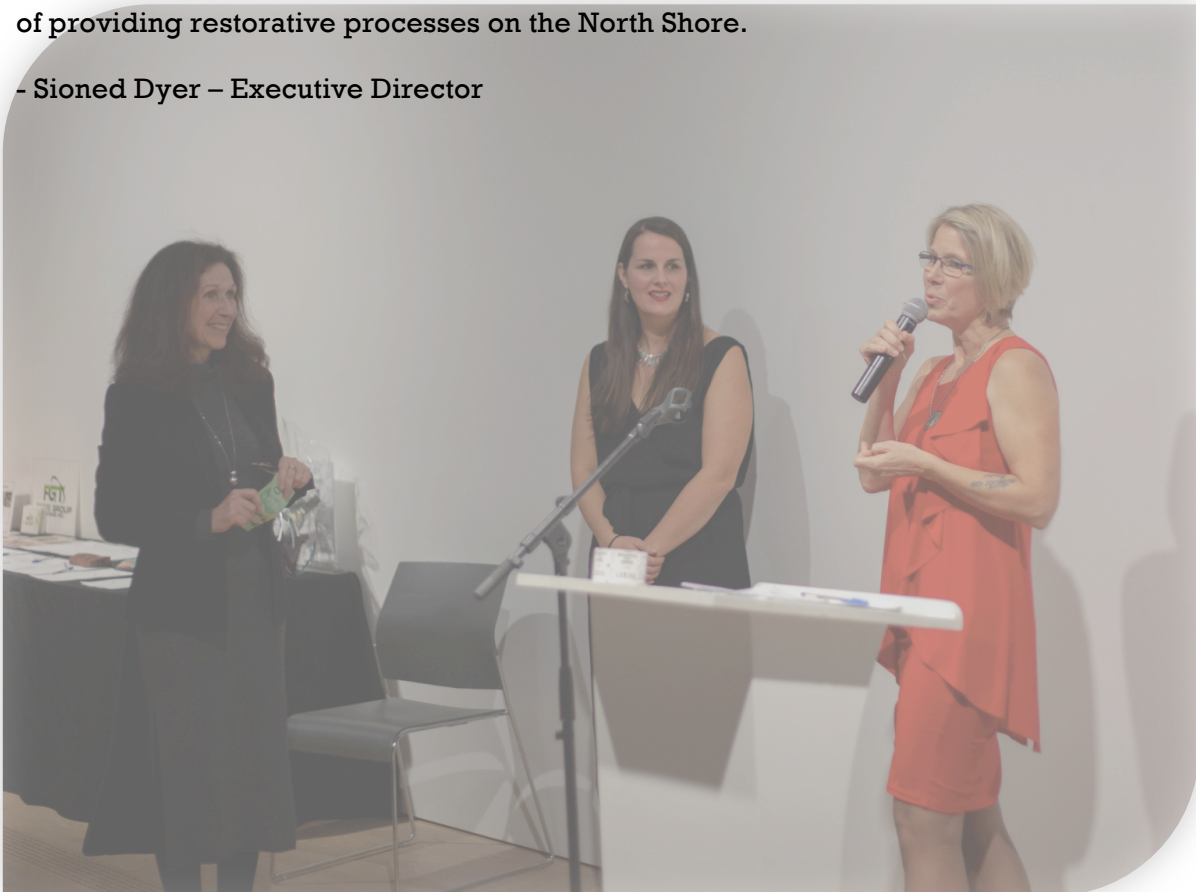
On behalf of the Board Co-Chairs and I, we would like to take this opportunity to express our sincere gratitude to the incredible staff who truly embody the values of NSRJS in their daily work.

We are looking forward to another great year in 2019 as we celebrate our 22nd year of providing restorative processes on the North Shore.

- Sioned Dyer – Executive Director



Honouring Vice-principal Tristan Crowther with the Lindy Pfiel Award



Board of Director Co-Chair Brenda Morrison, Executive Director Sioned Dyer and Board of Director Co-Chair Laura Mack (left to right)

Restorative Response Program

Summary

In 2018, the Restorative Response Program continued to address crime and conflict across the North Shore community, serving 173 people and holding 143 individual meetings.

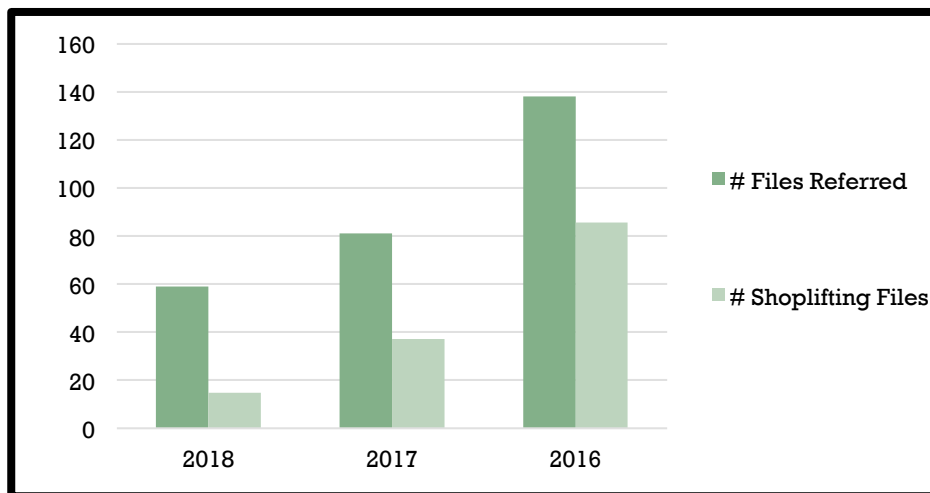
Types of Files

Our files over the year ranged from shoplifting and fraud to more complex files such as assaults, sexual assaults, and stalking. The total number of files referred to RRP have been decreasing over the last 3 years (138 in 2016; 81 in 2017; 59 in 2018); however, the complexity and diversity of the file types has been deepening our practice.



Travis, Nermin and Kaylie (left to right)

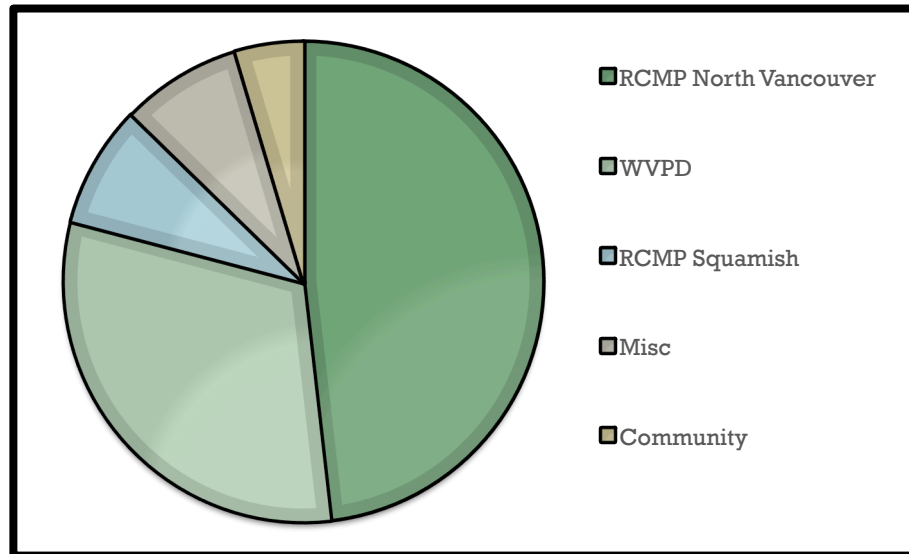
The relative number of shoplifting/theft files in each year reflects this trend. In 2017 almost half (46%) were shoplifting and in 2016 more than half (62%) were shoplifting; yet, in 2018 only a quarter (25%) of the files were shoplifting.





Referral Sources

The total number of files in 2018 was 59. Just over half (53%) were from the North Vancouver detachment of the RCMP and about a third (34%) were from the West Vancouver Police Department.



Staffing

Travis Woolf held the position of Restorative Response Program Manager at the beginning of 2018 and Kaylie Maughan held the position of Restorative Response Facilitator. Both Travis and Kaylie brought years of experience working in the conflict transformation field and brought great skill and expertise to the program.

In the spring, Travis passed the baton to Nermin Karim and soon after, Kaylie took on the role of Restorative Response Coordinator. A lawyer by profession and a committed volunteer in the Restorative Response program, Nermin has continued to strengthen our programming through a robust policy and standards of practice evaluation.



Nermin and Kaylie at an RCMP morning briefing with Karen from Victim Services peeking in!

Relationships

We continue to build relations with our partners by providing education and professional development about an officer's duty to consider restorative justice. Morning briefings at both the North Vancouver RCMP and the West Vancouver Police Department provided scheduled operational time to work with the officers. We have made efforts to increase our visibility at both the RCMP and the WVPD by facilitating meetings in these locations whenever possible. We have also made great strides in strengthening relationships with victim services.

Participant Survey

- 90% - process served their needs well
- 80% - greater understanding of the situation
- 90% - outcome was fair
- 95% - facilitators were neutral & respectful
- 78% of V's – process helped heal
- 83% of O's – unlikely to cause this harm again
- 90% - would choose RJ again in similar circumstances

"I would like to thank NSRJ for their efforts making the community a better place and I am proud to be their partner." - participant



Schools Initiative

Summary

In 2018, the Schools Initiative continued to build on the great work of the previous year. Working from a five-year strategic plan, the Schools Initiative strives to prevent conflict and harm in schools by working with students and teachers and administrators to build, nurture, and repair relationships. Towards this goal, staff provide weekly opportunities for students and their teacher to sit in Circle, develop a greater awareness of themselves and others, and engage in dialogue on meaningful topics. In 2018, staff worked to meet the increasingly complex needs of youth and teachers in classroom Circles, while developing new and ongoing relationships with community stakeholders and creating opportunities to share the work of the Schools Initiative with the broader community.

Staffing Transitions

In the spring of 2018, Chloe Noel moved on from her role as a program facilitator to pursue her teaching degree at the University of British Columbia. Shortly after Chloe's departure, NSRJS welcomed Jocelyn Hollands and Rowena Sahota into part-time program facilitator positions. With diverse backgrounds in youth care, mental health, teaching, and supporting young people with special needs, Jocelyn and Rowena brought with them intimate knowledge of the education system and a solid understanding of best practices in supporting children and youth. Alongside Program Coordinator Zofia Switkowski, Rowena and Jocelyn facilitated weekly classroom Circles.



Schools Initiative Staff Rowena, Zofia and Jocelyn (left to right)

Presentations & Community Outreach

In the interest of raising awareness of restorative practices in schools and NSRJS' Circles in Schools Initiative, staff sought out opportunities to present to diverse communities across the North Shore and Greater Vancouver. This included five presentations to students at Kwantlen Polytechnic University and Simon Fraser University, two presentations to newcomers and refugees enrolled in Vancouver Community College English language courses, and two parent-focused presentations for the Norgate, Fresh Air Learning and Collingwood school communities. These sessions were overwhelmingly well-received, and as usual, generated much interest in restorative justice, the NSRJS volunteer training, and alternative volunteer opportunities with the organization.





"I enjoyed letting our words free. I loved talking in a group" – grade 6 student

Professional Development

The back-to-school season brought many requests for professional development sessions from school communities across and beyond the North Shore, including Collingwood, Whistler Waldorf, and Brockton. NSRJS school based staff rose to the occasion and met this demand, facilitating six sessions – with approximately 500 participants in total – in late August and early September of 2018. These sessions ranged from full-day workshops to hour-long experiential Circles. Professional development also included community-building opportunities for staff as they returned to school, experiential introductions to the Circle process, restorative Circles with new teachers and their mentors, and skills-based sessions on restorative approaches to conflict. At Collingwood, NSRJS orchestrated and co-facilitated a morning of over 10 Circles with *all* 200+ staff from the elementary and secondary school campuses!



Teachers at Collingwood School participate in a professional development circle.

Weekly Classroom Circles

Weekly classroom Circles commenced in October of 2018 for the 2018-19 school year. From October 2018 to February 2019, NSRJS schools staff facilitated nearly 200 circles! Participants involved in the program range from K-12, across four North Shore schools. All circles are co-facilitated by NSRJS staff, with 14 Circles being held each week. The program coordinator held one-on-one meetings in September 2018 with all teachers and staff who would be participating in the initiative. These meetings assisted facilitators in understanding the unique needs of each classroom, and subsequently tailoring agendas and curriculum to meet these needs. Examples of themes covered in the 2018-19 school year include: core values, communication, assumptions, relationships, restorative justice, empathy, stress, anger, respect and personal space, youth rights, safety, and growth-minds.





Partnerships and Collaboration

- North Shore Community Resources Preteen Club (Circles support)
- Massive Open Online Course (Film to educate social justice workers on Restorative Justice)
- SFU's Centre for Restorative Justice, Equitas and the Landon Pearson Centre for Children's Rights (Shaking the Movers Youth Forum)

"I appreciated having time set aside for us to talk about what goes on interpersonally and internally. What students found themselves sharing gave me valuable information to better support them in regular class time. I am so grateful to have had this time and the facilitators available for this group of students. It has helped shape our class culture and give them all a solid common ground." – grade 6 teacher



Participant Reflections

“Every topic was fun. Circles was a lot of fun and I got to know more things about my classmates” – grade 5 student

“Circle is such a warm welcoming space - even the most shy students have opened up here and I am so grateful to have witnessed that!” – grade 11 student

“I liked how we all got together and said how we feel and that it is super calm unlike normal” – grade 3 student

“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” – grade 11 student

“I enjoyed the activities that focused on their feelings and helped them understand their own feelings. It was good to see students being able to share their thoughts and being respected for all of their ideas.” – grade 1/2 teacher

Financials at a Glance

2015

of Employees: 3
of Full-Time Contract Staff: 1
of Part-Time Contract Staff: 2
Budget for the year: \$160,000
of Programs: 5
of Volunteers: 30
Community Events: 4
Fundraising Events: 2
Restitution to victims: \$3,546
% of finances for admin: 17%

2018

of Employees: 5
of Full-Time Contract Staff: 3
of Part-Time Contract Staff: 2
Budget for the year: \$257,983
of Programs: 2
of Volunteers: 35
Community Events: 4
Fundraising Events: 2
Restitution to victims: \$2,277
% of finances for admin: 15%



Pictures from our fundraising gala



Thank you to our sponsors

City of North Vancouver

District of North Vancouver

District of West Vancouver

Province of British Columbia

Neptune Terminals

The Beedie Family

North Vancouver RCMP

West Vancouver Police Department

Deep Cove Lions

The Spiel Foundation

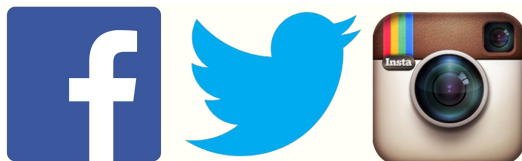
The Centre for Restorative Justice (SFU)

Coast Capital Savings

North Vancouver School District



In addition to these donations and funders, we appreciate the generous financial gifts from many individual donors



North Shore Restorative
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