



Annual Report 2023

The North Shore Restorative
Justice Society

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Celebrating 25 years of service

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NSRJ honours the Elders and Knowledge Holders, past, present and future, and acknowledges with gratitude that our work takes place in communities situated on the traditional, ancestral and unceded territories of the Skwxwú7mesh Uxwumixw (Squamish), Səlílwətaʔ/Selilwitulh (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) First Nations.

About Us:

Mission, Vision, and Values



Vision

We will work towards a future where restorative justice practices, principles and values are used throughout North Shore communities to prevent conflict and heal harms.



Mission

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.



Values

In restorative processes, common values and their definitions are often discussed and agreed upon. The values we hold as an organization are respect, trust, sharing, humility, compassion, inclusivity and forgiveness.

By adhering to our mission, aiming for our vision and practicing our values, we support the North Shore community through avenues including:

- Our Restorative Response program (RRP), whereby local police forces can divert criminal files towards community-based resolution;
- Our Restorative Justice in Education (RJE) Initiative, which holds weekly circles in classrooms, providing hundreds of children an opportunity to connect and engage with their peers to build a strong community fabric; and,
- Our Community Dialogues and Youth Speak Outs, which bring restorative justice to all those who are interested.

Board Co-Chair Remarks

"Alone we can do so little; together we can do so much." – Helen Keller

Dear Friends, Partners and Supporters,

2022 has truly been an exceptional year for the North Shore Restorative Justice Society (NSRJ). We are proud to acknowledge that it was a year of significant growth which enabled us to support more North Shore youth and adults through our school-based and police diversion programming.

There has been much success in our work geared towards youth and we are particularly proud of how NSRJ assisted in the resolution of cases involving racism and discrimination. It is encouraging that teachers and administrators across the NVSD and other districts are partaking in professional development opportunities to learn more about the benefits of restorative justice practices in the education system. We continue to work with several schools who have incorporated our Circles in Schools programming into their teachings and applaud their leadership and efforts in advancing restorative justice practices in schools.

On behalf of the Board, we would like to express our sincere gratitude and deep appreciation to the incredible staff who embody the values of NSRJ in their daily work. We would also like to acknowledge the dedication of our volunteers who give their time so enthusiastically and generously to support our work. We simply would not be able to achieve the successes we have had without the support of our volunteers and the dedication and expertise of our staff. We are truly grateful for the energy, commitment and professionalism that each and every team member brings to NSRJ.

With deep gratitude, we thank all Board members who served in 2022 and special appreciation to outgoing Board members, Freydis Welland and Eric Anderson. There are almost no words to articulate their dedication and commitment to NSRJ over the past ten years. You both contributed so much, gave so freely, and impacted this organization in so many ways. Your dedication has been an inspiration to many and you will be greatly missed. On behalf of the NSRJ family ... Thank you!! With outgoing members, we are also looking forward to welcoming four new Directors to the Board and are excited to collaborate as a team as we embark on a new strategic planning process.

We look forward to another great year and hope that our programs, events and experiences continue to build community and spread the principles, practices and values of restorative justice across the North Shore.

Mary Stuart
Board Co-Chair



Board Co-Chair Remarks

My Co-Chair, Mary Stuart, has done such a great job on the traditional Board Chair Remarks, I am going to be a bit indulgent and tell you a story. It is just a story about Mary & I, but I am beginning to think there is an often overlooked principle here that has the potential to change your life.

This Summer I had a health situation. I was having neck pain. I was having trouble walking. At the end of August I found myself admitted to Lions Gate Hospital waiting for a brain tumor removal surgery. I had 6 days to deconstruct my professional life & unroll my commitments from my hospital bed. Mary Stuart, a personal friend & also a NSRJ Board member, came in to visit me. I didn't even get the words out to ask for her help & Mary said, "anything you need, I am here for you."

"I can do things you cannot, you can do things I cannot; together we can do great things." — Mother Teresa

August rolled into September. The September NSRJ board meeting loomed. I was recovering well, but it was just a few weeks out from surgery. Mary called me up and explained that she and Sioned had worked out most of the September meeting details & she would come by my house later that week to iron out some final details.

Mary chaired that September meeting beautifully. The meeting was positive, relaxed, productive and efficient.

We continued to work together, but for several months I was still thinking small. Basically shifting responsibilities between myself & Mary. Somewhere between October & March I realized this partnership wasn't linear. It's exponential. The two of us working together was so much more powerful than my lone Chairship ever was. I felt the gift of Mary's presence & talents.

I love the idea that a partnership can be analogous to the ocean. Composed of the small & powerless drops of water, when combined, there is nothing more powerful.

"Individually we are one drop, but together we are an ocean." – Ryunosuke Satoro

How often do we wait until there is a crisis before we seek help? We quit or feel put upon in our professional or volunteer commitments, instead of seeing the mentorship & skill development opportunity right in front of us. Let's open ourselves up & play bigger through partnership.

Marta Brisco
Board Co-Chair



Executive Director Report

"Without NSRJ, I honestly don't know where I would be". This was a quote from a Restorative Response Program participant from a couple of years ago but one I think about often. It carries me on challenging days and reminds me that our work provides a link to individuals and their communities that can make a fundamental difference to their well-being.

In 2022, our police diversion program welcomed Trish Elgersma into the role as Interim Program Manager while Nermin Karim pursued a Master of Law at Dalhousie University. Our work continues to grow in demand, with file volume increasing both in numbers and complexity. As leaders in our field, we have also sought to address gaps in learning and research that would benefit all restorative justice agencies in the country. We partnered with UBC's Allard School of Law's chapter of Pro Bono Students Canada to work with law students on a couple of exciting projects including one that will report on local recidivism rates for restorative justice. Our Restorative Justice in Education Initiative (RJEI) welcomed Orev Reena Katz into the Program Manager position in late summer of 2022 and we were thrilled to have Mara Veneman stay on to support our Special Projects. The team has continued to excel in navigating the shifting needs of youth in our communities and the Restorative Engagement in Schools (REIS) Program is in great demand.

Our professional development offerings have allowed us to raise awareness about the benefits of restorative practices in workplaces, educational institutions and service agencies and connect and learn from some amazing community partners. A highlight was our series with Vancity's People + Equity Division.

As we have seen over this past year, the need for greater community belonging is more pronounced than ever. So while 2022 proved to be another year of growth, innovation and success, the team has remained focused on ensuring that our programming supports strengthening relationships amongst all residents in the communities we serve.

Our efforts to do our work in ways that support historically and currently marginalized populations remain a priority. We have collaborated closely with some incredible teachers, knowledge-keepers and leaders over the years, who have helped inform our work and highlight gaps in service provision. Most notably, our equity audit committee completed our equity checklist, and Neesha Blajberg, an equity consultant who has been supporting us for over two years, compiled a report based on the checklist results. This report will form an integral part of our upcoming strategic planning. I would like to extend my sincere gratitude to the volunteers and staff who supported this process.

As Mary and Marta shared in their Chair report, the dedication and commitment provided by our volunteers was incredible throughout 2022 and a testament to their passion for this work. I'd like to take this opportunity to thank those volunteers who are moving on, in particular board members Freydis Welland, Eric Andersen and Kim Jacob. Eric and Freydis have provided stewardship to NSRJ for over a decade and Kim has been an integral part of our growing fundraising portfolio.

As I sit and reflect on another amazing year, I am continually humbled by my colleagues, who are some of the greatest folks I have ever had the privilege to work alongside. They hold me to account and are continually thinking of ways to ensure our work is accessible and meaningful for all those who come through our doors.

This next year is likely one of the most pivotal years of our organization's history, and on behalf of all of us at NSRJ, we invite you to join us!

With appreciation,

Sioned
sioned@nsrj.ca



Restorative Justice in Education

2022 was a time of immense learning, development and transition for our Restorative Justice in Education Initiative. We moved back to entirely in-person engagement with our Circles in Schools, took on new restorative conferences through the REiS program, innovated a summer series for the Youth Justice Lab and welcomed our new Program Manager, Orev Katz. We'd like to lift up the amazing RJEI team: Kelly Chessman, Elaina Buenaventura, Elysia Delgarno and Rowena Sahota.

Circles

Our Circles in Schools program thrived in 2021-2022, with the work and passion of our wonderful facilitators, Kelly, Elysia and Rowena. We have received several comments from teachers, school counsellors and principals about the positive impact the Circles have made on the social and emotional life of their students at all grade levels. Over the summer, the team took time to evaluate the previous year and do a focused visioning session, which allowed them to innovate new exercises, values and clear focus for the Circles curriculum.

Noted favourite activities from students: importance of play; opening questions at every Circle; emotion-based activities, such as the "anger volcano" and being heard/hearing others; skill building.

North Shore Schools:

Gleneagles
Upper Lynn Elementary
Collingwood
Mountainside Alternative
siʔámθət

Total participants:

170 students of all grade levels



"The unique relationship our team has developed at siʔámθət is a key point of pride for the RJEI Program. Committing to relationship through diverse, ongoing connections with several teachers and students has facilitated reciprocal relationship in this unique Indigenous education environment."

Orev, RJEI Program Manager

Restorative Justice in Education

Restorative Engagement in Schools (REiS)

REiS is our voluntary RJ process for students to talk about situations of conflict or harm, and come up with ways to repair relationships & work toward healing. REiS facilitators meet with students, school administrators and staff in a confidential and non-judgmental space to discuss what happened, how they and others have been impacted, and find ways to address the situation and contribute to a positive learning community.

In 2022, the RJEI team began consulting and sharing the concept of Restorative Conferences with North Shore administration & trustees, and piloted “restorative office hours” at Mountainside Alternative School. They developed a program framework, established a referral process, and engaged in discussion with North Vancouver’s RCMP Youth Intervention Unit to develop school-specific safety protocols. We then conducted outreach to North Shore schools. Since September, REiS has implemented processes in two district secondary schools around specific incidents, with much success.

Youth Justice Lab

In summer 2022, the Justice Lab extended its reach to students ages 13 and older by offering a summer intensive, coordinated and brought to life by Kelly, Rowena and Elaina. Students used restorative, community development and facilitation skills to develop projects beyond what we could have imagined. Youth cross-pollinated their ideas for community improvement, cultivated their creative innovation, and increased their restorative awareness.

Number of Workshops:
8 in-person and 8 virtual

Education Topic Examples:

- Community Justice
- Abolitionist Thinking and Community Care

Projects:

- Exhibiting drawings of endangered species
- Starting a social justice school club
- Creating a dedicated social media account to raise awareness about North Shore issues through storytelling



YJL Facilitators and Participants!



Restorative Response Program

In 2022, the Restorative Response Program (RRP) continued to make a significant impact in North Vancouver, West Vancouver, and Squamish communities by providing effective community-based processes to address harm and conflict. This past year, our program expanded even further, with a total of 391 clients served and 126 referrals received.

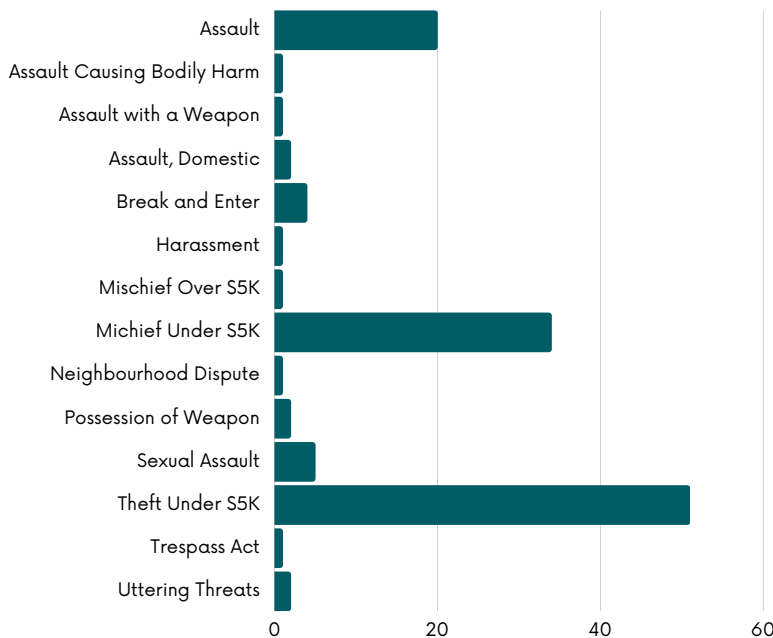
Types of Files

We continue to see Mischief, Shoplifting (Theft Under) and Assault as our most commonly referred offenses. This year, we saw a notable increase in adult referrals, which made up 54% of our files compared to only 38% in 2021. This reflects the growing complexity of files we are handling.

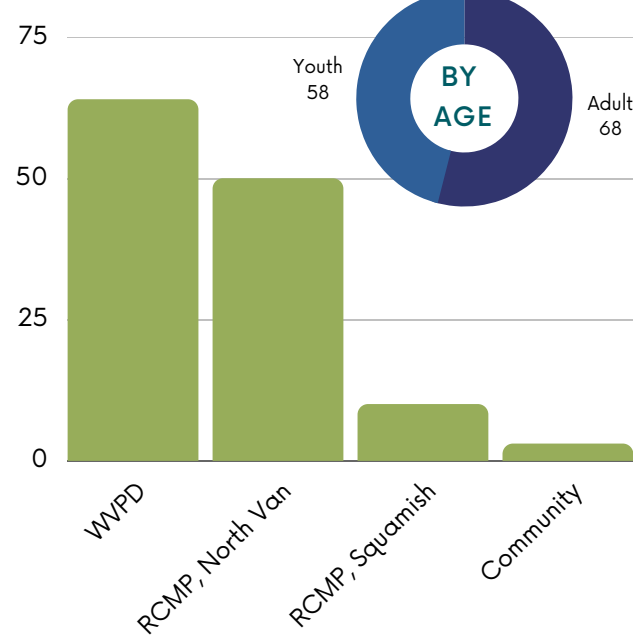
Referral Sources

In 2022, West Vancouver Municipal Police (WVMPD) referred 50% of our files and the North Vancouver Detachment of the RCMP referred 40%. The remaining referrals came from Squamish RCMP and we received a few referrals from the community.

REFERRAL TYPE, BY OFFENSE

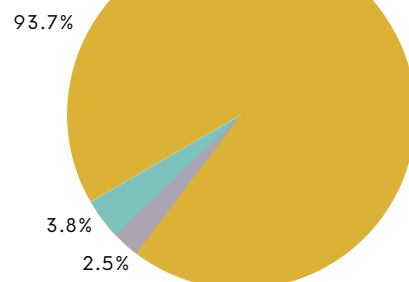


BY REFERRAL



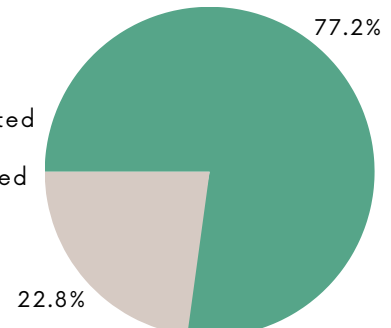
OUTCOMES OF ACCEPTED & FULLY COMPLETED FILES

- Resolved
- Not Resolved
- De-Escalated



FILE ACCEPTANCE RATE

- Screened and Accepted
- Screened and Rejected as Unsuitable for RJ



Staffing

Our RRP team expanded in 2022 with the addition of two new facilitators, Lyndsay Johnston in April and Anthony Han in June. Despite the steep learning curve, both of them did a tremendous job, showing great initiative and willingness to learn. In July, Nermin Karim, our Program Manager, took a leave from NSRJ to pursue a Master of Laws degree focusing on restorative justice at Dalhousie University. Trish Elgersma stepped up as Interim Program Manager, ensuring that RRP remained robust and effective.

Relationships

Despite most of our meetings remaining virtual, we slowly started to reintroduce in-person engagement in 2022. We returned to having a presence at the North Vancouver RCMP and increased our visibility with morning briefings with our stakeholders. These meetings provided meaningful opportunities to engage with new police members and educate about restorative justice.

2022 also saw the return of our in-person Volunteer Training, with Nermin and Trish leading the training for 10 new volunteer facilitators. We continue to be grateful for the commitment and thoughtfulness of our volunteers, who gifted us with a total of **734 hours of service** last year.

Of RRP Participants Surveyed In 2022:

- 100% agreed that the facilitators respected them throughout the process
- 98% agreed that the outcome of the process was fair to them
- 95% agreed they would use this process again



"Amazing program and we know it will change the lives of our kids. Thank you - so deeply grateful."
- from a parent of a participant

"Restorative Justice changed my life. It gave me the chance to be accountable for my actions and make changes quickly. I highly recommend it to anyone."
- participant

"Going through the Restorative Justice process was so helpful. The facilitators were excellent, so kind, compassionate respectful, and treated with me with dignity... Thank you for giving me the opportunity to go through this positive process."
- participant



Restorative Response Program

At a Glance

The Restorative Response Program continues to provide meaningful outcomes to victims, offenders and the North Shore community:

22 Conferences

VICTIM AND OFFENDER CIRCLES

On Zoom and/or In-Person

\$33,583

RESTITUTION PAID

To victims and donated to charities
on behalf of victims

69 Letters

OF APOLOGY

To victims and the community

271 Hours

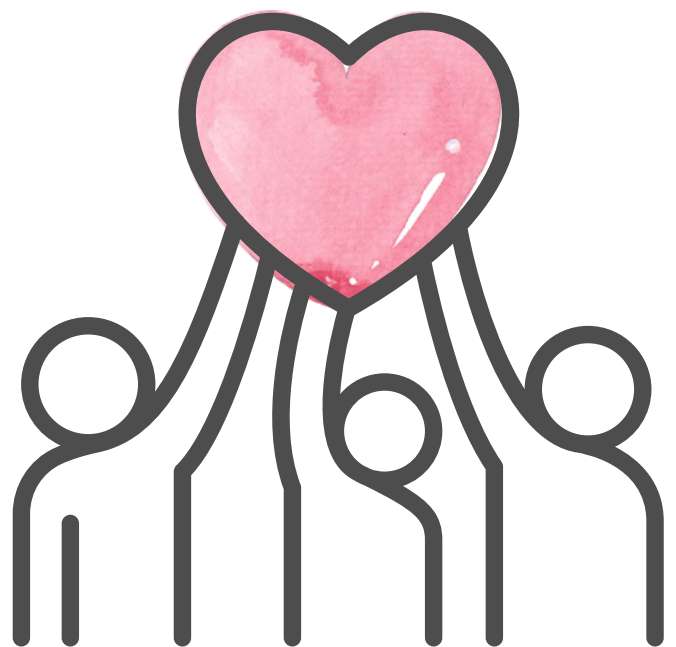
COMMUNITY SERVICE

Provided by offenders to give back
to the community

27 Referrals

TO COMMUNITY SERVICES

To support victims and offenders
with underlying issues

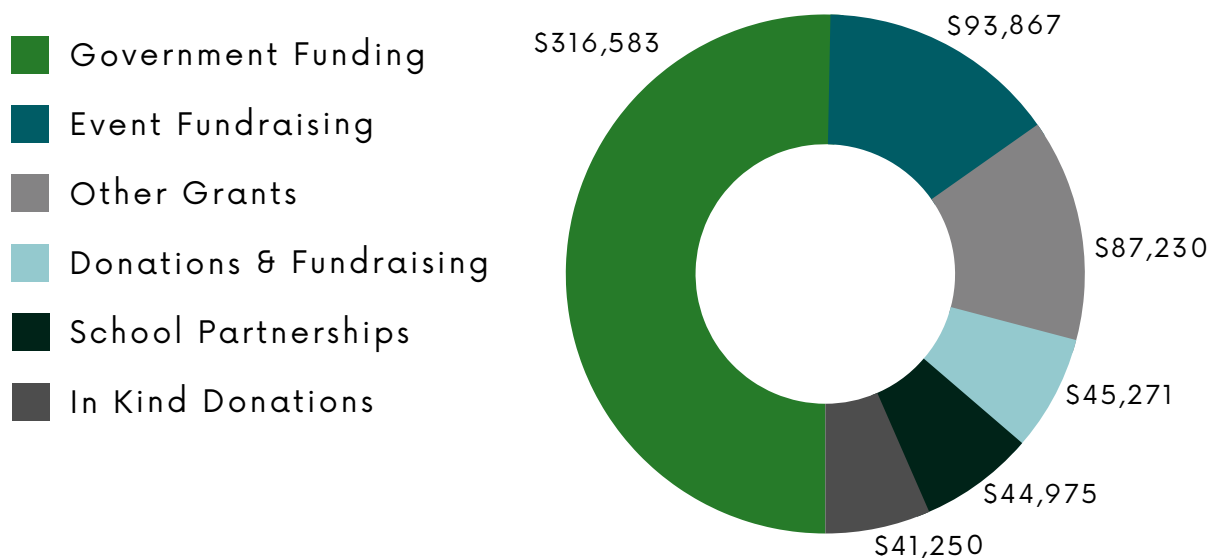


Financial Overview

The North Shore Restorative Justice Society has grown substantially over the last five years and is now the largest restorative justice agency in the Province of British Columbia. The Executive Director has worked closely with the Board of Directors and NSRJ staff to manage expansion of operations and to plan for sustainable future growth.

NSRJ receives much of its funding from government sources, including the BC Gaming Grant and core funding from the three municipalities on the North Shore. Expenses continue to be primarily focused on salaries and staff expenditures, representing 85% of annual expenses.

REVENUE PERCENTAGE 2022



EXPENSE PERCENTAGE 2022



Fundraising Efforts

In 2022, we had the opportunity to reconnect with our community through in-person events, both new and familiar. June marked our seventh annual NSRJ Walk-a-Thon, which was held this year at Waterfront Park, replacing our previous participation in the Scotiabank Charity Challenge. With the help of our dedicated Engagement Committee comprising 16 volunteers and staff members, we raised an impressive \$19,576 through a successful Peer-to-Peer campaign. We are excited to continue this annual tradition and express our sincere gratitude to all the fundraisers, donors, and volunteers who contributed.

We were also honoured to be selected as the year's designated charity, receiving all funds raised by the 2022 Seymour Charity Golf Tournament. The event increased community awareness of our work and raised an astounding \$66,455 to support NSRJ programming. We extend our sincere appreciation to the Seymour Charity for choosing NSRJ as the 2022 recipient organization.

The year concluded with our annual fundraising Gala, "A Night to Transform Lives." It was our first in-person gala since the pandemic, and it was an incredible experience to be able to reconnect with our community face-to-face. The cocktail-style event featured live music from the acclaimed Brockton School World Music Program, guest speakers, food and drink, and a vast array of beautiful auction items generously donated by local businesses & individuals. The night culminated with a raffle that gave away a local handcrafted coffee table, a sturdy bicycle built for the North Shore terrain, and a weekend getaway at the Fairmont Chateau in Whistler. We are grateful to all the local businesses who donated, as well as to our very generous and enthusiastic individual donors and guests.

The proceeds from these fundraisers are instrumental in supporting our organization's critical programming and enable us to pursue our mission daily. NSRJ acknowledges and appreciates the dedication and commitment of its Engagement Committee (staff and volunteers), who played a crucial role in spearheading these fundraisers in 2022.





Partners & Sponsors

Many thanks to our partners, donors and funders including:

City of North Vancouver
District of North Vancouver
District of West Vancouver
District of Squamish
North Vancouver School District
North Vancouver RCMP
West Vancouver Police Department
Squamish RCMP
Government of Canada

Vancouver Foundation
West Vancouver Foundation
Spiel Foundation
The Moller Family Foundation
Neptune Terminals
Deep Cove Lions
Province of British Columbia
North Shore Community Foundation
Canadian Race Relations Foundation

We also appreciate the generous support of our membership as well as the financial gifts from many individual donors.

NSRJ Volunteers

Honouring our AMAZING volunteers who support:

- Restorative Response case facilitation
- Sitting on various committees (including our engagement committee, equity audit committee, communications task force and HR committee)
- Training and coordination
- Fundraising
- Public speaking and delegations
- Advocacy and stakeholder engagement
- Leading our social media communications



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Reach out and visit us any time.

Get all the latest news about restorative justice, our events, and more. Sign up for our e-newsletter, become a member and follow us on social media:



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