

# 2019 ANNUAL REPORT

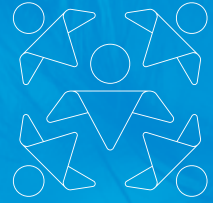
Calgary Youth  
Justice Society



CALGARY YOUTH  
JUSTICE SOCIETY



CALGARY  
YOUTH  
JUSTICE  
SOCIETY



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**YOU  
ARE  
HERE**

# YOU ARE HERE IS THAT MARK ON A MAP THAT WE ALL LOOK FOR AS THE STARTING POINT TO GET FROM WHERE WE ARE, TO WHERE WE WANT TO BE

Our young people are standing on that mark,  
ready to take a step in the right direction.

**BECAUSE OF YOU** they are not alone.

**BECAUSE OF YOU** they will see what's possible.

**BECAUSE OF YOU** they will believe in themselves.

**BECAUSE OF YOU** they will create  
a promising future.

VOLUNTEERS

COMMUNITY  
PARTNERS

INVESTORS

YOU  
ARE  
HERE



# ABOUT US

Calgary Youth Justice Society connects adult volunteers in a positive way with young people who are at risk of or have involvement with the criminal justice system. Our approach is always strength focused, seeing beyond what's wrong to nurture what's strong. Our impact is young people who feel valued and supported to be a part of our community in a meaningful way.

## IN THE LEAD PROGRAM

Youth participants, despite facing obstacles and challenges in their life, are not referred to the program based on need; rather, they are nominated for the program based on possibility. By attending a weekly class, in one school semester, Young Leaders (youth participants) recognize, nurture and practice individual strengths and character competencies that are known to build resilience. Upon completion, Young Leaders that are in the school system can earn credits towards their diploma. Beyond the contribution of valuable financial resources, our corporate partners are engaging their employees as Volunteer Coaches to connect one on one with Young Leaders, providing valuable encouragement and support.



## IN THE LEAD 180

In the Lead 180 is a character and leadership development program designed for youth in conflict with the criminal justice system. The objective is to build and enhance key protective factors that are known to reduce risk taking behavior and re-offending.



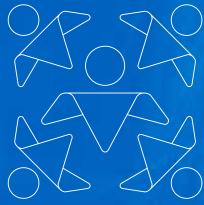
## YOUTH JUSTICE COMMITTEE PROGRAM

A community-based alternative to court that gives young people a second chance on a bad decision. Youth Justice Committee volunteers help young people move through and past a minor offence by holding them accountable without holding them back. With support, young people from all walks of life turn their mistakes into opportunities to grow and give back to their communities.



CALGARY YOUTH JUSTICE COMMITTEES





**OUR VISION...  
TO CREATE A CITY  
WHERE YOUNG  
PEOPLE CONTRIBUTE  
TO AND FLOURISH  
IN SAFE, CARING  
COMMUNITIES.**

# A MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

**Resilience (noun). An ability to recover from or adjust easily to misfortune or change.**

As we reflect on our annual message this year, we find ourselves operating in a world none of us could have predicted just months ago. We could not be prouder of our team at this moment in time. Facing the global challenge of COVID-19 the CYJS team quickly mobilized into action and demonstrated that they practice what they teach. They have shown compassion, resilience, innovation, and a relentless dedication to supporting youth and our community.

It has been amazing to watch all those involved in our programs, (youth, volunteers, staff and partners), surmount the challenges of social distancing and closure of schools, agencies and courts, to ensure our programming continues to reach our young people. The In the Lead program is being delivered virtually to youth and their volunteer coaches. Over 50 Youth Justice Committee volunteers, despite these challenging times, said yes to continuing their volunteer service and are connecting virtually with youth and parents from their respective homes to ensure continued access to this important diversion program. They found a way to keep making meaningful connections when it could not matter more.

We are not only sustaining existing programs with exceptional results; we are innovating in ways that will create new opportunities to reach youth. For example, the team re-imagined our In the Lead 180 program to a virtual format that can be shared with greater flexibility. This new program model has far-reaching possibilities to one day serve youth outside of Calgary in communities where there is little access to programming.

**Carrie Zimmerman**

President - Board of Directors

Although the current environment makes 2019 feel like the distant past, there are some noteworthy CYJS highlights:

- We are excited to announce new funding from Alberta Law Foundation to deliver two projects to enhance the Youth Justice Committee program by increasing awareness and participation from within our community and the Calgary Police Service. We also received three-year funding to continue our In the Lead 180 program for justice involved youth.
- New partnerships are on the rise as we find ways to collaborate.
- We focused on building a strong foundation for future growth; creating a new 5-Year Strategic Plan, a Case for Support, and strengthening our infrastructure.
- Tanya Leukefeld received an Alberta Community Justice Award from Alberta Justice and Solicitor General.
- Denise Blair was inducted into Athabasca Faculty of Business Hall of Fame for bringing her dream of the In the Lead program to reality.

Looking ahead, 2020 marks the first year of our ambitious 5-year Strategic Plan. By the end of 2024 we plan to double the youth we serve, our partners and our revenue to reach more vulnerable youth in Calgary. Thank you to our funders and supporters who have truly shown up for us this year, and through this unprecedented time, we are excited to continue building a bright future for Calgary's youth together.

*"Often when you think you are at the end of something, you're at the beginning of something else." Fred Rogers.*

**Denise Blair**

Executive Director





# A STRONG PLAN REACHES MORE YOUNG PEOPLE.

**By 2024, CYJS will double the youth we serve, our partners and our revenue to reach more vulnerable youth in Calgary.** In 2019, CYJS embarked on a robust strategic planning process that included one-on-one interviews with staff, board, donors, corporate and community partners, volunteers, youth and parents. We confirmed that we are making a valuable difference in our community, and at the same time, there is more work to do. We have the most amazing supporters, but in order to reach more youth we will need to grow our resources, including: volunteers, community agencies, corporate partners and donors. A strong plan needs strong supporters. Join us.

## We will grow our impact amongst vulnerable youth in Calgary

- ✓ **Deliver programming in more high schools** and community settings
- ✓ Reach more youth facing multiple barriers, meeting the greatest need
- ✓ Continue to **increase the capacity of Youth Justice Committees**

## We will grow revenue, profile & our community of support

- ✓ Invest in resources to increase fundraising, volunteer & alumni engagement, and communications
- ✓ Build relationships with new donors and partners
- ✓ Continue to be thought-leaders, expanding the reach of our strengths-based philosophy and serving as a resource for our community.

## We will strengthen organizational infrastructure to support growth

- ✓ Maintain high functioning organization as we grow to serve more youth
- ✓ Enhance IT & human resource systems

It currently costs us approximately \$1770 per young person we serve, all-in. This investment is proven to pay dividends – to young people, their families and our community at large for years and lifetimes. **With more resources, we can ensure futures for more young people:**

YEAR	2020	2021	2022	2023	2024
BUDGET	\$720,605	\$868,000	\$997,000	\$1,106,000	\$1,370,000
YOUNG PEOPLE SERVED	400	500	600	700	800

# RECOGNITION

Every year, CYJS recognizes a partnership and an individual or organization who have helped us along the way. Whether the contribution is short or long, big or small, it all makes a difference.

The **Strong Not Wrong Community Partner Award** is presented to H!P (Humanity in Practice) as a community agency who has helped us to do more by working together! H!P is about connecting people to causes by creating fun and simple ways to practice humanity. H!P envisions a city where it's easy for anyone, regardless of age or circumstance, to make a difference. We couldn't agree more! H!P creates opportunities for youth in our Youth Justice Committee program and our In the Lead program to give back in meaningful ways. Thank you H!P, for all that you do in our community.



The **You Rock Difference-Maker Award** is presented to Cenovus Energy. This award recognizes an individual or organization who has helped CYJS to make a difference in our community that otherwise wouldn't have been possible. To celebrate an incredible 10-year partnership between Cenovus and Calgary Youth Justice Society, we are not only presenting this award to Cenovus, but also renaming it in their honour. As we recognize future difference-makers, the "Cenovus Energy Difference-Maker Award" will serve as an example and a reminder of what's possible when we dream together, build together, adapt together, serve together and stick together. As a founding partner with our In the Lead program, Cenovus has made a lasting impact with youth and our community that goes beyond measure. Thank you!



# 10 YEARS STRONG! CELEBRATING CENOVUS ENERGY

2020 marks a 10-year partnership between Calgary Youth Justice Society's In the Lead program and our Founding Partner, Cenovus Energy. With this special anniversary we also recognize, with gratitude, a total investment to date of over \$2 million dollars and the involvement of over 400 Employee Coach Volunteers who connected one on one to support and build meaningful relationships with our youth. Our dream is for all young people to realize their potential and feel hopeful about their future. Cenovus has been instrumental in making that dream a reality. To the team at Cenovus Energy, your past and continued support, of us and many other Charities, has made a significant difference in this community that we all call home. Thank you for your part in making it great for everyone.

A few words from Cenovus Energy:

*At Cenovus, we believe in working with the people who inspire, lend a hand, and make communities strong. We invest in programs that further education, build skills and provide exposure to new experiences because we know that giving youth a chance ensures a vibrant, dynamic future for everyone.*

*Ten years ago, Denise Blair, Executive Director of Calgary Youth Justice Society, came to us with an idea for a program that would help vulnerable youth realize their strengths and potential. She spoke so passionately about her dream for all young people to feel hopeful about their future that we knew we had to be part of making that dream a reality.*

*The result was In the Lead, a leadership development program which links high school students with volunteer coaches. Not only did we financially invest in the program, we also invested our greatest assets - our employees. The program has helped support young people in our community while giving our employees an opportunity to build skills that are applicable in both their personal and professional lives.*

*This year marks Cenovus's 10th birthday - and the 10th anniversary of our partnership with Calgary Youth Justice Society. It is clear In the Lead is making a lasting impact in the lives of all participants and we couldn't be prouder to be a part of that success as the founding partner.*

*Megan Marshall  
Sr. Community Programs Advisor  
Cenovus Energy Inc.*

# HOPE TODAY LEADS TO A BETTER TOMORROW.

CYJS helps young people who are struggling through their teen years, to see their potential, connect with their community, and feel hopeful about their future.

Some of the greatest transformations begin with the basics - knowing your strengths and trusting in your abilities and unique qualities. Here's what youth participants from In the Lead had to say in our school and community settings, and at Calgary Young Offender Centre (CYOC) and Calgary Youth Attendance Centre (CYAC)!

## Know more about their strengths

**99%** ITL Young Leaders

**100%** ITL 180 Young Leaders at CYAC

**100%** ITL 180 Young Leaders at CYOC

"Being in the program made me think more about myself and how much I can be amazing in my life. I come with a lot of strengths and skills. I learned about how good I can be." - *ITL Participant*

## Feel more positive about the future

**98%** ITL Young Leaders

**94%** ITL 180 Young Leaders at CYAC

**75%** ITL 180 Young Leaders at CYOC

"The most important thing I learned at ITL 180 was "how important my future and my goals were and this was my second chance at redemption."  
- *ITL Participant*

## Understand more clearly what their values are

**97%** ITL Young Leaders

**81%** ITL 180 Young Leaders at CYAC

**83%** ITL 180 Young Leaders at CYOC

"The most important thing I learned at ITL180 was "You might think you have no values, but everyone does and nothing is impossible."  
- *ITL 180 Participant at CYOC*

## Feel they have something to contribute to their community

**97%** ITL Young Leaders

**81%** ITL 180 Young Leaders at CYAC

**83%** ITL 180 Young Leaders at CYOC

"In the Lead has made me more aware and proud of my strengths and acknowledge that I have something to contribute whatever situation I'm in."

- ITL Participant

## Can identify having a caring adult or supportive and encouraging people in their lives

**97%** ITL Young Leaders

**94%** ITL 180 Young Leaders at CYAC

**92%** ITL 180 Young Leaders at CYOC

"Connecting with my coach has been beyond amazing. I made some new friends and got a strong support group."

- ITL Participant

YOUNG PEOPLE ON  
THEIR WAY TO A  
BRIGHTER FUTURE:  
**479**




# WHAT IN THE LEAD MEANS TO ME

We love hearing youth describe what participating in our In the Lead program means to them. Here is a story of impact by a recent graduate of the program.

*I remember the day I was invited to join In the Lead. It was a Saturday and I was working my usual 9-5 at Sunterra. A Discovering Choices school staff came running up to my till and was like "soooooo, are you gonna join In the Lead? Cause you should probably say yes!" She gave me a few days to think about it and to be honest I wasn't sure. I had piles of homework and working on my college application was killing me. I didn't know if I could fit it in. I decided to throw caution to the wind and do it. I can say with absolute confidence that it was the best decision of my life. Meetup was extremely stressful and I think I was shaking the whole time.*

*I kept thinking to myself "I talk to strangers at work all the time, this should be nothing." It definitely wasn't the same. It was better. Meeting my mentor has been one of the best things I've ever experienced. We have so much in common, from favorite colours to our immense love for Pitbulls. We went out to Boston Pizza for our first outing. I thought it would be awkward but the way we would build off each other's questions left us talking for over two hours. I was extremely fortunate to meet her amazing Co-workers and see the office she works at every day. She has made me feel nothing but loved and appreciated. I will eternally feel lucky that I get to have this amazingly strong woman in my life.*

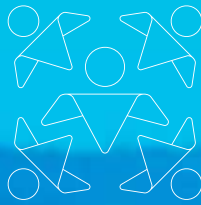


*Walking into our back room every Wednesday at 10:30 is definitely the highlight of my week. Seeing Shelley's smiling face and hearing Nicarla's giggles never fail to put me in a positive mood. We talked about a lot of difficult topics and topics that made us dig deeper into our inner selves. Normally, it would have been hard or awkward to share those things but I was surrounded by a group of the non-judgmental, rock solid people who were just like me. I've made 9 new friends and if I'm completely honest, It feels amazing.*

*And finally, I've grown so much as a person since the start of In the Lead. In June I had been rejected from a Vet Tech Dual Credit program that I had worked my butt off for the last six months to get into. I was crushed. I had embedded it in my mind that I wasn't good enough to get into any Animal Science program, and that my dream of Low cost Vet Care for all was unreachable. Through constant positive affirmations and speaking of our strengths I learned that my dreams are attainable and I am good enough to get into my dream college. I finally gathered the strength and with the support of our little In the Lead family I applied. A month later I got in! When I told our group they cheered so loud. I tried to hide it, but I was on the verge of tears due to the sheer amount of happiness I felt.*

*To conclude, joining in the lead has been the best decision I've made. Without it, I wouldn't be the person I am today. I will continue to seek out volunteer positions and pass on the same amount of love and support I've been shown. Thank you.*





Many know that Calgary Youth Justice Society depends on volunteers to make a difference with our youth. But do you know that all of our youth volunteer too? They report that it's one of the most rewarding experiences of their involvement with our programs.

## **YOUTH VOLUNTEERED, SOME FOR THE FIRST TIME, TO HELP THOSE IN NEED: 650 HOURS**

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**"The volunteer events are so much fun! You get the opportunity to learn about teamwork. You feel good while helping people in need in a super entertaining way. You get the chance to get to know your fellow leaders and make new friends." - ITL Participant**

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**"The volunteer events are a big hit with the In the Lead Young Leaders! They are sometimes shy or reserved at the beginning but by the end they have made new friends, connected more with coaches, and have experienced first-hand what it feels like to make an impact in their community. They LOVE to hear how many people and families have benefited from their time and efforts and it is consistently one of the things they brag about most." - Shelley, In the Lead Facilitator**

# OUR YOUTH GIVING BACK AT COMMUNITY KITCHEN!

"Humanity In Practice values youth and their ability to support and change our communities. Our partnership with CYJ has enabled us to share with their youth some of the challenges our agencies face and the youth have addressed those challenges through volunteer projects. Together, we have provided over 2000 items of need to local agencies! Smile kits for the homeless, holiday treats for children living in shelters, potted plants for seniors, these are just some of the projects the youth of CYJ have done. Through their commitment, they have brought both joy and support to hundreds of Calgarians of all ages. Their kindness demonstrates their strength and inspires hope in all of us."

Janica Fisher, H!P





VOLUNTEERS WHO  
MADE MEANINGFUL  
CONNECTIONS WITH  
YOUNG PEOPLE IN OUR  
COMMUNITY:

**244**

HOURS INVESTED:

**9,452  
HOURS**



# CHANGING LIVES ONE VOLUNTEER AT A TIME!

Volunteers with Calgary Youth Justice Society are changing the lives of young people in our communities every day, and in the process they are changed too.

## **In the Lead Volunteer Coaches had this to say about their experience:**

*"I found that allowing myself to be vulnerable and have an open, non-judgmental dialogue has really served me well not just in this volunteer opportunity but also in my personal life. I have been actively using the tools that were taught to me by coaching others in my life and has really strengthened those relationships. The knowledge and experience I have gained through this volunteer opportunity will certainly stay with me for the rest of my life!"*

*"My biggest takeaway from In the Lead is being able to recognize the strengths in others and feel better equipped to help them see their strengths as well. I've also learned that being there for someone doesn't mean having all the answers and fixing it, you just have to drop the rock. My experience with In the Lead has taught me to be a better listener, be more open with others and given me the tools to apply this in my personal and professional life."*

**"If this ever makes it back to [my mentor], I want her to know that I appreciate every single word she spoke to me and every emotion she showed me. She is truly an amazing person."**

**- Past Participant**

**Just one of the reasons I love to volunteer from Rowena Cromwell, 17-year volunteer with Bowmont-Montgomery Youth Justice Committee:** With some youth there is a definite change in attitude when they return, and show us their sanctions completed. It's as if they are saying, "I found out I can do this!" I love seeing that.

**On volunteering from Morris Johanson, 17-year volunteer with Bowmont-Montgomery Youth Justice Committee:** "I feel proud because our committee has been so successful. The seeds you sow make a difference in the crop you grow."

# COMMUNITY PARTNERS WHO HELP US TO DO WHAT WE DO:

## 58

### THANK YOU!

One of our partners, Calgary Young Offender Centre, has supported us to deliver In the Lead 180 to their youth. Here's what they had to say about the program:

*"The In The Lead 180 program has been running within the Centre for over a year now and have had 37 young persons participate, with 10 youth who have successfully completed the program more than once. In my experience within the program I have watched the youth develop new skill sets, build on their self esteem and develop new ways of thinking about their current lifestyle choices. When the youth find out that someone has nominated them as a leader; they are hit on an emotional level as this is not something they see in themselves let alone believe that other people see in them. I have personally nominated multiple youth and the impact their reactions has had on me is really exceptional, I really appreciate their ability to be so vulnerable and sincere in the moment. This is a wall that most of them are not willing to allow people in any part of their worlds experience.*

*I have really valued the work that the in the lead team has brought into the Center and how much time and care they give towards each youth on an individual level. (The ITL 180 staff) have all done an amazing job reaching these youth on a deeper level; allowing them so see who they can be and how they can make the pro-social changes required to leave the criminal lifestyles. I look forward to the future of the In the Lead program within the centre, hopefully for many more years to come."*

Melory, Life Choices Coordinator at Calgary Young Offender Centre

## DONORS

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RBC Foundation  
Alberta Justice and Solicitor General  
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# OUR TEAM

Calgary Youth Justice Society has an amazing and team of dedicated staff and volunteers who are truly passionate about our cause.

## AT YOUR SERVICE ARE:

### BOARD OF DIRECTORS

<b>Carrie Zimmerman</b>	President
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### STAFF

<b>Denise Blair</b>	Executive Director
<b>Karen Kajorinne</b>	Administrative Program Support
<b>Tanya Leukefeld</b>	Operations Coordinator, Youth Justice Committees
<b>Jill Mallett</b>	Director, In the Lead
<b>Tina Clem</b>	Interim Director, In the Lead
<b>Christina Read</b>	Program Coordinator, In the Lead
<b>Katey Larson</b>	Program Coordinator, In the Lead
<b>Heather Johnson</b>	In the Lead Facilitator
<b>Shelley Hayes</b>	In the Lead Facilitator
<b>Courtney Russell</b>	Coordinator, Youth Justice Committee
<b>Rob VanGastel</b>	Community Awareness
<b>Nicarla Ellis</b>	Calgary Police Service Liaison
<b>Jace Lang-Schroeder</b>	Facilitator, In the Lead Facilitator, In the Lead

### AGENCY VOLUNTEERS

<b>Mike Yanko</b>	CYJC Training Team
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CALGARY YOUTH  
JUSTICE SOCIETY

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The Calgary Youth Justice Society is a registered charity.  
Donations are gratefully accepted. Thank you for your consideration.

Charity Number: 870837044RR0001

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