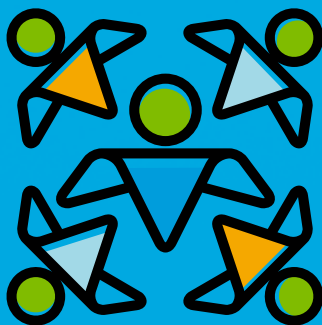




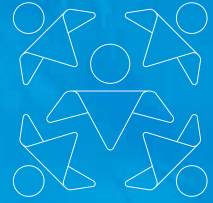
# 2020 ANNUAL REPORT



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



# 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.



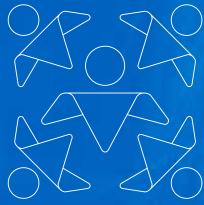
## YOUTH JUSTICE COMMITTEE PROGRAM

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

***Connection: the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship. – Brene Brown***

Who could have imagined at this time one year ago, that our world would still be struggling with a global pandemic? It has been challenging for everyone in so many ways. Through it all, what we have noticed more than ever before, is the value of connection. We are incredibly grateful for the countless ways we have seen connection play out with our young people, our community and corporate partnerships, our team and volunteers, and our donors. These friends of CYJS, whether we have just met in 2020, or we have had the pleasure of sharing many years or decades together, are what makes our community strong. We are all connected to a vision where young people contribute to and flourish in safe, caring communities. Thank you, friends, we are deeply grateful.

The pandemic has not hampered our ability to connect. The circumstances are not ideal, but the impact we are seeing demonstrates that what we are doing is working:

- Youth Justice Committee Volunteers are connecting virtually with youth and their families to ensure that young people continue to get a second chance on a bad decision.
- Throughout 2020, we have seen significant growth with our Youth Justice Committee program, thanks to Alberta Law Foundation. We have also connected with Calgary Police Service through a new innovative partnership that is enhancing youth diversion efforts in our city.
- In the Lead and In the Lead 180 is delivering programming online and at the same time, has removed some barriers to participation, such as social anxiety, lack of transportation or no access to childcare for young parents. It has also provided a unique opportunity to

connect Young Leaders and their Volunteer Coaches on a more regular basis. Continuing with online program delivery will be explored to complement in person programming post pandemic.

- In the Lead is reaching incarcerated youth and we extended our reach to include young women age 18-24 in remand.

CYJS marked some important milestones in the last 12 months. In 2020 In the Lead celebrated its 10th Anniversary. This celebration coincided with our founding corporate partner, Cenovus Energy, receiving Canada's Volunteer Award. With over 400 Cenovus Employees volunteering to mentor our youth program participants, this award is well deserved. Cenovus continues to support In the Lead and in the past decade the program has grown with the generous support of many more supporters and corporate partners. Another milestone goes back to our roots as 2021 marks the 25th Anniversary of the Youth Justice Committee program and the 25th year for our founder and Executive Director!

All connections - big or small, short or long - matter to the youth we serve, and they all make Calgary a better place to live. Thank you to everyone for staying connected with CYJS. Together we are building a brighter future.

***"If you only could sense how important you are to the lives of those you meet; how important you can be to the people you may never even dream of. There is something of yourself that you leave at every meeting with another person." Fred Rogers***

**Carrie Zimmerman**

President - Board of Directors

**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.** Despite the challenge presented by a global pandemic we are

proud to have made significant progress towards our Year 1 strategic goals in 2020: increasing the number of police referrals to Youth Justice Committees, welcoming a new school partner for the In the Lead Program, and increasing awareness of what we do in the community. We continue to build organizational infrastructure with strides made in enhancing human resource and risk mitigation strategy. Looking ahead, we are seeking new corporate partners and donors to reach our 2021 Strong Not Wrong Campaign goal of raising \$100,000. 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 the Calgary Police Service as a partner who has helped us to do more by working together. Throughout 2020, Calgary Police Service has worked together with our Law Enforcement Liaison, Rob Van Gastel, towards the goal of ensuring that all eligible youth facing minor charges have an opportunity to be diverted from formal justice processes. As a result of this effort, referrals to our Youth Justice Committee program, despite the challenges of a global pandemic, are increasing. This partnership is helping to improve the lives of young people and their families while contributing to the overall safety of Calgary communities. We look forward to doing more great work together in the future as we continue to provide timely and effective prevention and early intervention approaches.



CALGARY  
POLICE  
SERVICE

The **Cenovus Energy Difference Maker Award** is presented to Lucy Smith. 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. Lucy first came to CYJS as an In the Lead Young Leader. Throughout Lucy's participation in the program, they demonstrated great resilience, growth and leadership. Both within their school community and the In the Lead program Lucy readily gave a helping hand to support whenever needed. Recognizing Lucy's exceptional dedication and skills, we hired them through a Canada Summer Jobs grant to coordinate our social media. Through hard work and creativity, Lucy has helped us increase our social media presence, raising awareness, encouraging young people with messages of hope and inspiration and helping volunteers feel appreciated.

Lucy  
Smith

**cenovus**  
E N E R G Y

# YOUNG PEOPLE ON THEIR WAY TO A BRIGHTER FUTURE: **299**

## **Making Connections! Creating Impact!**

The core value of CONNECTION is at the heart of all CYJS programming. We fostered some amazing CONNECTIONS during 2020 and the impact of these CONNECTIONS shows. Check out some of the ways we saw CONNECTION in our youth and volunteers.



"I got to connect with today's youth and see how fast the world is changing compared to when I was their age. It was a big eye-opener."

- *In the Lead Coach*

"I adore my coach! I really made a connection with her and I treasure our friendship and know it will last long after ITL comes to an end."

- *Young Leader*

**99** In the Lead Coaches  
**CONNECTED** with **115** Young  
Leaders

**100%** of Young Leaders indicated they made a **positive connection** with their Coach(es) while in the program

**97%** of Young Leaders indicated that because of participating in In the Lead, **they know an adult who would look out for them.**

## What the research says about connection...

"After decades of forming hypotheses, conducting surveys, crafting and rewriting definitions, analyzing data, and writing journal articles, Search Institute researchers and practitioners have arrived at a surprisingly simple conclusion: nothing—nothing—has more impact in the life of a child than positive relationships" - *Search Institute*



"I definitely changed the way I look at myself and different things in my life."

- ITL 180 Participant

"[I learned] that I am a leader, and I can do anything I put my mind to."

- ITL 180 Participant

## What the research says about connection...

"Whether the burdens come from the hardships of poverty, the challenges of parental substance abuse or serious mental illness, the stresses of war, the threats of recurrent violence or chronic neglect, or a combination of factors, the single most common finding is that children who end up doing well have had at least one stable and committed relationship with a supportive parent, caregiver, or other adult."

- *National Scientific Council on the Developing Child*

**54** diversion youth were **CONNECTED** to strength-based leadership programming through ITL 180

**89%** completed their sanctioned classes

**18** youth at the Calgary Young Offender Centre participated in **26** ITL 180 sessions

**ITL 180 participants connected to what was important to them.**

96% said they:

- felt more confident in making good decisions
- felt more positive about the future
- were able to identify people in their lives who encourage and support them





## CALGARY YOUTH JUSTICE COMMITTEES

"The more you know, the more supports I can get as a volunteer to help the youth"

- YJC Volunteer

"It was really interesting to see the different alternatives to the normal criminal justice system."

"Great to know you are focusing on rehabilitation rather than punishment"

- Community Partner

### What the research says about connection...

"Community programs for youth provide opportunities to expose young people to caring adults who challenge them, encourage them to participate in positive experiences, and respect their opinions. . . . [Guidance from adults] may be one of the most important characteristics of highly valued programs."

- National Research Council

## 110 Youth Justice Committee Volunteers **CONNECTED** with 114 youth

- **95%** of youth successfully completed their sanctions

Youth Justice Committee volunteers participated in **16 online training sessions** to increase their knowledge and skills and connect with each other.

The Calgary Police Service Awareness Project **CONNECTED** with police officers through presentations and training to create awareness of youth diversion options and developed an innovative online Youth Diversion Tool, now loaded on over **3000 CPS smartphones**, to support youth investigations.

- **86%** increase in pre-charge referrals to Youth Justice Committees

The Community Awareness Project **CONNECTED** with **552** community members to increase awareness about the Youth Criminal Justice Act and Youth Justice Committees

- Over **90%** of participants surveyed indicated they learned something new and feel more comfortable supporting or participating in a Youth Justice Committee

# GAME RECOGNIZES GAME

Connecting youth with community through volunteer opportunities is a key pillar of the In the Lead program. However due to the pandemic we shifted instead to helping youth connect to natural supports in their life.

Knowing that great leaders recognize other great leaders we asked our Young Leaders (who are nominated to participate) to nominate and recognize leaders in their communities. Here's what some of them had to say.

"This person (Chante) inspires me in every way. Her work ethic is undeniably strong and consistent. She inspires me as a young woman especially. To always believe in myself no matter my gender, no matter my background or what I've gone through I can make it doing whatever I set my mind to. Her kind heart and no bs attitude is something I have applied to my own life when dealing with challenges or struggles. I've learned to put myself first and take pride in who I am and the work I produce."

"Lara inspires me to never give up. Lara gives me advice and strength when I feel like I am going crazy sometimes! Seeing how she is strong and resilient makes me feel like I can be the same also."

"My mom is such a brave warrior, she puts her life at risk to help her clients become a stronger, better them. She makes them feel loved and cared for, supporting, encouraging, and reaching out to organization for help with food, finance, clothing, etc. She never gives up on her clients, and the same goes to her family. She always inspires to become brave and strong, be firm and honest. She is very compassionate about helping anyone in any situation, no matter the time and crisis the world is ❤️"

# STRONG NOT WRONG: A STORY OF CONNECTING AND PAYING IT FORWARD

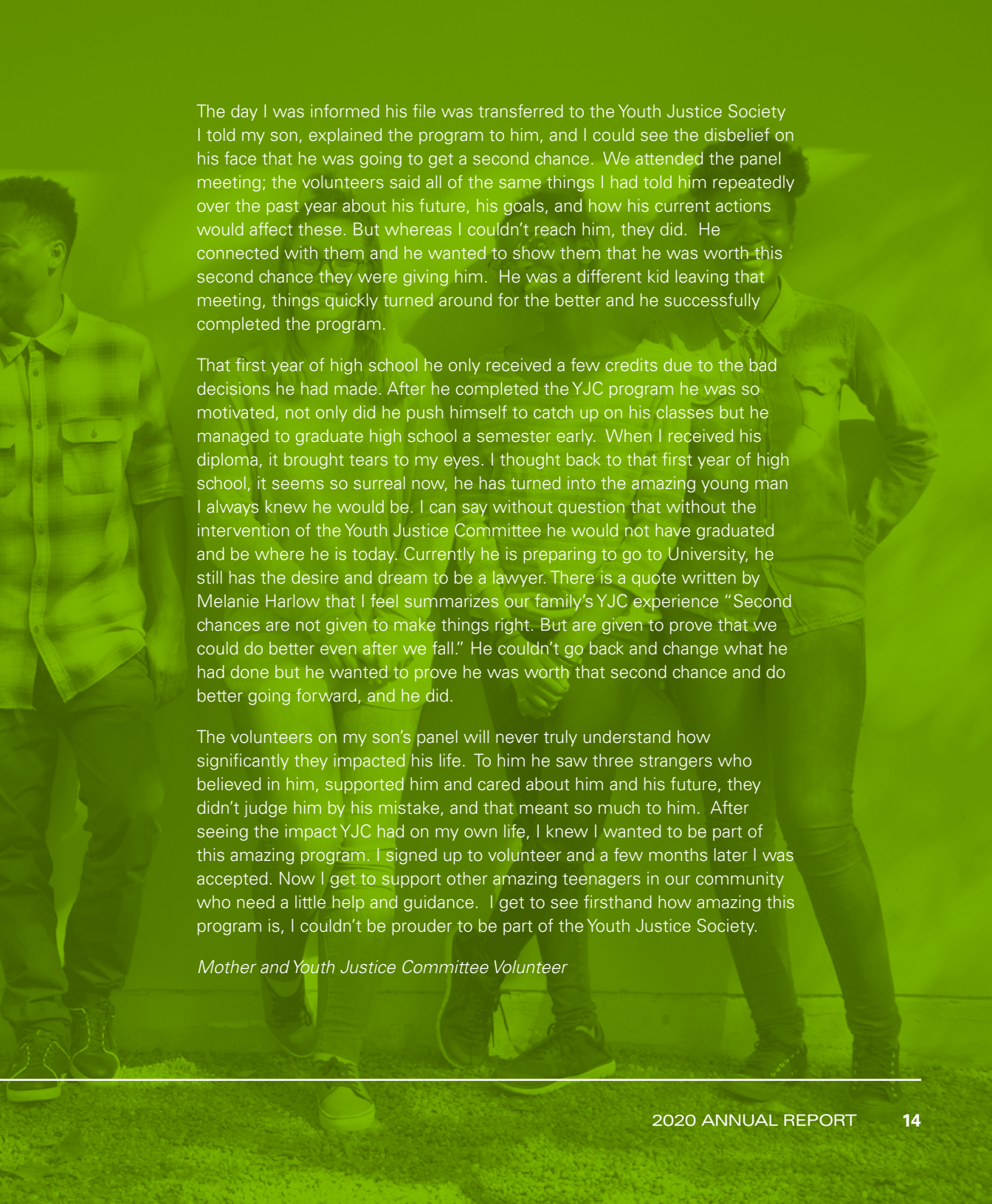
You always hear about the struggles of parents and teenagers, but up until my son was 15 years old I didn't relate, I never had any struggles or issues with my son. In junior high he frequently volunteered with a local dog rescue and at the drop-in center downtown, he was an air cadet and moving up the ranks, and he played organized soccer. He was a respectful and responsible teenager. He still loved school and had decided he wanted to pursue a career as a lawyer when he got older.

Then came high school, my son went to a high school outside of our designated zone, so he had to make new friends. He started hanging out with a group of friends that were not headed down the same path that he was. Shortly after he started to skip school, get suspended, do drugs, and just generally not care about himself or his future.

***He connected with them and he wanted to show them that he was worth this second chance they were giving him.***

As a mother watching your child go down the wrong path is one of the most difficult things. I did everything I could to push him in the right direction. I talked to him, had family members talk to him, grounded him, put him in counseling, worked with the parents of the other children, registered him for classes and sports to try and keep him busy, nothing worked. Then came the night I got a call from the police stating they had my son in custody and to come down to the station and pick him up. As crazy as it sounds, in a small way I was relieved, I thought this is it, this is rock bottom and he would see that and things would start to change. How very wrong I was. My son saw this as a nail in his coffin, in his mind, he figured now that he had a charge on his file his future was over, so why not continue doing what he was doing.





The day I was informed his file was transferred to the Youth Justice Society I told my son, explained the program to him, and I could see the disbelief on his face that he was going to get a second chance. We attended the panel meeting; the volunteers said all of the same things I had told him repeatedly over the past year about his future, his goals, and how his current actions would affect these. But whereas I couldn't reach him, they did. He connected with them and he wanted to show them that he was worth this second chance they were giving him. He was a different kid leaving that meeting, things quickly turned around for the better and he successfully completed the program.

That first year of high school he only received a few credits due to the bad decisions he had made. After he completed the YJC program he was so motivated, not only did he push himself to catch up on his classes but he managed to graduate high school a semester early. When I received his diploma, it brought tears to my eyes. I thought back to that first year of high school, it seems so surreal now, he has turned into the amazing young man I always knew he would be. I can say without question that without the intervention of the Youth Justice Committee he would not have graduated and be where he is today. Currently he is preparing to go to University, he still has the desire and dream to be a lawyer. There is a quote written by Melanie Harlow that I feel summarizes our family's YJC experience "Second chances are not given to make things right. But are given to prove that we could do better even after we fall." He couldn't go back and change what he had done but he wanted to prove he was worth that second chance and do better going forward, and he did.

The volunteers on my son's panel will never truly understand how significantly they impacted his life. To him he saw three strangers who believed in him, supported him and cared about him and his future, they didn't judge him by his mistake, and that meant so much to him. After seeing the impact YJC had on my own life, I knew I wanted to be part of this amazing program. I signed up to volunteer and a few months later I was accepted. Now I get to support other amazing teenagers in our community who need a little help and guidance. I get to see firsthand how amazing this program is, I couldn't be prouder to be part of the Youth Justice Society.

*Mother and Youth Justice Committee Volunteer*



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

**219**

HOURS INVESTED:

**8,721  
HOURS**





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.

**Here's what a few of our volunteers had to say about their experience:**

**"The biggest takeaway from participating in this program was seeking the strengths and weaknesses in myself, and allowing myself to adapt to certain situations in a way I never normally would do. I have gained a lot of experience out of the, 'In the Lead' program, and I am so grateful to have been a part of such a beautiful community. Going forward, and because I feel as though I have become more adaptable in many ways. I can apply myself better as a person, seek more interest in others in a different manner, and involve myself in more community work. Thank you for everything!" - *In The Lead Coach***

**"I have never had a volunteer experience where I felt this connected to the results. These youth literally transform before our eyes."  
- *YJC Volunteer***

**"I can honestly say that what we do matters. I have seen the difference we can make time and time again in the youth in our program."  
- *YJC Volunteer***



## THE IMPACT FROM VOLUNTEERING CAN BE LONG-LASTING

In 2020 a reflective survey was conducted with Cenovus employees who had been volunteer Coaches with In the Lead from 2009 to 2019 to assess the continued impact of their involvement in the program.

### **96% said:**

- In the Lead was a unique personal and/or professional development experience
- They still think about experiences they had or things they learned through In the Lead
- Volunteering with In the Lead through Cenovus made them proud to work for a company that is committed to community

### **98% said:**

- In the Lead helped them grow their skills and capabilities

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

# 51

## THANK YOU!

Calgary Youth Justice Society works with many partners from all over our city and province. We couldn't do what we do without support from school, agency, justice, and community partners. Here's what 2 partners had to say:

*"Without the Calgary Youth Justice Committee program, over 12000 youth would not have been helped to take a better step in life. Our community would undoubtedly be less safe without the commitment of the staff and volunteers. On behalf of the Calgary Police Service, I want to congratulate you on 25 years of service to the community and for being a partner with the Calgary Police Service. We are "Honoured to Serve" with you."*

**- Chief Neufeld, Calgary Police Service**

*"It's hard to come up with adequate words to describe how much your (Youth Justice Committee Volunteers) support means. You are dedicated and focused. All of you are hardworking and full of innovative ideas. Thank you for your invaluable service, we look forward to many more years of working together. I recognize the value of the caring and compassion that each volunteer has shown and recognize the strength of the Youth Justice Society and your volunteers working together to make this program a huge success. Volunteers like you genuinely change our communities, and you support this program at your personal cost. I want to thank you so much for the immeasurably valuable work you have done, and want to let you know that your dedication is essential to the work that we do. We cannot do it without you. We would not want to do it without you."*

**- Ron Toner EJS Coordinator, Calgary Youth Attendance Centre**

# DONORS

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Tanya Munroe

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of Canada

# OUR TEAM

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



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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## AGENCY VOLUNTEERS

<b>Mike Yanko</b>	CYJC Training Team
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