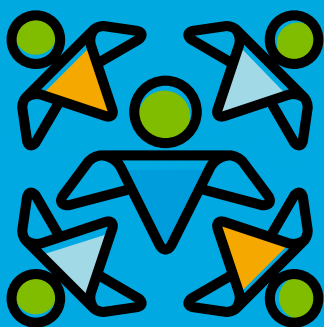


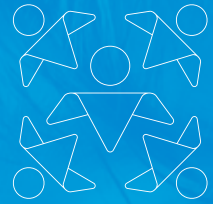
2021 ANNUAL REPORT



CALGARY YOUTH
JUSTICE SOCIETY



CALGARY
YOUTH
JUSTICE
SOCIETY



CONTENTS

You Are Here	01
About Us	03
A Message from the President and Executive Director	05
A Strong Plan	06
Recognition	07
The Denise Blair Leadership Award	08
In The Lead	10
In The Lead 180	11
Calgary Youth Justice Committees	12
Finding Sparks	13
Volunteers	15
Thank You Community Partners	17
Donors	18
CYJS Team	19

A black and white photograph of three young people walking on a snowy city street. On the left, a young woman with long dark hair is laughing with her head tilted back, wearing a dark sweater with a light-colored chevron pattern and jeans. In the center, a young woman with long dark hair and glasses is walking, wearing a bright orange jacket and dark pants. On the right, a young man with a beard and mustache is smiling, wearing a dark jacket over a plaid shirt and jeans. A large, semi-transparent orange circle is centered over the woman in the orange jacket, containing the text "YOU ARE HERE" in white, bold, sans-serif capital letters. The background shows a city street with buildings, trees, and a map overlay on the right side.

**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.



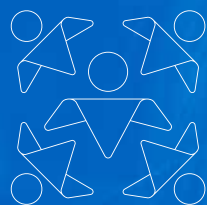
YOUTH JUSTICE COMMITTEE PROGRAM

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

Spark (n): to stir to activity; inspiration or catalyst; an action or occurrence that causes something larger to happen; a latent particle capable of growth or developing.

In a world of uncertainty, we have been heartened by the inspiration we see around us. Martin F. Tupper's words from centuries ago, "A spark is a little thing, yet it may kindle the world," captures how we feel about the good work CYJS was a part of in 2021. Strength and possibility have been sparked within the young people we serve. There is no better feeling than seeing a young person start to believe in themselves and see what's possible with renewed hope in their future. Volunteers are key to making this happen and we are deeply grateful for their dedication and passion to make a positive impact on our amazing youth. Financial and program support from our corporate and community partners who share in our vision, is the catalyst to reaching vulnerable youth in our city. Last, but certainly not least, we are so thankful for all our supporters, who generously make donations to CYJS all year long. All these sparks are causing something bigger to happen; a positive impact on youth, families, and our community that we simply could not accomplish alone. We are filled with gratitude. Thank you!

The sparks are also flying within our growing CYJS team; we hear it in their innovative ideas, we see it in their tears of compassion and pride, and we feel it in their fierce resolve to make a difference in our young people, their families, and our community.

- Our In the Lead team served more youth in 2021 with continued financial support from Cenovus Energy, FCSS, RBC, Shaw Charity Classic, City of Calgary Crime Prevention Investment Plan, Calgary Foundation, and our new corporate partner – Cadillac Fairview. We also want to thank our school and community partners who help us to connect with young people every day.
- Our Youth Justice Committee team, supported by Alberta Justice and Solicitor General, Alberta Law Foundation,

and Calgary Police Service, has been working hard to keep our volunteers and youth connected throughout the pandemic and increase our awareness efforts in the community about the YJC program. Our partnership with Calgary Police Service to ensure that all eligible youth have an opportunity to be diverted from the formal justice processes has seen some significant progress since 2020. Although the number of youths dealt with CPS has dropped considerably over the past two years, the percentage of youth diverted has increased by 300%. We could not do it without the shared vision of our CPS partner.

2021 was a year of reflection for Canadians, observing the first National Day of Truth and Reconciliation. CYJS spent the day learning and growing together, followed by a staff-led initiative of a monthly Reconcili-ACTION meeting where we continue to increase our understanding and support of all members of our community.

At CYJS, we spend a lot of time recognizing and celebrating the strengths in others; in 2021, however, the spotlight was turned our way. We were thrilled to be recognized as a recipient of Alberta Justice Solicitor General Community Justice Award in the Innovation category, nominated by the Calgary Police Service.

We are looking forward to doing more great work in 2022. Join us. Let's make a difference together.

"At times, our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us." - Albert Schweitzer

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.

Throughout the second year of our Strategic Plan and another year of a global pandemic, we are pleased to report that we once again met and even exceeded annual goals: increasing our program revenue, increasing the ratio of police referrals to Youth Justice Committees, welcoming new corporate and community partners, and increasing awareness of what we do in the community. The CYJS team also engaged in new EDI initiatives including a staff-led monthly Reconciliation meeting to increase our understanding and support of all members of our community. Thank you to everyone who helped us exceed our 2021 Strong Not Wrong Fundraising Campaign goal, raising a total of \$123,740. Please consider supporting our campaign goal of \$115,000 to raise needed funds for 2022.

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 **Melory Janczak**, Life Choices Coordinator with Calgary Young Offender Centre. This award recognizes individuals or organizations who have contributed to the work of Calgary Youth Justice Society in a way that helps us do more by working together. Melory has been a strong advocate for our In the Lead program at CYOC. Melory was instrumental in supporting the delivery of In the Lead to youth in their centre. From the very beginning, Melory has worked diligently to make sure that we are able to connect with as many Young Leaders as possible and has even supported our program expansion within the facility. Most importantly, Melory shows up for the Young Leaders every day by seeing and naming their strengths and potential. We are proud to have Melory as member of our community, and to recognize her with this award. Thank you for all that you do, Melory!

**Melory
Janczak**
Calgary Young
Offender Centre

The **Cenovus Energy Difference Maker Award** is presented to **Dr. Wayne Hammond, Founding Partner and CSO, Flourishing Life**. 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. Wayne has been a long-time friend and supporter of Calgary Youth Justice Society. First through Resiliency Initiatives Canada and now through Flourishing Life, Wayne's contribution has been, and continues to be, instrumental in our ability to make a lasting and meaningful difference in the lives of young people. Wayne's tireless work and advocacy to help youth discover their sparks and support and measure the impact of strengths-based approaches around the world has resulted in systemic changes and altered the path of organizations, volunteers, communities, youth and their families. Wayne, you are an inspiration to us and so many others

**Dr. Wayne
Hammond**
Founding Partner & CSO
Flourishing Life



cenovus
ENERGY

The Denise Blair Leadership Award

To commemorate her 25th Anniversary as the founder of the Calgary Youth Justice Society, a leadership award was created in Denise Blair's name. This award recognizes a CYJS youth program participant who demonstrates leadership qualities that reflect the values Denise has instilled as pillars of the CYJS foundation. These include compassion, integrity, curiosity, collaboration, and commitment to community.

As the first honoree of this award, **Collin Hall** is a Young Leader who has demonstrated commitment to himself, his education, and his growth as a leader.

Collin has been an In the Lead participant for 3 semesters.

He is a strong communicator, hard worker, and advocates for himself and others. Collin is known to be compassionate and kind, offering help where he can and encouraging younger students as they learn and grow. He demonstrates integrity in all he does, never compromising his values or beliefs to fit in, but rather explaining his perspectives to others to help them understand. He is skilled at goal setting and works hard to achieve his dreams, both at school and in his chosen sport of boxing. Collin's commitment to the boxing community and the future of young people is evident, demonstrating a passion for teaching and supporting others.

**Collin
Hall**
Young Leader

Congratulations to Collin and all of the 2022 nominees. We are confident that your continued leadership will continue to grow the CYJS vision of a city where young people flourish in a safe and caring community.

*** This Award is generously supported by local Calgary Family Foundations and long time Friends of CYJS.*

YOUNG PEOPLE ON THEIR WAY TO A BRIGHTER FUTURE: 326

SPARKS!

At CYJS, our people, our volunteers, our corporate and community partners, our donors and supporters come together to spark strengths and possibility in deserving young people.

SPARK noun/verb

Definition:

- to stir to activity;
- inspiration or catalyst;
- an action or occurrence that causes something larger to happen;
- a latent particle capable of growth or developing.

"A major component of thriving is the concept of "sparks," the interests and passions of young people have that light a fire in their lives and express the essence of who they are and what they have to offer to the world" – The Search Institute



"In the Lead has made me feel more confident (and) helped me to think outside the box and push through adversity."

- Young Leader

82 In the Lead Coaches **SPARKED** self-awareness and potential with **122** Young Leaders

Young Leaders report that they are using their:

- Personal,
- Relational, and
- Performance strengths

to become more resilient, flourish and thrive.

"The capacity to flourish is a result of an interactive and experiential process as one draws upon their strengths in new and creative ways to navigate life challenges and growth opportunities. This, in turn, acts as a catalyst for nurturing one's growing confidence and potential to thrive in successful and growth fostering ways."

- Flourishing Life, Dr. Wayne Hammond



"(I learned) how to envision a positive future and keep a positive mindset"
- ITL 180 Participant

102 youth involved in the justice system developed key protective factors to reduce risk taking and re-offending through ITL 180

93% learned about how to overcome failures and mistakes

94 identified positive experiences

97% feel more positive about their future

"Identifying sparks and pursuing them with the help of deep supportive relationships, are critical components of in the work of helping a young person thrive."

- The Search Institute



CALGARY YOUTH JUSTICE COMMITTEES

"The process of writing his apology made him reflect more deeply on the effects of his actions on others and reinforced the value of taking responsibility for his own actions, especially when such actions hurt others."

- A Parent

[The presentation taught me that there is the] potential for better/ more enforceable consequences as well as access to resources for the offender.

- CPS Officer

"Sparks—when illuminated and nurtured—give young people joy, energy, and direction. They have the power to change a young person's life from one of 'surviving' to 'thriving'."

- Peter Benson

109 Youth Justice Committee Volunteers provided an effective diversion option for **102** youth

Young people are taking accountability for their actions and growing through their mistakes:

- **98%** of youth successfully completed their sanctions

The Calgary Police Service Youth Diversion Project increased awareness of Youth Justice Committees and diversion options for youth with CPS officers. As a result, a greater percentage of youth are being diverted from formal justice processes without having to attend court.

- **300%** increase in the ratio of pre-charge referrals to Youth Justice Committees over past two years

The Community Awareness Project resulted in more than **1,300 people** now being more informed about Youth Justice Committees and the Youth Criminal Justice Act – including youth/parents, community agencies who serve youth, and the general public.

FINDING SPARKS

Youth Justice Committee volunteers have a special connection with youth who are diverted from court into the hands of caring neighbors. The approach is always unique to the individual and focused on helping the young person to be accountable for their actions, without holding them back. Beyond understanding the circumstances surrounding the offence, they take the time to learn about the youth and their family, uncover their strengths, and address challenges. With one young man they combined the hope of a father to connect his son with their indigenous culture, a passion for photography, and a way for the young man to be the role model he wanted to be for his little brother.

The assignment:

1. A Medicine Wheel photo essay
2. A letter to the little brother
3. A referral to In the Lead 180 program

The result...a young person, his family, and the community, repairing harm and restoring relationships in a meaningful way.

A MEDICINE WHEEL PHOTO ESSAY

North (*Air, Death, Winter*)

This photo shows snow which represents winter, the bush is very dead and old but to survive it needs oxygen to thrive.



West

(*Earth, Human, Physical Body*)

You can see grass and a tree which is some attributes of earth, there's a reflection of a girl and shows the human body.

East

(*Fire, Sun, Spring, Growth, Dawn*)

There is a beautiful sun setting while the trees frame the photo, and you can really just feel the warmth that this photo gives off.

South (*Water, Noon, Summer, Plant*)

There is a stream going through the mountains in Revelstoke, it's full of life and colour and it's a beautiful place to be.



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

202

HOURS INVESTED:

**6,878
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:

"Having this level of interaction with youth made me have so much hope for the future and inspired by a generation that is so self-aware and working towards a better future." - *In The Lead Coach*

"While the time we spend with the youth is only a few hours I am always blown away by the positive change and impact we see in the youth and their families. It's one of the most rewarding volunteer experiences I've ever had."

- *YJC Volunteer*

COMMUNITY PARTNERS WHO HELP US TO DO WHAT WE DO:

68

THANK YOU!

Alberta Community Justice Award

Calgary Youth Justice Society was honoured to be chosen for the 2021 Alberta Community Justice Award in the Innovation Category. The nomination was made by our Calgary Police Service partner.

In 2020, CYJS joined a strategic partnership with the Calgary Police Service. The organization engages with law enforcement to educate their frontline staff with the goal of diverting youth from the criminal justice system. This partnership has resulted in a significant increase in diverted youth, as well as opportunities for restorative justice.



DONORS

CORPORATE AND FOUNDATIONS

Cenovus Energy Inc
Family and Community Support Services (FCSS)
Alberta Law Foundation
Cadillac Fairview
Crime Prevention Investment Plan (CPIP)
RBC Foundation
Shaw Charity Classic
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United Way of Calgary, Donor Choice program
Prairie Sky Royalty Ltd.
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IN MEMORIAM

Donor

AUPE Local 039
SAIT Support Staff
Dana Boctor
Debra Scott
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Tanya Munroe
Tegan Carmichael
Legacy Fund

In memory of

Vicki May Miller
Trevor Barrington Clarke
Adam Delisle
Trevor Barrington Clarke
Trevor Barrington Clarke
Billy O'Neill

INDIVIDUALS

Aasen, Michael
Anari, Shahab
Baer, Kevin
Baxter, Meaghan
Buccat, Joan
Bucholtz, Jocelyn
Bulman, Patrick
Carter, Kristina
Chow, Vincent
Cordell, Gilbert & Ameeta
Cronin, Katie
Culligan, Julia
Davies, Paula
DeNicola, Mike
Di Gangi, John
Drover, Krystle
Eeles, Heather
Erkes, Geoffrey
Filipski, Matt
Freeman, Kate
Freeman, Suzanne

Gault, Pat
Granger, Allison
Gres, Alex
Harmesynn, Steffany
Hernandez, Paul
Hiebert, Mike
Hudson, Amanda
Hurman, Todd
Jaswal, Yasmin
Lemon, Chris
Leong-Huxley, Jamie
Leppig, Sylvia
Lux, Dion
Lynch Proctor, Kim
McKerlie, Deb
McLellan, James
McNally, Megan
McVeigh, Cathryn
Mensaghi, Chris
Mihelcic, Maja
Millar, Alana

Mulhall, Kurt
Mutschler, Marilu
Nesbitt, Melisssa
Pearman, Darren
Penner, Rita
Pinder, Kendra
Richter, Sabine
Rogers, Kendra
Slen, Justin
Stewart, Wayne
Szabo, Barbara Ann
Thavendrarasa, Arujala
Thomas, Jessica
Trafford, Susan
Venter, Christoffel
Weltzin, Nikolas
Wilson, Dick & Nancy
Winterdyk, John
Woodfin, Charlayne
Yeung, Chanel
Zimmerman, Carrie



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

AT YOUR SERVICE ARE:

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Kelsey Brown	Program Coordinator, In the Lead
Danae Pritchard	Program Coordinator, In the Lead
Amanda Lottermoser	Program and Volunteer Coordinator, In the Lead
Tanya Leukefeld	Operations Coordinator, Calgary Youth Justice Committee Program
Courtney Bailly	Community Engagement Coordinator, Youth Justice Committee Program
Rob Van Gastel	Law Enforcement Liaison, Youth Justice Committee Program
Lucy Smith	Social Media Coordinator

AGENCY VOLUNTEERS

Mike Yanko	CYJC Training Team
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