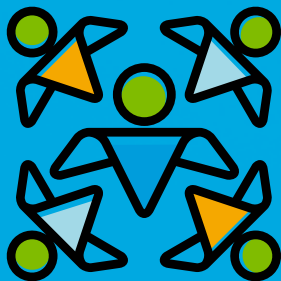




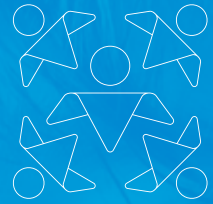
CALGARY YOUTH
JUSTICE SOCIETY
Celebrating **25** Years



2022 ANNUAL REPORT



CALGARY YOUTH
JUSTICE SOCIETY
Celebrating **25** Years



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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.



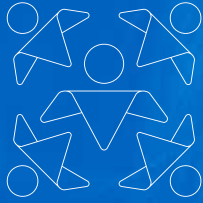
YOUTH JUSTICE COMMITTEE PROGRAM

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...
YOUNG PEOPLE
CONTRIBUTE TO
AND FLOURISH
IN, SAFE, CARING,
COMMUNITIES.**

A MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

"When your heart opens, the world around you changes." - Mingtong Gu

The last year has been fast paced and full of exciting growth and opportunity at CYJS. When we reflect on how that is possible during what many consider to be a challenging time we are overwhelmed by gratitude for our community of supporters that show up in so many ways with open minds and open hearts. It has us thinking about you, our community. You inspire us and have us thinking about what having an open heart means to CYJS.

An open heart is about being kind and benevolent. It is about believing that you can learn something and get value from everyone you meet, allowing a real connection to others. An open heart allows you to let others into your world and allows you to get into theirs. It exposes you to different stories, information, and wisdom. Where an open mind allows you to think differently, an open heart allows you to feel differently. Both are important.

We are so grateful that our volunteers, donors, partners, stakeholders, board and staff contribute so meaningfully to our mission with open hearts. Thank you! We also witness open hearts in the youth that we serve. They are becoming more resilient and connecting in a positive way with the world around them.

In 2022, we emerged out of a multi-year pandemic, navigating uncharted waters with a sense of newfound hope. Our programs continued to thrive through 2022. Our dedicated CYJS team of staff and volunteers has worked hard to achieve an overall growth of 70% in the number of youths served from the previous year. Our Youth Justice Committee program grew by increasing the opportunity for youth facing minor charges to be diverted from court with direct referrals from our partner, Calgary Police Service. In

the Lead also served more youth and grew our community partnerships by 300% to serve a more diverse population of vulnerable youth. We want to thank all our school and community program partners without whom we wouldn't be able to connect with the youth we serve.

This is all made possible through the generous support of our funders and individual donors. Thank you for the continued financial support for In the Lead from founding partner Cenovus Energy, FCSS, RBC, Shaw Charity Classic, City of Calgary Crime Prevention Investment Plan, Calgary Foundation, and Cadillac Fairview. Thank you to Alberta Public Safety and Emergency Services and Alberta Law Foundation for supporting the Youth Justice Committee program. We also want to recognize the many individual donors who give generously to help us reach deserving young people.

2023 marks an important milestone for CYJS as we celebrate 25 years as a Society. We hope that you will engage with the communications and activities we have planned throughout the year.

We look forward to doing more great work in 2023. Join us. Let's make a difference together.

Inspire, share love, join hands, open hearts...we are all here for each other. - Laurel Burch

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. Finishing our third year of our Strategic Plan, we are pleased once again to be meeting and exceeding our ambitious annual goals: increased our program revenue through continued and new support from individual donors, corporate, foundation, and government partners. We served 70% more youth. We welcomed new school and community partners, we increased awareness of what we do through events, conference presentations and social media. We also strengthened our organizational infrastructure through a Fund Development and Donor Stewardship Strategy as well as a new Engagement Manager position to implement our plans. Please consider supporting our 2023 fundraising goal of \$125,000.

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 **Miskanawah Community Services Association**. 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.

Miskanawah has been a tremendous advocate for the In the Lead program and sees the youth we serve as members of a larger community who are paving the way for future generations. Miskanawah demonstrates a strength-based leadership perspective and reveres the voices of young people as integral to their growth and development as an organization. The development of this partnership has also offered the opportunity for CYJS to be accountable, curious and dedicated to our commitment of reconciliation, and for that, we are incredibly grateful.



miskanawah
empowerment • strength • family

The **Cenovus Energy Difference Maker Award** is presented to **Anne Miller, Principal Consultant, Constellation Consulting Group**. This award recognizes an individual or organization who has helped CYJS to make a difference in our community that otherwise would not have been possible. Anne is a Credentialed Evaluator through the Canadian Evaluation Society, an accredited SROI practitioner and licensed SROI trainer through the Social Value Network International. Anne's specialty is in crime prevention, youth at-risk and housing. Anne has supported CYJS for more than a decade to survey, evaluate and measure the positive impact that our programs are having on youth participants, volunteers and the community.



Constellation
CONSULTING GROUP

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.

Philemon Little Shields is a natural leader and always shows up with authenticity, humor, dedication, respect and a strong commitment to his family and community. He has an abundance of compassion for everyone he meets. At a recent program event, Philomen gathered left over pizza and brought it to people experiencing homelessness. He is always looking for ways to expand his relationship with Elders and volunteers at many cultural events and Miskanawah.

**Philemon
Little Shields**
Young Leader

Through drumming, singing and dancing, he demonstrates how important culture is to him and inspires other to connect with cultural practices as well. Despite sometimes experiencing racism at school, Philemon works diligently to complete his education. Philemon is a true leader, always seeking to learn and understand more about who he is and how he can impact our community. He is paving the way for other indigenous youth to be excited about what THEY can offer the world.

Congratulations Philemon and all of the nominees. We are confident that your continued leadership will continue to grow the CYJS vision of young people contributing to and flourishing 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: **556**

We are grateful for the open hearts and collective impact of our CYJS community.

An open heart is about believing that you can learn something and get value from everyone you meet, allowing a real connection to others. An open heart lets others into your world and allows you to get into theirs. It exposes you to different stories, information, and wisdom. Where an open mind allows you to think differently, an open heart allows you to feel differently. Both are important.

OPEN HEART

Definition:

- Kind, loving and benevolent
- Compassionate
- Showing sympathy and understanding
- Freely communicative

"Open your heart – open it wide; someone is standing outside."

Mary Engelbreit



183 Young Leaders

109 In the Lead Coaches contributed **3176 hours** to help mentor and support **Young Leaders**

"In the Lead opened my mind when it comes to other peoples ideas and thoughts."

- Young Leader

"In the Lead has helped me realize what I deserve and that my dream isn't just a dream, it's a life long goal and I have plenty of time to achieve it. In the Lead taught me that knowing yourself is one of the more important things in life."

- Young Leader

In the Lead youth participants who developed a new awareness and ability to draw upon the strengths relating to a Core Competency or developed a stronger understanding of their current strengths and ability to creatively draw up them when facing new situations or challenges:

- Personal Confidence - 89%
- Personal Awareness and Stress Management - 86%
- Emotional and Social Intelligence - 98%
- Courageous Leadership - 98%
- Knowledgeable Judgement - 95%
- Resilience and Growth Mindset - 96%
- Motivation and Self-Directed Learning - 96%
- Moral Directedness and Integrity - 96%
- Interpersonal and Collaboration Skills – 98%
- Effective and Accountable Problem Solving - 94%



150 Youth Participants

Youth involved in the justice system developed key protective factors to reduce risk-taking behavior and re-offending

90% learned about how to overcome failures and mistakes

92% identified positive influences

88% feel more positive about their future

"(I learned) how to use my problem-solving skills to make better decisions, and how to build off my failures."

- ITL 180 Participant

"(I learned) the importance of having someone who understands you and helps you with your weaknesses."

- ITL 180 Participant

"(I learned) to think about my future and to not give up on my goals."

- ITL 180 Participant



CALGARY YOUTH JUSTICE COMMITTEES

"I have seen youth turn their lives around for the better after having participated in the YJC program".
- YJC Volunteer

"It has been a very heartwarming experience to be part of a youth's journey in realizing their potential and witnessing their desire to make better choices in the future".
- YJC Volunteer

"Families will contact us afterward to say thank you...they are thankful for the second chance."
- CPS officer

"My knowledge increased significantly...the restorative justice piece...the process behind the scenes...understanding the courts and the process of other stakeholders."
- CPS Officer

126 Youth Justice Committee

Volunteers provided an effective diversion option for **233** youth

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

- **91%** 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.

- **119%** increase in the number of referrals to Youth Justice Committees since last year

The Community Awareness Project resulted in more people 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.

- **1,500** people attended presentations to increase their understanding of and engagement with the Youth Criminal Justice Act and Youth Justice Committees
- **2000** people received resources about the YJC program
- Social media has grown to over **1000** followers



"I can happily say that In the Lead helped me take my life back when I lost grasp of it..."

"My name is William*, and I am one of the many participants enrolled in "In the Lead" program. I just have to say for it being my second year participating in the program, I still have the same opinion I did in the first year which would be my gratefulness that our city and world has

programs and most importantly, people that help the youth and community stand up on their feet and be the leader they are. Not only do they teach how to be a leader and how to face challenges, they also teach what it means to be a leader and why facing challenges is important to thrive and succeed. That's not the only thing because leaders need breaks, time to collect and regain themselves which is what In the Lead also provides. They bring food, bus tickets, gifts etc. to make you feel included and cared about. They are also there to listen to what you're going through and give you all the help they can to make sure you have all the options you need to overcome any problem you may face in life. Which I can say I have a firsthand view of because before being enrolled in this program I wasn't going down the path me and my family had wished for and made horrible mistakes with serious consequences. Yet the people of In the Lead had reached out to me and pulled me out of that rut I was in even while a whole pandemic was going on. So with my experience at In the Lead and meeting the people I've met there, I can happily say that In the Lead helped me take my life back when I lost grasp of it. I'll never forget how they helped me, so to everyone involved in this program, thank you with all my heart and I hope you guys can keep making a change in youth and in the future."

- In the Lead youth participant

**name changed*

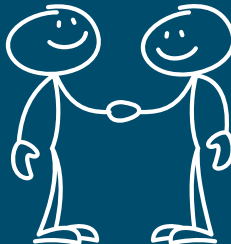


CALGARY YOUTH JUSTICE COMMITTEES

“It was a positive experience and helped him take responsibility.”

“The YJC volunteers felt that Joe* would benefit from attending In the Lead 180 as he is seen as a role model by his peers and based on the fact that he had demonstrated leadership by leaving the group home in an attempt to stop the other youth from further escalating as well. And in supporting his passion for animation the volunteers also assigned Andrew to create an animation that showed different ways he could better cope with the stress of living in a group home. At the closing meeting Joe shared that he enjoyed attending In the Lead 180 as he was able to connect with peers his own age and it reinforced the positive qualities he knows he has. Joe then shared the animation he created, and he seemed quite proud of it and he happily agreed to allow the YJC program to use it as an example of a positive sanction. The animation highlighted different coping strategies including going for a run or walk, talk to a friend, take a nap or play a computer game. Joe shared that the animation was a good reminder to try and manage his stress and frustrations. Overall, Joe said his experience with the EJS program and YJC volunteers was positive and he was thankful the opportunity. The group home staff supporting Joe also expressed appreciation and felt it was a positive experience for Joe and helped him take responsibility.”

- YJC Volunteer





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

282

HOURS INVESTED:

**10,698
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:

"I think the sense of community and developing connections with a variety of different individuals is really nice. I generally feel quite inspired to hear the insights and thoughts of the young leaders and coaches and it does help me develop greater self-awareness and perspective and feels authentic and meaningful."

- In The Lead Coach

"The fact that such a program is actively taking place is massively empowering to youth and volunteers all the while making it easy for companies and the people that work for them to give back to their community with a well thought out and executed program run by CYJS. Keep up this awesomely powerful program that has limitless impact on so many people well beyond the program."

- In the Lead Coach

"It's the highlight of my life right now. I'm very thankful to be able to volunteer with this organization."

- Youth Justice Committee Volunteer

"I feel it's important to be connected to community. When I have worked with youth and their families, I feel like I am contributing in a positive way to make the entire community a little better."

- Youth Justice Committee Volunteer

COMMUNITY PARTNERS WHO HELP US TO DO WHAT WE DO:

59

THANK YOU!

"The ITL program connects agencies and people who work directly with youth from all backgrounds, identities, abilities and experiences to collectively connect incredible youth who may not fit the limited standard definition of potential leader (and the opportunities connected to an adult seeing that in a youth) to genuine, affirming and supportive spaces that see the good that's there, and helps the youth recognize, tune into and nurture what they have to share. The world becomes brighter with each person who steps into their own and believes in their good and what they can share. Resilience doesn't come from things being easy. It comes from the tougher stuff and having someone be able to help get you standing again, look a youth in the eye and say 'I'm here. I know you can do this. You're not alone' changes a person, and it can change a life. I love that youth are paired 1:1 with a coach, as it creates stronger connections and trust, especially knowing that they have someone in their corner, just for them. Imagine how different the world would be if we shifted to this and put in a little extra time to actually see and listen to people, especially youth. Thank you for the light you see in others!"

Skippping Stone Community Team

DONORS

CORPORATE AND FOUNDATIONS

Family and Community Support Services (FCSS)
Cenovus Energy Inc
Alberta Law Foundation
Cadillac Fairview
Crime Prevention Investment Plan (CPIP)
RBC Foundation
Alberta Gaming Liquor & Cannabis
Public Safety and Emergency Services
Shaw Charity Classic
Werklund Foundation
Byler Foundation
Essential Energy Services
Sherri's Hope Foundation
National Bank Trust Inc.
ARC Resources
Southern Alberta Construction Association
Tegan Carmichael Legacy Fund at Calgary Foundation
CPHR Alberta Association
Certarus Ltd
Junior League of Calgary
Enmax Corporation
Investors Group Financial Services Inc
Robert Half
True North Mortgage
Canada Helps
FrontStream Inc
MEG Energy
United Way of Calgary
ATCO Electric - Distribution

INDIVIDUALS

Aasen, Michael
Anari, Shahab
Barroll, Jennifer
Baxter, Meaghan
Beck, Michael
Brown, Jennifer
Bulman, Patrick
Cartier, Elise
Chattell, Darcy
Cromwell, Rowena
Di Gangi, John
Eeles, Heather
Eliuk, Barbara
Fujino, Gwen
Gagnon, Julie
Gallego Moreno, Ana
Granger, Allison
Grover, Karen
Hernandez, Paul
Holtby, Kelly
Hurman, Todd
Janisch, Bev
Jaswal, Yasmin
Kennedy, Jesse
Kind, Yvette
Kroon, Cynthia
Kurs, Dave
Larence, Shirley
Latiff, Lyndsay
Lowry, Kathryn
Lynch Proctor, Kim
Mallett, Jill
Mattiussi, Justin
McGrath, Donald
McVeigh, Cathryn
Minions, David
Moroz, Krista
Morris, Kelly
Mueller, Carly
Parmar, Vandana
Penner, Rita
Proudfoot, Mike
Randall, Bruce
Richter, Sabine
Rogers, Kendra
Rogers, Melanie
Romeo, Carolina
Savoie, Betty
Sharma, Amit
Simon, Arvin
Siu, Lydia
Slen, Justin
Stewart, Wayne
Tamura, Sharlene
Taylor, John
Tsang Family
Vandersteen, Jamie
Weltzin, Nikolas
Williamson, Kaylee
Wilson, Dick and Nancy
Yanko, Mike
Yardley, Kim
Zimmerman, Carrie

IN MEMORIAM

Munroe, Tanya
Ogilvie, Kim



Government
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

cyjs.ca



@intheleadyyyc



@calgaryyouthjusticecommittees



Calgary Youth Justice Society



Calgary Youth Justice Society

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