



Fraser Region Community
Justice Initiatives Association

2004 Annual Report

April 1, 2003-March 31, 2004

*Crime and
conflict result in
harm done
to people.*

*Restorative
justice seeks to
heal and put
right the wrongs,
focusing on the
needs of those
who have been
harmed and
those responsible
for the harm.*

*It encourages
accountability,
healing and
closure for all.*

www.cjibc.org

**Fraser Region Community
Justice Initiatives Association**

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CJI’S MISSION STATEMENT

To foster peacemaking and the resolution of conflict in the community through the development and application of Restorative Justice values, principles and processes.

2003/2004 Board of Directors

Celine Lee	Co-Chair	Alfred Krause.....	Treasurer
Dolly Vander Mark.....	Co-Chair	Wayne Northey.....	Director
Fae Chato Manchuk.....	Vice Chair	Marion Smith.....	Director
Joan Ducklow	Secretary		

2003/2004 Staff

Sandra Bergen.....	Co-Director, Administration VOMP Mediator & Trainer
David L. Gustafson.....	Co-Director, Program Development VOMP Mediator & Trainer
Lydia Steer	VORP Coordinator & Mediator (to July, 2003)
Barry Warhaft	VORP Coordinator & Mediator (from October 2003)
Eric Stutzman	Training & Education Coordinator VORP Mediator School Project
Catherine Bargaen.....	School Project Coordinator VORP Mediator & Trainer
Debbie Strong.....	Administrative Assistant
Bruce Guenther.....	Administrative Support (June-August summer intern)



*CJI staff (clockwise from left):
Barry Warhaft, Debbie Strong,
Sandra Bergen, Catherine Bargaen,
David Gustafson, Bruce Guenther
and Eric Stutzman.*

Board Chair's Report

By Celine Lee and Dolly Van Der Mark, Co-Chairs

The past year has been marked with growth, development and changes for Fraser Region Community Justice Initiatives Association, particularly in the area of the Educating for Peacebuilding school project. The remarkable work of CJI continues with dedicated effort and commitment on the part of the agency's board, staff, volunteers and supporters.

Over the past year, CJI has had opportunities to showcase the work performed by its very talented staff. During the 2003 Annual General Meeting and Fundraising Dinner, participants from the Victim Offender Mediation Program (VOMP), the Victim Offender Reconciliation Program (VORP), and the Educating for Peacebuilding school project were featured and spoke of their experiences as participants in these programs. All gave glowing accolades about the benefits they gained as a result of their interaction with CJI. That evening brought together a successful gathering of members, friends

and colleagues of the agency to celebrate its achievements, demonstrate support, and enjoy a delicious banquet and a silent auction.

One of the major accomplishments over the past year has been a re-visioning and clarification of the role of the board and the ways in which it can best serve the work of the agency. Through a lengthy process with input from board members, staff and consultants, CJI's Board Manual was revised to reflect the outcomes of that process.

As co-chairs, we would like to thank the board members for their commitment to CJI, and for supporting the valuable work the agency performs. We would also like to thank the staff for their dedication to restoring justice and facilitate healing where pain has been caused through conflict, crime and trauma. We look forward to another successful year to come and to highlighting the work that CJI has been entrusted to perform. •

Co-Director's Report

By Sandra Bergen & David L. Gustafson

First the good news. We're still here! The Victim Offender Mediation Program continues to operate successfully and at capacity. The Educating for Peacebuilding project with the Langley School District is receiving increasing attention from other school districts interested in a more restorative approach to conflict and discipline. Demand for CJJ's training is at an all time high.

For the last two years, CJJ board and staff have been engaged in a process of self-reflection precipitated by a need to better define how the agency is governed. Walter Paetkau, founder and long-time executive director of Abbotsford Community Services was hired to assist as we clarified board and staff roles and responsibilities and as we evaluated and revised CJJ's Board Manual. Although this task is not fully complete, most of the manual has been revised and updated and policies and procedures have been documented and approved.

Last summer we bid a fond farewell to Lydia Steer who had been a member of the CJJ family for more than 11 years. Lydia worked with the Victim Offender Reconciliation Program initially as the Volunteer Coordinator and, more recently, as the Program Coordinator. As it became increasingly clear that continuing Provincial Government cuts would mean that VORP's days were numbered, Lydia began to look for other opportunities to use her mediation skills. She was hired by Purpose Society to work as a parent/teen mediator. It was a sad day when Lydia left CJJ for the last time as an employee. She will always be considered part of the family.

Several weeks after Lydia's departure, it became clear that, although VORP's provincial government funding future was uncertain, cases were still being referred and the remaining staff were hard pressed to handle the workload. CJJ advertised a part-time position for someone willing to take a risk. In November Barry Warhaft, a man well known and respected in the Restorative Justice community in BC joined the CJJ team as VORP Coordinator.

It is important to us to acknowledge the volunteer work done on CJJ's behalf by Jeff Christian. Jeff recently retired after working with Correctional Service Canada for many years. He was one of the trainees in CJJ's first Summer Training Institute and at that time talked about his interest in CJJ and the work of the agency. We began to explore with Jeff ways in which

his skills and contacts could be utilized. We mentioned our long-time interest in establishing a Collaborative Sentencing program. Jeff found the concept compelling and agreed to meet with key players in an attempt to renew interest in the project and to access implementation funding. His efforts were greatly appreciated.

Since December, much time and energy has been spent responding to the challenges presented by the restructuring of the Ministry of Children and Family Development (MCFD). CJJ's Victim Offender Reconciliation Program (VORP) for youth is funded through a contract with MCFD. In December the Ministry announced that funding contracts for all youth-related programming in the Fraser Region would be terminated.

Last summer we bid a fond farewell to Lydia Steer who had been a member of the CJJ family for more than 11 years.... In November Barry Warhaft, a man well known and respected in the Restorative Justice community in BC joined the CJJ team.

Any new contracts would be negotiated following Ministry "Requests for Proposals" (RFPs). Shortly after this announcement, the CJJ co-directors met with local Ministry officials to learn that the contract for VORP would be terminated March 31, 2004. At the same meeting, more information was provided regarding MCFD plans for youth services. The

intent was to contract with one lead agency in each community. The lead agency would provide all of the youth services for that community. We were told to talk to agencies in Langley and Surrey that had the capacity to be the successful proponents in those communities in the hope that we might be able to partner with those agencies in order to continue to provide some type of Restorative Justice-based programming. Many meetings later, we identified partners that we felt were compatible with CJJ's vision, values and principles. At fiscal year-end, proposals were being written to meet an RFP deadline which had been postponed from March 17 to April 30 to May 17, 2004. Because of the delays, the VORP contract was extended to July 31, 2004. At this point we know that CJJ will no longer be operating VORP. If our partners in Surrey and Langley are the successful proponents in the RFP process, we will be working as sub-contractors to them on community capacity development and on an innovative and restorative approach to community work service.

Last summer we had the luxury of an extra staff person, Bruce Guenther, a student at Canadian Mennonite

University who came to CJI through a shared placement with Langley Mennonite Fellowship. Bruce proved to be patient, good humoured and a hard worker. He attended and assisted with training, observed VOMP and VORP staff in client meetings, participated in VORP initial meetings, edited and proofread training materials and entered data into the VOMP database. The latter was probably not Bruce's favourite activity but it was invaluable as it means that, for the first time since VOMP began in 1990, we have easy access to statistical information on the program. Several months ago, we were very pleased to hear that Bruce was interested in returning to CJI and LMF for a second summer placement from May to August, 2004. CJI gratefully acknowledges Langley Mennonite Fellowship's contribution of Bruce's salary for his work at CJI in 2003.

Several years ago another student, Bram VanDroogenbroeck from Leuven, Belgium, spent several months at CJI. We all enjoyed his enthusiasm and were touched by his level of regard for the work of this agency. He returned to Belgium with many hopes and dreams for the development of restorative processes in his homeland. Dave recently took some vacation time to return to Belgium for meetings with his doctoral committee and was astonished at the degree to which Bram's dreams have already been realized and programs implemented. He asked Bram to send us the history, from his own point of view. In Bram's letter to his "Dear Canadian Restorative Justice Colleagues" (see *What Ever Happened Since...?* right), he writes about the dreams that were inspired by his time with us.

All in all, it has been another remarkable year for CJI. Funding uncertainties have had their impact and there is sadness in finding ourselves, to some degree, prohibited from continuing programs that we began—programs that are still needed and highly regarded by our referral sources and justice colleagues. But staff morale is high and we feel up to the challenge of reconstituting aspects of our programming. After all, we're no strangers to that. If anything, we have the advantage of sailors who've learned to survive adverse weather, riding it out until relative calm returns with more favourable winds. Our profound thanks to our board members, staff, Society members, justice colleagues and supporters. Relationships with each of you are foundational, and fundamental to the continued success of the agency. We are grateful to have you as our willing partners on the journey. •

What Ever Happened Since...?

One of the delights for CJI staff over the years has been having international students working with us. Bram Van Droogenbroeck from Leuven, Belgium is one such. We thought his letter about what happened to the Restorative Justice 'seed packets' he took home might be a welcome addition in this year's Annual Report and of interest to all who helped host Bram in Canada, including Fred and Eileen Kaarsemaker and their (now adult) children Katrine and David, who provided for Bram not just room and board but also sanctuary with a family able to speak Dutch, Bram's first language.

Dear Canadian Restorative Justice Colleagues,

This letter comes to you from Bram Van Droogenbroeck. I did my internship at CJI in 1997 while enrolled as a criminology student at Katholieke Universiteit Leuven (KLU) in Belgium. My English wasn't perfect at the time and isn't still, so I apologize for the way this letter is English written and expressed.

The Canadian experiences that I had at CJI in 1997 gave me four dreams to take back to Belgium:

1. I wanted to become a victim offender mediator within the values and principles of Restorative Justice;
2. I wanted to teach or give training about victim offender mediation;
3. I wanted to mediate, if appropriate, in the most serious crimes, as CJI's VOMP project does;
4. I wanted to work with volunteers being victim offender mediators

Let me give you an overview about which of my dreams came true. During this overview I'll give some more brief insight about what's happening in Belgium with Restorative Justice and victim offender mediation, and in which way it is linked or based on your Canadian experience.

Dream One: Becoming a victim offender mediator

At the time I stepped on the plane and went back to my student home to write my university report to become a master in criminology, the Department of Justice put fresh money into the victim offender reconciliation project that was originally started in 1992 as a pilot project in an Belgium city called Ghent. This project was based on the experiences in Kitchener, Ontario. From 1994 on, the

Belgian Department of Justice, in consultation with Professor Dr. Tony Peters, Chair of the Faculty of Law and Criminology at KLU putted this VORP project into legislation and it became a national project for all Belgium. At the moment, each public prosecutor office in Belgium has at least one (larger cities have up to four) victim offender mediator on side. The Department of Justice, on a long-term legislation base, pays these victim offender mediators. They are at the moment with more than 80. When I returned to Belgium from CJI, I was hired as one of those victim offender mediators at the public prosecutor's office in Brussels.

In September 2002, I applied for and got the job in Leuven, my hometown. One of the main reason was my becoming father from our first son Brecht; I win now 12 hours weekly because I don't have to travel with the train daily any more to Brussels. The second main reason is that I now work for the victim offender mediation service of Leuven, which works within another concept and framework. This service is exactly very similar to and based on the experience of CJI (visited in time past by Leo Van Garsse, my boss, and by Tony Peeters) and is more community based. My previous job was at the level of the public prosecutor office with only adult offenders, where cases are diverted and closed after a successful mediation. I now work in other cases. We work in about four levels of victim offender mediation: at the level of the police, of minor offenders, of the court and of the prison (in a way similar to and based on the experiences of the VOMP project of CJI).

Where I did about 120 cases a year in Brussels (settlement driven), I now do about 50 cases a year but much more process driven. My employer expects me not only to do casework but also to develop new Restorative Justice and mediation initiatives in cooperation with the different stakeholders in the region of Leuven (such as the community, the city, the police, the university, the lawyers, the welfare organisations, the prosecutors, the judges, the prison directors, etc.) All these different stake-holders (at the moment 14) are brought together twice monthly in what we call a 'steering group' where we talk about Restorative Justice and mediation theory and practice viewed from every stake-holder's perspective, practice and rationality. As I may say, a very interesting and promising partnership.

This is a small overview concerning my dream to become a victim offender mediator. The one point I realise more and more is the patience we need to have to keep going with our promising Restorative Justice practice, dreams, beliefs and values for a long time yet to come.

Dream Two: Giving training and courses about (victim offender) mediation

I started being a victim offender mediator in late 1997. In the beginning of 1999 I became a trainer in (victim offender) mediation. The first two years we gave the training with two, now I give the course of nine days on my own, but I work with coaches who assist in guiding the role-plays. I give these mediation courses two times a year to all people interested (professionals and volunteers) and who are supposed to mediate in their work field. The nine days are focused on the mediation process and skills and the role-plays are chosen out of different contexts (such as victim offender, family, neighbourhood, and commercial mediation). Actually this is the only mediation course in Flanders (Flemish side of Belgium) that focuses on the mediation process and skills without choosing for one specific context.

At the moment we are working towards a Belgium-Flemish umbrella association for mediation under which all the different mediation contexts if wanted can gather.

Beside this I also give since this year three days of training in an advanced seven-day course for victim offender mediators organised by the umbrella organisation for Restorative Justice and mediation in Flanders called Suggnomè. We give this course two times a year, gathering victim offender mediators out of all Flanders and out of the different concepts... mediation levels and organisations.

I'm also taking part in the European Forum for Restorative Justice and Mediation. More precised, I'm taking part in a group working towards European recommendations regarding standards and guidelines for trainers of victim offender mediators. We're working towards a summer school concept (normally summer 2005) organised in about four different European countries at the same time, connected with video conferencing, where trainers and some mediators are gathered to exchange experiences, values, trainings material, and exercises. As we work together with our European colleagues it appears to be a very promising prospective and an energising idea and feeling.

So far for the training dream.

Dream Three: Mediating in the most serious crimes as CJI's VOMP project does

At the moment my colleague Kristel Buntinx is doing this project within our mediation service. This project is based on your VOMP project, rapports and experiences. Kristel is part of a team of three mediators (each mediator is responsible for a certain Flemish region and prisons). I already co-mediated with her in few cases where the offender or victim was French speaking. (As I worked for five years in Brussels,

where they speak a lot of French, I took on the French speaking part). At the moment we're working towards a much better cooperation with our French-speaking victim offender mediators colleagues from the French-speaking part of Belgium (Walloon).

Actually they (the team of three mediators) work in three Flemish prisons in all offender-initiated cases, and in every victim-initiated case, no matter which of the Belgian prisons the offender is incarcerated in. It's the goal to implement the project in all prisons in Belgium.

Actually there is in each Belgium prison a 'Restorative Justice consultant' paid by the Department of Justice. She or he coordinates the Restorative Justice initiatives and projects and tries to implement the restorative justice idea into each prison policy and daily practice. No doubt a long term job and work.

We have (beside the VOMP project) an interesting other Restorative Justice initiative for both incarcerated offenders and minor offenders (outside the prison-context). It's called 'restore fund'. It's a provincial fund that has money to pay offenders who are willing to do voluntary work. By doing the voluntary work they are paid for each hour they work by the fund, but the money goes directly to the victim. So the offender and the community benefit by the voluntary work and the victim is repaid financial requests. There is a maximum of hours possibly done by the offender and each case have to be approved by the restore fund committee.

Dream Four: Working with volunteers (doing victim offender mediation)

In the Flemish region we don't have 'victim offender mediator volunteers' yet. We're all professionals. There are neighbourhood mediation projects and school projects, which work with volunteers. In our mediation service we putted the idea of volunteers already several times on the agenda. The discussions were heated and interesting but no decisions or start is made yet. Kris (a colleague of mine) and myself have made ourselves responsible for getting a conceptual pilot project done by the end of this year, with the goal of starting next year 2005. We need to do and experience this!

You see that you gave me some important live and work dreams and that I'm trying to realise them. I'm still very thankful and grateful to you all. Looking forward to meet you and Canada again!

Kindly greetings, Bram Van Droogenbroeck,
Leuven, Belgium

RESTORATIVE JUSTICE: JUSTICE WHICH HEALS

From the beginning, program development at CJI has centred on peacemaking and conflict resolution, and has been driven by theological and philosophical understandings of conflict in society which have come to be identified as "Restorative Justice." The mentoring influence of Dr. Howard Zehr on the thinking of this agency's founders has been profound. Long before the notion had become almost cliché, Howard was calling for a "paradigm shift" in criminal justice, a changing of the lenses through which justice is viewed. In his book on the subject, *Changing Lenses: A New Focus on Crime and Justice* (1990), Howard illustrates how justice viewed through different types of lenses presents vastly contrasting images:

RETRIBUTIVE Justice

Crime is a violation of the state, defined by lawbreaking and guilt. Justice determines blame and administers pain in a contest between the offender and the state directed by systematic rules.

RESTORATIVE Justice

Crime is a violation of people and relationships. It creates obligations to make things right. Justice involves the victim, the offender, and the community in a search for solutions that promote repair, reconciliation and reassurance.

Those who view crime from a Restorative Justice perspective see crime as conflict which creates a breach, a "rent" in the fabric of the community. Rather than the state and its laws at centre-stage, the focus remains on the disputants and on accountability, responsibility, negotiating fitting amends and, to the greatest possible degree, the repair of the harm done. Since crime involves and affects—even erodes—the community, involving and empowering people to assist in the resolution of criminal conflicts that arise in their communities can reverse that trend, reducing the sense that the community is powerless to do anything about the levels of crime within it. Victim-offender mediation can dramatically change that dynamic.

The Restorative Justice Signposts (page 17) and Restorative Justice Yardstick (page 20) offer specific descriptions of how justice is seen viewed through either a retributive or a restorative lens. The remainder of this report describes how each of CJI's programs attempts to take this vision to ground—to concretize the theory by making it operative in the lives of the real people in our communities.

Twenty Years of Restorative Justice

For more than two decades, Fraser Region Community Justice Initiatives Association (CJI) has provided conflict resolution services in such settings as the criminal justice system, workplace, community, institutions, organizations, churches, schools and businesses. Operating under a restorative justice framework, it was first organized through the efforts and vision of the Langley Mennonite Fellowship and has since grown into a multi-faceted agency.

The beginnings of CJI lie within the Langley Victim offender Reconciliation Program (VORP) which started in 1981-82. Langley Mennonite Fellowship members were committed to providing an innovative, meaningful service and to promoting peacemaking in their community. After researching programs already established in Ontario and Indiana, it was decided to develop a victim offender reconciliation program in Langley. The first referral was received in May 1982.

Operation during the first three years was funded entirely by the small congregation of Langley Mennonite Fellowship. The quarter-time director was the only paid staff member while all other necessary personnel volunteered their time, energy and expertise to help make the program a success. In 1984 it became apparent that the program could no longer rely totally on volunteer staff and the generosity of Langley Mennonite Fellowship. As a result, VORP competed for—and won—an Alternative Measures contract with the Ministry of the Attorney General, enabling the hiring of a case manager and assisting with operating expenses.

In 1985, the Fraser Region Community Justice Initiatives Association, a church/community-based, non-profit, registered society was formed to operate VORP and related programming. This move enabled individuals within the Langley community to participate by becoming members of CJI or by joining its board of directors. It also allowed for the development of a more diverse funding base. Langley Mennonite Fellowship's commitment did not end with the formation of CJI—after all, its vision made VORP a reality in the Langley Community. Over the years a number of CJI/VORP staff and volunteer mediators have been Langley Mennonite Fellowship members. The church continues to make

financial contributions, and CJI's constitution ensures that Langley Mennonite Fellowship is represented on its board of directors.

In 1988-89, CJI conducted a research study on victim offender reconciliation in serious crime for the Ministry of the Solicitor General (Canada). Results of the study, published in May 1989, indicated that the majority of both the offenders and victims of these offenses would be willing to meet and believed that they would find such meetings to be extremely beneficial. The results of the research project indicated support for the restorative justice model conceptualized by CJI. The concept became a pilot project that, in turn, became one of the first programs in the world to utilize a combination of therapeutic and dispute

The possibility of beginning a victim offender reconciliation program in Surrey was raised in late 1987. The decision was made to expand into Surrey and a contract was awarded for a six-week developmental phase. Operating contracts followed from April 1, 1988 to the present date.

resolution protocols in working with the most serious and violent crimes in the Criminal Code. That program, the Victim offender Mediation Program (VOMP), is now operated by CJI in the Pacific Region under contract to the Correctional Service of Canada.

In early 1991, CJI completed a pilot project at the Stave Lake Correctional Centre, focussing on the

needs of adult survivors of sexual abuse. This project utilized counselling, therapeutic and mediation skills to bring together the offenders and victims of sexual offenses in a victim offender awareness component. A small number of cases that met very strict criteria continued on into a victim offender reconciliation component. A quote from the evaluation of this pilot project by William Glackman, PhD, from Simon Fraser University states that "the program had strong support from all of the individuals interviewed in this evaluation. Both the victims and offenders, as well as the staff..., indicated their enthusiasm for the existence and continuation of the Victim Offender Awareness Program (VOAP). In fact, the staff at Stave Lake commented that VOAP had had a positive impact upon the atmosphere at the camp as a whole, thereby extending the program's positive influence beyond just the offender participants themselves. With endorsements such as these, it is clear that the initial offering of VOAP has proven to be a worthwhile model for future programs of this type."

The Community Dispute Resolution Program (Langley) was begun in 1991. In dealing with hundreds of criminal offenses referred to the Victim offender Reconciliation Program by Langley Crown Counsel and Langley Probation, it had become clear that a large number of incidents involved repeated call-outs to RCMP or bylaw officers before a criminal charge was actually laid. CJI had also received referrals from crown counsel when, after numerous police and bylaw officer contacts were unsuccessful in resolving a dispute, VORP was asked to mediate the matter. Such requests fell outside of our VORP contract but were conducted as a community service. Funding to operate the Community Dispute Resolution Program was first granted in 1992. The program utilized mediation and conciliation to help resolve conflicts in the local community. Unfortunately, funding was discontinued after three years and in February 1997 the Community Dispute Resolution Program became yet another program to suffer "death by pilot project."

A CJI-sponsored restorative justice symposium was held in Hull, Quebec in February 1995. Government representatives, crown counsel, lawyers, service providers and academics met for three days to discuss the restorative justice concept and its practical applications. This was followed in 1997 by the Satisfying Justice Symposium held in Vancouver and cosponsored by CJI, the Canadian Criminal Justice Association, the Church Council on Justice and Corrections, and the Federal Government (Ministry of Solicitor General and Justice Canada).

Through CJI's growth and development, the agency has seen its training component become increasingly important. Outside training contracts have provided a small but growing source of income for CJI as the agency seeks to find ways to diversify its funding while staying focused on its areas of commitment and expertise.

In 2000, CJI embarked on a major project in collaboration with the Langley School District and with the support of Langley Mennonite Fellowship. The purpose of this project is, through training and educating school district staff, students and parents, to create a climate in the district which encourages the use of restorative justice based approaches in response to discipline and conflict situations. With assistance from the Vancouver Foundation and the National Crime Prevention Centre, training and implementation are underway, initially focussing on two Langley secondary schools, with plans to expand the program to other facilities.

In November 1999, CJI was nominated for the First Annual Ron Wiebe Restorative Justice Award. Ron Wiebe, the warden at Ferndale Institution for many years, was a strong proponent of restorative justice and was very supportive of CJI and the Victim Offender Mediation Program. In 2002, the agency was again nominated and in November of that year, CJI staff travelled to Edmonton where they were honoured to receive this prestigious award. After the disappointment of having provincial government funding cutbacks applied to the VORP program earlier that year, resulting in termination of the adult component of that program, receiving the Ron Wiebe award gave staff something to celebrate.

After the disappointment of having provincial government funding cutbacks applied to the VORP program earlier in 2002, resulting in termination of the adult component of that program, receiving the Ron Wiebe Restorative Justice Award gave staff something to celebrate.

Now into its third decade, CJI continues to provide programs and services in keeping with its philosophy and mandate, seeking opportunities to fulfill its mission statement: "To foster peacemaking and the resolution of conflict in the community through the development of Restorative Justice values, principles and processes." •

Educating for Peacebuilding: "Conversation Peace"

By Catherine Bargaen, School Program Coordinator

The year 2004 marks the fourth year of Educating for Peacebuilding—a project that is bringing Restorative Action to Langley schools. The initiative is a partnership between CJI and the Langley School District, with two mediators from CJI and two counsellors from the Langley School District comprising the Restorative Action team. The project was generously supported this year by the National Crime Prevention Centre, the Vancouver Foundation, the Fraser Children and Family Development Fund, and Safe Streets Safe Schools. Educating for Peacebuilding aims to generate a school culture that responds to conflict and harm in restorative ways—from serious matters normally dealt with at the administrative level down to minor disputes between students. To this end, we provide training and mentoring in the application of Restorative Justice principles for students, teachers, parents and administrators. Given that this is a long-term commitment to change, CJI and Langley School District are dedicated to this project over the next six to 10 years.

In October 2003 we trained a team of mediators at DW Poppy Secondary School. As this team was comprised primarily of teachers and older students, we provided follow-up training in Spring 2004 for younger students (Grade 9 and 10).

Given the strong adult base and dedicated students, Restorative Action has been taking off at DW Poppy School. The school has been active in utilizing CJI staff for mentoring and has been handling up to three situations per week using a restorative process. A particularly exciting development is that two students who were involved in conflicts earlier in the year and who had taken part in mediation have now been trained as mediators. This speaks to the transforming power of Restorative Action and how those who contribute to creating disputes in the school can subsequently become peacemakers.

This year has been active in the area of curriculum and resource development. Our secondary school curriculum, *Conversation Peace*, was completed and then revised, edited and designed in preparation for printing. Initial marketing generated more than 20 orders which are waiting to be filled in coming weeks once printing of the workbooks and trainers manuals is completed. A great deal of interest in the curriculum has been generated, both nationally and internationally,

leading us to believe that it will be a sought-after resource. In addition to *Conversation Peace*, Langley School District and CJI staff (Deb Hale and myself, Catherine Bargaen) have developed a practical Restorative Action resource for elementary school teachers. Entitled *Talking Peace*, it is currently being piloted in four schools. It is anticipated that marketing will commence within the next year.

We have been focusing on developing Restorative Action in the elementary schools by providing parent information nights at three of the schools that were involved in training last year. We piloted Restorative Action Mediation Training at County Line Elementary School for Grade 6 and 7 students in Spring 2004. This training was adapted and condensed from the secondary school *Conversation Peace* training, and response was very positive. We look forward to working with the new elementary-level mediators at County Line School and learning how we can improve training and implementation for this age group.

Educating for Peacebuilding continues to expand and grow, with increasing interest shown by other school districts. We frequently make presentations around the Lower Mainland and beyond, and look forward to training two more secondary schools in Fall 2004. We are currently providing ongoing mentoring for Aldergrove Community Secondary School (ACSS), the first school where Restorative Action was implemented. The continued success of Restorative Action at ACSS is a source of encouragement. The program's impact can be summed up by a comment from a Grade 8 student at ACSS who participated in mediation lead by two Grade 11 girls: "At first I had lots of trouble feeling comfortable walking in the halls with my friends, but ever since mediation I have had a smile on my face every day. I'm glad I don't have to worry about this little spat any longer. I thank mediation for a good acquaintance and not an enemy. I would recommend mediation for friends who are having troubles or even enemies [who are] sick of the fighting. Thanks." •

"Ever since mediation I have had a smile on my face every day. I'm glad I don't have to worry about this little spat any longer." —Grade 8 student.

IN-SCHOOL TRAINING & PRESENTATIONS

- Spring 2003** • Mediation training for students at Aldergrove Community Secondary School.
- Fall 2003** • Mediation training for DW Poppy Secondary School staff and students.
 - Presentations on Restorative Action at Dorothy Peacock, Aldergrove, and County Line Elementary Schools.
- Spring 2004** • Presentation on Restorative Action at Parkside Elementary School.

Victim Offender Reconciliation Program (VORP)

By Barry Warhaft, VORP Coordinator

In a departure from the VORP reports of past, which have documented cases that speak to restoration and transformation, I decided to use this opportunity to provide you with a glimpse of Community Justice Initiatives (CJI) through my experience as the newest member of the team.

I first became aware of the pioneering work carried out by CJI during my introduction to the area of Restorative Justice in 1995. As a first-year graduate student in the School of Criminology at Simon Fraser University, the then 14-year-old Victim Offender Reconciliation Program served as an indication, contrary to generally held criminological belief, that something indeed works. A response to crime where the needs of victims and the obligations of offenders could simultaneously be addressed in a safe and supportive manner had immediate intuitive appeal. Further, as a student preoccupied with the attainment of social justice, CJI took on instant celebrity status.

Little did I know that four years later I would be developing and coordinating a Restorative Justice program with the Aboriginal community of Vancouver. My responsibility in overseeing the day-to-day operations of the Vancouver Aboriginal Transformative Justice Services (VATJS) has always been both a privilege and a heartfelt joy. Among many other things, it has given me the chance to be involved in a community of caring and positiveness. It also gave me the chance to cross paths with Sandi Bergen and Dave Gustafson whose Victim Offender Mediation Program (VOMP) provided a constant reminder that restorative practice goes well beyond the confines of police and Crown counsel diversion. Catherine Bergen's work confirmed that educational institutions, with their punitive responses to wrongdoing, had much to learn from Restorative Justice. And Eric Stutzman eventually brought CJI training to the VATJS's volunteers, demonstrating the cross-cultural applicability of conflict resolution skills that are built upon Restorative Justice principles and values. In short, I have always felt grateful for the work of CJI.

Meeting with people who have been impacted by crime and those who have perpetrated it, facilitating face-to-face meetings between them, and following-up to make sure that the decisions made in these encounters are honoured, requires approaches and responses as unique and varied as the personalities involved.

Needless to say, when I was contacted by Sandi about the possibility of coordinating VORP, I found the opportunity too compelling to say "no" (even though: (1) the Ministry of Children and Family Development's restructuring plan put into serious question the future of VORP; and (2) it would require a supreme test of my endurance in traveling from Vancouver to Langley).

The challenge of interspersing the role of VATJS program director with CJI practitioner has been a humbling one. I have learned that it is one thing to support the work of mediators through program management and completely another to do the work of a mediator. The journey from being unconsciously incompetent at conflict resolution to that of unconsciously competent is a long one. Meeting with people who have been impacted by crime and those who have perpetrated it, facilitating face-to-face meetings between them, and following-up to make sure that the decisions made in these encounters are honoured, requires approaches and responses as unique and varied as the personalities involved.

Now that I have been here on a part-time basis for approximately six months I can share with you that this initial orientation/demystification period has only served to legitimize the star status I had initially ascribed to CJI. To me, heroes are people whose actions are aligned with their values, and whose altruism is only tempered by a commitment to holistic wellness. It is these qualities that speak to restorative justice as not just something that we do, but something we can aspire to practising in all of our interactions and actions... Being humbled has never been so easy or so much fun. •

2003/2004 VORP STATISTICS

Langley

Juvenile Victim/Offender Combinations: 5
Mediated Agreement Fulfillment Rate: 100%

Surrey

Juvenile Victim/Offender Combinations: 38
Mediated Agreement Fulfillment Rate: 100%

Total Victim/Offender Combinations: 43

Overall Mediated Agreement

Fulfillment Rate: 100%

Victim Offender Mediation Program (VOMP)

By David L. Gustafson, Co-Director

"No vengeance or hate, just healing."

So begins *Vancouver Sun* reporter Ian Mulgrew's article about a remarkable woman named Katy Hutchison. Mulgrew's article (*No Vengeance or Hate, Just Healing*) ran June 16, 2003. A lot has transpired in the year since. Katy's life and ours have become intertwined. But to understand just how and why, you'll need the background.

Thousands have now heard Katy's story, "The Story of Bob" McIntosh, the popular lawyer, Captain of Team Canada at the 1997 World Triathlon championships, loyal friend, father and family man who died violently in Squamish on New Year's Eve that year. Katy had spent the day cooking, the couple's twins, Sam and Emma playing nearby as she finished preparations for the small dinner party she and Bob were hosting that evening. Friends arrived, the evening wore on, and Bob became concerned about a raucous house party just down the street. The party was apparently out-of-control. Worse, it was being held in the home of a close friend and neighbour whom Bob and Katy knew to be away, vacationing in Mexico. Over 100 youth were partying there, some invited by the neighbour's son, some not. Bob and his two male guests decided to look in on things before they got any more out of hand. Bob climbed the stairs to the master bedroom and apparently protested about youth being in it. One punch knocked Bob out. Four kicks to the head, delivered by a second youth, severed an artery and ended Bob's life.

The first youth, Ryan McMillan, took responsibility early for having delivered the punch. He was charged with manslaughter but the charge was stayed since it appeared someone else had delivered the fatal blow. Ryan McMillan was given a three-year conditional discharge for assault. The RCMP investigation continued, but any potential witnesses—100 strong—closed ranks and maintained a code of silence. It was almost five years before there was sufficient evidence to charge a second Ryan, Ryan Aldridge, with manslaughter.

Katy had made a video, describing what life had been like for her and for the twins for the previous five years. When police played it for Ryan Aldridge, he broke down and ended the almost five-year silence with the words "I killed him." That night he

wrote a letter to Katy and the twins, taking responsibility for his part in Bob's death, describing his own nightmares, saying: "The secret [sic] has been destroying my life as well as yours."

The next morning, the RCMP brought Katy to Squamish. She stepped into the room where Ryan was being interviewed to meet him. The following account is from an article Katy gave us which appeared in the *National Post*: "I wanted to pick him up and put him in my arms" said Hutchison. "He was having a hard time finding words. He started to cry. I said it was going to be OK. He'd have a tough road in the immediate future but if he dealt with it right now, he'd have a chance. I asked him what happened. He didn't remember. He said, 'I was drunk, I kicked him.' It was a recount of a blur, the uselessness of the situation."

Hutchison looked at him. Aldridge didn't look up. The interview was over. "The hardest part was on the way out I could see him on the TV screen. He was by himself, sobbing. I wanted to make it OK for him... He seemed genuinely remorseful."

As reported in Ian Mulgrew's article, Katy is clear that this encounter helped to heal the wounds "I accept what happened. I accept he made a fatal error. But what does forgiveness mean? I expect him to make a difference in someone else's life."

Soon after, Katy began speaking to high school students about the dangers of unsupervised parties, taking her powerful presentation to schools and any forum where she could gather a youth audience. And gather them she does. In an hour long multi-media presentation, Katy introduces them to Bob: his childhood, his school years, his passion for sports and athletic prowess, their story-book courtship, their wedding, the birth of their children and Bob's delight in them, and the sudden death that took him from them all. She speaks of risky contexts: drugs, alcohol, unsupervised parties, and how "misguided choices" ended Bob's life. It is by no means a preachy presentation. On the contrary, Katy cares deeply for her audiences. She invites them to life lived to the full, to relationships of respect for self and others, life characterized by responsibility, courage, autonomy, dignity, wise choices and joy. High school students are gripped by her message.

"The only missing link, of course, is having Ryan Aldridge doing it with me," Katy says. "I think it would be a really important thing for him, for me, for the kids. I hope over the course of his incarceration there will be some communication between us. I think the more involved victims and offenders can be, the better."

In the Spring of 2002, the *Vancouver Sun* ran a series called *Crime and Consequence* for a number of weeks. Professor Liz Elliott, a colleague and friend of CJI, wrote one of the articles on Restorative Justice, commenting very favourably on CJI's approach and our Victim Offender Mediation Program as an exemplary restorative model. Katy Hutchison saw the article. She called us and we set a meeting with her to explore what VOMP might have to offer. Coincidentally Dwight Mater, the Victim Liaison Coordinator at one of the prisons nearby, called to say that Katy had been in touch with him. He felt VOMP could well assist in meeting the needs of both parties and suggested we be in touch with Katy.

We met Katy and listened as she shared aspects of her story we could never otherwise have known. About the struggles and the growth. About her twins Sam and Emma, now ten, donating proceeds from a garage sale to an anti-bullying program, winning a poster contest with the theme "Stop the Silence; Stop the Violence". Ten-year-old peacemakers who, after seeing Ryan in court at his sentencing, began to ask about him fairly frequently. "I wonder what Ryan is doing right now" they ask. "They don't fear him," Katy says, "Ryan has become a character in our home. The children echo my feelings. What happened was a horrible, awful thing, and they hope Ryan can get help."

A few weeks later in June 2003, we arranged to meet with Ryan. He found it difficult to believe that a program like VOMP existed but was clear that he needed to continue on the path he had begun. Katy had sent a letter for Ryan with us, in which she made clear she hoped to meet with him in hopes of greater healing for them both. She affirmed the direction he had begun to take, saying, "If the letter you wrote to Squamish is a reflection of some insight and maturity that you have gained since your incarceration, then I believe you are on the right path." She made clear that the losses had been enormous, but that she had no need or desire to extend the harms. It was clear that Katy, Sam and Emma had hopes for Ryan: that he would heal, too, and achieve his "full potential in life."

We began to tailor an approach that would meet the needs expressed by Katy, Sam and Emma, as well

as those Ryan had expressed in his letters (to her and the children, and in a subsequent letter he sent to the Squamish community newspaper for publication).

A short time later, Katy and Ryan met face-to-face in a board room at the prison. I find that words fail me at this point whenever I attempt to describe these meetings. Perhaps that is best. The real test is how the parties, the Ryans and the Katys, feel.

Ryan watched, as Katy played her presentation "The Story of Bob" for us on her notebook computer. There were tears and important dialogue: the taking of responsibility, confession, acknowledgement of one another, of the pain of past and present, of hope of healing and life yet to be lived.

A few weeks later, Ryan sent us a letter to be forwarded to Katy. Shy, reticent and imprisoned though he might be, he had decided to do what he could to assist with Katy's presentations. The letter had been framed for Katy to read as part of the presentations she continues to make. In his cover note to Katy, Ryan says, "Maybe in the future I could come to one of your presentations and answer the youths' questions. Thank you for giving me the opportunity to be involved in your presentation."

In his letter, Ryan offers a good deal of himself. He shares the foggy recollection of the events of that New Year's Eve, the awareness of his involvement in Bob's death, the fear and spiral into despair that ensued. He writes movingly too, about the impact on his family and friends, his rediscovery of the importance of his relationships with his parents, and about the life sentence that will be his in recognizing the incalculable costs of his choices that night. His letter implores other youth to consider the consequences of their choices, to recognize how easily a wrong choice can lead to tragedy.

Ryan ends his letter with a poem given to him by Katy, Sam and Emma, saying "I read it every night and it inspires me... with Katy, Emma and Sam's forgiveness—maybe I can move on and forgive myself..."

In desperation

I cry out

"O.K.

I admit it,

I can't do this alone:

And yes,

I have not suffered alone.

There has always been help and always will be."

Oh, what a peace admitting this

Has given me.

*Now I move forward
With joy in my heart*

When we contacted Katy to ask permission to print this article in our Annual Report, we sent her the first draft and asked if she would like to add anything. This is what she sent by email a few hours later:

When Bob and I were first married, I recall coming to him in tears with the news that my infant nephew had been diagnosed with cancer. I told Bob that I could not imagine anything worse than having a sick child. Bob held me in his arms and said, "You are right. This is awful—but you need to remember something, Katy. This is not the last crisis our family will face. Life is a series of crises. They are punctuated by celebrations. The true measure of a person is how they move between those crises and celebrations."

We often cannot choose what happens TO us in life—people jostle us in crowds, our car gets backed into, someone kills our best friend...

But we can always choose how we react to what happens to us. In EVERY situation we can step back, take a deep breath and think about our reaction and how it is going to shape what is to come.

Anger is a dead end. Anger fills us up and consumes us. When we are angry we are paralyzed and cannot move forward.

Forgiveness sets you free. For the little day-to-day things, and for the enormous life-changing things.

The easiest thing for me was to forgive Ryan. The most difficult thing was to forgive myself for moving on and letting go...

There will be more to come. Katy is about to meet the other Ryan, the one who punched Bob when he was confronted at the top of the stairs. And additional steps will bring more healing still. It is always so when light eclipses darkness and people like these determine to do the unthinkable: to encounter one another in all their brokenness and work together toward their mutual healing: to overcome evil with good. •

2003/2004 VOMP STATISTICS

Referrals accepted April 1, 2002 to March 31, 2003:.....	23
Active cases currently in process:	61
Victim Contacts	430
(telephone, written, in-person; includes support, therapy and after care)	
Offender Contacts.....	227
(mainly in person at institutions; also includes telephone and written contacts)	
CSC Contacts	320
(case-relevant telephone, written and in-person contacts with various Corrections Service Canada personnel)	
Face-to-face Victim Offender Mediation Dialogue meetings.....	11

In addition to these statistics, there are numerous National Parole Board (NPB) contacts and, as part of our contracted "deliverables," training sessions and presentations to Correctional Service of Canada (CSC) staff, victim's groups, conferences and consultations at the request of government. In the 2002-2003 fiscal year, these included:

Shattered Lives, Hope of Healing - Police Victim Assistance Association Conference

Vancouver, BC, May 24, 2003 • Presenters: D. Gustafson & S. Bergen

VOMP Case Study Presentation at Ferndale Institution

Mission, BC, June 14, 2003 • Presenters: C. Lee, A. Sproson, D. Gustafson, S. Bergen
Presentation to and consultation with Correctional Service of Canada (CSC)

Victims' Advisory Committee (Pacific Region)

July 8, 2003 • Presenters: D. Gustafson & B. Guenther

Moving Forward - National Victims of Crime Conference

Ottawa, Ontario, November 3-5, 2003 • Presenters: D. Gustafson, S. Bergen

Training & Education

By Eric Stutzman, Training & Education Coordinator

The provision of training and education has come to play an essential role in promoting/fulfilling CJI's mission "To foster peacemaking and the resolution of conflict in the community through the development and application of Restorative Justice values, principles and processes." Over the past year more than 300 people from across North America have participated in one or more days of CJI training. A comment made by a participant at a recent five-day training session highlights the potentially transformative affect of CJI's training. Mid-way through the week she remarked to the class that she had come to the session thinking that it would be about skill building but she now realized that this training is about a way of life.

Highlights from the year are numerous. We were invited to provide Victim Offender Mediation training for the Tsilchotin Nation in central BC and the Teslin-Tlingit Nation in the Yukon. Both are building the capacity of their citizens to reclaim Aboriginal justice practices and understood CJI's training to be an important component of developing their justice system and practices. Additionally, US agencies as far away as Michigan and New Hampshire contracted with us to provide training for their staff and volunteers based on our reputation and experience.

On a personal note, I had the privilege of delivering four days of Restorative Action and mediation training to the staff at my alma mater, Western Mennonite High School in Oregon. Among the participants were several of my former teachers. It felt like coming full circle to be giving back to a school that had given me much.

CJI's Training Institutes

CJI held its 3rd Restorative Justice Training Institute in August 2003 and the 4th is in the planning stages for April 2004. These institutes continue to fill with eager participants. During each institute held to date we have focused the first day on a particular topic in Restorative Justice, and in August 2003 the focus was Aboriginal justice with guest speaker Val Napoleon. Over the week we built a vibrant learning community where participants actively engage in the challenge of thinking about and practicing justice in new ways.

Over the past year more than 300 people from across North America have participated in one or more days of CJI training.

We are also excited to see several new training contracts on the horizon as a direct result of participants from our Training Institutes inviting us to their communities. In this way we have developed a training and

mentoring relationship with our neighbours at the Abbotsford Restorative Justice and Advocacy Association. Several of their mediators will be put through CJI's assessment process over the coming months in order to become certified as senior mediators for their association.

I can say with confidence that through CJI's training and education services, together with the agency's other programs, our vision of "aspir[ing] to the achievement of a society where the natural response to conflict and harm is more restorative than punitive, more relational than isolating, and more healing than productive of further harm" is being realized. •

Training, Technical Assistance, Conferences

CJI staff provide training, presentations and technical assistance at a wide variety of venues in Canada and the United States during 2003-2004. The fees received for these services assist in covering the agency's operating expenses and, more importantly, these opportunities give CJI staff a chance to impact the thinking, values, principles and practice of restorative processes. Staff also attended a number of conferences and workshops, allowing them to share and learn with others involved in the restorative justice field.

APRIL 2003

North Vancouver Transformative Justice Society: Victim Offender Mediation/Conferencing
North Vancouver, BC, April 5
Trainer: E. Stutzman

MAY 2003

Provincial Community Accountability Programs (CAP) Training: Using the Right Tool for the Task
Burnaby, BC, May 13, 2003
Keynote address: D. Gustafson

School District #35: Creating & Maintaining Respectful Workplaces
Langley, BC, May 21, 2003
Presenters: D. Gustafson & Sandi Bergen

Justice Institute of BC - Victims and Victimization: Basic Restorative Justice
New Westminster, BC, May 29
Presenter: C. Borgen

JUNE 2003

IV International Conference on Restorative Justice

Vancouver, BC, May 30-June 7

- **Planning Committee**
Committee Member: D. Gustafson
- **Trauma Recovery Implications of Facilitating Victim Offender Encounters in Crimes of Severe Violence: The Canadian Experience**
June 3 Presenters: S. Bergen, D. Gustafson
- **Communicating in Conflict**
May 30-31 Trainer: E. Stutzman
- **Restorative Action in Schools**
June 2 Presenter: C. Borgen
- **Victim Offender Mediation**
June 5-7 Trainer: E. Stutzman
- **Post-conference Institute: Palaver on Praxis with Howard Zehr**
June 5 Trainer: D. Gustafson

Western Mennonite School: Restorative Action & Mediation Training

Salem, OR, June 10-13

Trainer: E. Stutzman, Coach: L. Steer

YMCA Youth Peace Network

Vancouver, BC, June 17 & 18, 2003

Trainers: C. Borgen and E. Stutzman

Consultation with Justice System Stakeholder Group Leaders: Proposed Program Developments

Vancouver, June 25, 2003

Presenters: D. Gustafson, S. Bergen, J. Christian

Greenland Victim Offender Mediation Program:

Victim Offender Mediation Training

Portsmouth, NH, June 27-29

Trainer: E. Stutzman

JULY 2003

Justice Institute of BC: Shame & Pride A Day with Dr. Don Nathanson

New Westminster, July 7, 2003

Introduction: D. Gustafson

AUGUST 2003

CJI Restorative Justice Summer Training Institute

New Westminster, BC, August 11-15

Presenters/Trainers: D. Gustafson, S. Bergen, E. Stutzman, C. Borgen, L. Steer. Guest speaker: Val Napoleon

Western Mennonite School: Restorative Action Training

Salem, OR, August 19

Trainer: E. Stutzman

Sunrise Mediation Service: Victim Offender Mediation Training

Alpena, MI, August 25-27

Trainer: E. Stutzman

Program Developments in South African Townships

Ongoing consultation with Mr. George Lai Thom

Consultant: D. Gustafson

SEPTEMBER 2003

Surrey Youth Probation: VORP Presentation

Surrey, BC, September 16

Presenter: E. Stutzman

OCTOBER 2003

Fraser Burrard Community Justice Society: Victim Offender Conferencing

Coquitlam, BC, October 11, 25 & 26

Trainer: E. Stutzman

BC Teachers' Federation: Mediation in a Restorative Framework

Vancouver, BC, October 20 & 21

Trainer: E. Stutzman

Langley Mennonite Fellowship: Communicating in Conflict Training

Langley, BC, October 22, 29 & November 5

Trainers: E. Stutzman & C. Borgen

Emmanuel Mennonite Church: Restorative Action Presentation

Abbotsford, BC, October 26

Presenter: C. Borgen

NOVEMBER 2003

Victim Offender Mediation Association (VOMA) Conference

Nashville, TN, November 2-5

Presenters: D. Gustafson, S. Bergen, E. Stutzman

Shepherd of the Valley Lutheran Church: Restorative Action Presentation

Langley, BC, November 12

Presenter: C. Borgen

The New School at Surrey: Restorative Action Training

Surrey, BC, November 13

Trainer: E. Stutzman

Abbotsford Restorative Justice & Advocacy Association: Victim Offender Conferencing Training

Abbotsford, BC, November 15, 21, 22, December 6 and February 14

Trainers: E. Stutzman & C. Borgen

DECEMBER 2003

Victim Service Regional Gathering
Langley, BC, December 3
Attended: D. Gustafson, S. Bergen & E. Stutzman

JANUARY 2004

Punky Lake Wilderness Camp Society: Victim Offender Mediation Training
Williams Lake, BC, January 19-23
Trainers: E. Stutzman & C. Barga

Consultation Circles on Elder Abuse & Restorative Justice
North Vancouver Restorative Justice Society, January 13, 2003
Presenter: D. Gustafson

Abbotsford Restorative Justice & Advocacy Society AGM
Abbotsford, BC, January 13, 2003
Keynote speaker: D. Gustafson

Langley Christian High School: Basic Restorative Justice
Langley, BC, January 15
Presenter: C. Barga

Trinity Western University: Basic Restorative Justice
Langley, BC, January 28
Presenter: C. Barga

FEBRUARY 2004

MCC Restorative Justice Gathering
Winnipeg, MB, February 19-21
Consultation: D. Gustafson, S. Bergen
Attended: E. Stutzman, C. Barga

Teslin Tlingit First Nation: Victim Offender Mediation Training
Teslin, YT, March 8-12
Trainers: E. Stutzman, C. Barga

South Abbotsford MB Church: Restorative Justice Presentation
Abbotsford, BC, February 11
Presenter: C. Barga

MARCH 2003

University College of the Fraser Valley On-line Curriculum Advisory Committee
Abbotsford, BC, March 9 & 29
Committee Member: B. Warhaft

Community Accountability Programs Regional Training: Restorative Justice Roundtable
Abbotsford, BC, March 19
Presenter: E. Stutzman

Columbia Bible College: Guest Lecture
Abbotsford, BC, March 19
Presenter: E. Stutzman

Family Group Conferencing in New Zealand
Langley, BC, March 25, 2003
CJI staff consultation with Mauri leader Juan Tauri

RESTORATIVE JUSTICE SIGNPOSTS

You are doing justice restoratively when you . . .

- ... focus on the harms of crime rather than the rules that have been broken;
- ... show equal concern and commitment to victims and offenders, involving both in the process of justice;
- ... work toward the restoration of victims, empowering them and responding to their needs as they see them;
- ... support offenders while encouraging them to understand, accept and carry out their obligations;
- ... recognize that while obligations may be difficult for offenders, they should not be intended as harms and they must be achievable;
- ... provide opportunities for dialogue, direct or indirect, between victim and offender as appropriate;
- ... find meaningful ways to involve the community and to respond to the community bases of crime;
- ... encourage collaboration and reintegration rather than coercion and isolation;
- ... give attention to the unintended consequences of your actions and programs;
- ... show respect to all parties—victims, offenders, justice colleagues.

Crime wounds . . . justice heals

—Harry Mika & Howard Zehr, 1997

Community Support

The continued support of individuals, foundations and community groups helps make possible the operation of CJI. The board of directors, administrators and staff would like to acknowledge and extend appreciation to these contributors:

- Langley Mennonite Fellowship
- May & Stanley Smith Trust
- The Vancouver Foundation
- National Crime Prevention Centre



CJI's Educating for Peacebuilding program was the recipient of funding from Provincial Government grants:

- Ministry for Children and Family Development – Fraser Region Family & Child Development Fund
- Ministry for Public Safety & Solicitor General – Safe Streets Safe Schools Fund

We would also like to extend our warmest thanks to all the individuals who have made donations to our agency. Your generosity is valued and appreciated. Thank you!

The following businesses and individuals contributed to a silent auction held during the Annual General Meeting & Fundraising Dinner on Friday, May 30, 2003. More than \$3,300 was collected through ticket sales, silent auction proceeds and donations. Our warmest thanks to all who attended and contributed.

- BC Lacrosse Association, Burnaby, BC
- Bien Jewellers, Aldergrove, BC
- E.C. Collectables, Langley, BC
- Flamingo Framing, Aldergrove, BC
- Fraser River Marine Transportation, Maple Ridge, BC
- Harbour Cruises, Vancouver, BC
- Northview Golf & Country Club, Surrey, BC
- Salon Lanci, Delta, BC
- Refrigeration Components (RCC) Canada Ltd., Surrey, BC
- Spa Utopia, Langley, BC
- Tall Timbers Golf Course, Langley, BC
- Springman Saturn Isuzu, Surrey, BC
- Three Wishes Home Decor & Fine Gifts, Langley, BC
- Laurie Miller, Aldergrove, BC
- West Wind Fine Art Gallery, Langley, BC
- Mabel Strong, Langley, BC

Volunteer Mediators

In Restorative Justice, the community is viewed as a facilitator in the restorative process. CJI assists in empowering community members to deal with crime and conflict through training and experience as VORP volunteer mediators.

2003/2004 Volunteer Mediators

Anne Best
Dyan Burnell
Bruce Grant
Jeff Christian
Vanessa Liu
Kate Parkinson

CJI'S MEDIATION CERTIFICATION LEVELS

Level I Mediator

Successful completion of...

- 36 hours of instruction in the philosophy of VORP and restorative justice, basic conflict resolution skills, victim offender mediation, etc.
- A VORP mediation assessment.
- Observation of a VORP mediation.
- Completion of one supervised VORP mediation.

Level II Mediator

Completion of Level I requirements, plus...

- Mediation of at least seven case referrals.
- Six hours of in-service training.
- One supervised mediation resulting in a written assessment with satisfactory or high ratings in all essential categories.

Senior Mediator

Completion of Level II requirements, plus...

- Mediation of a minimum of seven additional cases, including at least one assault charge.
- Six additional hours of in-service training.
- One supervised mediation resulting in a writing assessment with high ratings in a minimum of ten essential categories, with no criteria rated as "further development needed".
- Ten hours of coaching.

A RESTORATIVE JUSTICE YARDSTICK

1. Do victims experience justice?

- Do victims have sufficient opportunities to tell their truth to relevant listeners?
- Do victims receive needed compensation or restitution?
- Is the injustice adequately acknowledged?
- Are victims sufficiently protected against further violation?
- Does the outcome adequately reflect the severity of the offence?
- Do victims receive adequate information about the crime, the offender and the legal process?
- Do victims have a voice in the legal process?
- Is the experience of justice adequately public?
- Do victims receive adequate support from others?
- Do victims' families receive adequate assistance and support?
- Are other needs—material, psychological and spiritual—being addressed?

2. Do offenders experience justice?

- Are offenders encouraged to understand and take responsibility for what they have done?
- Are misattributions challenged?
- Are offenders given encouragement and opportunities to make things right?
- Are offenders given opportunities to participate in the process?
- Are offenders encouraged to change their behaviour?
- Is there a mechanism for monitoring or verifying changes?
- Are offenders' needs being addressed?
- Do offenders' families receive support and assistance?

3. Is the victim offender relationship addressed?

- Is there an opportunity for victims and offenders to meet, if appropriate?
- Is there an opportunity for victims and offenders to exchange information about the event and about one another?

4. Are community concerns being taken into account?

- Is the process and the outcome sufficiently public?
- Is community protection being addressed?
- Is there a need for restitution or a symbolic action for the community?
- Is the community represented in some way in the legal process?

5. Is the future addressed?

- Is there provision for solving the problems that led to this event?
- Is there provision for solving problems caused by this event?
- Have future intentions been addressed?
- Are there provisions for monitoring and verifying outcomes and for problem solving?

From: *Changing Lenses: A New Focus for Crime and Justice*, Howard Zehr, 1990