



COMMUNITY JUSTICE INITIATIVES ASSOCIATION

Fraser Region, British Columbia

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Celebrating Excellence in Restorative Justice since 1985*

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To: our members, large global family of RJ practitioners and community change agents, past and current staff and board members, community partners, stakeholders, and clients.

Transition Announcement

Hello everyone,

A year ago, our team began deep conversations about continuing the foundations of growth that have seen Community Justice Initiatives (CJI) step vibrantly into its 40th year in the field of Restorative Justice and Practices. We are a passionate organization with a long history that many practitioners have put their indelible mark upon, while calling CJI home. The past few years have seen unprecedented expansion in all our programs, our work with new clients and funders, and our relationships with communities and organizations across Turtle Island (Canada) and globally. We are grateful that we continue to work in relationship with so many diverse voices in this ever-expanding field, which allows us to always lean in towards growth, learning/unlearning and renewal.

Alongside these big organizational discussions, our Founder and Director, David Gustafson, an early visionary in the field of Restorative Justice, began to consider a transition in his role as Executive Director to that of Senior Advisor. His hope is to pursue broader ‘dreams’ and global projects to bring forth restorative justice into mainstream awareness and practice.

As of January 1, 2024, both Kaylie Maughan and Jennifer Siemens began leading CJI as Co-Executive Directors; Kaylie as Director of Programs, and Jennifer as Director of Operations. Each were chosen for their knowledge and history with the organization, their years of experience in supervising teams of restorative practitioners, their level of expertise and skill, and their dedication to restorative values as well as collaborative models of leadership.

As these conversations among our staff and Board of Directors grew, and with the help of external advisors, a transition and growth plan took shape. Restorative practices benefit from pause and reflection at key moments, and we plan to move with grace with each other, and continue to pursue areas of growth that serve our community. Just like in musical composition, transition, for us, posits the notion (and the sound) of “modulations”: the chords or set of notes that signal a shift in a piece of music from one key to another. We like the nuance of the word; it feels very much how we already operate and what we envision for the future of CJI. For a musical group, working through a modulation doesn’t stop the music. Far from it. In fact, the transition, and those modulations, are far more likely to provide new emphasis and impetus, interpreting the phrasing in a higher and possibly even more compelling

key. This resonates with us at CJI and in all of what we do with others in our community in the aftermath of harm and trauma, and in supporting and charting new pathways to healing.

As we begin this journey, we will share our updates and celebrations. Most of all, expect the music to continue; but in new and perhaps even more compelling keys.

Gratefully,

Community Justice Initiatives Staff and Board