



# RURAL RED DEER RESTORATIVE JUSTICE PROGRAM ANNUAL REPORT

2021-2022

## Message from Board

The Rural Red Deer Restorative Justice Program came into existence in the fall of 2020 because of the foresight and planning of the Red Deer County Police Advisory Council. This first year has been one of development, establishment of partnerships, education, building of community support and implementation of services. The program began receiving referrals as a fully operational program in March of 2021.

There are many individuals that need to be recognized and thanked for their role in making this happen.

First, we have been fortunate to have the incredible organizational talent, energy, and commitment of the program development Coordinator Debbie Leitch, who brought all the necessary pieces together to help make the vision a reality. We extend extreme gratitude to Sgt. Dan Martin for his leadership in proposing this initiative and assigning Constable Jeffery Hewitt as the RRDRJ RCMP co-lead. Constable Hewitt's support and leadership has been instrumental in case referral, case management and program growth. The program would not be in existence without significant volunteer and community support. The Board of Directors, the Community Advisory Council and Case Facilitators representing over 50 volunteers, are to be acknowledged and honoured for their dedication, passion, and belief in the process as an investment in rural communities and the families and youth who live there. Finally, the financial and in-kind support of community, individual and corporate donations has enabled us to provide the service in safe spaces, provide training to facilitators and education to the public. All of these individuals and corporations are enabling us to build and grow a sustainable program that will provide a much-needed alternative justice option for youth and young adults who reside in rural communities that surround Red Deer and we are grateful.

Some of the highlights of our first year include the development and implementation of:

- A structure that provides direction and oversight while engaging active community participation and ownership in the process
- Partnerships with police agencies, schools, municipalities, social support programs and local businesses
- A service provision manual that addresses all processes, forms and procedures and provides clear direction to the volunteers who support the program as well as other agencies or individuals who access the RRDRJ program
- A 3-year strategic plan outlining the vision, mission, goals, strategies and evaluation measures for the program
- A social media presence with a [dedicated website](#) as well as Facebook and Twitter accounts

- A program specific orientation and training program for new facilitators and the subsequent recruitment and training of 17 volunteer case facilitators,
- The design and marketing of RCMP/RRDRJ Challenge Coins as a fund-raising initiative.

It has been exciting and rewarding to see this start-up work resulting in actual service delivery and we are proud to have been able to support 22 families through the restorative justice process in our first year!

The tremendous community support for this program at both the County and Municipal levels has played a strong role in the success of the program to date and our sincere gratitude goes to the following donors: Red Deer and Lacombe County Rural Crime Watch, Medicine River Rural Crime Watch and Central Alberta Fraud Prevention and our gold level sponsor: Vesta Energy.

### Board of Directors

Jean Bota

William Young

Dean Hart

Lonny Kennett

Dana Kriel

Debbie Leitch

Jeffery Hewitt



# Mission, Vision, Goals and Accomplishments

## Vision

Rural Red Deer communities value, support and utilize Restorative Justice processes as a first response to non-violent harms.

## Mission

- To provide young offenders (12-25 years of age) from the Blackfalds RCMP detachment area with an opportunity to avoid entering the criminal justice system by accepting responsibility for their actions and repairing the harm caused to others by those actions.
- To provide those who have been harmed an opportunity to share the impact of the harm with the person who has harmed them and to identify actions that would repair that harm.

## Goal #1 Service Delivery

Provide Rural Red Deer communities with a safe, timely, accessible, acceptable, and appropriate restorative justice option to repair harms caused by non-violent offences.

## Accomplishments

- Program structure, guidelines, and processes developed and in place, to support RJ referrals from both Blackfalds RCMP detachment and Lacombe Police Services
- 10 referrals received provided service to 22 families (66 individuals)
- 100% of intake assessments occurred within less than 1 week of referral
- 80% of cases referred progressed to case conference
- 80% contracts successfully completed
- 90% cases have not reoffended in first year
- 100% participants indicated satisfaction with process

## 22 Families (66 individuals) supported through 10 Referrals

Type	Root Cause	Actions to Repair Harm and restore relationships
<p><b>50%</b> Assault or Threat to harm</p> 	<ul style="list-style-type: none"> <li>• Retaliation</li> <li>• History of bullying or being bullied</li> <li>• To Fit in with Group</li> <li>• Anger management</li> <li>• Bad decisions</li> <li>• Family dynamics</li> </ul>	<ul style="list-style-type: none"> <li>• Apology- verbal, written, creative digital</li> <li>• Counselling</li> <li>• Managing anger course</li> <li>• Journaling</li> <li>• Mentoring-decision making</li> <li>• Conflict management</li> <li>• Victim services support</li> <li>• Parent-School approaches</li> <li>• Family Restorative Circle</li> </ul>
<p><b>30%</b> Mischief</p> 	<ul style="list-style-type: none"> <li>• To fit in with Group</li> <li>• Thought it would be funny</li> <li>• Alcohol and Drug use</li> <li>• History of bad relations with person harmed</li> </ul>	<ul style="list-style-type: none"> <li>• Apology</li> <li>• Repair damage</li> <li>• Community service- hours equal to cost of repairing damage</li> <li>• Enrollment in Addictions Counselling</li> <li>• Mentoring</li> </ul>
<p><b>10%</b> Theft</p> 	<ul style="list-style-type: none"> <li>• History of vandalism</li> <li>• Trying to fit in</li> <li>• Boredom</li> <li>• Bad decisions</li> </ul>	<ul style="list-style-type: none"> <li>• Apology</li> <li>• Volunteer for Business harmed</li> <li>• Mentoring</li> <li>• Participation in “Inspiring Youth Leadership” course</li> </ul>
<p><b>10%</b> Arson</p> 	<ul style="list-style-type: none"> <li>• Part of a group</li> <li>• Consequences of actions not thought out</li> <li>• Boredom</li> </ul>	<ul style="list-style-type: none"> <li>• Apology</li> <li>• Fire Dept Food Drive-Food Bank stocking</li> <li>• Park clean-up</li> <li>• Presentation on fire safety to RJ Board</li> <li>• Mentoring- ANAM Youth</li> <li>• Initiaton of new activities- sports/hobbies (boredom busters)</li> </ul>

## Participant Evaluations

Here is what our case participants had to say about the process:

“This is an amazing program and gave the children a chance to communicate and explain how they feel. I am thankful this program was offered to us. The facilitator was pleasant and easy to talk to. She makes you feel comfortable in an awkward situation. Thank you.”

“This was a positive way to deal with the actions- the person who did the harm got to see how it affected us.”

Very constructive and a positive experience. Thank you

“This was a great opportunity for everyone to be involved, to come to a common ground without judgement.”

“It helped everyone get pass this crisis and resolve the problem”

“I am grateful for the support in this process and for the process as an effective alternative”

“It was productive and effective in a positive way.”

Very well organized. Awesome participation.

## Goal #2 Community Engagement

Engage members of the community so the benefits of restorative justice and the routine use of restorative processes are both recognized and achieved.

Accomplishments:

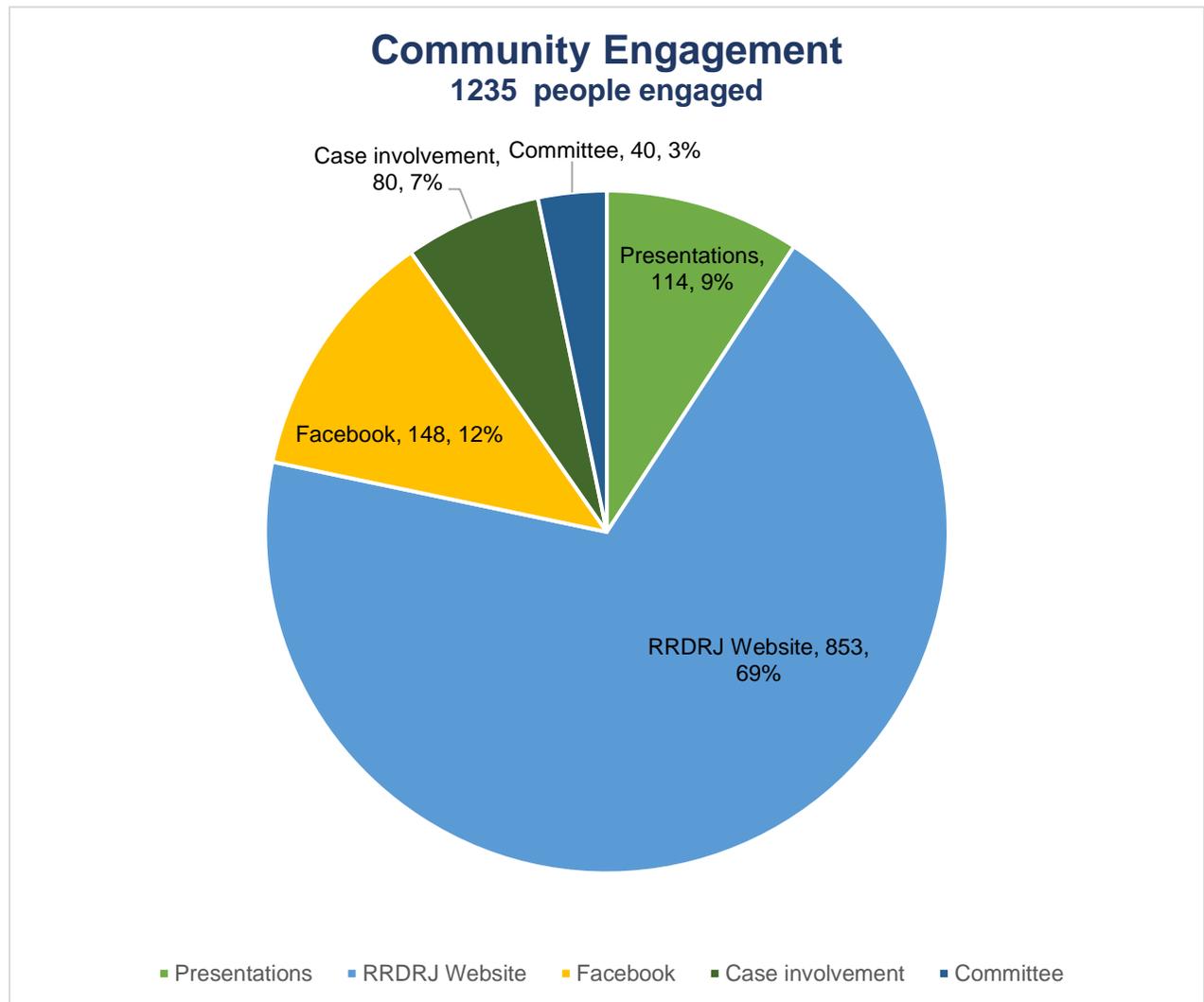
### Public Awareness

- Establishment of a program website to enable easy access to information about program, sponsors, processes, and donations.
- Presence on social media- Facebook and twitter
- Five in-person presentations to municipal leaders and community organizations
- Bi-monthly updates provided to county and municipal news.

### Active Community Engagement

- Citizen engagement in RJ program/processes through active participation in case conferences
- Oversight and direction to the RJ program through a 40-member Advisory Council and working groups





## Goal #3 Sustainability

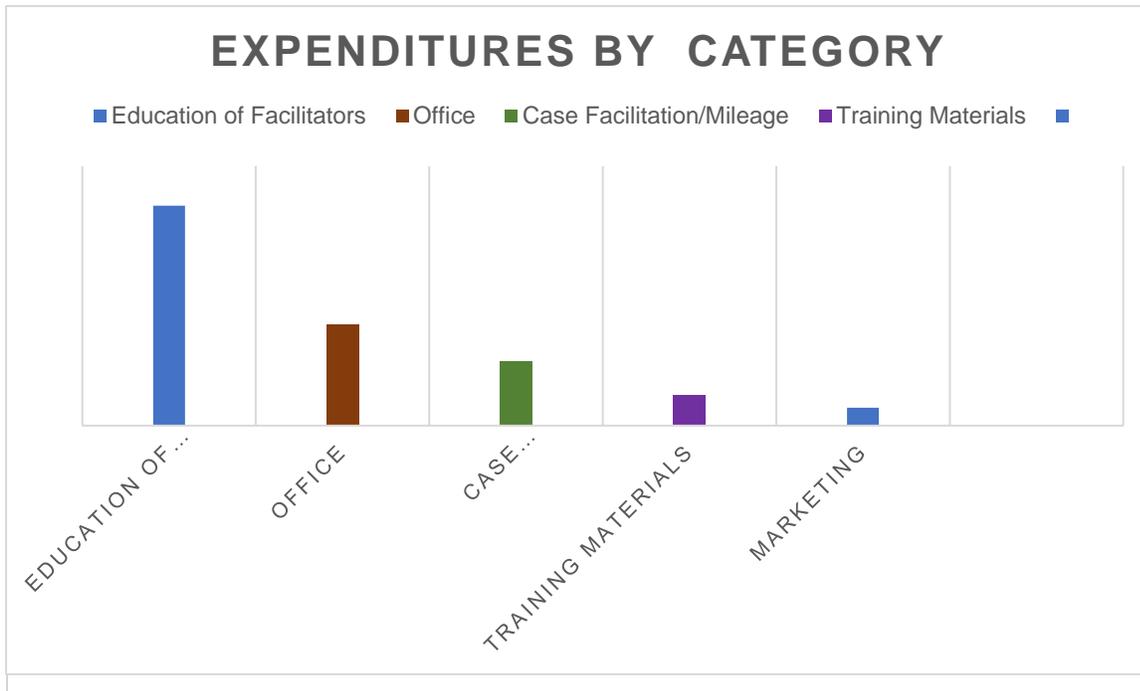
Develop a plan to support the long-term sustainability of a rural RJ program in Central Alberta

### Accomplishments

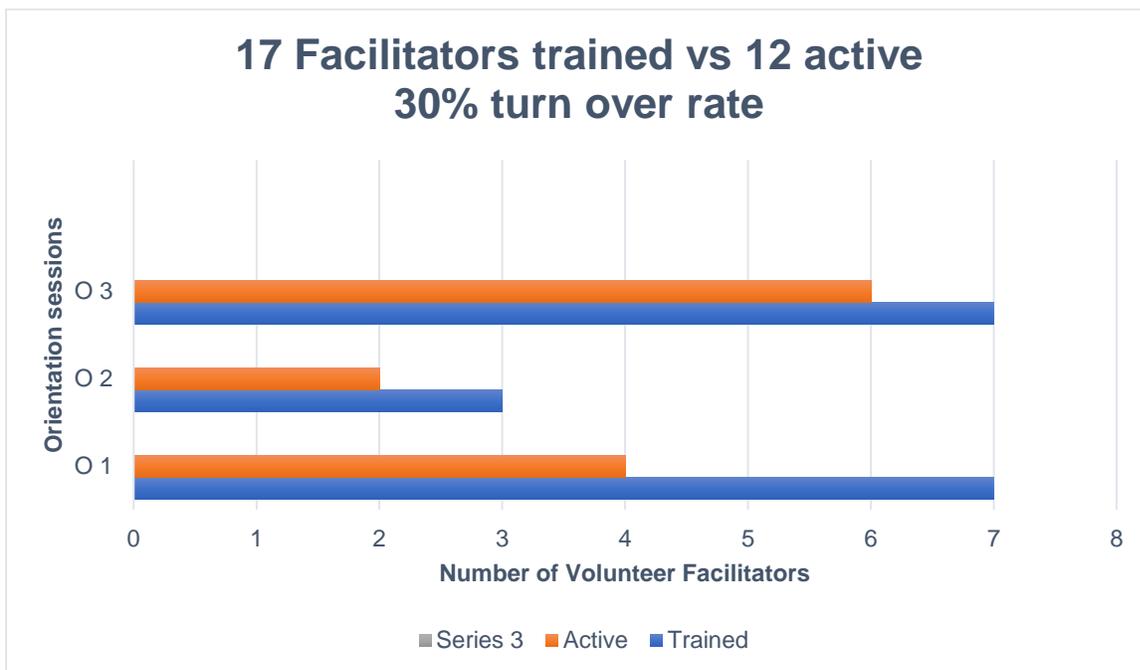
Funding efforts resulted in sufficient resources to support accessible trained facilitators and operational costs including office supplies, insurance, accounting, social media, internet, communication, education, mileage, per diems, evaluation and reporting and safe space needs for up to 20 cases/year.

2020-2021 Donors \$6500		2021-2022 Sponsors and Fund-Raising Initiatives \$15,150	
Red Deer and Lacombe County Rural Crime Watch  	\$5000	 <b>Vesta Energy</b>  <b>VESTA</b> <b>Gold Sponsorship</b>	\$10,000
	\$1000	 <b>Sale of RCMP Challenge Coins</b>	\$3,850
Central Alberta Fraud prevention	\$500	 <b>50/50 Draws</b>	\$1,040

Additional dollars were received from individual donors through our website donation page.



**Sustainability Concern: Cost of Training and Turnover Rate of Volunteers**



**Problem:**

- High Cost of contracting outside training
- 30% turnover rate of volunteer facilitators

**Solution:**

- ✓ Develop RRDRJ Orientation/training to save costs
- ✓ Provide small educator per-diem rate of \$100/session
- ✓ Provide case facilitator per-diem rate of \$125/case lead and \$50 for co-lead to support retention

**Status:**

- *Currently 12 active facilitators available to support 20 + cases/year.*

**Early Success of this program is attributed to:**

- **Blackfalds RCMP:** Sgt. Dan Martin and Cnst. Jeff Hewitt
- **Volunteers:** Board, Program Coordinator, Facilitators, Educators, Social Media Coordinator, Committee members
- **County and Municipal Support:** Red Deer County, Lacombe County, Town of Blackfalds
- **School support:** Iron Ridge Junior Campus, Saint Gregory the Great Catholic School & Lacombe Composite High School
- **Financial Sponsors:** Red Deer & Lacombe Rural Crime Watch, Medicine River Crime Watch, CA Fraud Prevention, Vesta Energy and Blindman Valley Propane

**Looking Ahead**

As RRDRJ program gains public awareness and trust it is anticipated that the number and complexity of referrals will increase. This will be further magnified by the Alberta provincial court-initiated trial for RJ with referrals to be received from crown prosecutors. In addition, provincially the RCMP has embraced Restorative Justice and it is anticipated that we will have the opportunity to expand our geographical support to other RCMP detachments in rural central Alberta. Schools are also recognizing the impact that restorative processes can have in the classroom as an upstream approach that supports youth in the development of positive social skills and behaviors, and we look forward to supporting schools in their endeavors.

Based on the solid foundation of the Rural Red Deer Restorative Justice program, and the continuing support of our partners, volunteers, donors, and sponsors, we are confident that the program will be able to meet the rising demand.

### **Our Team**

Our non-profit society depends upon volunteers and there were no paid staff in the 2021-2022 fiscal year. Per-diem job rates of \$125/case for a lead facilitator, \$50/case for a co-facilitator and \$100/education session facilitated was implemented in January of 2022. This was implemented to recognize the significant time and expertise required to provide these services for the program.

Volunteers provide program coordination and leadership, bookkeeping/accounting services, social media platform development and presence, recruitment and training of case facilitators, facilitation of case interviews and conferences, gathering and reporting of evaluation data, coordination of fund-raising initiatives, and presentations to community groups and organizations.

This program reflects what can be accomplished when community minded individuals share a common goal, and a vision for what can be.

Enough gratitude and recognition cannot be provided to the following individuals:

#### **Board of Directors:**

- Debbie Leitch, MN- President /Secretary
- Dean Hart- Vice President/Treasurer
- Jean Bota BA, Director- Fund Raising
- William Young MD- Director
- Lonny Kennett- Director- Red Deer County Councilor
- Dana Kreil- Director- Lacombe County Councilor
- Constable Jeff Hewitt- RCMP Liaison

#### **Our Case management team:**

##### **Program Coordinator:** Debbie Leitch

Master of Nursing, Certificate of Restorative Justice Facilitator training. Extensive experience in health care administration and leadership, program development and implementation, education, conflict resolution, quality improvement and evaluation.

##### **Program Co-lead-** Constable Jeffery Hewitt

RCMP Officer. Certificate of Restorative Justice Facilitator Training.

Jeff is a 13-year member with the RCMP who at a young age wanted to work with youth and is currently the School Resource Officer with the Blackfalds RCMP detachment. He offers and responds to issues that arise in both the school and the community with presentations and strategies to help youth deal with safety issues, bullying, social media, drugs, alcohol and other topic that arises. He is committed to helping youth and

the restorative justice program truly benefits from his positive community policing approach.

**Case Facilitators with the RRDRJ program as of March 11, 2022 include:**

1. **Agnes Struik- Senior Facilitator and Program Educator**  
Master of Arts in education and psychology, Certificate of Restorative Justice Facilitator training. Agnes has worked as a teacher, principal, and a psychotherapist for the last 25 years. She has extensive training and experience in restorative practices, circles and RJ training including conducting peacemaking circles with former child soldiers in Liberia. She is the Chair of the Conflict Transformation Committee at Burman University.
2. **Victoria Andasol-Purdie -Facilitator/Educator**  
Bachelor's degree in psychology, Certificate of Restorative Justice Facilitator training. Victoria is attending law school in the fall 2022. She is currently employed as a urinalysis drug screener for the drug treatment court in Red Deer and works for the John Howard Society at the Horizon House halfway house.
3. **Jordyn Mansell- Facilitator- Manager of social media**  
Bachelor's degree in psychology, Certificate of Restorative Justice Facilitator training. Jordyn has worked with youth in an inpatient court mandated addiction program for over 5 years.
4. **John McLevin- Facilitator and community resource coordinator/Victim services**  
Forest Technology Diploma, Northern Alberta Institute of Technology, Certificate of Restorative Justice Facilitator training. John is also a volunteer for Central Alberta Victim Services. He has extensive employment history in industry liaison and management roles.
5. **Bernice French- Facilitator/Victim Services**  
Certificate of Restorative Justice Facilitator training. Bernice has been employed by Victims Services in central Alberta for a little over 10 years, first as a volunteer advocate then as Case and Court Support. Prior to Victims Services she worked in the Oilfield for NAL Resources and Phillips Petroleum for 22 years.
6. **Jean Bota- Facilitator, Director and Fund raising**  
B.A. Major in Sociology and Minor in Psychology, Certificate of Restorative Justice Facilitator training. Jean has been a Red Deer County Councillor division 2 ( 8 years). She currently chairs Alberta Community Crime Prevention Association, is a director on the Police Advisory. Committee and a member of the Rural Crime Watch Association. She has had banking career for 33 years.

7. BettyLyn Baker

Bachelor of Education, Certificate of Restorative Justice Facilitator training in progress. BettyLyn has an extensive history in teaching and student counselling. She is also a Board member of rural crime prevention committees.

8. Ruth Hansen

RN, Post basic certificate in Mental Health Nursing, BScN, Certification Psychiatric Mental Health Nursing through Canadian Nurses Association, Certificate of Restorative Justice Facilitator training. Employment with Red Deer Regional Hospital 1975 to David Thompson Health Region 2018, officially retired 2020. The last 30 plus years on the psychiatric unit. Also, volunteer with Central Alberta Victim Services

9. Janene Anderson

Certificate of Restorative Justice Facilitator Training Manager/Supervisor/Recreation and Director of Emergency Management for village of Alix. In addition to RJ training completed Introduction to the Practice of Restorative Justice in Criminal Matters and Collaboration and Capacity-Building in Restorative Justice and Victim Services courses.

10. Jackie Vanderheide-Born

Rehabilitation Services Diploma, Certificate of Restorative Justice Facilitator training. Jackie worked as a Special Needs Aide in kindergarten and junior/senior high schools. She also worked as a Family Support Worker for WJS, contracting to Child and Family Services of Alberta.

11. Barry Brouwer

SAIT- Technical Diploma, Certificate of Restorative Justice Facilitator training. Barry has extensive leadership and management experience and was in a leadership position with Nova Chemicals for 22 years.

12. Irv Standulak

B. Ed., Masters Counselling Psychology, Certificate of Restorative Justice Facilitator training. Irv has been a teacher for 25 years and a Counsellor for 10 years for Elementary, Middle School and High School. Worked for Chinooks Edge School Division and Red Deer Catholic Regional Schools.

### **The Community Advisory Council**

- Debbie Leitch- Program Coordinator (Director- President)
- Constable Jeff Hewitt Program RCMP (SRO) Program Co-lead (Director)
- Sargent Dan Martin- Blackfalds RCMP
- Dave Lashaka- Lacombe County Peace Officer

- Michelle Wilzer Lacombe Police Services
- Dr. William Young (Director)
- Dean Hart (Director- VP/Treasurer)
- Dana Kreil- Lacombe County Councilor
- Lonnie Kennett- Red Deer County Councilor
- Jordyn Mansell- Facilitator/Addictions and Mental Health
- Marcie Perdue- Addictions and Mental Health
- Barb Reaney- School Board
- Rose McQuay – Principal Saint Gregory the Great Catholic School
- Holly Tomin- Principal Iron Ridge Junior Campus
- Valerie Yaremchuk – Principal Lacombe Composite High
- Brenda Neufeld- Business owner
- Les Waite- Youth Headquarters
- Tammy Rogers - Urban Aboriginal Voices
- Bob Palichuk – Citizen of Lacombe County
- Mike Gait (Citizen of Blackfalds- parent)
- Bailee Wigmore (Citizen of Blackfalds- young adult)
- Will Taylor( Citizen of Blackfalds)
- Jean Bota- Facilitator/ (Director- Fund Raising)
- Ken Wigmore- Lacombe County- Citizen
- Brenda Dennis- Blackfalds Town Council
- Rebecca Stendie- Blackfalds Town Council
- Julie Nason- FASD Association
- Derek Turner- FASD/ RJ Coordinator
- Louise Rellis- ANAM rural youth association
- Tera Leslie- McMan Family Resource Centre
- Agnes Struik- RJ Facilitator/Educator
- Bernice French- RJ Facilitator/Victim Services
- Jordyn Mansell- RJ Facilitator/Social Media Lead
- Victoria Andasol Purdie- RJ Facilitator/Educator,
- John McLevin- RJ Facilitator/Victim services
- BettyLyn Baker- RJ Facilitator
- Ruth Hansen- RJ Facilitator
- Irv Standulak- RJ Facilitator
- Barry Brouwer- RJ Facilitator
- Janene Andersen- RJ Facilitator
- Jackie Vanderheide Born - RJ Facilitator