

Vision

Young people contribute to, and flourish in, safe, caring communities.

Mission

Calgary Youth Justice Society engages communities with young people to foster choices and opportunities that build upon their strengths, diverting them from crime.

Vital Signs

273	Youth Justice Committee volunteers
175	volunteers who have been with the program for 3 years or more
145	volunteers have served 5 years or more
57	volunteers have served 10 years or more
17,109	volunteer hours contributed in 2010
23	Youth Justice Committees in Calgary
180+	Calgary Communities served
760	youth supported by YJCs in 2010
10,000+	youth served in the last 14 years

A MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

This has been an exciting year of growth and opportunity for the Calgary Youth Justice Society. After a long search, we secured a substantial donation of much needed office space from the Solicitor General of Alberta. Together with a donation of office furniture and a capacity building grant from the Community Spirit program to purchase equipment, we are settling in to our new location and ready to embrace what's next.

Inspired by the work of Youth Justice Committees, we have seen the difference that is made in the lives of young people through a supportive relationship with a volunteer. The familiar saying "it takes a village to raise a child" fuelled our aspiration to build a bigger 'village' in Calgary; one that engages communities with the strengths of young people as a way to lead them away from crime. To this end, we are excited to report that Cenovus Energy and Calgary Youth Justice Society are teaming up to offer an innovative leadership development program to build resilience in youth who are at risk of becoming involved in criminal activity. This project will make leadership experiences available to young people who may otherwise not have access to this kind of opportunity. Cenovus Energy is not only providing the required financial resources, they are contributing their human resources as well. Employees will act as volunteer Coaches to provide individualized support and encouragement for the youth participants. We are so grateful to have the privilege to work with such an incredible company in Calgary. Thank you for embracing our vision and helping us to build a city where young people contribute to and flourish in safe, caring communities.

This year the board and staff worked together on a new strategic plan. It was an enlightening process that considered: demographic, crime, and social trends; an environmental scan of organizations doing similar work; challenges and opportunities; financial history and forecasts; etc. Looking ahead, two priorities we have determined are to enhance the quality of services and resources to the Youth Justice Committee program and to seek new collaborations and funding sources to address some of the trends that we expect to affect Youth Justice Committees in the years to come such as: an increase in immigrant youth population, female offenders and youth with more complex social issues. We are also pleased to announce an updated vision and mission that we hope will guide the work of our organization well into the future.

With much gratitude, we want to thank all of our investors, collaborative partners, volunteers and friends of Calgary Youth Justice Society. There would be no 'village' without you.

Sandy Vander Ziel,
President – Board of Directors

Denise Blair,
Executive Director

Our Team:

Calgary Youth Justice Society is so fortunate to have all our positions filled by amazingly talented and passionate people. At your service are:

Board of Directors

Sandy Vander Ziel	President
Neil Coughlan	Vice-President
Noreen Hoffman	Treasurer
Mike Yanko	Secretary
Gil Cordell	Director
Peter Davis	Director
Heather MacKay-Forrest	Director
Anne-Marie Davies	Director

Staff

Denise Blair	Executive Director
Anthony B. Scott	Director, Development & Community Outreach
Tammy McCorkell	Director, Volunteer Resources & Community Development
Linda L. White	Director, Operations
Jennifer Barroll	Coordinator, <i>In the Lead</i>

Agency Volunteers

Heather MacKay-Forrest	Casino Chair
Mike Yanko	Training Team
Jocey Bonneycastle	Training Team

“The first step towards getting somewhere is to decide that you are not going to stay where you are.”

~Unknown

PROGRAM UPDATES

Director, Volunteer Resources & Community Development – Tammy McCorkell

In 2010, the Calgary Youth Justice Society welcomed the enthusiasm of 37 new Youth Justice Committee Volunteers. These individuals joined our YJC kin and, together, have contributed more than 17,000 hours of service to support Calgary youth over the last year! This is truly amazing!

In my role this year, I was determined to increase the training opportunities for YJC Volunteers. I was able to accomplish this through building relationships, receiving learning grants for courses and partnering with several other agencies to provide low/no cost learning opportunities.

I was pleased to see the positive outcomes experienced by the participants of several of the CYJS Advanced Training Opportunities. This included a two-day “Leadership Institute Training (Tier 1)” Workshop. Many of the participants tell me about how the training has improved their understanding of personalities and increased their ability to lead. They have experienced growth not only in their roles as YJC Volunteers but in their professional and personal lives as well. Another powerful experience was shared by those who participated in the “Cultural Competence” training. The group quickly built trust which allowed for some very open and honest discussions.

CYJC Volunteers have continued to build their skills by taking advantage of many partnerships the CYJS has developed with several agencies, such as Alberta Health Services, Community Education Services and The Alberta Restorative Justice Association. Through these contacts Volunteers were able to access dozens of no-cost courses, information sessions and workshops which focused on many of the unique issues and topics witnessed by YJC Volunteers. This perhaps has been the most successful tool in increasing our ability to provide more varied and frequent opportunities.

It is promising to see our Volunteers invest in themselves and gain skills to further their ability to administer the Extra-Judicial Sanctions Program. It gives me great hope in our capacity to continue to adopt best practices and further increase the skills needed to deal with the youth we serve.

Thank you to the volunteers, CYJS staff, our partners and our funders for allowing Calgary Youth Justice Committees to make such a positive impact in their communities.

“I really believe they [Youth Justice Committee Volunteers] help people. To all the people that have helped me, I just want to say thank you!”

~ Young person after successful completion of YJC sanctions

Director, Development & Community Outreach - Anthony B. Scott

2010 was quite the year! The Development & Community Outreach Project went into high gear, providing additional resources and referral opportunities to Calgary's Youth Justice Committees, as well as the Cochrane and Okotoks YJCs. Preliminary work was also done with the Airdrie Youth Justice Committee, to which DOORs was made available in early 2011.

I began exploring more unconventional opportunities for our young people – such as participating in community development initiatives. Also, with the help of our practicum student and in collaboration with the Calgary Youth Attendance Centre and Greater Than Communications, the Young Women of Power program for adolescent girls took shape and kicked off mid-autumn. It was, and remains, a hit – serving dozens of girls referred from Youth Justice Committees and Youth Probation.

Partnerships created with local groups and agencies became more complex; the programs and services offered ongoing opportunities for the young people enrolled. By participating in these programs young people could; transition directly into summer employment, explore organized sports or gain access to previously unavailable scholarships and bursaries that would help them realise their education goals.

The Database of Opportunities and Resources (DOORs) continued to prove itself on several fronts. First, in terms of making up-to-date information on EJS options universally accessible, Youth Justice Committee volunteers are able to stay in contact with the appropriate people at our partnering agencies despite changes in staff - thanks to the ability to instantly update forms and contact information. This aspect of the database alone prevented numerous potential referral errors and allowed young people to meet their required participation without interruption.

Secondly, the sharing of resources and ideas among Youth Justice Committees began to emerge and the results were powerful. DOORs contains nearly 50 creative consequences that have been developed over the years by the various YJCs that speak to self-awareness, personal development, etc. It provides easy access for every volunteer to the collective knowledge and experience of past & present YJC volunteers. By providing an environment where cross-pollination of ideas can occur, volunteers' abilities to meet the unique needs of each young person are enhanced. The broad spectrum of foci among the creative consequences helps ensure that young people get the appropriate opportunities to grow and learn from their EJS experiences.

I'd also like to take this opportunity to put the spotlight on the Calgary John Howard Society's Youth Services Team. The team is comprised of eight staff who oversee six programs to which Youth Justice Committees may refer young people – the Alternative Adolescent Males Program (AAMP), Crime Impact Program (CIP), Child & Youth Empowerment Strategy (CYES), Youth Advocacy & Support (YAS), Youth Drug Impact Program (YDIP), and the Victim-Offender Reconciliation Program (VORP).

Staff of these programs – Cindy Brown, Mark Cruz, Kim Senger, Ed Kubezcek, Lindsay Schultz, Debbie Nowakowski, Stephen Watson and Terrilyn McNeil - have made great efforts over the years to provide the support needed by young people referred by YJCs to mature and move forward in positive ways. The Team was also a very early advocate of DOORs and worked with me to integrate the e-reserve feature, thereby maximizing the availability of the programs through the database.

The contributions made by the Youth Services Team are significant in sustaining and advancing the success of Youth Justice Committees and are noteworthy.

SUCCESS STORIES – COMMUNITY PARTNERS



Feed the Hungry enjoys having referrals from Calgary's Youth Justice Committees. We try to show them a positive experience and have them work alongside youth who are at the program volunteering because they wish to give back to their community.

One teenage boy came to us to serve on a Sunday and is now an integral part of our core volunteer team. He has introduced his parents and girlfriend to our program and they come down to volunteer with us at least once a month. He has joined us at school presentations where we speak about the program and its benefits. He is quite open and honest about how he arrived at FTH and shares his story and what he has learned by working with us. He has been with the program for about 2 years now and is quite competent at managing our beverage area and the sponsor volunteers that work in that area on the Sunday's that he is in charge!

Another youth came to us with a substantial number of hours to work off. He contacted FTH approximately 3 years ago and was so taken with the program after his first week of community service that he broke all the rules and on his second week he brought his girlfriend to come and volunteer – lol! Obviously we kept them separated for the day, but now both these young adults manage and run their own cooking team on a regular basis. They have introduced the program to another friend and both my son (15 yrs.) and his friends really enjoy coming to work on this team – we call them "The Young Guns". The commitment of a cooking team is a full day (9am to 6pm) at the hall on a 6-8 week rotation. Not only are they required to be there for a full day on their cooking Sunday, but the week prior to the meal they are required to assist with the menu planning and the quantities/preparation required for their Sunday meal. We really enjoy when our sponsor groups ask to meet this cooking team and totally go for the "shock value" when we introduce them. Most sponsors are surprised at how such a young group can prepare and serve such a fantastic meal – and don't tell anyone but they are my favourite team and do serve some of the best meals!"

Sherri Johnson
Coordinator, Feed the Hungry



Two young people were referred to the Hockey Calgary/Calgary Police Service Power Play Program this past season as Youth Justice Committee referrals. Both were sent to participate in 5 sessions. We'll focus on Referral #1.

Referral #1 was sent to the program subsequent to a more serious offence. Cst. Boyko, the coordinating officer, noted that officers began approaching her as early as the first session to tell her about #1, whom they thought had a really good attitude and tried very hard. Positive comments about #1 continued from other officers throughout the season. #1 readily helped set up and put away equipment and always stayed to help give out the snack.

After he completed his five sessions early in the season, #1 continued to attend Power Play on a weekly basis and consistently helped with equipment and snacks. Cst. Boyko offered to write him a reference letter for having helped out. As well, #1 expressed an interest in enrolling with a regular hockey team for the fall. The Hockey Calgary coach is checking into that possibility.

Post-Season

#1 went with the group to a Hitmen Game as part of a group of 40 Power Play kids, courtesy of Kids Up Front. Both referral #1 and #2 went with the group when they were invited to skate on the Heritage Classic ice at McMahon Stadium.

#1 and #2 went to the last Power Play session and wrap up party which was attended by Mayor Nenshi, who spent some time meeting and talking to the kids. They both proudly received their certificates for having participated in the Power Play Program.

Closing thoughts from Cst. Boyko

"I think both referrals were a great success, and I hope that we will continue to receive referrals in the fall. Although, it may appear to be a reward, rather than a consequence, I think it is daunting for the youth to have to come out to skate with police and know that they are going to have to try skating in front of other youth, who they may assume are already competent skaters. They have to face their fears and give it a try. Once they have attended five sessions, they are learning to skate and handle a hockey stick and I believe they feel motivated to continue, having overcome their initial reservations.

Thank you again for sending the referrals. It was rewarding for all of us to watch their progress."

SUCCESS STORIES – VOLUNTEERS

“One of my most memorable cases involved a rather difficult young man. He wasn’t taking the panel too seriously, showed blatant disrespect to his mother and much to her dismay, he sported bright green hair. When we asked if he thought he would ever repeat the crime he replied “well no, not with so many witnesses around I wouldn’t.” This was obviously not the answer we wanted to hear but we had to give him some credit for his complete and utter honesty. His mother explained he had no respect for her, his teachers or any authority figures for that matter. She worried for his future.

One of his sanctions was to volunteer at the Police Interpretive Centre. He was to spend his community service hours training to work with children’s groups that came through the centre for tours.

At our follow up meeting the youth and his mother walked into the room and it was obvious the relationship had drastically changed for the better. He still had his green hair but was very much different in his presentation, the way he addressed us and was very engaged in the meeting. He went on to tell us what a life changing experience the volunteer hours had been. After experiencing Police in a positive way he had been inspired. In fact, he wanted very badly to become a Police Officer and was going to keep volunteering with the program even though his mandated hours had long been fulfilled.

The youth felt proud of his new direction in life and was now thinking about his future. I was proud to be involved with the experience.”

~ Youth Justice Committee panel (12, 2 & 1 year volunteers)

“I had a youth that had been charged along with several friends for breaking the windows of new homes in a construction site. The young man and his father showed up at the panel and the dad immediately explained that upon completion of the consequences he would be sending his son back to their home country. The youth explained he was the star player on his high school basketball team and they had just made nationals. He was to play in a tournament in Ontario and then one in the US. The young person went on to plead for another chance. He stated repeatedly that really didn’t want to leave Canada and he would do anything to stay. The dad replied he had chosen his fate by participating in this crime.

After a lot of discussion, mostly between the dad and his son, we discovered his father didn’t think his son had much of a plan for his future if he were to stay in Canada. He was most worried that his son didn’t seem to be taking school seriously. We asked his dad if he saw value in having his son explore educational options in Canada including trade school, University and the alternative of not pursuing any post secondary education. His dad thought this was a great idea.

When we met again, the youth presented us with a detailed report on entrance requirements, application dates, comparative expected salaries of several careers, total program costs and had even looked into several scholarships and loan options. His dad stated that he was very happy with his son’s efforts. The father was impressed that his son had come to him asking his advice on several topics that came up as a result of the report. The father was amazed that his son really did have goals and how involved he had become in planning for his future. His dad stated that they had decided not to send the youth back to their home country and he was applying for a trades program at S.A.I.T in the fall.

The youth gave us several reasons for making sure he “got back on the right track.” His reasons included the ability to travel freely, the value of a good education and most especially being able to stay in Canada. He also stated that he wanted to continue working on the more positive relationship he had developed with his father and that “life just felt totally different feeling trusted by his dad.” Both the youth and his dad thanked us repeatedly for our time, the experience and the ability to go through the Extrajudicial Sanctions Program to have a second chance.”

~ Youth Justice Committee panel (2yr, 2yr and new volunteers)

GRANT SPIRO MEMORIAL AWARD

The Grant Spiro Award is presented annually to an individual or organization to recognize their significant contribution to the work of the Calgary Youth Justice Society.

This year, we are pleased to acknowledge a team of caring individuals who stepped forward to share their passion, interest, time, knowledge and resources, resulting in the transformation of an idea into reality. The program, *In the Lead*, uses a strength-focused approach to build leadership ability and character development in young people who are at risk of being in trouble in the law. Extra support is provided through a mentoring relationship with a trained volunteer coach, who will encourage them to apply their strengths and abilities in a healthy, productive way to make a real difference in their lives today, and lay the foundation upon which to realize their potential.

On behalf of the many deserving young people who will soon benefit from your persevering support over the past few years to develop *In the Lead*, thank you for dreaming big with us and extending the reach of our organization in the Calgary community. Together, we are making a bigger difference.

Corey Olynik

A full-time leadership agitator for twelve years, Corey works with achievers across the spectrum: entrepreneurs, political figures, not-for-profit and faith community leaders. He is a former broadcast executive, political strategist, pastor and senior manager. Author of *The Mentor's Mentor*, Corey was also a regular leadership columnist in CalgaryInc. magazine. In 2005, he and Wayne Steward co-founded Executive Directions, an innovative capacity-building program for high potential leaders in the non-profit sector that continues to have a major impact in Calgary and beyond. Corey is President of the Board of Directors at the ALEX Community Health Centre, an active Rotarian, a member of First Alliance Church, CAPS (Canadian Association of Professional Speakers) and Cottonwood Golf Club.

"It's very special to see something as meaningful as *In the Lead* come together: a brilliant idea, a passionate leader, a committed group of people and a trusting sponsor. On an even larger note, I'm thankful to have had an opportunity for a few years to contribute to Calgary Youth Justice Society, an understated organization that is making a profound difference in the lives of some struggling young people. Yes, you've been a blessing to me."

Kerry Brown and Hugh Williamson

Kerry Brown is a mediator, facilitator of stakeholder engagement processes, and trainer of conflict management skills and processes. Kerry is currently the Vice Chair of YouthLink Calgary. The Calgary Police Interpretive Center and has been a partner in Social Venture Partners for several years.

Hugh Williamson Q.C. is counsel at Borden Ladner Gervais where he has been a partner for over 30 years. Hugh was the Chair of the Calgary Achievement Center for Youth for several years, was a partner in and Board Member of Social Venture Partners, and is currently involved in several initiatives with the United Way of Calgary, including chairing the Vulnerable Youth Round Table.

"Our son has twice been a victim of random violent crime. Witnessing first-hand the devastating effects that youth involved violent crime has on victims, their families, friends, and the community, it has become imperative for both of us to be involved in a "hands on" way in trying to make changes for the youth in our city. From the moment we met Denise and heard her vision for "In the Lead", we knew that this was a program that could make changes in the lives of vulnerable youth. We are thrilled that "In the Lead" is moving forward!"

Dick Wilson

Dick Wilson is retired Vice President Public Affairs for EnCana Corporation and has served as a mentor to at-risk youth; Board member of Woods Homes; Chair of the Calgary Safe House group home, which he merged with Street Teams, and subsequently merged into the established programs of Boys and Girls Club of Calgary and District. On retirement from EnCana, he also served as Board co-chair of the Child and Family Services Authority (Calgary Region) and Chair of Alberta's Promise, a fundraising catalyst for youth related organizations across Alberta.

"I joined the In the Lead implementation committee because I recognize the intrinsic value and service such a program would provide in an effective and successful approach helping at-risk youth realize they not only have leadership potential but also understand the positive impact such potential could have on their lives."

Noel Rea

Noel graduated in Law from Queen's University Belfast, Northern Ireland. After moving to Canada in 1977, he was called to the Alberta Bar. Noel retired from Imperial Oil in 2004 after 28 years, as a Senior Counsel. Through his involvement in the oil and gas industry and managing Imperial Oil's Western litigation, Noel developed an interest in Alternative Dispute Resolution and has participated in a leadership role in many organizations such as: The Canadian Foundation for Dispute Resolution, ADR Institute of Canada, and the Canadian Bar Association National Alternative Dispute Resolution Section. He is also an active Rotarian and member of Spiritual Directions Calgary.

"The opportunity to work with visionaries rarely offers itself. To work with visionaries who combine senses of practicality and ways of improving conditions for a segment of society often overlooked is rarer still. I was offered such an opportunity to become engaged in developing a program for young people that provided emphasis on the positive, the development of skills which may have been misdirected, but which might, through mentoring with experienced volunteers, be emphasized and developed. To have been part of that development was, and continues to be, the most rewarding of experiences".

Jennifer Heath

Jennifer has spent most of her professional career contributing to organizational development through management of change, leadership coaching and team development. In her spare time she spends time with friends and family enjoying outdoor pursuits in the beautiful Rocky Mountains. She has been an active volunteer in the community for many years and particularly enjoys coaching girls and young women in sport.

"Organizations spend a great deal of time and effort developing leadership and coaching competencies within their people and they see the benefits of these efforts. 'In the Lead' provides a very meaningful way for organizations' employees to extend their efforts into the communities in which they work and contribute to the success of youth at risk. It was very exciting to be part of this initiative".

Tending to bamboo initially yields very little satisfaction; faithful attention is needed to develop its strong root structure but progress above ground appears slow, with little to show for the gardeners efforts.

Then after much care bamboo shoots up dramatically, seemingly overnight.

Investing in our young people by cultivating their strengths provides a strong foundation for growth that we will likely not see in the short time that we spend with them.

But they will be stronger having had your influence in their lives, just wait...and see.

CALGARY YOUTH JUSTICE SOCIETY ANNUAL GENERAL MEETING Minutes – May 26, 2010

Meeting called to order – Leanne Acheson

MOTION: That the agenda be approved as submitted.

Morris Johanson makes a motion to **approve the agenda**.

Chris Smith seconds that motion.

All in Favor? *yes*

Any opposed? *none*

MOTION: That the minutes from the 2009 Annual General Meeting be approved.

Lynne Davies make a motion to **approve the minutes** from the Annual General Meeting held on May 26, 2009.

Linda Purdy seconds that motion.

All in Favor? *yes*

Any opposed? *none*

President's Report – Sandy Vander Ziel

- Introduce current Board Members

Leann Acheson

Noreen Hoffman

Gilbert Cordell

Lynne Davies

Mike Yanko

Peter Davis

Anne-Marie Block

Anika Van Wyk

Treasurer's Report – Noreen Hoffman

MOTION: That the Treasurer's Report be accepted.

Chris Smith makes a motion to **approve the Treasurer's Report** as submitted.

Heather MacKay-Forrest seconds that motion.

All in Favor? *yes*

Any opposed? *none*

MOTION: That Tom Carey Chartered Accountant be appointed as auditor for the Calgary Youth Justice Society for 2010.

Linda Purdy makes a motion to **appoint Tom Carey Chartered Accountant** as auditors for the Calgary Youth Justice Society for 2010.

Morris Johanson seconds that motion.

All in Favor? *yes*

Any opposed? *none*

Election of Board Members – Leann Acheson and Lynne Davies

MOTION: That the slate of nominees be accepted into positions with the Board of Directors for the 2010/2011 term

- Sandy Vander Ziel standing for re-election as President:

Jennifer Solinas make a motion to **elect Sandy Vander Ziel into the position of President with the Board of Directors** for the 2010/2011 term.

Rowena Cromwell seconds that motion.

All in Favor? *yes*

Any opposed? *none*

Introduce new board candidates

Neil Coughlin

Anne-Marie Davie

Heather MacKay-Forrest

Lisa Hunter

We have enough vacancies on the board to accommodate the candidates who have applied for positions, so we do not require an election.

Helen Leask makes a motion:

That the **slate of nominees be accepted** into positions with the Board of Directors for the 2010/2011 term.

Linda Purdy seconds that motion.

All in Favor? *yes*

Any opposed? *none*

Executive Director's Report – Denise Blair

Grant Spiro Memorial Award – Tammy McCorkell

Recipient was Jocey Bonnycastle

Calgary Police Commission Community Policing Award, Diane Colley-Urquhart – Anthony B. Scott

Volunteer Recognition

Ron Toner – Alberta Solicitor General

Gil Cordell - Calgary Youth Justice Society, Board of Directors

Tammy McCorkell - Calgary Youth Justice Society

CYJS practicum Student, Zahra Shamji – Anthony B. Scott

Adjournment – Leanne Acheson

MOTION: That the meeting be adjourned.

Helen Leask makes a motion to **adjourn the meeting.**

Morris Johanson seconds that motion.

All in Favor? *yes*

Any opposed? *none*

Special Guest Speaker, Lisa Hunter – Sandy Vander Ziel

“All our knowledge has its origins in our perceptions.”

~Leonardo da Vinci

Financials (7 pages)

OUR PARTNERS IN THE COMMUNITY

Meadowlark Park Community Association

Calgary Learning Centre

Child & Youth Friendly Calgary (now: Youth Central)

The Optimist Club of Calgary

Calgary Youth Attendance Centre

The Women's Centre of Calgary

Calgary Interfaith Food Bank

Calgary John Howard Society

Calgary Youth Employment Centre

Humanity in Practice (HIP)

Calgary Police Service – *Cops for Kids Program*

Calgary Police Service Interpretive Centre

McMan Youth, Family and Community Services Association

Elizabeth Fry Society of Calgary

Calgary Sexual Health Centre

Roman Catholic Diocese of Calgary

Immigrant Services Calgary

Centre for Newcomers

Rotary Club #5360

Hockey Calgary/Calgary Police Service – *Power Play Program*

Fish Creek Little League/Calgary Area Baseball Umpires Association

The City of Calgary *Community & Neighbourhood Services*