

qathet  
**COMMUNITY  
JUSTICE**



# Annual Report

2024-25

We gratefully acknowledge that our work takes place on the homelands and territories of the ʔaʔamɫn People. We honour the land, the ʔaʔamɫn People and their treaty, and continually seek to strengthen our relationship and responsibilities to them as guests in the territory.

## OUR VISION

A welcoming community where all people feel safe and respected. Where we are all committed to working together towards justice and inclusion.

## OUR MISSION

To bring communities together in relationships of trust and restore relationships where conflict or crime has caused harm.

## OUR VALUES

### Equity

We recognize that each person has unique needs and all deserve justice. We adapt, empower, and take action.

### Accountability

We are an organization that asks questions, listens and learns with gratitude. We are honest when we cause harm, we follow through on our commitments, and we ask that everyone we work with does too.

### Collaboration

We need each other. We value reciprocal relationships, genuine connection and co-creation of goals.

## OUR WORK



### Restorative Justice (RJ) Casework

pp. 6-7



### Community Training & Events

p.8



### Youth Restorative Action (YRA)

p.9



### Anti-Racism & Equity

p.10



# PRESIDENT'S REPORT

June 12<sup>th</sup>, 2025

We would like to acknowledge that we live, and qathet Community Justice (qCJ), operates on the traditional territory of the Tla'amin people. It is a privilege to write our first President's report, as co-chairs, for qathet Community Justice (qCJ) as we continue on our journey as an independent society.

qCJ has had a busy year. The program has seen an increase in referrals, approximately 20, from a cross section of referrals: RCMP, Crown, community and organizations. There have been about 96 RJ participants, ranging from young adolescents to seniors. The Community Engagement Committee has been involved in connecting with other community agencies to help spread the word of what qCJ is all about. Thanks to the tireless efforts of Siobhan, qCJ now has a new home! We are now located at 4448 Marine Avenue. It has more space, which can be accessed for various purposes, while respecting the privacy of individuals. The view is also a great bonus!

Youth Restorative Action (YRA) at Brooks School continues to be very active in promoting qCJ values and vision through various avenues: presentations and workshops, peer conflict and crime resolution, Youth Facilitator training, community dialogues, and mentorship. Between 2020-2024, YRA has had 27 Youth Leaders, 15 RJ facilitators, 5 youth trainings have been offered, and over 800 students have been impacted. During that period YRA have facilitated 7 dialogue circles, conducted 22 Grade 8 presentations, and presented at 3 Pro-D workshops. YRA has also expanded into 3 elementary schools this year! 3 more scholarships have been awarded to YRA youth through our programming.

A huge thank you goes to our staff; qCJ Executive Director, Siobhan Brown, for her amazing energy and dedication to the program; and qCJ Youth Restorative Action (YRA) Coordinator, Chelsea Friesen, for her tenacity and patience in supporting the youth program. We would also like to acknowledge Ashley Van Zwietering for her work as case coordinator to assist with the uptake in cases last summer. qCJ is very fortunate to have a wonderful group of volunteers who see the value of this work and are giving of their time and ideas to assist with committee and case work. It was an honour to have Jane Waterman, our matriarch, recognized for her unrelenting work for community justice. On March 8th, 2025, Jane was honoured with a King Charles III Coronation Medal for her work championing restorative justice in qathet. We are also grateful for the insight, energy, and skills contributed by Tammy Siddall, as a director of qCJ. Tammy has stepped back from her role as director but continues as a volunteer.

Ongoing core funding continues to be an issue for qCJ. We would like to acknowledge \$1,000 received from the Powell River Community Foundation to assist with youth honoraria. qCJ was also successful in its application to the Community Prosperity Fund in the amount of \$52,000 in 2023-24, an amount to be used for operational funding over three years. With grants funded by Community Prosperity Fund, B.C. Public Safety and Solicitor General, Public Safety Canada, Resilience BC, and First Credit Union we are able to carry on providing Restorative Justice services to the qathet region for another year.

We are also very appreciative of our relations with our local and provincial partners for their financial and moral support. We would specifically like to thank Lift Community Services for their administrative support.

It is a pleasure to work with our fellow board members: Secretary, Ashley Van Zwietering; Treasurer, Warren Peters; and Director-at large: Naomi Field. The Board is supported by qCJ's Steering Committee who volunteer monthly to offer perspectives that help with consensus decision making.

In appreciation,  
Irene Peters and Theresa Verdiel (not pictured)  
qCJ Presidents

## BOARD/STEERING COMMITTEE

# THANK YOU

54 VOLUNTEERS

- Irene Peters
- Theresa Verdiel
- Ashley Van Zwietering
- Warren Peters
- Naomi Field
- Cst. Paula Perry
- Mara Park
- Laurance Playford-
- Beaudet
- Eric Stenberg
- Jane Waterman

## SUPPORTERS & DONATIONS

- Lift Community Services
- Powell River Public Library
- qathet Art Centre
- First Credit Union

## 2024-25 PROJECT PARTNERS

- SD47 & Brooks Secondary
- ProBono Law Students Canada

## FUNDERS

Funded by the  
Government  
of Canada

Financé par le  
gouvernement  
du Canada

Canada



Ministry of  
Public Safety and  
Solicitor General



vancouver  
foundation

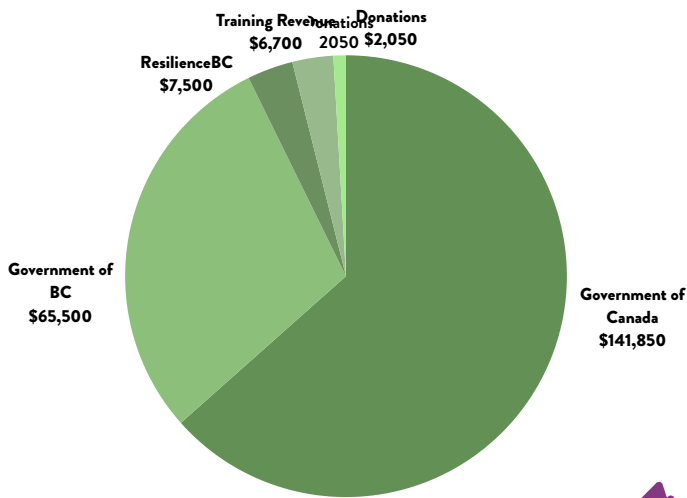


...AND COMMUNITY MEMBERS LIKE YOU!!

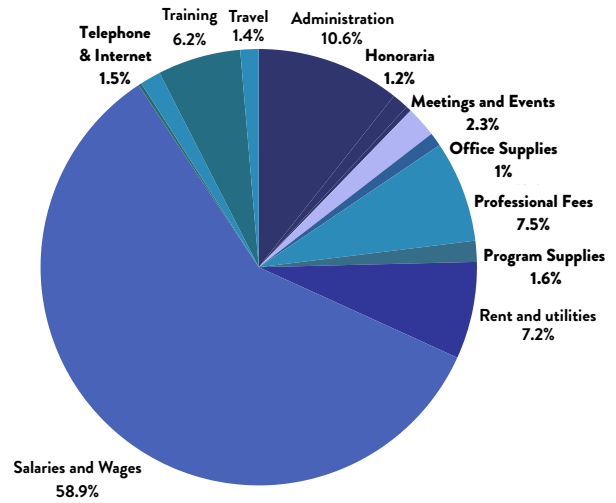
# AT A GLANCE

## REVENUE (\$223,596)

\*\$3,200 in training revenue deferred to 2025-26



## EXPENSES (\$220,394)



\*"At a Glance" financials are rounded figures completed before official audited financial statements. Numbers may differ slightly from Income Statement/Balance Sheet.

## STRATEGIC PLANNING

### Evaluation of 2022-25 Strategic Plan

- Board/Steering Survey (Oct 2024)
- Community Survey (Oct-Dec 2024)
- Results presented to Board (Feb 2025)

### Strategic Planning

- In-Person Session (Oct 2024)
- Online Survey (Oct-Dec 2024)
- Draft goals, values presented to Board (Jan 2025)
- Strategic Plan 2025-28 finalized (Feb 2025)

### Operational Planning

- Draft Annual Operational Plan (Feb 2025)
- Board Approval (Mar 2025)

### Implementation



We are here!

Note that above revenue and expenses reflect cash only, not in-kind donations of volunteer time, partner space or resources. In-kind donations total at least \$52,050 in quantifiable revenue (at an undervalued standardized rate of \$20/hr), and far more when including time and expertise donated by our partners.

## THIS YEAR...

1,200+

people were impacted by our programs, workshops and communications.

54

qCJ volunteers contributed over 2,600 hours providing restorative justice services to our community.

23%

donated volunteer labour equates to 23% of this year's budget!

2,500

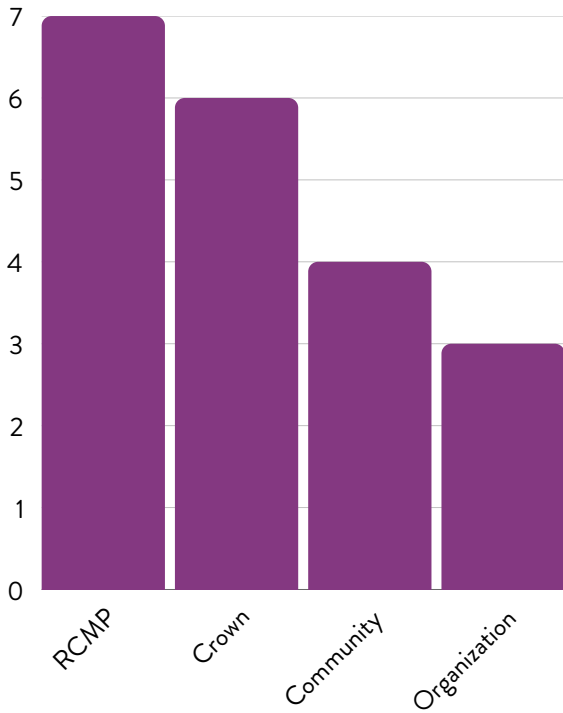
estimated volunteer hours (aka 2 additional part-time employees)



# RESTORATIVE JUSTICE (RJ) CASEWORK

## 20

### REFERRALS

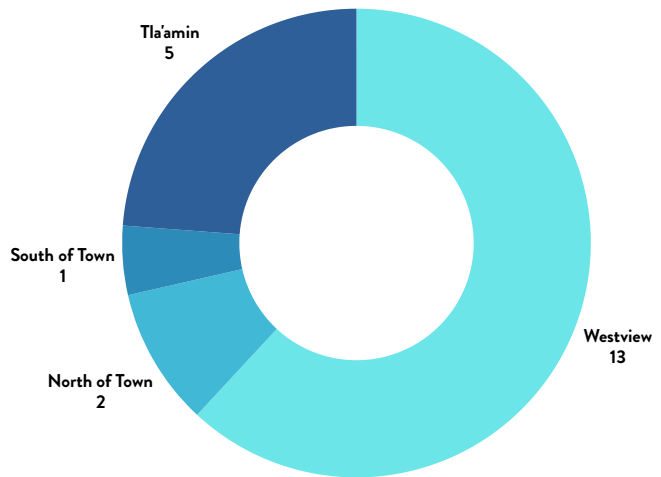


### SOURCES

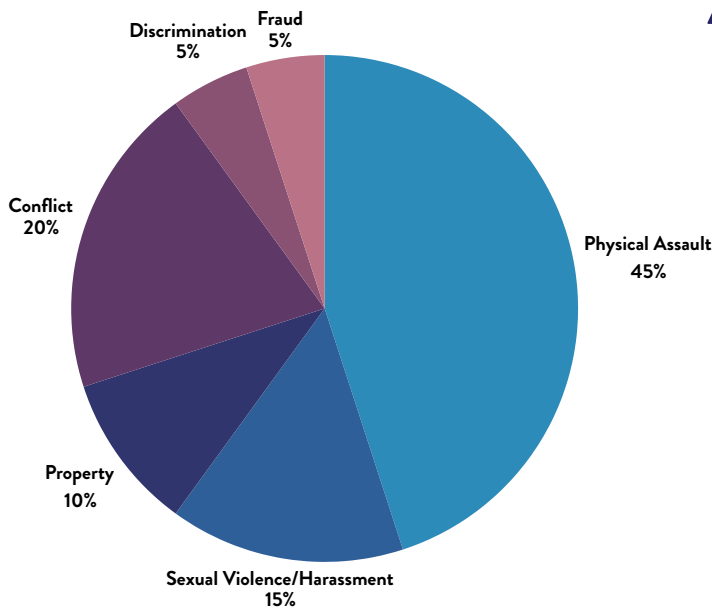
## 96

### RJ PARTICIPANTS

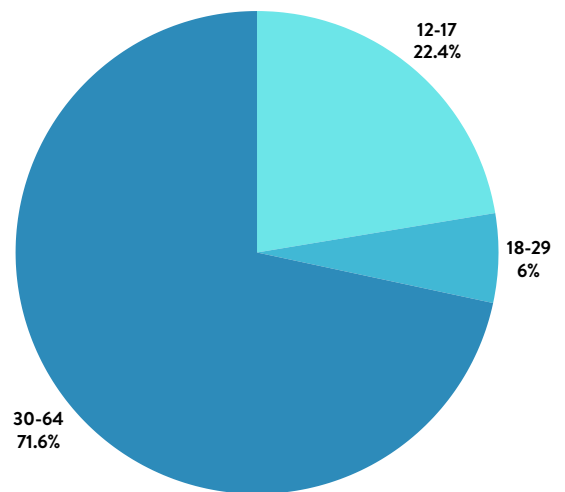
- 18 RESPONSIBLE PARTIES
- 11 AFFECTED PARTIES
- 28 FAMILY, FRIENDS & SUPPORTERS
- 38 OTHER



### AREA of PARTICIPANTS\*



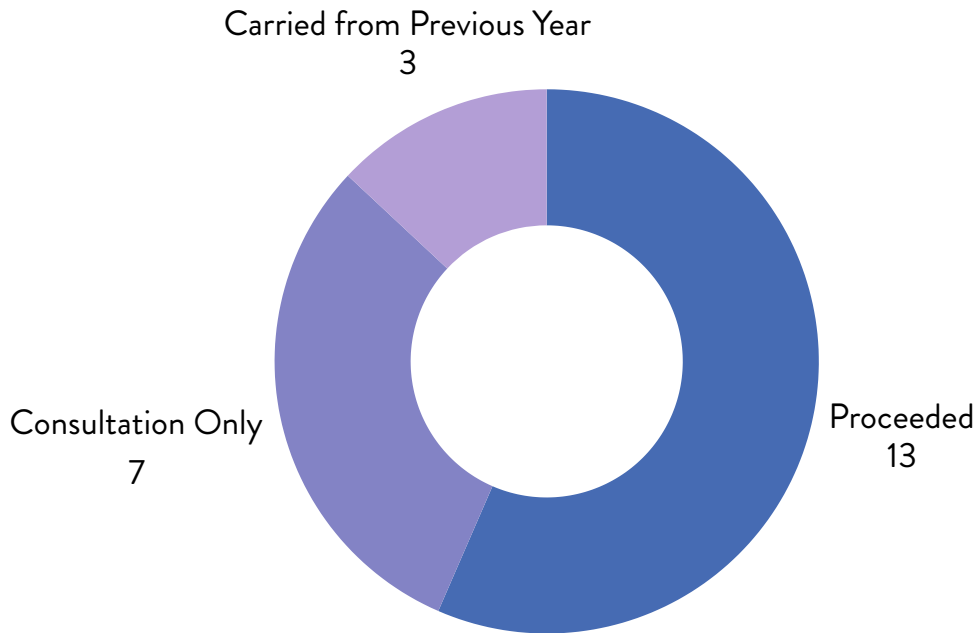
### NATURE



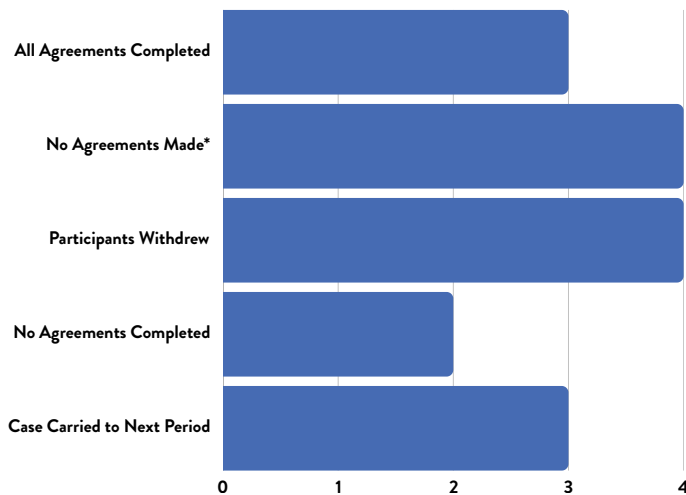
### AGE of PARTICIPANTS\*

\*Does not include supports

# RJ CASEWORK OUTCOMES

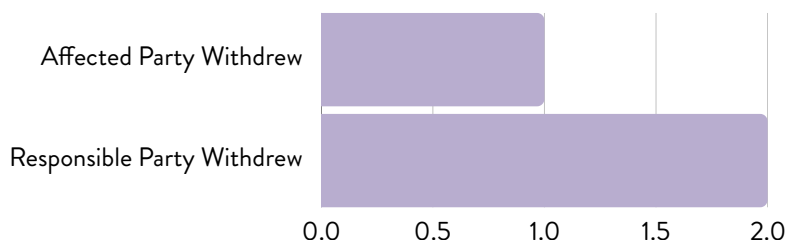


## PROCEEDED



\*In the Cases where no agreements were made, the participants found the Circle process was enough for healing and closure.

## DID NOT PROCEED



\*Cases that did not proceed still involve a significant amount of work, including meetings to discuss the option of RJ and the harm, referral liaising, caseworker administration and data collection, and initial preparations if the process began.



# COMMUNITY TRAINING & EVENTS

**54** TOTAL VOLUNTEERS

**3** NEWLY TRAINED ADULT CASEWORKERS

**7** COMMITTEES

**2** TRAINING SERIES

**3** LAW STUDENTS CONDUCTED RESEARCH PROJECTS

**6** COMMUNITY EVENTS

**6** VOLUNTEER EVENTS

**2500!!** TOTAL VOLUNTEER HOURS

## SOME THINGS WE DID...

- 3rd Annual Open House
- 1 adult & 1 youth training intake
- 2nd Annual AGM
- RJ Symposium
- Volunteer Appreciation BBQ & Holiday Dinner
- Board Orientation & Training
- Community Circles on Bridging Differences & Potential Name Change



Volunteer Appreciation BBQ  
August 2024

## TESTIMONIALS

“There isn’t too much that we can’t come together and figure out...I’m grateful to be here in Circle in that supportive way.”

Circle Participant

“I really liked that this was a thoughtful process of getting to accountability and responsibility, the opposite of shame, blame and punishment that comes with a typical criminal type justice process. This process allows for faith in our youth and adults to grow, recover and address the harms they have done which is more healing for victims of their acts who are open to this type of process.”

RJ Participant



Jane Waterman awarded the King Charles III Coronation Medal  
March 2025





# YOUTH RESTORATIVE ACTION

9 PRESENTATIONS & WORKSHOPS

5 CIRCLES & EVENTS

500+ YOUTH PARTICIPANTS/REACHED

26 YOUTH MEMBERS

1 TRAINING SESSION

9 NEW CIRCLE FACILITATORS TRAINED

## Activities

- Classroom Circles Pilot
- Brooks Social Justice Class Workshop Series
- Brooks Career & Club Fair
- Student Wellness Lunch Circle
- Grade 8 Presentations

*“Through the circle keeper training, I gained a more in-depth understanding of how to better communicate with people, and built my empathy and understanding about what people may be feeling and going through.”*

*YRA Member*

*“I really appreciate how supported we are in YRA to grow as leaders and take initiative on projects and presentations.”*

*YRA Member*

*“It was very enjoyable for me to share my opinions to my class. It was pretty fun and I appreciate knowing more about my classmates.”*

*Classroom Circles Participant*

*“[Our workshop was] Very open and honest, created a safe vulnerable space.”*

*Workshop Participant*



YRA Members  
November 2024



YRA Quarterly Meeting: Crafting Talking Pieces  
February 2025



YRA Quarterly Meeting: School-year-end Party  
June 2024



# ANTI-RACISM & EQUITY

## CAPACITY BUILDING

This year, we continued working on our internal capacity for accepting Restorative Justice cases involving instances of racism and discrimination. We continue to accept reports of instances of racism and hate as a ResilienceBC network member, and direct victims towards appropriate services as able. We have enjoyed working with a network of partners passionate about the intersection of Restorative Justice and cases of racial harm. We have much more work to do and look forward to building capacity with others throughout the province.



### RESILIENCEBC PARTNERSHIP

We are a member of the ResilienceBC Anti-Racism Network, and thank them for supporting our work.

## qCJ Strategic Goals

2025-28

