

# qCJ Prospective Board Member Info Package

## 2026

### History of qCJ

qathet Community Justice began as Texada Restorative Justice in 2004 and had evolved since then. It established its current roots in the City of Powell River in 2019 as a program adopted under the LIFT Community Services umbrella. In August 2022, qathet Community Justice was incorporated as it's own society but maintains an administrative relationship with LIFT. We obtained charity status in 2023. Our website ([www.qathetCJ.org](http://www.qathetCJ.org)) has a great deal of detail about our program.

### Annual Reports

<https://qathetcj.org/about-us/annual-reports/>

### Vision, Mission, Values

Our **Vision** is a welcoming community where all people feel safe and respected. Where we are all committed to working together towards justice and inclusion.

Our **Mission** is to bring communities together in relationships of trust and restore relationships where conflict or crime has caused harm.

### We Value



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



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.



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

## Where we are now

We are a working Board in an exciting place of growth and learning. We are in year two of a three-year Strategic Plan. We conduct annual reviews and create detailed workplans for how we intend to achieve our goals. We have robust Directors and Officers insurance and funding secured until March 31<sup>st</sup>, 2027. As a Director on the qCJ Board over the next two years, you can expect to focus on developing and telling our story, accessibility of services, and sustainable financial and human resources. Our greatest strength is our team. They are incredibly dedicated, curious and values-driven. Our greatest challenge is long-term financial sustainability. Continuing to build relationships with police, courts, partners and the public is key to this sustainability.

# qCJ Strategic Goals

2025-28



## Restorative Justice (RJ) Basics

Restorative Justice (RJ) is a philosophy and a set of values that qCJ is, in part, based upon. It sees conflict and/or crime as harm done to people, relationships, and community, and focuses on accountability and repairing the harm done, instead of retribution or punishment. RJ strives to provide safe and supportive opportunities for communication, empowering those directly affected by the conflict or crime to make decisions about the response. It addresses root causes and explores what may be needed to change behaviours.

## Indigenous Roots

The process used by qCJ is built upon various Indigenous traditions, including: Navajo (Peacemaker Courts), Māori (concepts of muru & utu), Hawaiian (ho'oponopono), Pashtun (jirga), Arab (sulha), Celtic (Brehon laws), Zulu and Xhosa (ubuntu), and many more. In particular, much of our process is based upon the work of Barry Stuart and Kay Pranis (white settlers), who were gifted knowledge by Mark Wedge (Carcross-Tagish First Nation) and Harold and Phil Gatensby (Carcross-Tagish and Danka T'lingit First Nation). It is also strongly influenced by the traditions of Hollow Water First Nation and members of the Dakota Ojibway Tribal Council. We acknowledge that many characterize settler-led Restorative Justice as cultural appropriation and express our commitment towards decolonizing our practice as much as possible.

## Peacemaking Circles

A Peacemaking Circle (what qCJ simply calls "Circle") is a conversation between parties who have been affected by a conflict or crime. All cases go through four basic stages: Suitability, Preparation, Circle, and Follow-Up. Participation at each stage is voluntary and our meetings are conducted with complete confidentiality. Circles always have a talking piece, keepers, guidelines, ceremony, and consensus. Where the conversation goes and the outcomes that result from it will depend on the participants.

## Consensus Decision Making

Our Board is supported by a Steering Committee. The Steering Committee is a group of community advisors that attend monthly Board meetings when able. They are included in the decision making process, which must achieve consensus to move forward. This means no Robert's Rules and no "majority wins". We make decisions in Circle and discuss until we can all live with the decision. Directors still have the ultimate legal and fiduciary responsibilities.

## Board Time Expectations

Board Members (Directors) are required to donate 4-8 hours per month to their role. We meet monthly for two hours, and Directors are expected to review additional materials (Coordinator Reports, Financial Statements, additional materials) thoroughly to prepare for meetings. We also ask that Directors participate on one Sub-Committee or special project to remain knowledgeable about what qCJ services look like in practice and to get to know volunteers better.

## Roles and Responsibilities

We have the following specific roles on the qCJ Board: President, Vice-President, Treasurer and Secretary. Those who do not take on a specific role will act as Directors-at-Large. All Directors are expected to represent the broader interests of members, stakeholders and the community to the best of their ability, be an advocate for qCJ and actively participate in meetings and engage with materials. Responsibilities for all qCJ Volunteers are outlined in our Code of Ethical Conduct.

In addition, the President is responsible for chairing meetings in accordance with qCJ values and principles and acting as the public voice of the Board.

The Vice-President is responsible for chairing meetings when the President is unable to do so. The President and Vice-President may also act as "co-chairs" and divide responsibilities collaboratively.

The Treasurer is responsible for monitoring the budget and reporting financials to the Board. They work closely with the Executive Director and accounting services.

The Secretary is responsible for recording all meeting minutes, working with the Executive Director to develop an agenda and sending that agenda and all supporting materials out to Board and Steering Members one week prior to the Board meeting.

## Training Requirements

All elected Directors must attend a Board Orientation and Training, scheduled right after the AGM, on Monday, Sept 28 from 6:30pm-7:30pm. This cannot be rescheduled. Folks new to Restorative Justice must also attend a one-hour "Intro to RJ" session with staff, to be scheduled at their convenience in October. All volunteers, including Directors, are encouraged to attend qCJ training and/or events at least once per year to continue learning and stay in the loop with best practice in RJ. Most training for your work will be "on the job". You will learn from current Board members, staff and volunteers who bring a wealth of experience about restorative governance.

## What are we looking for?

These are complex times for a Board of a newly formed non-profit. “Business as usual” is working for some people, but not many. We don’t want to uphold colonial processes or implement procedures just because “that’s the way it’s done”. We’ve seen nonprofits replicate harm in the communities they serve and we would like to minimize that as much as possible. We want Directors who take accountability and constantly examine their work and the work of qCJ with a critical anti-oppressive lens.

Values show up in organizations as far away north stars and words on websites, yet are difficult to infuse in each interaction, relationship, or governance model. With that in mind, our primary ask of Directors is that they share and uphold qCJ values in their work and community. The roots of qCJ are deepening here thanks to all the people who feel deeply committed to Restorative Justice as an alternative to the current court system and believe that change is possible. The task of the next Board is to continue tending these roots to help qCJ grow upwards. The pacing might be slow, and that is okay.

We are looking for people who:

- care deeply about Restorative Justice
- care deeply about themselves and others
- are deeply committed to examining and challenging the continuing impacts of colonization and are open to letting that guide the emergent process of growing qCJ in qathet
- have experience, wisdom, skills and time to contribute
- have the courage to try new things, make mistakes, and learn
- recognize the gravity of the times we live in and can bring levity to this work

In addition, strengths in administration, Restorative Justice, youth services, advocacy, and community organizing may be helpful. Having a diversity of life experience, wisdom and skills will be vital for qCJ to grow alongside our values and our community. It’s our intention that the Board can reflect this diversity as we all learn how to live the values of respect, responsibility, and collaboration.



# The Process

## Submit Application

click for link or email  
qCJ@qathetCJ.org



by July 27th

July 28th - Aug 20th



## Interviews

We may not interview everyone. You will speak to at least two qCJ folks - one staff member and one volunteer



Aug 24th



## Recommendation

Nominating Committee provides recommendations to Board

## Notify Nominees

We'll let you know if you're being nominated for the qCJ Board or not, and if not, why



Aug 26th

## AGM

New Board Members (Directors) are elected by qCJ membership.



Sept 28th,  
5:30-6:30pm

## Board Orientation

Get to know fellow Board members, learn about good governance, determine meeting schedule



Sept 28th,  
6:30-7:30pm

late October



## Off to the races!

The first official board meeting of the term will be at the end of October.



# Welcome!