

**Rural Red Deer Restorative Justice
Community Advisory Council
2024/25 Annual Report**



Prepared by Jo Phillips, Executive Director

Dear Friends, Partners, and Supporters,

This year has been one of profound *transformation*.

At Rural Red Deer Restorative Justice, we've witnessed firsthand what can happen when people—young and old—choose to show up with willingness to grow, even in moments of deep discomfort. We've worked with youth facing hard truths, families navigating broken trust, and communities choosing connection over punishment. And through it all, we've adapted—stretching, shifting, and staying open to what each situation needed.

Flexibility has been a cornerstone of our work. As our programs expanded into new schools and new partnerships, our team remained grounded in our values, yet agile in our approach. We've grown not only in size, but in depth—refining how we support facilitators, engage families, and stand beside those doing the hard work of repair.

What we've accomplished is only possible because of the trust placed in us: by schools that open their doors, by families who agree to try, by funders and partners who believe in restorative approaches. That trust is never taken for granted. It fuels every circle, every conversation, and every quiet moment of change.

Looking ahead, we're committed to continuing this growth—with intention, with humility, and with hope. Our path forward isn't fixed—it's responsive. And that's the heart of restorative justice: responding with care, staying present in the mess, and believing that people can change.

Thank you for walking with us. For believing in this work. And for helping us make room for transformation—one story at a time.

With deep gratitude,

Jo Phillips

Executive Director

Rural Red Deer Restorative Justice

Our vision: Communities value, support and utilize Restorative Justice processes as a first response to harms.

Our mission: The RRDRJ program offers a facilitated approach for individuals harmed to express the impact of the harm to those responsible, thereby fostering accountability, healing, repairing harm, restoring relationships, and building community. We involve individuals, families, schools, businesses, and social support programs in restorative practices, processes, and learning opportunities to promote the creation of safe and supportive communities.

2024/25 Snapshot

41 individuals
supported
through RJ
Practices

26 Agreements
completed

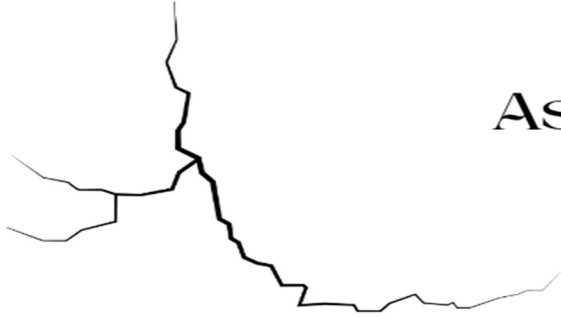
More than
3000
volunteer
hours

More than 100
students
supported in
restorative
learning

More than 250
individuals
participated in
restorative
conferencing
or restorative
practices

Referrals came
from RCMP
Detachments in
Blackfalds,
Rimbey, Sylvan
Lake and Red
Deer, as well as
the community

Harms



Assault

Arson

Theft under \$5K

Bullying

Obtaining intimate images
without consent

Uttering threats

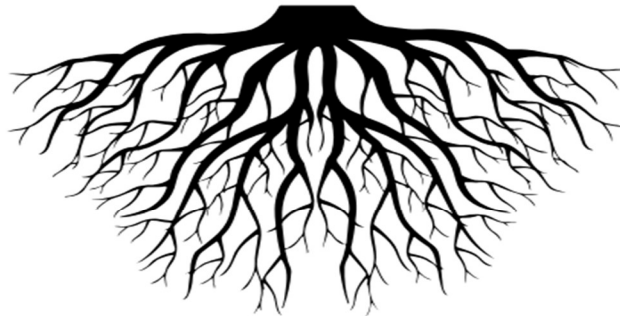
Harassing communication

Property damage

Shoplifting



Root Causes



Language barriers Impoverished home

Emotional regulation issues Unhoused - needed to be friends with these people in order to have a place to sleep

Trauma Food instability

Parents without parenting skills

Fitting in/being cool Jealousy

Survival mode means thinking brain isn't engaged

Response to racism Lack of understanding of neurodiverse behaviours

Bored

Uninvolved parents

Asked for help but didn't get it so tried to solve the problem themselves

Unsafe home environment

Lack of self confidence

Agreements

Apology

Gratitude jar

Self Esteem Conference

School attendance

Presentation to teachers

Community Service

Will report rumours around the
incident to the vice principal

Journaling

Writing letter to self

Sessions at ANAM

In-School counselling

Stay away from each other

Restitution

**Working on a project together to
rebuild friendship**

Handshake

Transformations

TRANSFORMATIONS

5 Achievements

Increased referrals
and referral sources

Reduced facilitator
turnover

Updated procedures,
practices and training

Enhanced youth
support and increased
likelihood of
completion

Diversified funding
and reduced risk

TRANSFORMATIONS

5 Big Wins

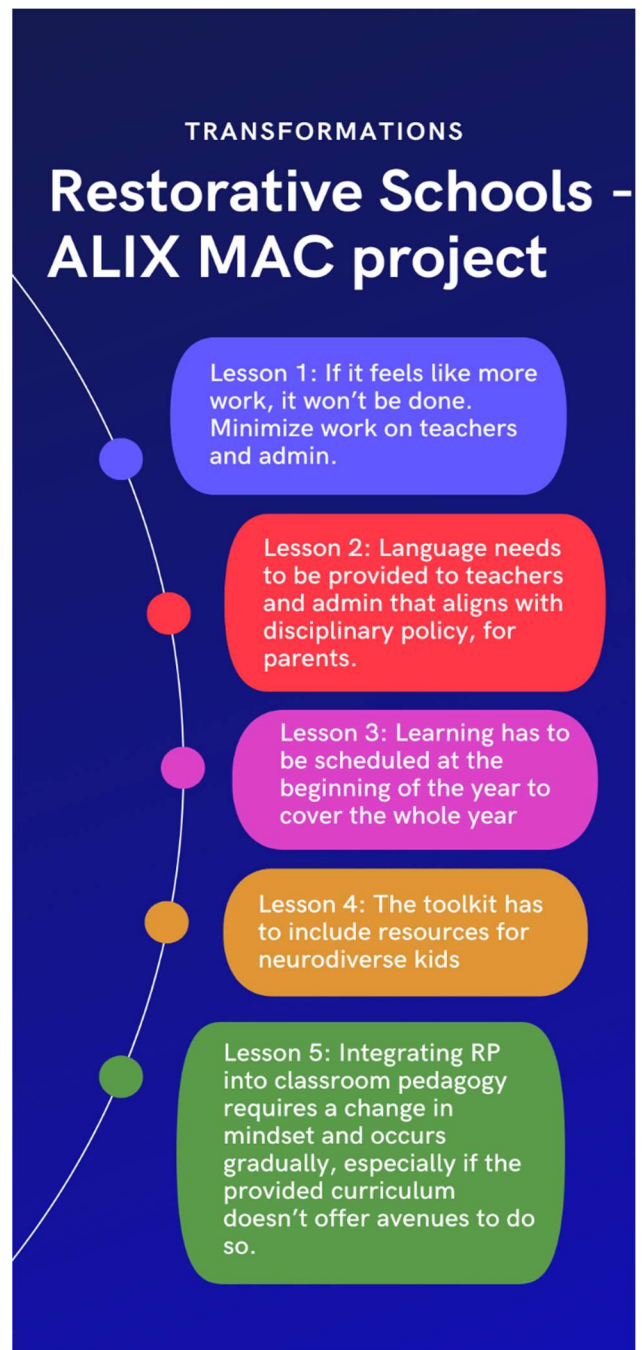
Helped an
unhoused youth
achieve stability and
complete his
Agreement

Provided perspective to a
corporation regarding the
impact of their punitive
measures on rural youth

Helped three best
friends repair their
friendship

Gave a newcomer
youth a voice

Shifted the
relationship between a
youth, his mom, and
his school



This project, in conjunction with pilot projects in 2022 and 2023 in other Wolf Creek Public Schools, led to the development of the Restorative School Culture Program that will be implemented in Wolf Creek Public Schools and rural Red Deer Catholic schools in the 2025/26 school year; an initiative funded through Alberta Law Foundation.

Programs and Impact

Strategic Plan Outcome: Service Delivery – A Few Highlights

- 2 files from the 2023/24 fiscal year rolled into the 2024/25 fiscal year for Agreement completion
- 4 files will roll into the 2025/26 fiscal year for Agreement completion
- 28 referrals
- 1 file refusal: responsible youth already went through RJ for the same offense in the past
- 3 files returned incomplete:
 - File returned because we didn't have the practices in place to effectively help the youth. This file would not be returned today.
 - File returned because the responsible youth reoffended with the same charge and required more serious support and intervention, and continuing with RJ would create more harm due to excess of interventions.
 - File returned as incomplete but with recommendation to close the file because the youth moved, had completed the majority of the Agreement and it would create harm within the family to amend the Agreement.
- 88% completion rate
- Worked significantly in Alix MAC School to test the Restorative School Culture program
- Provided restorative practices or education in 4 schools in Wolf Creek Public Schools

Strategic Plan Outcome: Community Engagement – A Few Highlights

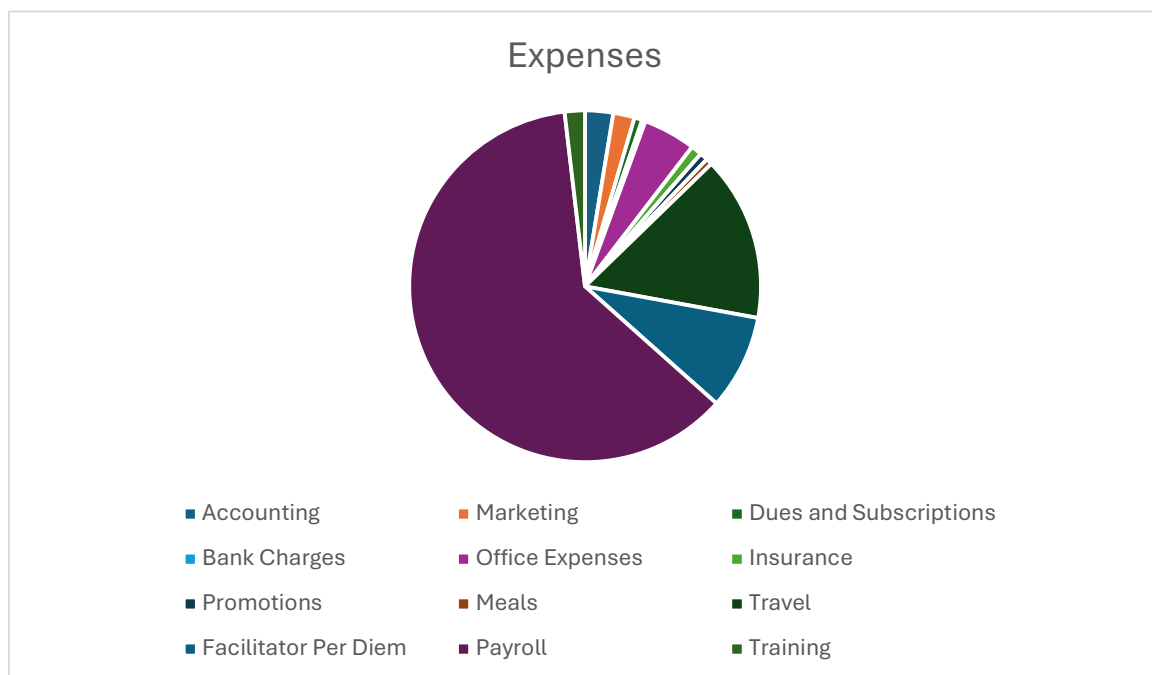
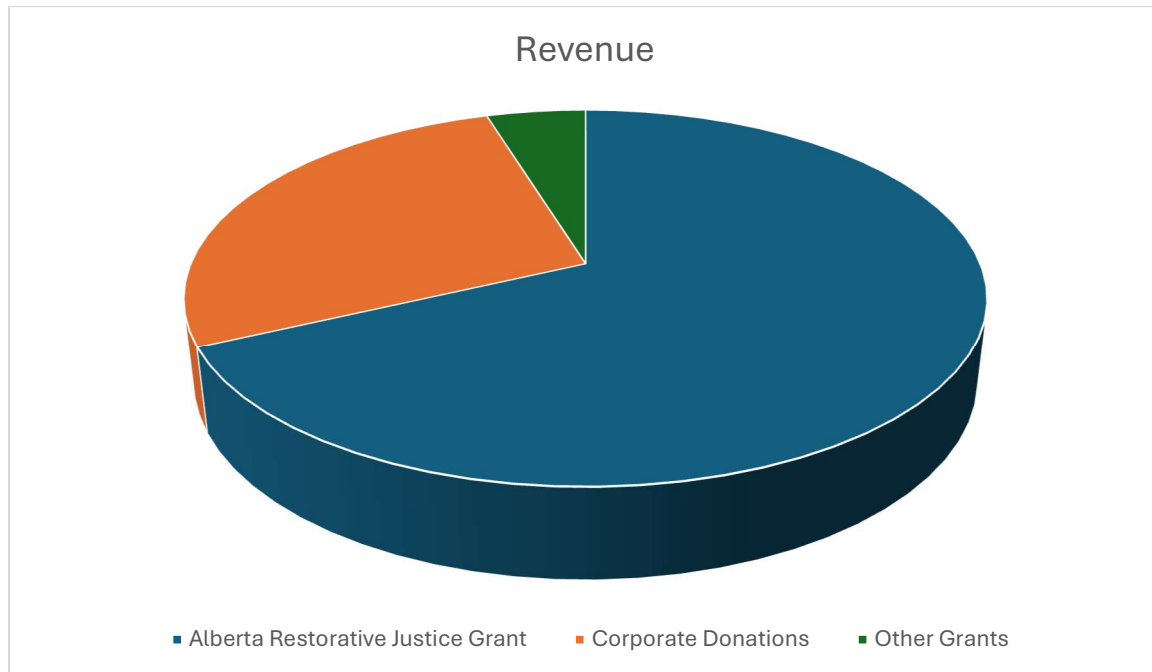
- Maintained a small social media presence
- Engaged a Red Deer Polytechnic Justice Studies student to complete a research project on Family Group Conferencing in Canada
- Presented to Red Deer Polytechnic Justice Studies, Social Work, and Education departments
- Attended Lacombe Trade Show and Red Deer Home Show
- Presented at the ATA Middle School Conference and the ARJA Conference
- Presented to K-Division RCMP Commanders Meeting

- Established relationship with Central Alberta Crime Prevention Centre and have a representative on their Board
- Presented to 2 town/village councils
- Joined the Sylvan Lake Community Services Hub
- Met with Emergency Services leaders in the communities we serve
- Attended regular meetings with provincial representatives from Alberta Justice, and Public Safety Ministries
- Met with 7 other RJ organizations to share challenges and successes
- Developed relationship with Alberta Law Foundation
- Averaged 5 community connections per month

Strategic Plan Outcome: Sustainability – A Few Highlights

- Stayed on-budget and maintained funding reserve of 10% of base budget requirements
- Established Fundraising Committee
- Updated Policies and Procedures
- Updated training program
- Reduced Facilitator turn-over
- Held 2 get-togethers to bring the Board and Facilitators together
- Diversified funding sources and obtained significant new funding for the upcoming fiscal year
- Established process for criminal justice referrals

Financial Snapshot



Rural Red Deer Restorative Justice

Profit and Loss

April 2024 - March 2025

	TOTAL
INCOME	
4100 Corporate Donations	25,000.00
4300 Grant Revenue	50,000.00
Total Income	\$75,000.00
TOTAL INCOME	\$75,000.00
EXPENSES	
5600 Accounting	1,837.44
5610 Marketing Expenses	1,396.75
5620 Dues and Subscriptions	515.80
5690 Bank Charges	206.70
5700 Office Expenses	3,446.15
5710 Insurance	733.36
5725 Promotions	515.33
5730 Meals Expense	401.47
5800 Travel (Mileage Reimbursements)	8,183.23
5805 Executive Director Mileage	2,588.19
5820 Facilitator Per Diem Expense	6,191.85
5830 Payroll Expenses - Wages	41,280.00
5835 Payroll Expenses - Employer Taxes (CPP/EI)	2,461.80
5840 Training Materials	36.72
5850 Training Expense	1,325.00
Total Expenses	\$71,119.79
OTHER INCOME	
4500 Interest Earned	32.50
Total Other Income	\$32.50
BALANCE	\$3,912.71

Partnerships and Collaborations

We can't do the work we do without partnerships and collaborations. Key partners in the delivery of Restorative Justice through the RRDRJ Program in 2024/25 ensured we were able to provide reliable, consistent support for the community.



REFERRAL SOURCES
Blackfalds Detachment
Rimbey Detachment
Sylvan Lake Detachment
Red Deer YCAT



FACILITATOR SPONSORSHIP



**RESTORATIVE SCHOOL CULTURE
PILOT PARTNER**



**Iron Ridge
Intermediate Campus**



**RESTORATIVE
CONFERENCING
SPACE**



RESEARCH SUPPORT



HOME BASE

Looking Ahead

As we move into the next chapter of our work, Rural Red Deer Restorative Justice remains committed to transformation—both in the lives of the people we serve and in the systems that shape their outcomes.

In the coming year, we will:

- **Increase referrals from Crown Prosecutors**, ensuring more young people have access to restorative pathways before charges are laid.
- **Strengthen our political voice**, advocating for policy shifts that recognize restoration as a legitimate, evidence-based response to harm.
- **Expand community education**, offering more opportunities for schools, families, and professionals to understand what restorative justice is—and what it makes possible.
- **Grow our presence in rural schools**, walking alongside educators to build safe, connected, and inclusive learning environments.
- **Train and support new facilitators**, deepening our team's capacity to meet the complexity of the cases we receive.

As always, we'll lead with humility, flexibility, and a belief in human potential. When trust is offered—and support is real—transformation follows.

Thank You

None of this work would be possible without the people who choose to show up—with courage, care, and commitment.

To the **RCMP members** who refer cases, trust the process and make time to attend restorative conferences. Your influence is valuable.

To the **community members** who support young people in moving forward. Restorative justice is anchored in community, and your participation in restorative conferences and offering Agreement options is important.

To the **social workers and school counsellors** who stand with families in their most vulnerable moments, attend restorative conferences, and go above and beyond to support youth in completing their Agreements and moving forward. Your care for youth is seen.

To the **principals and teachers** who choose connection over punishment. Your commitment to bringing restorative practices into your schools is transformative.

To our **board**, who leads with vision and steadiness. We've gone through a lot this year. Your commitment to restorative justice principles and determination to keep our program moving forward makes everything possible.

And to our incredible team of **facilitators**, who hold space for truth, healing, and growth. You're the core of RRDRJ and we're grateful for the time and energy you put toward this program, and the people in it.

A final thank you to our funding partners who make this work possible.



**Grant funding through the Alberta
Community Restorative Justice
Grant makes our program
possible.**



**The Parallax Energy donation
allowed us to spend more time
with youth moving through
Agreements to increase
completion and provide much
needed mentorship support.**



**Lacombe County grant support for
our in-school work allowed us to
develop a full Restorative School
Cultures program that will be
launched across Wolf Creek Public
Schools and rural Red Deer
Catholic Schools in the 25/26
school year.**

**Medicine River
Rural Crime Watch**

**Grant support through Medicine
River Rural Crime Watch supports
Facilitator per-diems. Thank you
for helping us support our team!**

Stay Connected. Be Part of the Change.

Whether you're a parent, educator, justice professional, or community member—your voice matters.

- Have questions or want to make a referral?
- Interested in volunteering or bringing restorative practices to your school?
- Want to support our work with a donation or partnership?

We'd love to hear from you.

Email: ed@rrdrestorativejustice.ca

Website: <http://rrdrestorativejustice.ca>

Serving Rural Communities Across Central Alberta

Follow us: Facebook/Instagram/LinkedIn @RRd.RestorativeJustice

Let's keep building safer, stronger, more connected communities—together, one conversation at a time. Because every act of listening, every moment of accountability, and every repaired relationship is part of the transformation we're all working toward.

