



Lanark County Community Justice

Building Stronger Relationships Through Restorative Practices

Strategic Plan

2021 – 2023

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Acknowledgement

Lanark County Community Justice (LCCJ) provides services on the customary and traditional lands of the Algonquin/Omà̀m̀winini peoples. We acknowledge the injustices of the past and those that continue today. As we seek to achieve reconciliation, we are committed to speaking truth and working towards justice in solidarity with Indigenous Peoples.

Our Mission

To provide and promote the community use of restorative practices.

Our Vision

Our community will embrace restorative practices to repair harm, build community and strengthen relationships.

Our Values

Inclusiveness: Creating safe, respectful spaces where all people can “speak their truths” in an open and honest way.

Responsibility: People are responsible for their actions and are accountable to others.

Trust: By building, maintaining, and restoring relationships, our community becomes stronger.

Initiatives

1. Provide Restorative Justice Services

Goal

LCCJ will increase access to restorative justice forums for the benefit of all citizens of Lanark County and the Town of Smiths Falls.

Activities

- Identify and build relationships with all key justice services in the County such as police services (Lanark County OPP and Smiths Falls Police Services) court liaison partners, judges, Crown Attorneys, and defense councils to ensure all are familiar with LCCJ restorative justice diversion services
- Together with local organizations support victims of intimate partner violence and sexual assault and create a protocol for restorative justice for such cases
- Work with justice partners to encourage an increase in pre-charge and post-charge referrals of youth and adults
- Maintain and analyse the database of LCCJ cases to show program effectiveness, to help understand our strengths and weaknesses and to support funding activities

Performance Indicators

- Case database is complete and available
- Number of pre-charge relative and post-charge referrals
- Number of restorative justice forums held for intimate partner violence and sexual assault cases
- Percentage of cases going to forum
- Percentage of forums that are volunteer led
- Days to case completion
- Number of victims represented at a forum, or providing impact statements
- Satisfaction rate by all forum participants
- Youth participants completing the terms of their agreement
- Adult participants completing the terms of their agreement

2. Promote Restorative Practice within our Community

Goal

To promote the use of restorative practices and approaches in Lanark County.

Activities

- Develop a communication plan
- Develop appropriate communication materials
- Improve the web site and keep it up-to-date
- Develop and deliver a social media campaign to increase our community outreach
- Employ appropriate analytic tools to assess effectiveness of communications
- Strengthen partnerships with other agencies
- Identify organizations and situations where restorative practices might be employed and assess their interest in working with LCCJ

Performance Indicators

- Number of communication engagements such as newspaper articles, radio interviews, presentations, social media posts and web site usage
- Number of agencies, organizations and situations identified where restorative practice might be employed and funding is available
- Number of restorative practice programs managed by LCCJ

3. Ensure Sound Financial Management

Goal

Ensure sound financial management policies and practices.

Activities

- Create a 3 year financial sustainability plan to review and identify programs and activities and estimate their financial implications and practicality
- Continue to build the reserve fund

Performance Indicators

- Revenue
- Program Expenditures
- Balanced Annual budgets
- The amount in the reserve fund

4. Develop Community Fundraising

Goal

Maintain and increase current funding sources to meet financial requirements.

Activities

- Expand and enhance fundraising committee
- Maintain the constituent database
- Continue with annual fundraising events
- Assess the cost effectiveness of individual fundraising efforts
- Maintain and develop partnerships with municipalities, service clubs and local social service organizations
- Engage monthly and annual donors
- Create legacy donors and bequests program

Performance Indicators

- Membership on fundraising committee
- Revenue from fundraising
- Increase in number of monthly and annual donors
- Number of legacy and bequest donors

5. Secure Long Term Funding

Goal

Continue to search and identify sustainable long term funding to meet identified program needs.

Activities

- Identify programming needs
- Obtain funding from the Ministry of the Attorney General (MAG) for adult court diversion
- Engage with the Ministry of Children, Community and Social Services (MCCSS) to increase funding for youth court diversion
- Maintain current funding sources and research and develop new sources of sustainable long term funding to meet identified needs

Performance Indicators

- Increased program funding
- New sources of funding identified
- Funding applications submitted

6. Strengthen Staff and Volunteer Resources

Goals

- Improve capacity to provide additional restorative practice services
- Strengthen governance, staffing and volunteer base taking into account equity, diversity and inclusion (EDI)
- Develop the capability for staff and facilitators to provide services in person, at the office or remotely
- Introduce or reinstate additional programs
- Ensure volunteers reflect the community

Activities

- Explore examples of equity, diversity, inclusion (EDI)
- Engage with justice partners to meet the diverse needs of our client community
- Hold a training event for board, volunteers and staff, that examines systemic racism and its impact on our community
- Ensure sufficient staff to deliver LCCJ's administrative requirements
- Review board and committee structures, size and composition and terms of reference
- Meet annually with individual volunteers to assess volunteer satisfaction and provide feedback to ensure roles and responsibilities
- Annual volunteer celebration
- Provide ongoing volunteer training to enhance skills
- Maintain an up-to-date database of volunteer contacts

Performance Indicators

- Completion of training event for staff and volunteers regarding EDI
- Volunteer evaluation, satisfaction and retention
- Number of training opportunities provided to volunteers and staff

