

2018-2019 ANNUAL REPORT

Celebrating 15 years of service to youth



RAP

Restorative Action Program

“The foundation to our success has been attracting leaders from multiple sectors who can work in a shared leadership model and have a willingness to do something different to address ongoing safety issues in our community.”

Fifteen years ago, the Restorative Action Program started at Mount Royal Collegiate as a three-year pilot. At the end of the pilot, it was clear that RAP was essential to reducing violence, resolving conflicts, teaching leadership and life skills and helping youth become good citizens of our community. Today, the Program operates in nine Saskatoon high schools where thousands of students have experienced RAP. Many of these students now have a different perspective on life.

From our early beginnings, the Board of Directors has been dedicated to demonstrating the value of RAP to our funders, partners and stakeholders. The on-going evaluation of practices, refinement of processes and the support RAP receives from our many partners and funders has helped us to continue to evolve so we may provide ever more meaningful services to the youth of our community. To that end, we have formed research and evaluation partnerships and completed a strategic planning process for the organization.

The foundation to our success has been, and continues to be, attracting leaders from multiple sectors (community, government, private sector, education, protective services, health) who can work in a shared leadership model (shared responsibility, shared ownership, shared accountability) and have a willingness to do something different to address ongoing safety issues in our community. RAP is an incredible team effort. Thanks to everyone who has helped guide us through the past 15 years. I would especially like to recognize our outgoing Board Members Gayle Stookey and Art Postle for their commitment to the program over their years of service.

With our strong Board of Directors, staff team and our many funders and partners, we are excited about what might be accomplished in “building a safer community, one youth at a time” in the next 15 years.

Jack Brodsky, Board Chairperson



“My proudest moments occur when I visit our partnering schools. The respect, confidence and trust in our RAP Facilitators expressed by students and school staff is humbling.”



RAP provides an example of what can be achieved when a community comes together, understands its needs, develops relationships and works together to help their youth. Our organization is fortunate to be a part of a community that believes in what we do and is willing to support us financially and logistically.

There are so many people to express appreciation for their contributions to our program and our organization. I would personally like to express sincere thanks to Jack Brodsky, Paul Gauthier, Laurie Hopkinson, Christine Ruys and Linda Chad. These individuals have contributed to the administrative and logistical responsibilities of our organization.

As Executive Director of RAP, I am always pleased to be able to reflect on the past year and recognize the many accomplishments we have made in executing our strategic plan, building our capacity and creating new opportunities. While these milestones are important for the organization, my proudest moments occur when I visit our partnering schools. The respect, confidence and trust in our RAP Facilitators expressed by students and school staff is humbling.

I am extremely proud of our RAP Facilitators and cannot thank them enough for all they do in supporting our youth.

RAP is possible because of the hard work and dedication of our Board, RAP Facilitators and volunteers. Together, we are proud to do our part in improving the quality of life for Saskatoon's youth.

Winston Blake, Executive Director



Message from Laurie Hopkinson COMMUNICATIONS COMMITTEE CHAIR

This year the Communications Committee continued to achieve the goals set out in our strategic plan. Our focus was to reach a larger audience, while promoting RAP and sharing our success. Our achievements this past year have been numerous including:

Celebrating the 15th Anniversary of RAP. Directly following our AGM in November, an awards dinner was held with approximately 100 people in attendance. Special awards were handed out and presentations were made regarding the progress of RAP. I wish to thank Linda Chad for her tireless efforts in ensuring our awards dinner was a huge success.

Winston Blake, our Executive Director, attended Design Day 2019 which RAP was extremely fortunate to have funded by a grant. This initiative is offered by the Graphic Designers of Canada Saskatchewan North in partnership with Affinity Credit Union and United Way Saskatoon and Area. The goal of Design Day is to leverage the skills of local design professionals in providing local non-profit organizations with custom-designed collateral to promote their services. Through this initiative we had professional designers help us re-design our RAP logo which will be used for numerous products including business cards and banners.

In August, we started working on a "Back to School" campaign. At this time of year, we know that there are numerous students who are apprehensive and anxious about starting the new school year. We also know that parents may have some concerns about their children heading back to school. We want to keep working on getting the word out that RAP is a great support for not only students but also for parents. We were very fortunate to secure interviews with Global and CBC and we will continue to work with media outlets to promote RAP.

As Chair of the Communications Committee, I would like to sincerely thank our members: Winston Blake, Coni Evans, Kessa Gerein, Walker Paterson and Carol Cisecki for their continued special efforts throughout the year. I would also like to thank Cheryl Tuck-Tallon, Fund Raising Chair, for attending our meetings. Communications and fundraising responsibilities overlap in many ways, and together our team is committed to increasing RAP's profile, not only in schools, but also in our community.

Message from Cheryl Tuck-Tallon FUNDRAISING COMMITTEE CHAIR



In alignment with the strategic plan, we continue to strive for self reliance and sustainable long-term funding.

RAP has great assets in the skill sets of our staff and Executive Director as well as the tools and data management we have created. We continue to examine how these assets can not only be used for our own interest, but how we can capitalize these assets can bring to other like minded organizations or in the workplace.

We are thankful for our partnerships with the Ministry of Education and the Ministry of Justice and give thanks to Ministers Don Morgan and Gord Wyant for their continued support. RAP has demonstrated its value and savings to these ministries, as well as the improved relationships for students, parents and teachers.

We appreciate the continued support from the Saskatoon Police Service (SPS) who now manages our funding from the City of Saskatoon. We continue to work closely with the SPS as they often refer students to RAP Facilitators as an option to the justice system.

Thanks to the efforts of Coni Evans and her team, the Vandasta Technologies sponsored Rock for RAP was another great success this past November raising \$34,600. Over the past 3 years Rock for RAP has raised an incredible \$111,000! This year's event, planned for November 20, 2019, is shaping up to be the biggest yet, with 100% of the proceeds go to RAP.

Our largest community fundraiser is the Badge Shield Star Dinner (BSS) each April. The BSS is a collaboration of Saskatoon's five Rotary Clubs and continues to receive strong community support. We thank our title sponsors, Rick and Laurie Hopkinson, for their continued support that allows us to succeed on our mandate. The 23rd annual Dinner is planned for April 8th, 2020 with Lieutenant Governor Russell Mirasty as the key note speaker.

We are working to integrate our fee-for-service Conflict Management Training into businesses. It is a major undertaking, particularly for our Executive Director, but it will also provide significant funding on a multi-year basis. We expect to have this training fully implemented in the upcoming year.

The development of a data collection and management tool will be powerful for the program. The tool will be able to quantify our value to substantiate our funding requests. It is so unique that we believe it will have value for other organizations and provide additional revenue opportunities for RAP.

As active as we are on our current commitments, we continue to reach for the goal of providing RAP to all Saskatoon high schools, so there is still much work to be done.

If you would, please refer to the back page of this year's annual report and take notice of all the great organizations and people who help us pay the bills everyday.



Message from Paul Gauthier FINANCE COMMITTEE CHAIR

RAP began as a three-year restorative justice pilot program launched at Mount Royal Collegiate in 2003 with a \$50,000 funding base provided by the Rotary Club of Saskatoon and the Saskatchewan Community Initiatives Fund. Within months, the program committee realized that addressing conflict was not enough. There needed to be strategies to prevent conflict and help disengaged students reconnect with school and their social network. Consequently, during the second year, the funding base was expanded through the Saskatoon Foundation and a few short-term grants to provide summer programming and mentorship.

The Board of Directors has aggressively sought out additional sustainable funding partners. Over our 15 years we have experienced significant milestones such as:

1. Saskatoon Public Schools and Saskatoon Greater Catholic Schools providing 50% of the project coordinator salaries and benefits in 2006.
2. Incorporated under the Non-Profit Corporation Act, 1995, Saskatchewan on September 21, 2011 and subsequent registration as a Canadian Registered Charity.
3. Major contribution of \$100,246 by Jack and Shirley Brodsky in 2013.
4. Funding agreements with the Ministry of Education, the Ministry of Justice and the City of Saskatoon (Police Services)
5. The five Rotary Clubs coming together to significantly increase their annual funding via the annual Rotary Badge Shield Star Dinner and their periodic fundraisers.
6. Vendasta supporting RAP with a new annual fundraiser called ROCK for RAP.
7. The Saskatoon Media Group sponsoring daily public announcement promoting awareness and impact of RAP in our community.
8. The Board of Directors establishing Communications and Fundraising Committees with representation from a major sponsors (Laurie Hopkinson), youth and volunteer professionals.
9. The Fundraising Committee working with the Executive Director to formalize and obtain accreditation for various fee-for-service training programs.
10. Contracting with the University of Saskatchewan's Centre for Forensic Behavioural Science and Justice Studies and Saskatchewan Polytechnic's Digital Integration Centre of Excellence to develop performance management systems which will facilitate our reporting metrics. Funding provided in large part by the Jack and Shirley Brodsky RAP fund.

RAP continues to achieve significant progress on the revenue front. We welcome innovation and diversified financial community engagement to move toward our ultimate goal of having every high school student in Saskatoon have access to the RAP program. Please see our website rapsaskatoon.org for the full version of this report and the audited financial statements.

SASKATOON RESTORATIVE ACTION PROGRAM INC. Statement of Financial Position As at August 31, 2019			
	2019	2018	
ASSETS			
CURRENT			
Cash and equivalents	\$ 233,082	\$ 163,506	
Accounts receivable	1,375	8,596	
Prepaid expenses	3,466	3,317	
	237,923	175,419	
INVESTMENT SAVINGS - RESTRICTED	-	31,307	
	\$ 237,923	\$ 206,726	
LIABILITIES			
CURRENT			
Accounts payable and accrued liabilities	\$ 7,111	\$ 24,908	
Deferred contributions (Note 3)	87,732	42,894	
	94,843	67,802	
NET ASSETS			
UNRESTRICTED	88,372	64,983	
EXTERNALLY RESTRICTED (Note 4)	-	17,658	
INTERNALLY RESTRICTED (Note 5)	54,708	56,283	
	143,080	138,924	
	\$ 237,923	\$ 206,726	

SIGNED ON BEHALF OF THE BOARD

Paul Gauthier Director
Paul Gauthier Director

SASKATOON RESTORATIVE ACTION PROGRAM INC. Statement of Revenues and Expenditures For the Year Ended August 31, 2019			
	2019	2018	
REVENUE			
Government of Saskatchewan - Education & Justice (Note 2)	\$ 160,800	\$ 160,800	
Saskatoon Public School Division (Note 2)	147,514	151,199	
Greater Saskatoon Catholic Schools	110,636	113,399	
City of Saskatoon	105,000	83,000	
Rotary Clubs of Saskatoon	63,904	64,003	
Fundraising events	34,559	45,709	
Contributions from sponsors (Note 2)	23,800	8,000	
Transfer from Jack and Shirley Brodsky Fund	17,791	29,400	
Program sponsors	5,000	4,500	
Contributions from individuals	4,240	900	
Rotary, fee-for-service, net	3,895	11,576	
Interest income	2,484	1,167	
Transfer from Research Fund	1,575	4,891	
Outreach services	1,500	1,000	
Memberships and miscellaneous	535	783	
	683,233	680,327	
Contributions in-kind (Note 6)	52,500	52,500	
	735,733	732,827	
EXPENSES			
School boards - project co-ordinators salaries and benefits (Note 2)	516,299	529,197	
Project director	76,430	61,630	
Performance management system	32,925	34,291	
Promotion, public and staff relations	9,397	7,150	
Program research and development	6,720	13,340	
Student leadership training	5,383	3,539	
Professional fees	4,711	3,108	
Stationery, postage and office	3,064	5,183	
Staff training	2,915	2,126	
Insurance	1,797	1,797	
Staff supplies and information	203	1,962	
Web design and maintenance	-	1,189	
	659,844	664,512	
In-kind (Note 6)	52,500	52,500	
	712,344	717,012	
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	\$ 23,389	\$ 15,815	

RAP STATISTICS

2018- 2019

RAP Facilitators served

1,472
students

across
1,036
incidents

A 10% increase in students
compared to the previous year.

3,271

follow-up contacts

Overall, RAP Facilitators supported more students and a larger proportion of the students than any year prior.

203 conflict mediations

“RAP has helped me through so many relationship issues between me and my peers. I always know I can turn to RAP for anything.”

RAP student

2,362
one-on-one sessions

RAP provides services to
7718
Saskatoon students

475

Other activities such as events, workshops, classroom presentations, regular group programming and participating in school meetings.



PREVENTION

Education and awareness activities to promote healthy relationships and leadership qualities



INTERVENTION

Support and advocacy to help youth repair harm caused by conflict, bullying and harassment



RECONNECTION

Support and facilitate youth in reconnecting with their school, peers, family and community

BOARD OF DIRECTORS



Front row left to right:

**Mike LeClaire, Art Postle, Jack Brodsky,
Cheryl Tuck-Tallon, Paul Gauthier**

Back row left to right:

**Bryan Tastad, Gayle Stookey, Scott Gay,
Troy Cooper, Huey-ming Tzeng,
Paul Janzen, Coni Evans**

RAP FACILITATORS

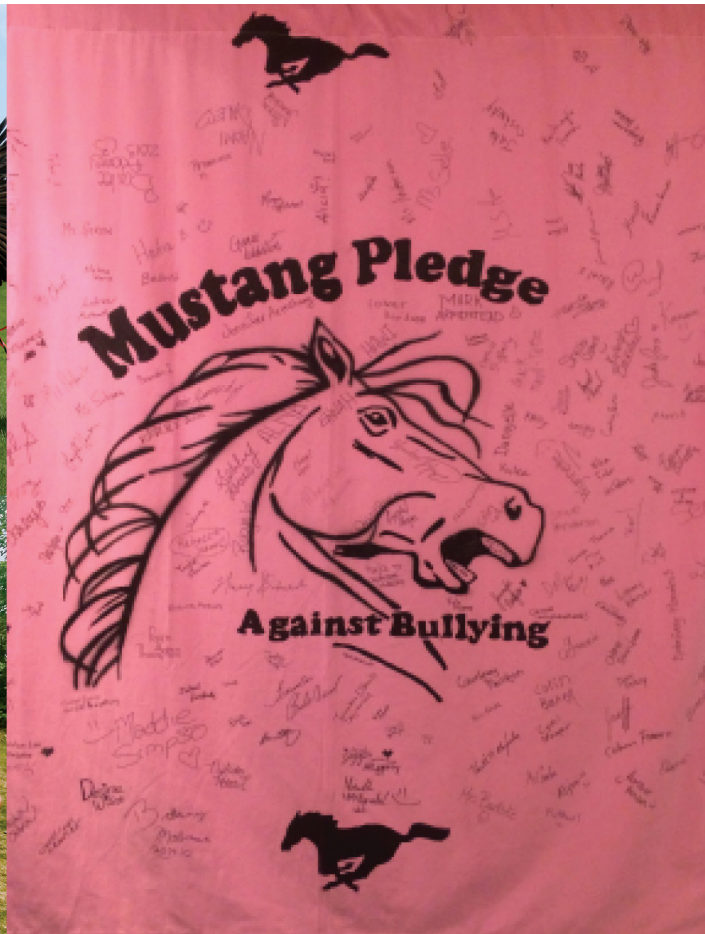


Front row left to right:

**Teresa Michayluk, Megan Mitchell,
Brittany McFadden**

Back row left to right:

**Dean Rutten, Tricia Carter,
Shauna Kennon, Darren Bohmann**



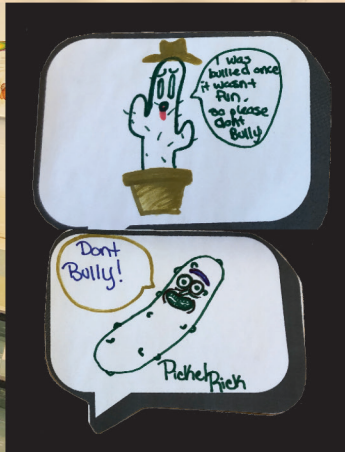
Mount Royal Collegiate

Joined RAP in 2003

RAP Facilitator: Shauna Kennon

Past Facilitators: Dean Kabaroff, Joanne Ziola, Megan Mitchell, Rachelle Whitrow, Teresa Michayluk





HONOUR • SPIRIT • VISION



Bedford Road Collegiate

Joined RAP 2006

RAP Facilitator: Brittany McFadden

Past Facilitators: Brianna Kurz, Winston Blake, Sheralyn Steele, Shauna Kennon

Badge Shield Star Dinner



When we heard about RAP, we instantly knew it was a special program and we wanted to support it. It is not easy for our youth today. There are too many dangerous distractions and unfortunately, many kids get caught up in these distractions. Every young person who needs to talk to someone about something, about anything, deserves to have “that someone” there. No child should ever suffer in silence. That is why RAP is so invaluable. It does not matter what is bothering a young person, they know they have someone to talk to. That someone is a RAP Facilitator, and that discussion can change lives. It is for these reasons that we have chosen to donate annually to RAP.

Badge Shield Star Dinner sponsors Rick and Laurie Hopkinson

The Rotary Clubs of Saskatoon in partnership with the Saskatoon Police Service, the Fire Department and Medavie Health Services West annually recognize the unique contributions of citizens involved in these services. Proceeds from the Dinner go to RAP.

Top-left: Keynote speaker Kevin Garinger, former President and Governor for the Humboldt Broncos with Dinner Title Sponsors Rick and Laurie Hopkinson. Kevin gave a riveting and emotional keynote address focusing on “Leadership Through Crisis.” ~ Top-middle: Terry Horsley-Dewar presented the John Dewar Award to Summer Derksen. The Award is presented in memory of RAP founder John Dewar to a RAP student who has demonstrated personal growth, strong character, leadership and citizenship. ~ Bottom-left: Director of Public Affairs, Troy Davies presented the Star Award on behalf of Medavie Health Services to 7-year old Maddox Babchishin. Maddox was instrumental in saving the life of his one-year old brother Jack who stopped breathing when they were in the back of his mother’s car. ~ Bottom-middle: Chief Morgan Mackl of the Saskatoon Fire Department and the Saskatoon Fire Department Director of Emergency Management Pamela Goulden-McLeod presented the Shield Award to Disaster Management Coordinator with the Canadian Red Cross, DeAnna Down. ~ Right: Saskatoon Police Service Chief Troy Cooper presented the Badge Award to Elders Walter and Maria Linklater for their longstanding work with the Service. Maria accepted the Award on behalf of herself and her late husband Walter.



E.D. Feehan Catholic High School

Joined RAP 2007

RAP Facilitator: Tricia Carter

Past Facilitators: Dean Rutten, Jill Hartman



Bethlehem Catholic High School

Joined RAP 2008

RAP Facilitator: Darren Bohmann



Walter Murray Collegiate

Joined RAP 2009

RAP Facilitator: Teresa Michayluk

Past Facilitators: Jill Flath, Ryan Bilanski

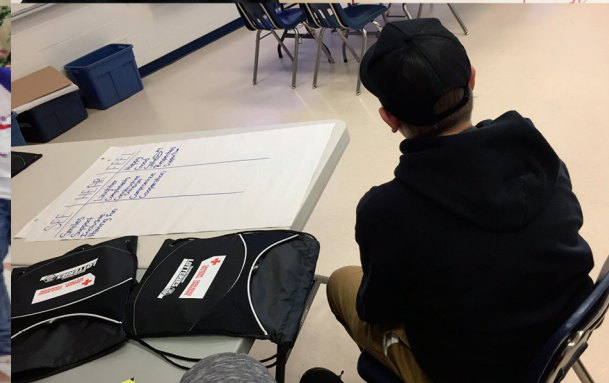
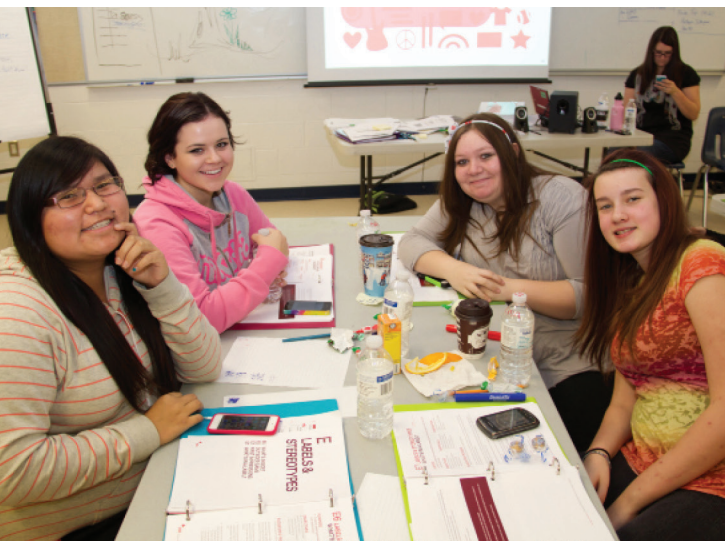


Bishop James Mahoney High School

Joined RAP 2010

RAP Facilitator: Tricia Carter

Past Facilitators: Dean Rutten, Jill Hartman



Tommy Douglas Collegiate

Joined RAP 2011

RAP Facilitator: Megan Mitchell

Past Facilitators: Carter Munday, Ryan Bilanski





Holy Cross High School

Joined RAP 2014
RAP Facilitator: Dean Rutten



St. Joseph High School

Joined RAP 2011

RAP Facilitator: Dean Rutten

In 15 years, RAP has grown from:

- a pilot, to a project, to a fully functioning program,
- one high school in 2003 to nine in 2018,
- five Rotarians around a kitchen table to a charitable non-profit, which includes a fifteen-member Board and an Executive Director
- one Rotary club to over 40 dedicated Rotarians from all five Saskatoon Rotary clubs,
- two funding partnerships to multi partnerships with municipal and provincial governments, business, community and school divisions,
- serving 1,000 students to serving over 8,000 students,
- having one RAP worker to having seven RAP facilitators,
- a concept to a service delivery framework that is recognized as a method of further reaching and serving youth in our province and beyond,
- Saturday morning “blue sky discussions” to a ratified strategic plan, and
- the establishment of an activity-based data collection tool designed by the University of Saskatchewan Centre of Behavioral Science and Justice Studies to the development of an impact focused first of its kind performance management system designed by Saskatchewan Polytechnic.



Our purpose at Affinity Credit Union is to build a better world for everyone, every day. The Restorative Action Program is an excellent example of this purpose, which is why we've supported the organization since 2005. RAP's vision to address bullying and conflict in Saskatoon schools aligns with our missions of enabling members and communities to invest in one another. By supporting RAP, we hope to impact the lives of students throughout Saskatoon

Jasmin Carlton Affinity Credit Union District Council Chair for Saskatoon

FCL's Community Investment Fund supports community programs and organizations that matter to our employees. We are proud to support initiatives such as the Restorative Action Program that build our communities.

Federated Co-operatives Limited

For more RAP testimonials, visit our website at rapsaskatoon.org

The RAP program provides a response that addresses the gap between regular school supervision and police involvement. Students can stay engaged in school because they are provided appropriate tools and solutions to deal with issues like bullying, violence, conflict and mental health. The RAP facilitators are skilled professionals that have the time and training to make sure school is a safe and supportive environment for both students and staff.

Troy Cooper, Chief of Police, Saskatoon Police Service

The work that RAP is doing in local high schools is critically important. Kids today face many issues and challenges that we, as parents, can't even begin to understand. The intervention and support that the RAP program provides significantly helps improve their ability to succeed in school and life. Our decision to support RAP was an easy one. In our minds, there is nothing more important than helping the children in our community to thrive which will benefit our entire community for years to come.

Kevin Hegedus & Dana Mann



Celebrating 15 years of collaborative community service. Thank you all. ❤️

THANK YOU to our RAP sponsors...

Charitable # 844 638 288 RR0001

Pillars of RAP, Contribution exceeding \$50,000



Benefactors of RAP, Contribution of \$10,000 - \$50,000

Rick and Laurie
HOPKINSON



Kevin Hegedus
and
Dana Mann



Jack and Shirley
Brodsky



Supporters of RAP, Contribution of \$2,000 - \$10,000



Janet and Art
POSTLE



Friends of RAP, Contribution of \$500 - \$2000

Brian Henderson, Deloitte, Directwest, Hamm Construction,
Henry Downing Architects, Meridian Surveys,
Miners Construction, North Prairie Developments,
PCL Construction Management, Prairie Steel Products,
S.O. Asher, Saskatchewan Government Insurance,
Saskatoon Minor Hockey Association,
SaskTel, Sleek Advertising, Westcap, Wright Construction

RAP

Restorative Action Program

A Program of the Saskatoon Rotary Clubs



"Building a safer community, one youth at a time"

www.rapsaskatoon.org

For more information about RAP,
please call 639-998-7275 or email winston.blake@rapsaskatoon.org