



*We see our students
on their lowest days and
on their happiest days.
We support them
through their hard times
and we celebrate with them
when they reach their goals.
I love my job every day.*

- RAP Facilitator

2021-2022 Annual Report

RAP
Restorative Action Program



VISION AND MISSION

Youth are empowered and actively engaged in developing responses to resolve issues they encounter related to bullying, mental health, and relationships.

We provide professional support for youth to navigate conflict, build relationships, and reconnect with their school and community.



VALUES

youth-focused

integrity

collaboration

accountable

transparent

stewardship

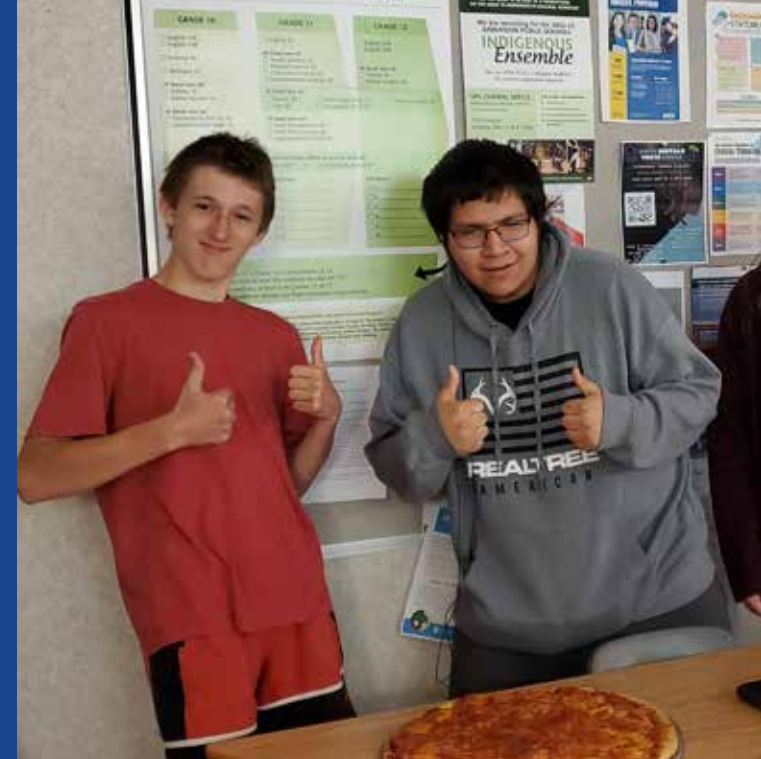
The Restorative Action Program (RAP)

is an initiative of the Saskatoon Rotary Clubs in partnership with Greater Saskatoon Catholic Schools and Saskatoon Public Schools.

RAP is a registered charity which operates a community-based initiative that has grown to include nine Saskatoon high schools and is sustained through shared responsibility of our partners and other supportive organizations and citizens.

Registered Charity #: 84463 8288 RR0001

Without the RAP program, I honestly don't think I would be here today. Words are powerless to express my gratitude. The Facilitator changed my life dramatically and I don't know what I would do without them. - RAP school student



Contact Us

Leane Durand
RAP President

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Saskatoon, S7H 5N9

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Website: RAPsaskatoon.org

Facebook: [@RAPsask](https://www.facebook.com/RAPsask)

Instagram: [@RAP.yxe](https://www.instagram.com/RAP.yxe)

BOARD CHAIR REPORT

Jack Brodsky

RAP continues to be a meaningful and important program for the youth of Saskatoon.

This year, the Board continued transitioning from a working board to a policy board. We successfully completed training in this area and continue to work towards completing the transition. We also recently completed a new Strategic Plan that will help us navigate the coming years.

With the departure of Winston Blake, Leane Durand has stepped into the newly formed position of President. Long time RAP Facilitator Darren Bohmann has taken on the role of Program Co-ordinator while continuing his duties as Facilitator at Bethlehem Catholic High School. This adjustment in staffing has allowed us to continue moving toward a policy board.

Despite the pandemic and unfortunate cancellation of our two major fundraising events, Rotary Badge Shield Star Dinner and Rock for RAP, our funding has been solid. The Government of Saskatchewan, Kevin Hegadus and Dana Mann, the Citrine Foundation, new Board member Bill Baker, the Rotary Clubs of Saskatoon, Vendasta, and many others, have generously supported RAP and we are on solid financial footing. We continue to seek sustainable funding opportunities to carry us into the future.

Besides Bill Baker, who is a long time Rotarian, Byron Mack, from MNP is also joining our board and will work with Paul Gauthier to assume Paul's duties as RAP Treasurer. And although it's not official until the Board elects him, Kent Smith-Windsor, who served for many years as Executive Director of the Greater Saskatoon Chamber of Commerce, will let his name stand for Board Chair.

I want to give a huge thank you to Tracy Arno and Lorne Braithwaite for their contributions to RAP and our board. They have chosen to step down as directors and they will be missed.

After 5 years as Chair of the Board for RAP, I am moving on. It has been an exciting journey.

Thank you to our board, management team, and RAP Facilitators, for your guidance and support. I've always appreciated our discussions and your input. It has always been my intention to serve as someone who believes strongly in the concept of team, and I sincerely hope I have fulfilled that intention.

I am extremely proud to have been associated with this outstanding program and will continue to support RAP in any way I can as the program and organization continue to mature and most importantly, to support our youth and provide them with the tools they need to succeed in our increasingly complex society.



FINANCIAL REPORT

Paul Gauthier



SASKATOON RESTORATIVE ACTION PROGRAM INC. Statement of Financial Position As at August 31, 2022			
	2022	2021	
ASSETS			
CURRENT			
Cash	\$ 79,323	\$ 361,361	
Investments (Note 3)	603,787	100,829	
Accounts receivable	1,830	122	
Prepaid expenses	3,904	2,896	
	<u>\$ 688,844</u>	<u>\$ 465,208</u>	
LIABILITIES			
CURRENT			
Accounts payable and accrued liabilities (Note 4)	\$ 17,942	\$ 4,389	
Deferred contributions (Note 5)	337,855	329,067	
	<u>355,797</u>	<u>333,456</u>	
NET ASSETS			
UNRESTRICTED	288,369	87,074	
INTERNALLY RESTRICTED (Note 6)	44,678	44,678	
	<u>333,047</u>	<u>131,752</u>	
	<u>\$ 688,844</u>	<u>\$ 465,208</u>	
APPROVED ON BEHALF OF THE BOARD			
			
Director		Director	

SASKATOON RESTORATIVE ACTION PROGRAM INC. Statement of Operations For the Year Ended August 31, 2022			
	2022	2021	
REVENUE			
Government of Saskatchewan - Education/Justice	\$ 246,147	\$ 164,885	
Government of Saskatchewan - Crown Investment Corporation	15,000	-	
Government of Saskatchewan - Saskatchewan Government	-	-	
Insurance	15,000	-	
Government of Saskatchewan - Sask Energy	15,000	-	
Contributions from foundations	201,000	127,000	
Saskatoon Public School Division	132,889	164,626	
Greater Saskatoon Catholic Schools	121,614	123,469	
Saskatoon Police Services	105,000	105,000	
Contributions from individuals	63,790	2,878	
Contributions from corporations	41,175	7,500	
Rotary Clubs of Saskatoon	13,000	8,000	
Interest	5,401	1,459	
Program sponsors	-	6,259	
	<u>974,976</u>	<u>711,076</u>	
Contributions in-kind (Note 7)	52,500	52,500	
	<u>1,027,476</u>	<u>763,576</u>	
EXPENSES			
Project co-ordinators - salaries and benefits	509,005	576,191	
Management salaries and benefits	129,362	76,219	
Fundraising feasibility study	49,620	-	
Contracted services	19,856	229	
Performance Management System	16,579	30,563	
Public and staff relations	8,008	3,795	
Professional fees	7,582	6,883	
Promotion	6,966	441	
Insurance	4,318	4,832	
Staff training	4,214	3,040	
Stationery, postage and office	4,172	2,480	
Student leadership and training	2,858	5,460	
Staff supplies and information	1,141	372	
	<u>773,681</u>	<u>710,426</u>	
EXCESS OF REVENUE OVER EXPENSES FROM OPERATIONS	253,795	53,150	
In-kind (Note 7)	52,500	52,500	
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	\$ 201,295	\$ 650	

The complete 2021-2022 audited RAP financial report is available on our website at www.RAPsaskatoon.org or by email request to info@RAPsaskatoon.org.

PRESIDENT REPORT

Leane Durand

You have created an environment where students can openly discuss their needs with a trusted adult. So much conflict happens in school hallways and open spaces as well as online. Classroom teachers are focused on education and have little time to help mitigate or mediate conflict situations. To have YOU in the school to help with those occurrences is so very, very valuable. As a result, students are better prepared to learn because they feel safe at school and supported by an adult.” – RAP School Teacher

These words are an eloquent affirmation of the impact and value of the Restorative Action Program’s presence in our schools. Students and school culture are deeply and positively impacted by RAP.

2021-2022 has been an abundance of gifts. The RAP team welcomed three new facilitators this year and we are grateful for how quickly they embraced their roles and connected with students.

RAP facilitators continued their exceptional work helping students navigate their stresses in a world overshadowed by a pandemic. They started the year transitioning Grade 8 students into Grade 9 and helping them adapt back into the classroom.

Our mediations and interventions are so valuable in teaching students a better way to manage conflict. RAP facilitators also engaged students with presentations on digital citizenship, healthy relationships, and conflict management. They created and supported many innovative and exciting events such as wellness focused weeks, anti-bullying initiatives, and even a podcast.

The RAP team works with numerous community partners and we have built new relationships with youth-centred organizations to co-ordinate supports for our students. The Saskatoon Police Service is a valuable ally as we reach out to serve youth and reconnect them to school and community.

A new five-year strategic plan with clear goals and objectives was created by the RAP board and team. I am excited to have this roadmap to guide RAP into the future with intention and clarity.

Thanks again this year to the Citrine Foundation of Canada and the Hegedus family whose philanthropy and generous donations helped sustain RAP programming and created opportunities for expansion.

RAP is united with our partners Greater Saskatoon Catholic Schools and Saskatoon Public Schools. We are grateful for their continued support.

I am so proud of our dynamic RAP team! Thank you RAP team and Board for your continued vision and support.



RAP FACILITATORS



Darren Bohmann
Program Co-ordinator
DBohmann@gscs.ca
Bethlehem Catholic High School

RAP Facts 2021-2022

1194 active students
985 incidents
1581 interventions
879 new students
Mediations up 164%



Barbara Randall
RandallB@spsd.sk.ca
Mount Royal Collegiate



Dean Rutten
DRutten@gscs.ca
Holy Cross High School
St. Joseph High School



Kristin Friday
FridayK@spsd.sk.ca
Bedford Road Collegiate



Megan Mitchell
MitchellM@spsd.sk.ca
Tommy Douglas Collegiate



Tricia Carter
TCarter@gscs.ca
Bishop James Mahoney High School
E.D. Feehan Catholic High School

Photo not available: Kessa Filllo, Walter Murray Collegiate



Planning an outdoor retreat gave students the opportunity to explore leadership in nature with goal setting and journaling by the river.

The school counsellor accompanied us as well as guest speaker JC Steele, who shared her inspiring journey of hardship and loss through to her law school graduation. JC's story deeply impacted us and the shared tears, laughter, and support bonded the students.

One student happily said,

This is the best day of my life!

MOUNT ROYAL COLLEGIATE

Joined RAP: 2003
2220 Rusholme Road
306.683.7820

January
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 New Year's Day	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26 RAP Annual General Meeting	27	28
29	30	31				



BRC welcomed a new RAP Facilitator who was ready to go and facilitated a mediation on her second day. Facilitators get to know their students, building trust, and creating a safe space to destress. They eagerly take on their role, dealing with bullying, social media mishaps, and more while also empowering students through presentations and workshops.

The role of a RAP Facilitator is diverse. At BRC, the Facilitator has made connections and memories by participating in Pink Shirt Day and working with the SRC, Improv Club, and student nursing mentorship program.

As part of the community, the RAP Facilitator also supports students with referrals to school counsellors, Indigenous advocates, OUT Saskatoon, Community West Side Clinic, and Mental Health and Addictions.

BEDFORD ROAD COLLEGIATE

Joined RAP: 2006
722 Bedford Road
306.683.7676

February
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 Family Day	21	22	23	24	25
26	27	28				





I belong to the Feehan Family; who I am makes a difference.

E.D. Feehan High School marked its 43rd year hosting Special Olympics, welcoming athletes back after two years of pandemic delay. It is the province's only qualifying track meet.

As part of the school community, the RAP Facilitator plays a key role organizing staff and students, coordinating opening ceremonies, and creating a student leadership opportunity. The Facilitator works with Special Olympics Saskatoon to ensure all aspects of the meet are considered and addressed for optimum experience. At the end of the day the school community comes together for closing ceremonies.

With over 500 staff and students and 450 athletes and their caregivers, this event is truly about community and giving back. It brings the school community together in a way that nothing else can. RAP is proud to be part of E.D. Feehan's best day of the year!

**E.D. FEEHAN
CATHOLIC HIGH SCHOOL**

Joined RAP: 2007
411 Avenue M North
306.659.7564

March
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	





The Restorative Action Program's success relies on Facilitators building personal relationships with our school youth.

Through coaching and volunteering at school events, Facilitators create a welcoming atmosphere where students become familiar and comfortable approaching RAP when they need us.

At Bethlehem Catholic High School, the RAP Facilitator helps coach the football and track teams. Getting to know the youth outside the school setting leads to numerous students approaching the Facilitator with issues and concerns. As a result, the Facilitator can intervene early and prevent issues from escalating.

BETHLEHEM CATHOLIC HIGH SCHOOL

Joined RAP: 2008
110 Bowlt Crescent
306.659.7927

April 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7 Good Friday	8
9 Easter	10	11	12	13	14	15
16	17	18	19	20 Rotary Badge Shield and Star	21	22 Earth Day
23	24	25	26	27	28	29
30	<i>RAP Facilitators are essential for our school. They diffuse many situations of conflict whether it be physical altercations, cyberattacks, or breakdowns in communication. RAP provides students with alternative ways to deal with their problems. I have seen this work first hand many times. Absolutely invaluable! - RAP school staff</i>					





Adapting to post pandemic education has various challenges including the impact to student mental health and well being.

WMC students approached their RAP Facilitator for help starting a Wellness Club. Working together, the Wellness Club became a reality, running for eight weeks and helping students manage their stress, have positive student and community interactions, and feel more connected to their school.

The Wellness Club met weekly doing activities that included decorating pots and planting flowers, random acts of kindness, volunteering, leadership, and wellness journaling. They also helped run the concession stand at the 4th Annual Walter Murray Car Show and served over 500 burgers!

WALTER MURRAY COLLEGIATE

Joined RAP: 2009

1905 Preston Avenue South

306.683.7883

May
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14 Mother's Day	15	16	17	18	19	20
21	22 Victoria Day	23	24	25	26	27
28	29	30	31			



RAP Facilitators get involved in all aspects of school life, building partnerships and being part of a team approach to student engagement.

Students and staff were excited to bring life back to school. The RAP Facilitator was part of welcome week, multicultural days, mental health awareness, antibullying campaigns and more. Pink Shirt Day brought the school together in a unique way. Students were invited to write something related to bullying they wanted to release. Classes came together to burn these papers and release the heaviness and negativity. Students also made commitment statements to support anti-bullying which were displayed in the cafeteria.

Increasing awareness improves youth supports and as a result, more students accessed RAP services this year than ever before at BJM.

BISHOP JAMES MAHONEY HIGH SCHOOL

Joined RAP: 2010
231 Primrose Drive
306.659.7505

June
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18 Father's Day	19	20	21 National Indigenous Peoples Day	22	23	24
25	26	27	28	29	30	



THANK YOU Jack and Paul

RAP has benefited and grown from the strength of leadership, dedication, and commitment of Jack Brodsky and Paul Gauthier.

In their years of service on the board, Jack and Paul brought vast knowledge and quiet, consistent guidance through discovery of purpose, growth, expansion, financial hurdles, and the transition to a governance board. Their focus on the future vision has been instrumental in RAP becoming the vital, relevant, and sustainable program it is today. These hard working visionaries were always ready to do the heavy lifting when needed.

Thank you for your service.

With grateful hearts from the Board of Directors, RAP team, and the thousands of youth who have benefited from RAP

JACK BRODSKY



PAUL GAUTHIER



*You helped me
with a lot of tough times,
every time.* - RAP school student

July
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 Canada Day
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



BOARD OF DIRECTORS



Jack Brodsky
Board Chair



Laurie Hopkinson
Communications Committee Chair



Paul Gauthier
Finance Committee Chair



Coni Evans
Fund Development Committee Chair



Andrea Rohrke



Arthur Whetstone



Cheryl Tuck-Tallon



Kent Smith-Windsor



Lorne Braithwaite



Paul Janzen



Scott Gay



Tracy Arno



Troy Cooper

2021-2022



I've really enjoyed creating a relationship with the RAP Facilitator. When I came to this school, they were the only staff member I could connect with. They do an amazing job and all my friends tell me how much they like them. - RAP school student

August
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7 Saskatchewan Day	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		





The RAP Facilitator plays an integral role in conflict management and building healthy relationships.

Conflict happens in the classrooms, hallways, outdoor spaces, and online. The RAP Facilitator mediates with students and staff, creating a safe space for all to be heard and understood, and rebuilding relationships and school connection.

Teachers value RAP working with students on communication, personality types, conflict management, and more. Facilitators create an environment where students feel comfortable being open. After a workshop which gave students tools for dealing with unhealthy relationships, feedback was consistent that students benefitted from learning about relationship violence and resilience.

RAP Facilitators work with youth on issues and challenges that come up throughout the year. When students are having conflict, teachers call on RAP.

TOMMY DOUGLAS COLLEGIATE

Joined RAP: 2011
130 Bowlt Crescent
306.683.7933

September
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4 Labour Day	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30 National Day for Truth and Reconciliation





RAP Facilitators played an integral part in planning three school community resource podcasts for the Greater Saskatoon Catholic Schools' Digital Citizenship Planning Committee.

A special thanks to HCHS students Jenna and Carmela (pictured left) for hosting all three podcasts.

Podcast #1: Cyber Bullying

with RAP Facilitators Dean Rutten and Darren Bohmann.

Podcast # 2: The Impact of Social Media on Youths' Mental Wellness

with School-Based Pediatric Clinic Dr. Maryam Mehtar, School Social Worker Kim Troesch, and School Counsellor Leann Houdek.

Podcast #3: Digital Citizenship and the Law with Sergeant James Wilde, School Resource Officer.

Podcasts will be available Spring 2023.

HOLY CROSS HIGH SCHOOL

Joined RAP: 2014

2115 McEown Avenue

306.659.7643

October
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9 Thanksgiving	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31 Halloween				



RESTORATIVE ACTION PROGRAM

The principles of restorative justice seek to repair harm by providing an opportunity for those harmed and those who take responsibility for the harm to communicate and address their needs.

RAP facilitators work with students daily to create an environment where students are given the opportunity to understand the impact of their words and behaviors and to engage in dialogue with those who've been harmed.

Building relationships is key to students trusting our facilitators to engage in these practices. Facilitators build trust by spending time in classrooms, hallways, common areas, outdoors, and at extra-curricular events.

EXCITING NEWS!

RAP is expanding. This year we planned RAP's expansion into Centennial and Nutuana Collegiates for the 2022-2023 school year. Adding these schools will give 2000 more students access to RAP services.



RAP provides hope. Relationships that have been harmed, where scars could be carried for years, have the opportunity to be healed or at least improved. It also helps students to understand that their choices impact real people.

- RAP Community Partner

November
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11 Remembrance Day
12	13	14	15	16	17	18
19	20	21	22	23	24	25
RESTORATIVE JUSTICE WEEK						
26	27	28	29	30		





Always Consider Tomorrow (ACT) was inspired by a diverse group of students seeking a platform to discuss current events, personal experiences, and issues and concerns facing young Canadians. ACT's purpose is creating racial awareness, understanding, and acceptance so STJ Guardians become people who feel a sense of responsibility to change the world for the better.

ACT's focus this year was on Black History Month and Asian History Month, a time to reflect and recognize the many contributions that Canadians of Black and Asian heritage have made, and continue to make, to Canada.

ST. JOSEPH HIGH SCHOOL

Joined RAP: 2015

115 Nelson Road

306.659.7673

December
2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 Christmas Eve	25 Christmas Day	26	27	28	29	30
31 New Year's Eve	<i>I love how the RAP facilitator includes students in the decision making process. They truly honour student voices thus helping them to see how they are a large part of our community. The choices they make have a direct impact on their life. RAP provides students with healthy direction. - RAP school staff</i>					



PILLARS



BILL BAKER



BENEFACTORS



**Rick and Laurie
HOPKINSON**



JOE WILICK



SANDRA CAMERON



CLARE HEAGY ESTATES



FRIENDS

Anthology
Bryan Tastad
Dr. Don Somers
John Nasser
Kinsmen Club of Saskatoon
Mark Gryba
Peter Whitenect
Scott Gay
Tim Cholowski
Vendasta
William & Betty Arcscott

THANK YOU

September 2021 to August 2022 SPONSORS

