



Spring 2011

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## ARROWSMITH COMMUNITY JUSTICE SOCIETY

# VOICES

Our Vision is a community in harmony

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### Welcome to the Spring edition of the ACJS newsletter.

Hello to you all, and welcome to the “new”, “super”, “improved” (hopefully), and fun to read Spring Edition of the ACJS Newsletter. We sincerely hope that by the time you are reading this that the last vestiges of winter have finally departed and we can tiptoe gently through the tulips into spring, assuming the deer have left us any!

This edition will be a little more on the experimental side as we are looking to find new and interesting articles that we hope you may enjoy reading.

We are including a Q & A interview with Staff Sergeant Brian Hunter of the Oceanside Detachment of the RCMP which we think will give you an interesting perspective on his views on Policing and Restorative Justice.

We have articles on our two 2010 Volunteers of the Year, Margot Brady, co-editor and writer of this newsletter and Jim Crist who believe it or not, originally served with the US Navy on nuclear submarines, and who also taught nuclear physics! Certainly a far cry from Restorative Justice and Community Dispute Resolution!

John Lyotier has submitted a couple of articles of interest, especially the “test” questions you can try out on yourselves and/or your neighbours and friends.

If you like these articles we will try and bring more of a similar nature to you, as we feel that learning about the diverse backgrounds and previous careers of our members can be so interesting and gives us a far better understanding of our fellow facilitators.

We have the reports from Caryl Wylie, our Chairperson, and from Linda Cherewyck the Co-ordinator, and will include a selection of quotes and phrases that we feel are appropriate to what we do as Facilitators with RJ and CDR, and that you may find useful.

If you not already aware, and if you are interested, you can set up a “google alert” on your computer and receive all kinds of interesting articles and news concerning RJ from around the world. It is very easy, as all you need to do is literally Google “google alerts” and follow the instructions. You will then receive e mails on a regular basis concerning RJ. Obviously some can apply to our system of RJ, and many do not, but they are very interesting to read.

We would very much like to extend our grateful thanks to Ruth Addy and Dorthe Jakobsen for all the sterling work they have done on previous Newsletters. It has been very much appreciated. Ruth, thank you for your instructions when handing over the mantle, and your offer of future assistance and advice; I am sure we will be coming to you. If anyone in ACJS has any ideas or suggestions, or anything they would like to contribute to any future newsletters, we would welcome them with great pleasure. We will look forward to

seeing your ideas and incorporating them in future editions. Please call or send them to us.

Margot Brady, (250 752 7254)  
margotbrady42@gmail.com

Bill Wilson, (250 752 8542) laveer@shaw.ca

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*"If you think you're too small to have an impact, try going to bed with a mosquito in the room."*

*Anita Koddick*

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## ***Coordinator's Voice***

By Linda Cherewyk



It's that time of year again. Spring is in the air and I know I, for one am happy to see the backside of winter. I am writing about Resolution Agreements. It is one of the most

important components of the Restorative Justice process.

I believe the key to a successful written agreement is to ensure that all of the information is clear and concise. Facilitators are at the conference so they know what happened and have a clear picture when writing the agreement. We must remember that the person(s) reading that agreement after it was written will not have been present at the conference so it has to be written in a manner that clearly answers all questions, such as:

**Who:** the name of the offender - (e.g. Joe Smith)

**What:** the offender will do to complete the process, (e.g. will complete a letter of apology and 10 hours of Community Service)

**Who:** the letter of apology will be given to – the victim (e.g. John Doe)

**Where:** the Community Service will be completed at - (e.g. the Salvation Army Soup Kitchen for 10 hours)

**When:** the date the letter of apology and the date the community service will be completed by (e.g. 3 months from the conference)

**How:** will the offender give the letter of apology to the victim? Will it be hand delivered to the victim by the offender, or will it be mailed? Maybe one of the facilitators will be delivering it to the victim.

If all of the above questions are clearly answered then you have a good Resolution Agreement. As the coordinator, I receive these written agreements, and then I put them on the offenders file for future reference for the RCMP or anyone else needing to refer to the file at a later date.

I am pleased to say that most of our volunteers write an excellent Resolution Agreement. The volunteers working for ACJS are all professional and dedicated, for this I thank you and so enjoy working for you all.

Linda - Ph: 250 954-2968

[linda.cherewyk@rcmp-grc.gc.ca](mailto:linda.cherewyk@rcmp-grc.gc.ca)

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*”When I see the Ten Most Wanted Lists, I always have this thought:*

*If we'd made them feel wanted earlier, they wouldn't be wanted now.”*

*Eddie Cantor*

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## Upcoming Events



### ***Volunteer Facilitator Training***

Date: April 15, 16, 17

Time: 9:00-4:00 daily

Place: John Howard Society, Nanaimo

Description:

Training is being presented by RCMP R. J. Coordinator, Sharon Blaker in conjunction with the Nanaimo Restorative Justice Program. An invitation for accepted volunteers needing training has been extended to ACJS. For more information please contact Linda at 250-954-2968.

### ***Volunteer Dinner Meeting***

Tuesday, May 17 at 5PM

Home of Ruth Addy

885 Berwick Road, #18

Qualicum Beach

Directions will follow in an e-mail from Linda Cherewyk. Program will include viewing a new DVD, "**Planting the Seeds**", a valuable addition to our training program. Please RSVP to either Joyce at:

[joday@telus.net](mailto:joday@telus.net) (250)752-3395 or

Ruth at:

[rgaddy@shaw.ca](mailto:rgaddy@shaw.ca) (250) 752-5201.

Anyone willing to bring food can discuss this with Ruth or Joyce.

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*"I am only one; but still I am one.*

*I cannot do everything, but still I  
can do something.*

*I will not refuse to do the  
something I can do."*

*Helen Keller*

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## Volunteer Voices

*Volunteer of the Year*

*Jim Crist*

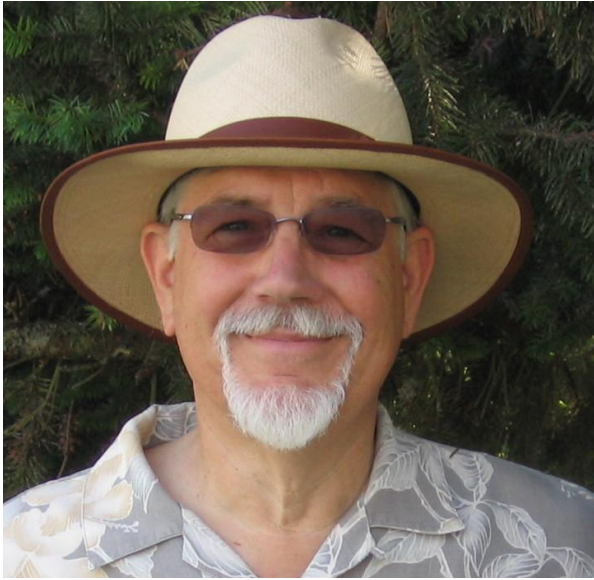
By Margot Brady

When I first met Jim, I was impressed first of all with his air of confidence, but he was also very quiet and appeared to be very unassuming. Even so he managed to instill a definite feeling of inferiority in me at my first training session, leaving me wondering what on earth I was doing there in such knowledgeable and exalted company. Luckily for me he was very patient and understanding and finally led me to believe that I might, after all, have something to contribute to ACJS. But it was touch and go for a while! Since then I have worked several cases with Jim and each time I am increasingly impressed by the widespread knowledge that he has on so many topics, so much so that I trust he will stay with ACJS for a very, very long time.

It may be quite the surprise to learn that Jim began his career beneath the waves in nuclear submarines for the US Navy! From there he progressed to teaching nuclear physics at the US Naval Nuclear Power School. He then "graduated" to Ontario Hydro, making the loss to the US our gain. He ended a long and illustrious career as Vice President, Human Resources of Ontario Hydro Nuclear. On retiring from there, Jim became the Vice President, Human Resources and Organizational Development of Children's and Women's Health Centre of BC.

Jim then retired a second time, moving to Nanoose Bay where he lives with his wife Mary, where I understand he is a wicked bridge player, and also teaches contract bridge at Elder College. We also discovered that Jim is a member of the Northwest Bay Probus Club and enjoys many of their activities including a

wine tasting group. Guess the grapes mix well with the atoms in his system!



Jim Crist

Jim first became involved with ACJS after hearing the late Frank Collins give a talk, and was attracted by the concept of restorative justice. He believes that our society has placed far too much emphasis on retribution, (witness the current government's "tough on crime" legislation.) He believes that we need a justice system that helps victims and actually causes offenders to take responsibility for their actions and hopefully recognize the harm that they have caused. He emphasizes that we cannot be naive in believing that RJ will work for the psychopaths and sociopaths in our society, but that it has the potential for much wider applications than it is currently receiving.

Jim thinks that the CDR case that he found the most rewarding was the Craig Bay case. He considered that it was a really good group to work with finding that the members genuinely wanted to resolve their issues and were willing to take responsibility for them. He finds that working both RJ and CDR cases are very rewarding, but emphasizes that it is always important to treat everyone with respect, and we cannot allow ourselves to become

advocates for one person or position. Our role is to provide a safe and respectful environment for dialogue between the parties involved. He also reiterates that we must always, "expect the unexpected", which many of us will know from previous experience!

Jim tends to agree with the national statistics that crime rates are declining, but feels that ACJS does not always get as many cases referred to us and that it would be better if we were able to have a stronger impact on society. He feels that society in general needs to be better educated about the root causes of crime and about approaches to crime prevention and after the fact justice, that really work. He is of the opinion that "tough on crime" may be good politics, but is not a pragmatic approach, nor is it good economics.

Jim feels that the kids today do not have any more or less sense of responsibility than they have ever had, but that people should be taught to take responsibility for their actions.

When asked to speculate on what will happen in the future, Jim had the suggestion that we could read a couple of books.

1. Future Babble: Why Expert Predictions Fail- and Why We Believe Them Anyway, by Dan Gardner
2. The Improving State of the World: Why We're Living Longer, Healthier More Comfortable Lives on a Cleaner Planet by Indur Goklany

Jim is of the opinion that the first should give anyone pause when making pronouncements about the future, and the second makes a compelling case for the fact that life on this planet is better now for nearly everyone than it has ever been. There is vast room for improvement but Jim feels that we have been making fairly steady progress since the Industrial Revolution.

Jim, congratulations on winning this award which is definitely well deserved, considering all the work that you have been doing in the last years for Restorative Justice and for helping to initiate the Community Dispute Resolution Programme, which already has had so much success.

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*"Never doubt that a small group of committed citizens can change the world. Indeed, it's the only thing that ever has." - Margaret Mead*

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## **Volunteer Voices**

*Volunteer of the Year*

*Margot Brady*

By Ruth Addy

After you drive north from Qualicum Beach along the old island highway, through some wooded areas and up a long winding hill road you reach a unique house sited on an expansive property, a house that offers spectacular views of mountains, valleys and the ocean. From this lovely home, Margot pursues her busy life. As a consequence of many generous contributions to her community's well-being, she has been chosen one of two Restorative Justice volunteers-of-the-year.

Margot began her life in Chester, England, and spent her first thirty years moving around the border counties between England and Wales, ending up in Bristol before coming to Canada in 1972. She went to Cardiff University, worked for the Somerset County Council before joining

British Airways as a stewardess, in the "coffee, tea or me" days, flying routes around the UK, Channel Islands and all over Europe. After she married, Margot had a son, and later worked for the Dept. of Health and Social Security, recruiting and interviewing candidates for jobs with the Ministry.

Margot remarried and moved to Vancouver, where she became a manager for Birks Jewelers, Walters Jewelers and several other independent jeweler stores. She also met her present husband, Jim, whom she calls Brady, (an old English custom, even though he is Australian) who recently retired from his job as a marine pilot for the BC coast. Along the way, she ended up with a job with a marine security company, (nick-named an escort service for sailors), where she "escorted" any and all personnel from a ship, from the owner to a cabin boy, to and from the airport and the vessel, to doctors, hospital, clinics, consulates etc, or got cash from the bank to take to the Captain when he paid off the crew. One time she even had to persuade an escaped seaman to leave sanctuary in the Cathedral and board a flight back home!

Margot and Brady then moved to Pender Island, where she became involved in a multitude of volunteer activities. These included being the Victim Services worker, a member of the Social Awareness Committee, and on the steering committee for starting a local Restorative Justice Programme. She was President of the Lion's Club, also of the Pender Post Society, an organization that publishes an 80 page news letter for Pender Island. Margot was also an active participant in the Pender Island Solstice Theatre Group, and the island representative on the Gulf Islands Community Arts Council, and was also on the Pender Island Community Hall committee, and was the Chairperson for the All Candidates Meetings for the Islands Trust. She was also a volunteer driver in her spare time.

Brady decided to transfer to Nanaimo and they moved to the big island and made the decision to settle in Qualicum Beach, where they designed and supervised the building of their present home. Until he retired last year, Margot drove her husband up and down the whole of Vancouver Island, to and from the ports and airports for his job, at all hours of the day or night, and admits to clocking over 300,000 kms on her car during that time.

In addition to her valuable work with the ACJS, Margot volunteers with Citizens on Patrol, and the Haven House Society, and tries to find time to read, and spend quality time with her six year old granddaughter. All of us are delighted with the wonderful contributions she invariably makes to our volunteer suppers.

Margot is very supportive of our society because she believes it offers a very successful way to bring victims and offenders together in a manner that enables offenders to understand the harm that has been caused, and to offer meaningful restitution to the victims. Our members are very appreciative of her extensive contribution to our society.

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## *ACJS BOARD REPORT*

By Caryl Wylie  
Chairperson

ACJS keeps moving forward, it may seem to be at a snail's pace, but it is going forward. We are still waiting for the day when the police refer more cases than we can handle. One day!!

We realize that the Community Dispute Resolution files are increasing and that there are some volunteers that would like to expand their expertise. To meet this demand, we will hold a one day session to give those interested

the techniques used to work this type of case. With no definitive victim and offender, they need a slightly different approach. As soon as we have the agenda and date planned we will let you know it.

The plan is also in the works to have a volunteer meeting where we can show everyone the video we received this month from the RCMP Restorative Justice Coordinator for BC. This entity is responsible for training and education for police based restorative justice programs in BC and they ensure that all programs have access to the same training. They realized that many programs needed a way of informing the prospective members and the public of what restorative justice looks like. In fact, the ACJS tried to make our own video last fall using our volunteers as the actors, but the quality just wasn't there.

This video was made in conjunction with the Chilliwack Community Justice program and it follows two victims of vandalism and three young offenders through the entire process. It shows the pre-conference, the conference, the resolution agreement and then has a follow up done six months later all packed into 38 minutes. The actors are actual clients who gave their permission to videotape the process. It is excellent and we can't wait for you to see it and give us feedback.

After the annual general meeting the board did some reorganization. Ruth Addy and Dorthe Jakobsen, who have published the newsletter for the past five years, decided to pass on the challenge to new eyes and ears. Bill Wilson and Margot Brady are now the "Newsletter Editors" and we look forward to their vision with this issue and many more to come. Our "Thanks" go out to Ruth and Dorthe for their dedication in the past.

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*"The longer we listen to one another - with real attention - the more commonality we will find in all our lives. That is, if we are careful to exchange with one another life stories and not simply opinions."*

*Barbara Deming*

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*Q & A  
with  
Staff Sergeant Brian Hunter*

By Margot Brady

Brian Hunter recently took some time away from his busy schedule as the Officer in Charge of Oceanside Detachment of the RCMP, to talk with me and answer some questions.

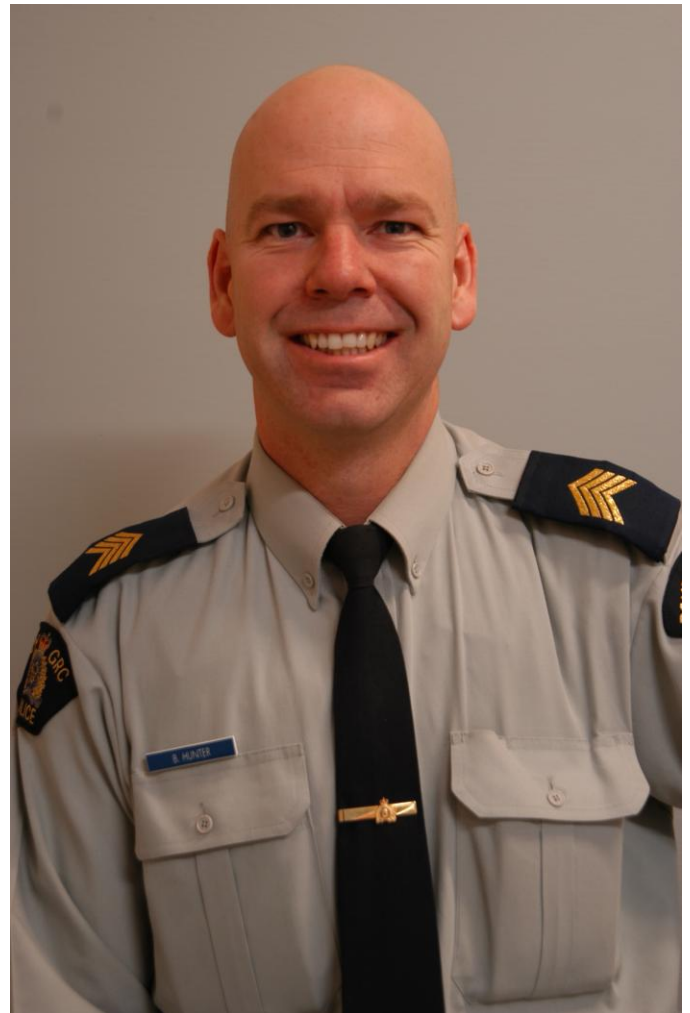
I came away from this time with Brian with a much improved understanding as to what is really involved in the day to day very complex job of managing a local detachment. I feel that Brian is definitely a modern police officer, and very much needed in today's society, and not at all the archetypal officer that we have grown up with over the years.

Here are some of the questions I put to him and his replies

**Q** .When did you first become aware of Restorative Justice? Was it during training, before or after you became a member of the RCMP? What were your thoughts at that time, and what are they now. Has the process lived up to your expectations?

**A.** Restorative Justice was first introduced to me in 1995 when I helped in the development of the Shawnigan Lake Youth Restorative Justice Programme. My thoughts then as now,

are that it is a very successful programme that allows everyone to have their say in the process in long term solutions.



*Staff Sergeant Brian Hunter, Oceanside RCMP*

**Q.** What are the criteria that you use to decide which cases go to RJ, (obviously we know that the more serious cases are never referred) but are all the minor offences automatically referred to us, or do you decide on a case by case basis?

**A.** Provided that the victim and the alleged offender are willing to participate in the programme, I am open to just about anything. Serious offenders and repeat offenders are not suitable candidates.

**Q.** Do you find that officers are becoming more and more involved in paperwork and spending less time out in the field? If so, do you believe

that this is detrimental to what is perceived to be their real job? (out there catching criminals)

**A.** Paperwork has become the majority of an officer's day to day duties. It has become detrimental in that officers and the public want the officers to be out there, catching the "bad guy". We are always looking at ways to ease the paperwork by having support staff assist where they can.

**Q.** Are you concerned with the use of social media, i.e. Face Book, Twitter etc. as well as the increasing vigilance of the press in connection with police activities. This obviously leads into another question...how do you feel about that, and how far do you think it will go?

**A.** I am not concerned about social media. Social Media is here to stay and will only become a bigger part of everyone's lives. We must embrace it and look for opportunities within the social network.

**Q.** Do you feel that the RCMP is getting a "bad rap" lately from the media and the press? Do you think there is more emphasis on the "bad" things the RCMP is doing as opposed to all the good things that very rarely seem to get reported?

**A.** The media has a job to do which is to attract as many viewers and readers as possible to sell advertising. Unfortunately, they choose the negative aspect because that's what attracts the majority.

**Q.** There appears to be a misapprehension out there that many officers in the RCMP are of the opinion that most people no longer have any respect for them and what they do. Do you believe that this is prevalent, or just because of the way the media is reporting it? Surely there are not more "bad" cops out there than before? Do you think there is anything that can be done to raise morale?

**A.** Respect for the police, particularly from young people is not what it used to be. This can also be said about the respect for parents, teachers and others in authority.

**Q.** Do you personally have any ideas or suggestions as to how we as a society can improve juvenile misbehaviour which leads to

petty crime and then on down the "slippery slope"? Do you think the blame lies within the attitude of society in general? Are we as a whole too tolerant of others, or do you think the parents are at fault? If so, how do you see society 50 or 60 years down the road? This is put to you because of a case we had recently about some teens who tried to commit arson, and where a parent of one of the offenders did not appear to take the offence seriously, merely considering it a childish prank that got out of hand, in spite of the possible consequences of their actions.

**A.** Society has changed, period. Here are many factors that can contribute to this, parenting being one of them.

**Q.** How do you feel the RJ process is working within our society? Do you think that it is proving to be successful, and can you think of any way that it could be improved?

**A.** RJ does work for the right people- ie if the victim and alleged offender are in complete agreement with the process and the offenders acknowledge the wrong doing.

**Q.** Do you think that many offenders, especially the younger ones, feel that even if they do get caught, they will only receive the metaphorical slap on the wrist and will laugh it off as it gives them more status amongst their peers?

**A.** This relates to the respect question. There is an attitude with some young people that the consequences of their actions are minimal so they don't care.

I could have continued asking Brian many more questions, but felt that I had occupied enough of his time.

Brian, we thank you so much for this interview.

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***"Be the change  
you wish to see  
in the world"  
Mahatma Gandhi***

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# *Because Everyone Wants To Be Heard*

by John Lyotier

Heat pumps are the single greatest cause of friction between neighbours in North America. That was a neat tidbit of learning that I gained when I did some research on Google. Our case involved a complaint by a neighbour about a noisy heat pump next door. I learned that the issue was all too common. Unfortunately the neighbours were not on speaking terms like they once were. Something had happened to the relationship and respect was gone.

In another instance the construction of a home blocked a long standing ocean view. Some sharp words were exchanged - now they do not speak to each other but like a cancer the bad feeling spreads. In another instance children playing on the street lost control of a well delivered ball hockey shot. Flowers are broken. An elderly gardener speaks gruffly, but with a European accent. The exchange of neighbourly pleasantries stops.

People get angry when they feel that they have been wronged in some way. Sometimes the anger is justified and sometimes it is not - or not completely. Conflict is a frequent outcome and it upsets the sense of well being or harmony in the community. Several years ago the Board of ACJS decided to include a Community Dispute Resolution (CDR) process in the services that the Society provided to the community. In 2009 facilitators were trained and the Society began to take on CDR cases.

There is a direct link between the principles of the Restorative Justice (RJ) process and the Community Dispute Resolution process. That link is the facilitator's establishment of a climate of respect. In most processes that we have facilitated, the participants willingly accept and adhere to our fundamental ground rule that our conferences are always held in a climate of respect. Perhaps it is a cultural thing that as Canadians we are after all just nice

people. Our role as facilitators is made easier by the reality that the parties to a CDR process voluntarily wish to re-establish the harmony in their relationships.

Facilitators meet with each party to establish expectations and to listen to their respective stories. The facilitator role becomes that of a coach as participants examine their desired outcomes in terms of their objectives. The focus on objectives represents a key change away from personalities. Such a shift does not happen instantly. Facilitators use empathetic listening skills to convey understanding of feelings without taking sides in the dispute and to provide reassurance that a respectful face-to-face meeting can take place. Parties are coached in basic problem solving processes that will be led by the facilitator during the joint meeting. Although the normal flow and exchanges are often emotional the safe and respectful climate is maintained. Participants really don't want to hurt each other and often learn about their own actions that caused some hurt.

Outcomes don't usually involve moving buildings or heat pumps, kids will still be kids, but handshakes and hugs are often exchanged. Folks have listened respectfully. Folks have been heard; and they all know that they have a responsibility to carry on in a respectful manner. After all, they own the process and the solutions.

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## **Take the Nuisance Neighbour Test**

~ NEXT PAGE ~

If you answer **YES** for:

**More than 10 questions** - you are almost certainly a nuisance neighbour!

**Between 7 and 10 questions** - oh dear, you're on your way to being an ultimate nuisance!

**4 to 7 questions**, you're the average neighbour - you probably give as good as you get, expecting neighbours to do the same.

**0 to 4 questions** - wow, you are practically the perfect neighbour! There's a house for sale next to mine... will you move in?

		Yes	No	sometimes
1	do you have neighbours living above or below you?			
2	do you have wooden floorboards?			
3	do you or your family play a musical instrument at any time of the day or night?			
4	do you or your family hold regular parties?			
5	does your washing machine vibrate beyond reason?			
6	do you use that parking space that's your neighbour's chosen spot?			
7	are you guilty of chucking your old sofa/ fridge/ TV into your front garden, or letting the garden become overgrown, or bricking the wheels up on your old car at the front of the house?			
8	at weekends do you ever rev your car loudly in the driveway, or do you have the stereo blaring out while you wash it?			
9	have you ever tarmaced over your neighbour's garden as a 'favour'? (a simple gardening solution!)			
10	have you ever urinated in your street because you just can't hold it any longer on the way home from the pub?			
11	are there any screaming babies or children in your house at weekends or late at night?			
12	could you be classed as a boy (or girl) racer? (do you drive your car or motorbike randomly over the pavement and grassy areas near your house with loud music blaring?)			
13	have you got noisy pets?			
14	do you overdo the lights at Christmas?			
15	do you ever get the urge to chuck a couple of old cans, or a bit of rubbish that won't fit in the bin, over the fence?			
16	do you have trees or shrubs (or a huge conifer!) which hang into your neighbour's property, shading their favourite sunbathing spot and meaning they have to sweep up your leaves?			
17	does your cat stray through other people's cat flaps and eat <i>their</i> cat's food?			
18	when you get desperate for a parking space, do you park on the pavement or block your neighbours in a bit?			
19	do you have a cat or dog which uses other gardens down the road as a toilet?			
20	do you irritate your vegetarian neighbours with meaty barbecue smells all summer?			