
COSA CANADA

2018 ANNUAL REPORT

NO MORE VICTIMS
NO ONE IS DISPOSABLE

TABLE OF CONTENTS

Chairperson's Remarks	3
Executive Director's Remarks	4
Board of Directors	5
Our Partner Sites	6
Good Practice Development	7
Core Member Testimonials	9
National Gathering	11
Finances	13
Acknowledgements	15

CHAIRPERSON'S REMARKS

It is a privilege to be on the board of CoSA Canada and to be serving as Chairperson. The past year has been a busy one for the board as we have continued to develop the organization to support the work of Kathryn Bliss and her team at the office of CoSA Canada. Following the national gathering in Halifax last October we worked to revise our board structure in dialogue with the CoSA network across Canada. I am pleased that we not only accomplished this goal but followed through on our commitment to have representation from local CoSA initiatives on the board through three site committee positions. As of our August meeting Susan Love, Francoise Crabalona and Maureen Donegan joined us as site committee representatives voted in by their colleagues to represent our partners across the country. In addition we have been joined on the Board by Dr. Verona Singer from Halifax and Daniel Genest from Montreal.

We are in the process of transitioning from a working board to a policy board so that we can focus on the challenges we face as a national organization - getting the message of CoSA out broadly and seeking new funding avenues to make the work of CoSA in Canada sustainable. I am grateful that David Byrne has continued on the board as Past Chair and that Eileen Henderson and Neil Hannam are serving as vice-chair and treasurer respectively. It is because of the efforts of folks like David and Eileen, Otto and Florence, Peter Hush and Francoise, Wayne Northey and Bo Gajda, Randy Klassen and others that we have gotten to this place. And we are very fortunate to have folk like Neil, Verona, Daniel and others join us on this journey.

One of the projects which the board has recently completed is creating a Mission Statement for the work of CoSA Canada. We recognize that our role is to support the work of local partners across the country who actually accomplish the work of CoSA on the ground so the statement which we have agreed on is "Volunteers and Partners working with persons who have offended sexually to create safer and healthier communities". We look forward to continuing to support this important work and to strengthen it as we move forward together.

In the coming year we will have an opportunity to gather the CoSA family in October in Canmore, Alberta, to share our experiences and insights with one another, to strengthen the CoSA network, and the work which we do with both core members and volunteers. This year will be especially significant as we celebrate twenty five years of CoSA, from its beginnings in the Welcome Inn in Hamilton with Harry Nigh, Les Horne and others embracing Charlie Taylor, and the first Circle in Toronto around Wray Budreo a few months later. CoSA has grown from these humble beginnings to an internationally recognized model for effective intervention with those who have offended sexually. I look forward to celebrating this milestone with many of you in Canmore.

Gratefully,

Hugh Kirkegaard
Chair, CoSA Canada

WORDS FROM THE EXECUTIVE DIRECTOR

It has been a busy second year of operations for CoSA Canada!

As the work of the CoSA National Capacity Project (CNCP) is now in full swing we have been able to turn our attention to some of the more substantive areas of the project work. In this past year the Good Practice Working Group began to engage in the important conversations which focus on the creation of resources to support the growth of CoSA across Canada.

The hard work has also begun to develop a comprehensive national funding strategy. While we are grateful for the current funding agreement, the long-term sustainability of CoSA remains uncertain beyond 2022. After facing significant challenges, the momentum of CoSA is growing with this period of renewal and the creation of a national organization. Building on this momentum we look to develop a funding strategy that will create a strong base on which CoSA can continue to grow.

Our Annual Gathering in Halifax provided another opportunity to come together as a community and mark a successful first year. During our time together we began dialogue on the future and directions of CoSA Canada in addition to more focused discussion on areas of Good Practice. The Gathering also included much needed time for staff to connect with each other. The work of CoSA can be challenging and so it is important we remember that no one does this alone.

This annual report provides an overview of the work of CoSA Canada through this past fiscal year. This would not be possible without the wonderful work of our staff Lisa Joly, Nikki McCarthy and Sandie Lessard. I appreciate the continued good humour and passionate dedication that you each bring to the work. Also, a sincere thank you to Hugh Kirkegaard, who assumed the position of Board Chair this year and helped us navigate some important organizational changes. Your guidance, patience and dedication are much appreciated!

In addition to the work of our small office in Ottawa, is the amazingly passionate and creative work of CoSA sites across Canada. Regardless of limited resources, our network of local sites continues to be dedicated in working towards the common goals of CoSA: No More Victims and No one is Disposable.

On behalf of the entire network, a huge thank you to the numerous volunteers who do the vital work of providing support and accountability in local communities. Also, to our many community and government partners, and to all of those who continue to support this work—thank you!

With appreciation,

Kathryn Bliss
Executive Director

COSA CANADA BOARD OF DIRECTORS

Board Membership effective April 1, 2018 to March 31, 2019

David Byrne	<i>Chair</i>
Hugh Kirkegaard	<i>Vice-Chair</i>
Neil Hannam	<i>Treasurer</i>
Randy Klassen	<i>Secretary</i>
Bo Gajda	
Eileen Henderson	
Françoise Crabalona	
Otto Driedger	
Wayne Northey	

OUR PARTNER SITES



1. **Catholic Justice Services Society**
Vancouver/Fraser Valley, BC

2. **Mennonite Central Committee Alberta**
Calgary, AB

3. **Parkland Restorative Justice**
Prince Albert, SK

4. **The Micah Mission**
Saskatoon, SK

5. **CoSA South Saskatchewan**
Regina, SK

6. **Initiatives for Just Communities**
Winnipeg, MB

7. **Mennonite Central Committee Ontario**
Toronto and Surrounding Areas, ON

8. **Peterborough Reintegration Services**
Peterborough, ON

9. **CoSA Ottawa**
Ottawa, ON

10. **Mouvement Communitas**
Montreal, QC

11. **Cercles de Soutien et de Responsabilité du Québec**
Montréal, QC

12. **Moncton Community Chaplaincy**
Moncton, NB

13. **Halifax Community Chaplaincy Society**
Halifax, NS

COSA NATIONAL CAPACITY PROJECT: GOOD PRACTICE DEVELOPMENT

CoSA Canada initiated the work of good practice development in June 2018 in fulfillment of obligations and deliverables under the CoSA National Capacity Project (CNCP). A Good Practice Development Working Group was constituted so as to guide and support the work, comprised of three site staff together with a CoSA Canada board member and CoSA Canada staff. In the intermediate and longer terms, the Group will establish good practice standards so as to enable CoSA Canada and CoSA sites to define and understand key areas for growth and improvement and raise the bar for CoSA operations and activities across the country.

In defining its title and work, the term “good” rather than “best” has been used by the Working Group in order to enable space for growth and evolution of policy and practice over the course of time. Good practice is defined here as a policy or practice that has consistently shown to contribute to the common mission and approach of CoSA and overall CoSA program quality.

The broader objectives of the Working Group are to support the implementation of an expanded and dynamic vision of CoSA practice and policy; to build the capacity of all sites, with a view to strengthening and formalizing processes and practices in place at existing CoSA sites. This work will also eventually assist new CoSA sites looking to establish themselves; and to enable greater consistency and coherence of policy and practice across the country and at individual sites engaged in succession planning.

The key areas of focus for the Working Group are:

- input into and approve project objectives around good practice development;
- input into and periodically update plans for the methodology and coordination of good practice development over the project's course;
- identify topics for good practice work preliminarily and over time;
- share knowledge, experience and guidance on good practice aspects;
- solicit relevant context, knowledge and expertise from sites and CoSA practitioners;
- identify and reach out to appropriate experts and organizations for consultation or training in particular areas;
- provide strategic and general input and advice on this aspect of project work;
- ensure that a good practice handbook and volunteer manual are finalized by the end of the project to meet the deliverables required by Public Safety Canada.

Over this past year, Good Practice development involved articulating areas of CoSA activity and practice and then determining which core areas of need were concentrated. On the basis of extensive consultation with sites, the Working Group selected specific thematic areas related to volunteer practice. Common baseline points of good practice were developed for volunteer conduct, safety and confidentiality. These comprise first components of what will become the Good Practice Manual. CoSA Canada also reviewed and consulted the work of CoSA in other jurisdictions including Vermont and the UK, where partners continue to share insights and experience emerging from their own work. Working Group members have advised CoSA Canada in addition to CoSA Staff who have dedicated many hours this past year to move this work forward. Several other site representatives have also provided invaluable learnings to this process. We are grateful to all for these contributions!

CoSA plays an important role in the lives of Core Members and their communities, here are a few examples of what Core Members have shared about their experiences with CoSA ...

"Without my circle, I would have no support in the community"

"This is my safe place."

"Because I'm accountable, I know if I do offend it's going to affect a lot more people than just me."

"CoSA has shown me what love feels like"

"Without my volunteers, this would have been so much scarier."

"CoSA saved me"

"CoSA has done so much for me in so many different ways. Thank you for being there when no one else was."

2018 NATIONAL GATHERING

Once again, this year sites had the opportunity to come together and spend time with one another at the CoSA Canada National Gathering hosted in Halifax, Nova Scotia. The intention of the National Gathering is to provide an opportunity for members of the CoSA community to connect, share, and discuss the successes and challenges of the past year. This year's gathering offered a chance to continue building upon our collective goals of community safety, inclusion, and building relationships.

Hugh Kirkegaard, CoSA Canada's Board chair opened the conference speaking to the intentionality of the meeting and his hopes that this time together would serve to nurture existing and new relationships and highlight new ways of working together nationally. Kathryn Bliss and Lisa Joly shared perspectives on the past year and national objectives or the coming one.

Sites were guided through a session on public relations by Shawn McIntyre – which provided guidance on interacting with the media. Shawn's presentation targeted approaches for interacting with members of the media, considering CoSA's unique position. Overall, participants were better equipped to handle media inquiries and given ideas on how to build relationships with media representatives.



During the second day of meetings, sites were offered an update regarding the CoSA Canada database and accompanying consent processes by CoSA Canada staff. Sites will be able to manage information about core members using this platform, and assuming there are resources in place at the end of the project, the database could be maintained at a modest cost and used by sites. The database will support long-term research and evaluation and help us to better understand the demographic that CoSA serves nationally. With more accurate statistics, CoSA Canada will be in a better position to raise awareness, fundraise and articulate long-term goals and commitments.

Sites were then joined by J. Ruth Simmons who opened a dialogue on establishing clear and safe boundaries in circles. Ruth facilitated discussion on how participants may be articulating and applying clear boundaries in their work with core members. Ruth stressed that modelling healthy boundaries to core members is also necessary to enable them to carry that modelling into other relationships. Ruth explained that deeper clarity around this area of learning, including standards and expectations, would be important to establish over the course of the project.

Dr. Diane Crocker, the independent evaluator for the CNCP project, led a session to provide an update on the first year of evaluation and. She was joined by members of the evaluation team--

Dr. Bob Crocker and Dr. Jay Healey. Dr. Crocker shared a brief summary of findings from the prior gatherings Narrative workshop. She noted that the levels of commitment among staff was present in the stories and had observed very obvious and profound pride and commitment to the individuals CoSA serves. She also noted that while not all the stories had positive outcomes, they all helped to inform the collective work of CoSA. Because of the nature of CoSA and the intricacies of human relationships, she found that there were high levels of difficulty and stress among staff regarding relationships with core members.

On the third day of meetings, participants witnessed a presentation from Tod Augusta-Scott on using restorative justice to create just outcomes for victims of interpersonal and sexual violence. With his extensive experience in this field, Tod shared that a restorative approach to harm aims to create no further harm to either party and when truly effective, should aim to repair the harm caused. Tod's presentation provided a refresher on aspects of accountability and support that are relevant to CoSA's work with core members.

Overall, the 2018 National Gathering was successful in helping to further establish a sense of community and commonality across the country. Sites all shared in the collective learning from the various professionals and will utilize these learnings in their work moving forward. National Gatherings continue to be a priority for CoSA Canada. We are always thankful to share quality time with one another.



FINANCES: AUDITED STATEMENTS

COSA CANADA INC

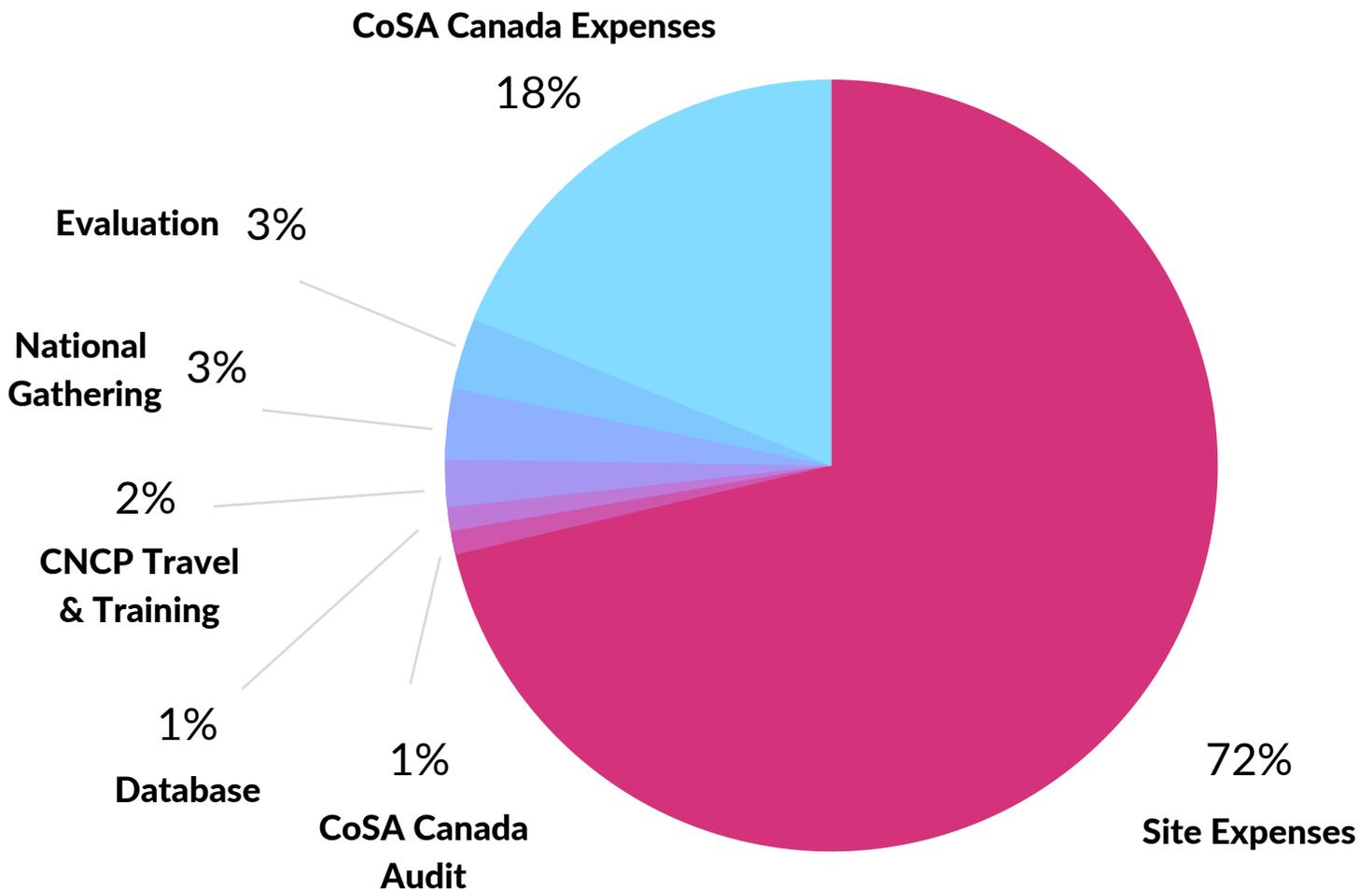
Statement of Operations and Changes in Net Assets

Year ended March 31, 2019, with comparative figures for 2018

	2019	2018
Revenue		
Government grants (Note 4)	\$ 1,499,616	\$ 1,477,424
In-kind contributions (Schedule A)	195,362	198,886
Other revenue	-	4,000
	<u>1,694,978</u>	<u>1,680,310</u>
Expenses		
Administrative expenses	24,588	24,803
Audit and evaluation	45,789	58,863
Computer and library services	15,022	12,913
Consultants and experts	13,272	19,494
In-kind expenses (Schedule A)	195,362	198,886
Insurance - building	637	1,156
Insurance - liability	5,391	5,800
Office	5,911	96,839
Rent	70,152	69,377
Salaries and wages	1,164,013	918,069
Supplies	6,668	25,780
Technical and specialized services	25,605	48,667
Training and project development	62,307	103,182
Travel and living expenses	60,494	92,481
	<u>1,695,211</u>	<u>1,676,310</u>
(Deficiency) excess of revenue over expenses	(233)	4,000
Net assets, beginning of year	6,151	2,151
Net assets, end of year	<u>\$ 5,918</u>	<u>\$ 6,151</u>

FINANCES: NATIONAL BUDGET BREAKDOWN

The following represents a breakdown of the combined expenses of the CoSA National Capacity Project for the fiscal year 2018-2019.



ACKNOWLEDGEMENTS

We would like to acknowledge the financial support received from Public Safety Canada through the National Crime Prevention Strategy. Thank you to all of those who have supported CoSA over the years and to those who continue to share our commitment to making a difference. We are so grateful.

Thank you!

COSA CANADA
2018 ANNUAL REPORT

251 Bank Street

Suite 402

Ottawa, ON

K2P 1X3

www.cosacanada.com