

The background of the cover features a blurred photograph of several people sitting around a table, engaged in a meeting. A large, semi-transparent purple circle is centered over the image. The text 'COSA CANADA' is written in white, uppercase, sans-serif font across the middle of the circle, positioned above a thin white horizontal line.

COSA CANADA

ANNUAL REPORT  
2021-22

A large, semi-transparent purple circle that serves as a design element, framing the text and the background image. It is centered on the page and extends from the top to the bottom of the main content area.

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# TABLE OF CONTENTS

Chairperson's Remarks	3
Words from the Executive Team	6
Board of Directors	9
Partner Sites	10
National Gathering	11
Finacial Statements	17
Award of Distinction	19
Acknowledgements	22

# CHAIR PERSON'S REMARKS

It has been a privilege to serve as the board chair of CoSA Canada during this past fiscal year. It has been a year marked with transitions, facilitated conversations, an in person gathering at Crieff Hills, thank yous and new beginnings. We said goodbye to Lisa Joly, Kathryn Bliss, and Nikki McCarthy as members of the national office staff and welcomed Cliff Yumansky, Wendy Vanderwal Martin and Rae McDole into the CoSA Canada community. The work that Kathryn and Lisa began as they developed a new national entity called CoSA Canada has provided the foundation for the work that Cliff and Wendy are continuing and growing. I feel very blessed to have been able to serve with each one of them.

Over this past fiscal year, CoSA Canada leadership along with Sandie Lessard have worked diligently in ensuring that our reporting obligations to Public Safety have been met. This is not an easy task and one that has taken diligence, persistence and most of all, team work. Thank you to site coordinators and staff who have worked with all of the reporting requirements while at the same time continuing the day-to-day work of supporting core members, building a strong volunteer base and working towards safer, healthier communities with creativity and passion.

At our AGM last September, we welcomed Ben Levin to join Verona Singer, Wendy Leaver, Susan Love, Joy Steem, Maureen Donnegan, Dwight Cuff, Florence Driedger, Randy Klassen and myself at the board table. Otto Driedger continues to serve in the role of special advisor. Each member brings their own gifts and skills to the board with a deep commitment to the sustainability of CoSA across the

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country. Susan, Joy (sadly Joy needed to step away from her CoSA work) and Maureen as site reps on the board have been strong voices at the board table and I am grateful for their willingness to have taken on board work in addition to their already challenging workloads.

We have been fortunate on the national level to have worked with Neil Hannem and his team in developing our strategy around engaging MPs in support of the work of CoSA. Cliff and Wendy's participation with Neil and their leadership has positioned CoSA on a federal level that we have not had before. We will continue to engage with federal MPs and work with other community partners in the development of sustainability. I would be remiss if I did not mention and thank Florence and Otto for their hard work and perseverance in inviting all of their political connections to support this work.

Celebrations are very much a part of the DNA of CoSA. In December of 2021, we were able to gather via zoom and celebrate the work of Dan Haley and the contributions that he has made in Peterborough and to the wider network. Dan's courage in his response to Wray Budreo has been part of the foundation of this work we now call CoSA. Dan joins the ranks of Harry Nigh and Pat Love as being a recipient of CoSA Canada's award of distinction.

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I would like to close by again saying what a privilege it is to be part of this COSA community. We have a strong national office with skilled and dedicated leadership in Cliff and Wendy, a board committed to this work and site staff across the country who have demonstrated courage, creativity and resiliency over this past year. No one does this work alone and I am grateful that we are working together

*Eileen Henderson*

Eileen Henderson  
*Board Chair, CoSA Canada*

# WORDS FROM THE EXECUTIVE TEAM

Since joining CoSA Canada in October 2021, the immediate focus of the new management team was to build a comprehensive and diverse funding strategy in recognition of the responsibility that federal, provincial, and municipal levels of government, along with the private sector, share in ensuring the long-term sustainability of CoSA Canada and its sites. Throughout the winter and spring of 2021-22, CoSA Canada staff together with local site staff engaged in an extensive advocacy and fundraising campaign. During the campaign, CoSA Canada's lobby efforts targeted more than 2 dozen federal MPs. These included the Parliamentary Secretary to the Minister of Public Safety, the President of the Treasury Board, several other Parliamentary Secretaries as well as the former Minister of Public Safety Minister, the Honourable Ralph Goodale. CoSA site staff played a critical role in presenting the merits of their program at a local level and provided MPs an understanding of the important contribution CoSA was making in their ridings. CoSA Canada was also assisted by a short-term contract with V Formation which helped develop the funding campaign strategy during the winter of 2022.

While the campaign to secure funding from the federal government continues at the political level, CoSA Canada believes a partnership with the Provinces and Territories is the best strategy to ensure the long-term sustainability of local CoSA sites especially in light of the shared jurisdictional responsibility of its

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offender population and to support the FPT coordinated approach highlighted in Bill C228. Bill C228, The Reduction of Recidivism Framework Act, received Royal Assent in June 2021 and contains specific measures to reduce recidivism through a comprehensive strategy. Key among these measures include launching pilot programs to promote the successful reintegration of offenders upon release from incarceration.

In addition to the federal campaign aimed at MPs, CoSA Canada also met with officials at Public Safety Canada, the Parole Board of Canada, Correctional Services of Canada and Justice Canada to explore other funding opportunities. Public Safety Canada officials invited CoSA Canada to present to the FPT ADM Crime Prevention and Policing Committee (CPPC) on the critical work of CoSA Canada local site operations across PT jurisdictions. Members of the CPPC suggested a similar presentation to the Heads of Corrections which led to a further invitation to CoSA Canada to brief members of the Champions and Co-Chairs of the Adult Custody and Community Corrections FPT Committees and to explore funding options by facilitating direct contact with the appropriate provincial counterparts. CoSA Canada has also presented before the FPT High Risk Sex Offenders Working Group of senior justice officials.

While discussions with senior federal officials, including Public Safety

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and Justice Canada, are currently ongoing, especially with respect to the implementation of the federal framework to reduce recidivism pursuant to C228, new contacts are now being actively developed at the PT level. CoSA Canada continues to work closely with its many criminal justice partners through the National Associations Active in Criminal Justice (NAACJ) in pursuit of new funding opportunities. CoSA's participation and membership in the NAACJ resulted in significant work to engage Public Safety Canada on the implementation plan for the Federal Framework to Reduce Recidivism (FFRR). In Fall 2022, it is expected our advocacy campaign will continue by seeking federal budget allocation to fund Community Corrections programs that deliver the key pillars of the FFRR.



Cliff Yumansky  
*Executive Director*

Wendy VanderWal Martin  
*Associate Director*

# BOARD OF DIRECTORS

## 2020-21

*Board membership effective April 1, 2021 to March 31, 2022*

Eileen Henderson	<i>Chair</i>
Randy Klassen	<i>Treasurer</i>
Maureen Donegan	<i>Director</i>
Susan Love	<i>Director</i>
Verona Singer	<i>Director</i>
Florence Driedger	<i>Director</i>
Wendy Leaver	<i>Director</i>
Dwight Cuff	<i>Director</i>
Joy Steem	<i>Director</i>

# OUR PARTNER SITES

- **Catholic Justice Services Society**  
Vancouver/Fraser Valley, BC
- **Mennonite Central Committee Alberta**  
Calgary, AB
- **Parkland Restorative Justice**  
Prince Albert, SK
- **The Micah Mission**  
Saskatoon, SK
- **CoSA South Saskatchewan**  
Regina, SK
- **Initiatives for Just Communities**  
Winnipeg, MB
- **Mennonite Central Committee Ontario**  
Toronto/GTA, ON
- **One City Peterborough**  
Peterborough, ON
- **CoSA Ottawa**  
Ottawa, ON
- **Mouvement Communitas**  
Montreal, QC
- **Cercles de Soutien et de Responsabilité du Québec**  
Montréal, QC
- **Moncton Community Chaplaincy**  
Moncton, NB
- **Halifax Community Chaplaincy Society**  
Halifax, NS

# National Gathering

After two years of social distancing and restricted travel due to the global pandemic, there was a sense of excitement to join in a hybrid manner for the 2022 National Gathering. At the end of March 2022, about two-thirds of the CoSA Coordinator network came together in-person at Crieff Hills Retreat Center in Puslinch, Ontario and another third joined us virtually through zoom. For some, it was the first opportunity to meet each other in person. Despite continuing to observe mask and distancing protocols and the reality of some participants on screen, it was invigorating to be in the same room together.

The National Gathering coincided with the end of the five year demonstration project that had provided critical funding for CoSA sites across Canada. This gave the Gathering an overarching sense of the both/and of celebration and grief. The five year project had increased the capacity of CoSA Canada in significant ways. There were many accomplishments to celebrate. The end of the funding also meant that CoSA leaders were facing uncertainty about the sustainability of the future. As the project came to a close, a number of staff were facing the transitions of retirement or moving on from CoSA. After five or more years of working closely together, there was a poignant sense of

loss in saying good-bye. Bittersweet gratitude was expressed for the contributions of colleagues, including former Executive Director Kathryn Bliss and Associate Director Lisa Joly.

The first session together focused on an appreciative inquiry considering these questions: “What have been the high points of the Demonstration Project? What do we value as CoSA Canada? What is changing: In reintegration programming? In CoSA Canada? In the government commitments to restorative justice? What’s the best future we can imagine for CoSA Canada? What will it take to get us there?”

Participants particularly focused on the contribution of the Good Practice work and the manuals it produced; a steady focus on CoSA’s target population; the continued success of the circle model and the evidence-based results of 88% reduction in recidivism; and appreciation for being in a group of like-minded people who are committed to each other and the core members.

The second session focused on the relationship and communication between CoSA Canada and the CoSA sites. Discussion looked at the key areas of governance; internal communication among sites, with





CoSA Canada staff, and with the CoSA Canada board; and external communication with the government, stakeholders, and funders. It is clear that regular and consistent connection and communication will keep the CoSA network and its relationship with CoSA Canada strong and healthy.

Development of policy and procedure is an important part of continuing to grow CoSA as an organization. At the Gathering participants reviewed and provided feedback on a Grievance process and Allocation Grid to ensure equitable distribution of future funds.

CoSA is committed to being a diverse and equitable organization. In the fourth session, CoSA leaders considered communication skills for addressing unconscious bias and supporting those who experience marginalization. These questions helped shaped the discussion: "What might it look like to disrupt the status quo when it only amplifies the majority experience in the context of CoSA? Think of some situations in which you wish you'd spoken up on behalf of another. What kept you silent? Think of some times that you have felt invisible or misunderstood. How might you have hoped someone would have intervened on your behalf? We all have blind-spots. What are some of the blind-spots impacting our shared sense of safety at CoSA?"

In the sixth session Dr. Pamela Yates, Rod Friesen, and his team introduced the Core Member Assessment Tool to the rest of the network. This tool is being piloted by the Toronto, Hamilton, and Kitchener-Waterloo sites. It provides a fulsome inventory in which to assess core member progress including considerations of both risk and goal setting and accomplishment.

As the time together wrapped up, CoSA Canada board members joined the final discussion to look forward and consider CoSA's future. The discussion noted the increased polarization in public dialogue about corrections and reintegration; the opportunity of increased awareness of the scale of sexual violence (e.g. #metoo); the ongoing barrier of intense vilification of those accused of sexual offenses; the lack of trauma informed care; the need to understand a systemic view of sexual violence; inefficiencies in the criminal justice system; and many challenges included but not limited to internet bans, lack of affordable housing, toxic masculinity, and criminalization of poverty.



CoSA leaders were eager to consider potential innovations for the CoSA model as stories were shared about piloting pre-offense circles; focus on women who have sexually harmed; focus on Indigenous core members; serving families of those who have offended; and those with complex needs. While the unanswered question of funding remained, CoSA leaders continue to be committed, creative, and courageous in facing the complex challenges of serving core members through CoSA.

Each session began with a reflection piece to invite participants to be centered and fully present. This piece by John O'Donohue was particularly meaningful:

*For a Prisoner*

*Caged in a cold, functional cell,  
Far from the comfort of home  
With none of your own things,  
In a place that is gray and grim,  
Where sounds are seldom gentle,  
Amidst the shuffle of dumbled feet,  
The crossword of lost voices,  
The one constant note  
Is the dead, trap-shut sound  
Of unrelenting doors that  
Make walls absolute.*

*Though you have lost the outside world,  
May you discover the untold journey  
That awaits you in the inner world.*

*May you come to recognize  
That though your body is imprisoned,  
No one can imprison your mind.*



*May all the time you have on your hands  
Bring you into new friendship with your mind  
So that you learn to understand and integrate  
The darkness that brought you here.*

*Within this limited space,  
May you learn to harness  
The stretch of time.  
May your compassion awaken.  
May you learn to recover the self  
You were before you lost your way  
And draw from its depths  
Some balm to heal your wounds.*

*Behind the harsh rhythms of prison life,  
May you find a friend you can talk to  
And nurture the natural kindness  
To become more free in your heart  
And lighten the outer constraints.*

*May your eyes look up and find  
The bright line of an inner horizon  
That will ground and encourage you  
For that distant day when your new feet  
Will step out onto the pastures of freedom.*

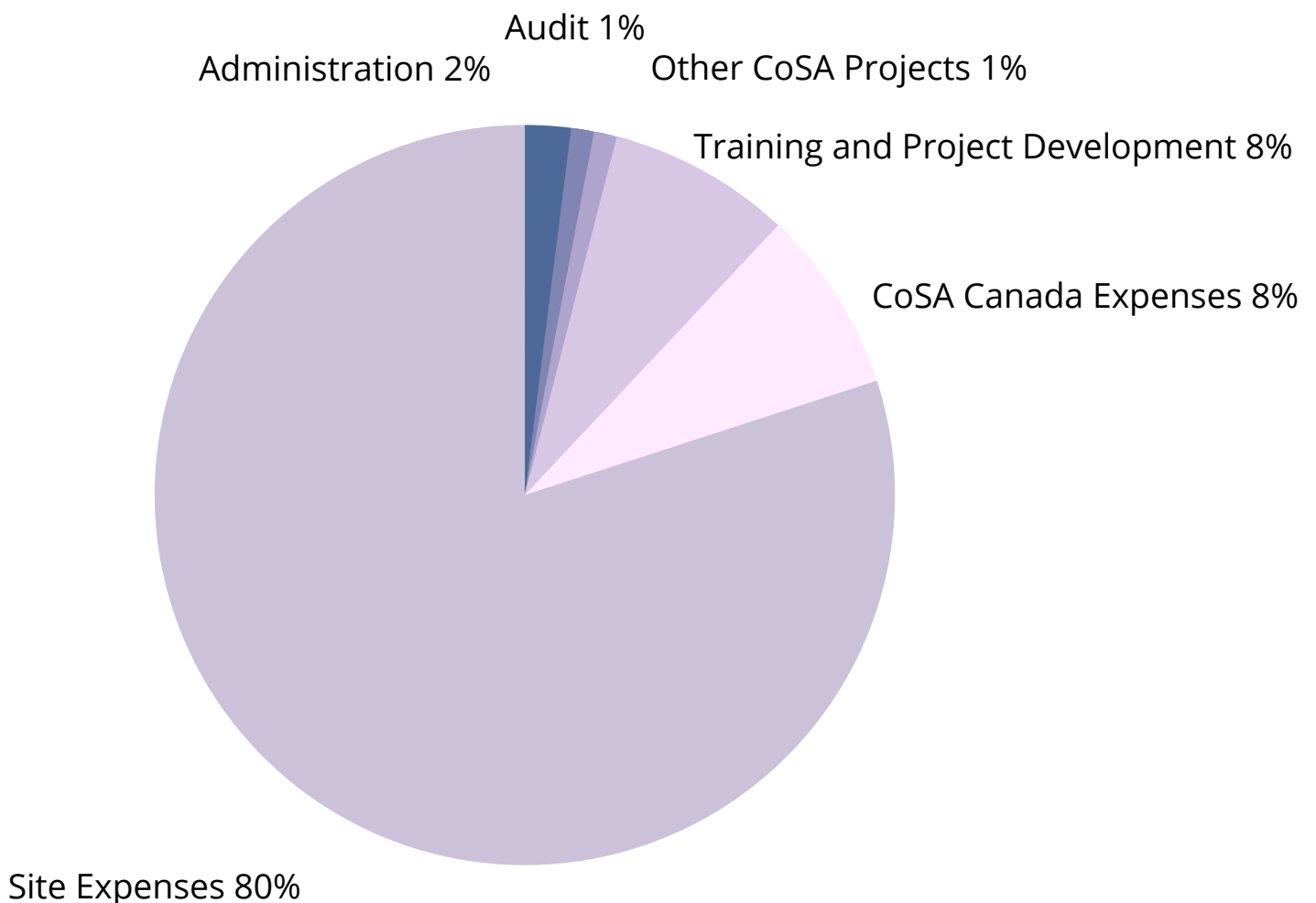
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# FINANCES: NATIONAL BUDGET BREAKDOWN

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# FINANCES: AUDITED STATEMENTS

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## COSA CANADA INC

STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2022

	2022	2021
<b>REVENUE</b>		
Government grants	\$ 1,521,911	\$ 1,518,375
In-kind contributions (Schedule A)	145,958	198,886
Donation	4,907	72
	<b>1,672,776</b>	<b>1,717,333</b>
<b>EXPENDITURE</b>		
Administrative expenses	28,183	21,265
Audit and evaluation	5,300	41,400
Computer and library services	3,164	4,506
Consultants and experts	65,175	36,282
In-kind expenses (Schedule A)	145,958	198,886
Insurance - building	4,487	3,069
Insurance - liability	9,312	5,812
Office	6,595	12,212
Rent	81,611	87,329
Salaries and wages	1,186,719	1,177,919
Supplies	13,019	8,576
Technical and specialized services	34,722	50,199
Training and project development	63,934	50,337
Travel and living expenses	21,661	19,541
	<b>1,669,840</b>	<b>1,717,333</b>
<b>NET EXPENDITURE FOR THE YEAR</b>	<b>\$ 2,936</b>	<b>\$ -</b>

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# COSA CANADA AWARD OF DISTINCTION

This CoSA Canada Award of Distinction was created in honour of long time CoSA volunteers, Les Horne and Malcom Savage, to celebrate those who have made significant contributions to the work of CoSA in Canada and a way of acknowledging those who grew the vision for this work into the national and international network that it is today. CoSA Canada was honoured to present the first award to Harry Nigh in 2019, who was central in establishing the first circle in 1994 and continues today to represent the strong values, passion and commitment that underlie the work of CoSA in Canada. The 2020 recipient was Patricia Love for her work in founding CoSA Ottawa and this year, the 2021 Award of Distinction was given to Dan Haley.



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# **COSA CANADA AWARD OF DISTINCTION**

Dan Haley has been involved with CoSA for over 30 years. His involvement began when he coordinated the release of a high-profile offender from Kingston Penitentiary. In the midst of managing the release of Wray Budreo, offers of support came in from Harry Nigh and Hugh Kirkegaard and Dan along with others established the second circle in the city of Toronto. Hired by MCC Ontario, Dan met with men returning to the community and linked them to the growing work of CoSA in the Toronto/Hamilton/ Kitchener area as well as building the work of CoSA in his home community of Peterborough.

Today, Dan continues his ministry and works out of Haley House (named in his honour). Much of his work there is spent being a pastoral presence to men who have been released back to the community and are in palliative care at Haley House. Dan's listening ear, practical assistance and ability to be present are gifts that he brings to each man he meets.

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# COSA CANADA AWARD OF DISTINCTION



*Congratulations Dan!*

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We would like to acknowledge the financial support received from Public Safety Canada through the National Crime Prevention Strategy.

A special 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 in communities across Canada.

We are so grateful.

*Thank  
you!*



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