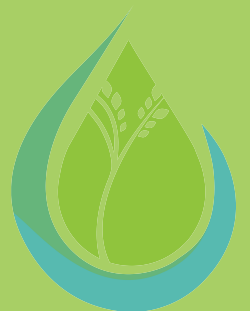




The Ripple Effect Education

# ANNUAL REPORT 2019–2020





# REFLECTIONS FROM THE EXECUTIVE DIRECTOR

This year has been filled with growth in new school communities, team members, and partnerships. We are thrilled to join the Canada TAB Hub alongside a group of inspiring organizations in Waterloo Region, as we work create safer and inclusive community spaces. In all of our programs, TREE staff engaged with 1,296 youth to build peacemaking skills. It's an incredible feat, and speaks to the dedication and enthusiasm of our team, particularly during a year of closures, rescheduling and reimagining.

We've had the opportunity to flex our innovation muscles as we pivot our programs for virtual and physically distant learning in the coming year. With hope and thoughtful plans, we look forward to meeting our mission in another year of equipping youth with the tools they need for healthy conflict resolution and social justice activism.

With peace,

Katie Gingerich  
Executive Director

# MESSAGE FROM THE BOARD OF DIRECTORS



Dear Friends,

This year brought forth many great milestones and accomplishment for TREE in our 4th year of operation. However, like many that year also came with some of our biggest challenges in 2020, as we faced working through an unprecedented pandemic and the subsequent closure of schools.

In Winter 2020, the unprecedented closure of all Ontario classrooms, TREE Board of Directors decided to postpone all TREE programming due to the newly implemented online learning. Instead, TREE took this time to evaluate current TREE curriculum, budgeting for the coming year, and prepare for future needs TREE could fill.

We look forward to the achievements, challenges, and adaptations the coming year has in store for TREE and our programs.

Sincerely,

Kelly Brown  
Chair, Board of Directors



“When I am angry or upset I would share my feelings.”

- Kindergarten  
Elizabeth Ziegler  
Student

“I might resolve an argument with a friend by apologizing, asking if they are ok and seeing if you can help them feel better.”

- Grade 6 Sprucedale  
Student

# TREE CLASSROOMS

“To me empathy is a combination of relating, understanding, and support.”

- Grade 6 Elizabeth  
Ziegler Student

“When someone says something unkind to you, you should talk to them about it. Say “Why are you saying that to me?”

- Grade 3 Jean  
Steckle Student



# 7

School  
communities

# 31

TREE Classrooms

# 672

TREE students


This year, TREE workshops in all classrooms demonstrated student growth from the baseline to final survey. TREE workshops provide students with an encouraging environment to learn and practice conflict resolution skills. While students often had some knowledge of concepts at the baseline survey, in most classrooms, significant growth in learning was reported at the final survey.



### Some skills gained:

- Understanding the other person's story in a conflict
- Knowing what to do when things don't feel fair
- Being good at listening to peers
- How to deal with being angry or upset
- How to respond to people who are unkind
- Working with others
- Showing empathy





“Our group was stretched to think outside the box in creative and passionate ways. It was a great experience for both Campers and Leaders alike.”

- **Kendra Whitfield Ellis, Waterloo North  
Mennonite Church**

# **TREE COMMUNITIES**

“Our TREE facilitator was dynamic, engaging the group in activities and discussion that the kids really enjoyed. And they seemed to grasp the message - each morning a simple idea that kids could then apply for the rest of the day. It was such a pleasure working with them. She made it easy to adapt her expertise to what we needed. We learned that TREE is a valuable resource in our community.”

- **Rich Janzen, Victoria Hills Soccer Camp**



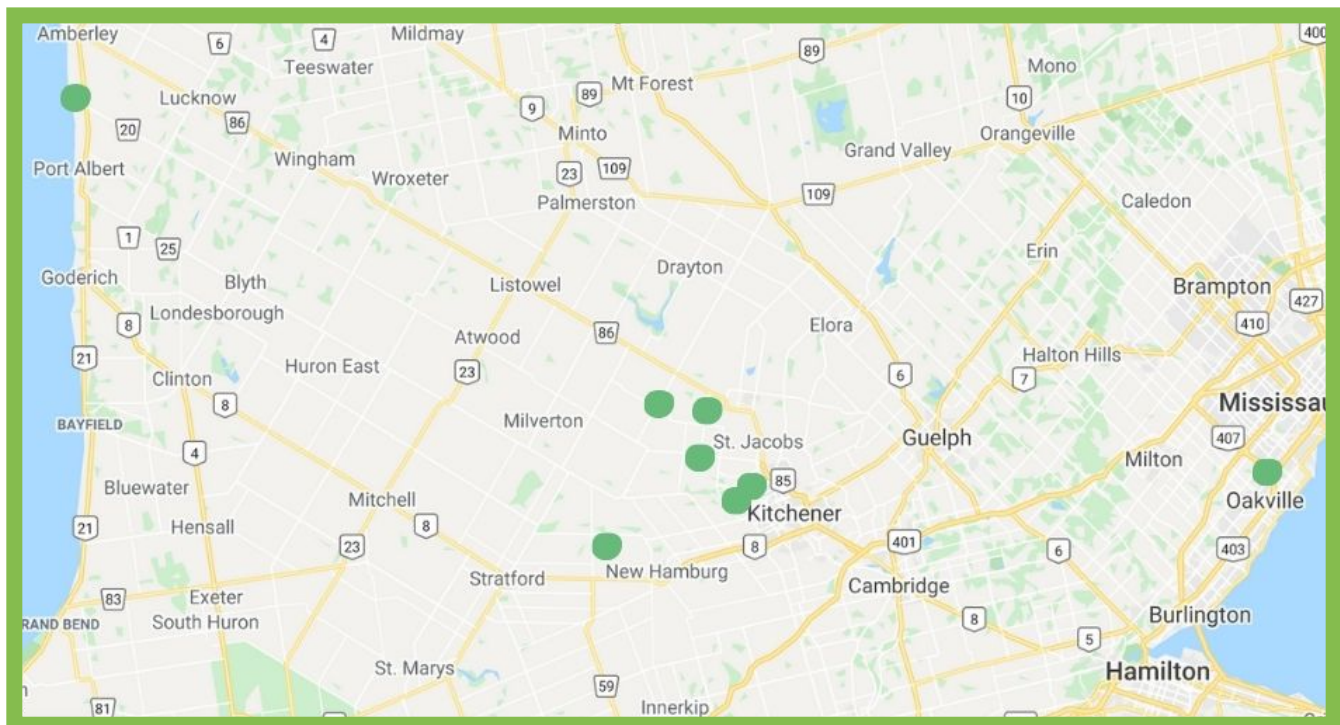
# 26 626

Community groups

Participants



During the year TREE worked with community groups across Southwestern Ontario.





“Context matters -  
your actions and  
words depend on this.  
Certain actions may  
not be helpful in  
violent situations or  
sensitive situations.”

- **KCI Student in TAB  
Feedback**

“I can see how I would  
help encourage young  
people to develop  
these traits of active  
bystandership.”

- **KCI Parent in TAB  
Feedback**

# **PARTNER PROGRAMS**

“I used the Peace Innovators tools to help me find  
direction, and develop an effective way to address my  
problem. I was surprised about how many people this  
issue affected, and the difficulties various students have  
overcoming it.”

- **Peace Innovator Participant**



## PEACE INNOVATORS SCHOLARSHIP & MENTORSHIP PROGRAM

TREE facilitated the Peace Innovators Scholarship and Mentorship Program, working with 7 high school youth to complete the program and launch their projects in their communities. Topics included mental health, food security, disability justice, and community engagement.

## THE RIPPLE EFFECT RETREAT PROGRAMS

TREE completed a 9 workshops with groups at Hidden Acres Mennonite Camp, training school groups and retreat groups in conflict resolution tools.



## TRAINING ACTIVE BYSTANDERS (TAB) TRAINING

TREE is a member of the Training Active Bystanders (TAB) Canada Hub. We led 4 trainings with parents, students, and our own facilitation team.



“Love how these simple changes can make a huge difference and completely change a situation! 🙌.”

- **Instagram comment on TREE tip post**

“Such a good reminder, both for helping our kids and for ourselves!”

- **Facebook comment on TREE blog post**

# ONLINE OUTREACH

“#Congrats ... my fave charity now is @TREEducation. 😍”

- **Twitter comment in response to our official charity announcement**

“Discussing what we have learned in the last five weeks: mediation, conflict styles , self care and empathy. Teaching peace @TREEducation”

- **Twitter post from teacher of TREE classroom**





## THE RIPPLE EFFECT EDUCATION BLOG

TREE's posted 18 original blog posts this year, garnering **290 blog post visits**. The most popular post was '3 Tips for Building Conflict Resolution Skills with Teens', followed by 'When Small Conflicts Feel Big'.

## FACEBOOK

This year we continued to use Facebook to share updates, blog posts, conflict resolution/peace education quotes and tips. TREE's Facebook engaged 554 users, with posts that reached over 8,500 users and had over **9,800 impressions**.

## INSTAGRAM

This year we introduced Founder Friday on Instagram, a weekly IG Story series sharing tips for conflict resolution. TREE's Instagram saw 76 new followers, 1,238 likes, and a reach to 13,508 users making over **26,000 impressions**.

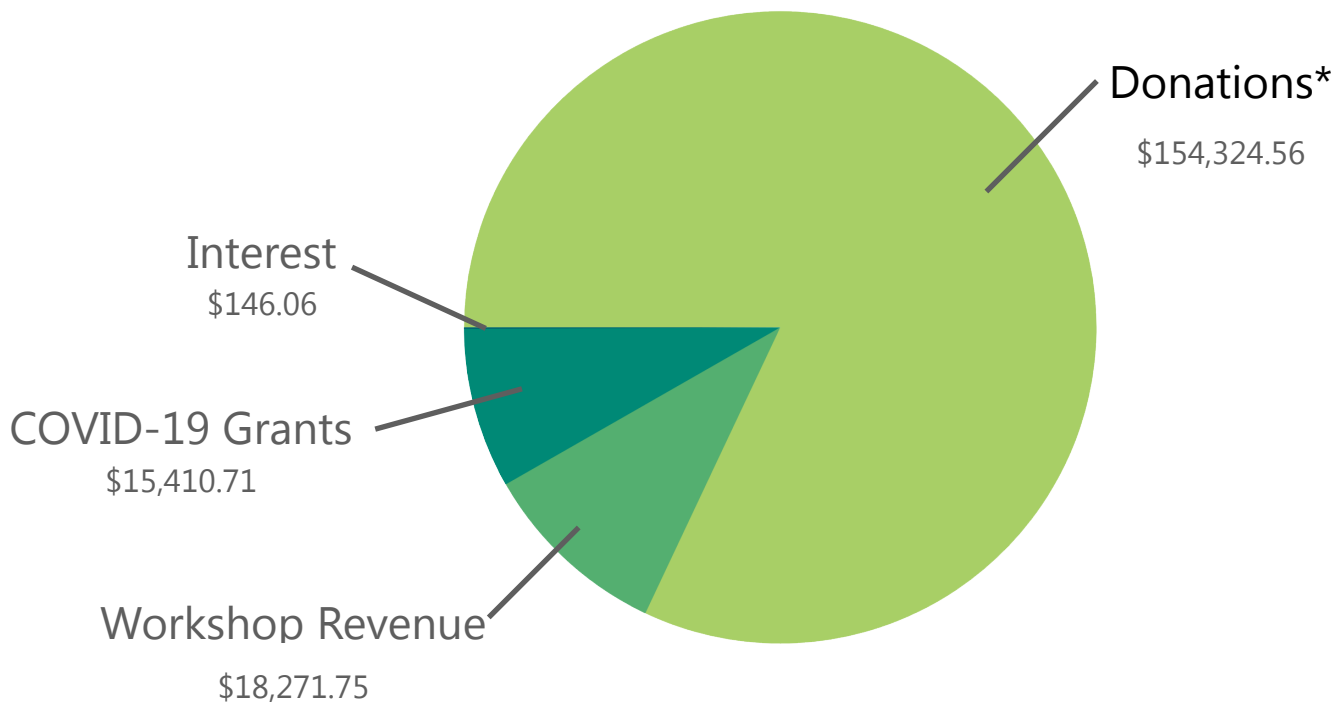
## TWITTER

This year we continued to use Twitter to share updated, blogs posts, and connect with partners and community members. This year TREE'S twitter had **83,600 impressions**, with 680 likes and 129 link clicks.

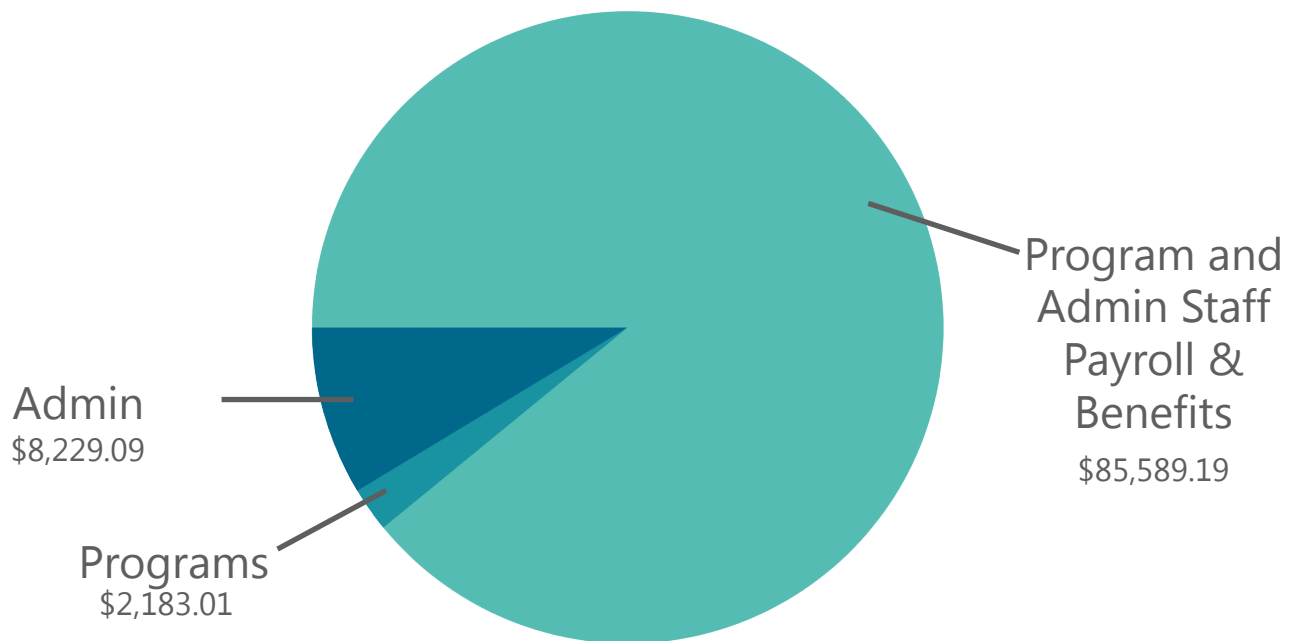
# FINANCIAL REPORT

AUGUST 2019 – JULY 2020

## Income



## Expenses



**Surplus: \$92,081.79\***

\*includes funding designated for 2020-2021 programs

Full financial reports available by request to Katie Gingerich at [hello@therippleeffecteducation.ca](mailto:hello@therippleeffecteducation.ca)



RESPECT

WHO?

Be nice  
Words

-teachers (Erin)

**THANK YOU!**

OUR GRATITUDE  
SOUP

We are grateful for...



## BOARD OF DIRECTORS

Kelly Brown  
Katie Gingerich  
Dennis Gingrich  
Patricia Lawler  
Tim O'Connor  
Rachel Watson

## PROGRAM STAFF

Erin Huston  
Serena Laverty

## FACILITATION TEAM

Paige Court  
Ann Holden  
Rachel Jones  
Megan Kish  
Abby Lobert  
Devina Lookman  
Chantal Martel  
Emily Rempel  
Gemme Ricker  
Emily Schmidt

## VOLUNTEERS

Alley McDonald  
Ana Kaplanek  
Kayla Vuksic



## **PARTNERS**

Kindred Credit Union

Kindred Credit Union Centre for Peace Advancement

Canada TAB Hub

Hidden Acres Mennonite Camp

## **DONORS**

Wallenstein Feed & Supply Foundation

Rachel Anderson

Rachel McQuail

Kristina Bartold

Ross & Susan Robertson

Alexa Boyd

Perri Termine

Miraya Groot

Anneke Pries-Klassen

Mandy Macfie

2 Anonymous Donors

## **We'd love to connect with you!**

Our work is not possible without the support of our community. To learn more about supporting our work, [visit our website.](#)



[hello@therippleeffecteducation.ca](mailto:hello@therippleeffecteducation.ca)

[www.therippleeffecteducation.ca](http://www.therippleeffecteducation.ca)

226-242-4322

@treeducation

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