

2020-2021 Annual Report

A holistic approach

to conflict resolution



The Ripple Effect
EDUCATION

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MESSAGE FROM THE BOARD OF DIRECTORS



Dear Friends,

This year brought forth many great achievements and adaptations for TREE's 5th year of growth.

In 2020-2021, TREE celebrated new programs and milestones as our team developed new curriculum for high school students. This year was also TREE's first full fiscal year as a charity.

This year also brought with it challenges with remote learning for large portions of the year as TREE continued to work through the Covid-19 pandemic. With the ongoing closure of Ontario classrooms, TREE transitioned to virtual programs, which our team supported entirely through a remote work environment.

We are excited and looking forward to continuing to deliver TREE programming, on top of continuing to grow and adapt in the year ahead.

Sincerely,
Kelly Brown
Chair, Board of Directors

Introduction

In this report, you'll find highlights of our impact from August 1, 2020 to July 31, 2021.

THE TREE STORY

Since 2016, TREE has supported youth by equipping them with **conflict resolution tools** that allow them to support their classmates with empathy and problem-solve respectfully. In addition to working with students, TREE supports teachers and families with resources and trainings to equip them with the tools to foster social-emotional learning in their classroom and at home.

Our **mission** is to give youth the tools they need for healthy relationships and just communities. TREE programs are the initial drop in a life-long ripple effect of self-awareness, healthy conflict transformation, and justice. The social-emotional skills youth build in our workshops grow to transform their classrooms, friendships, families, and future as citizens and leaders.

Our fun, curriculum-integrated and evidence-based programs invite youth to practice the skills they're learning with our experienced facilitation team, allowing classrooms and community groups to create a culture of belonging, understanding, and respect. Our **evidence-based programs** give young people and those who spend time with young people the tools they need to build healthy relationships in their classrooms, families, workplaces, and communities.

OUR MODEL

Our programs are rooted in four foundational concepts:



PRINCIPLES OF
PEACE



PRINCIPLES OF
CONFLICT



RELATIONSHIP WITH
YOURSELF



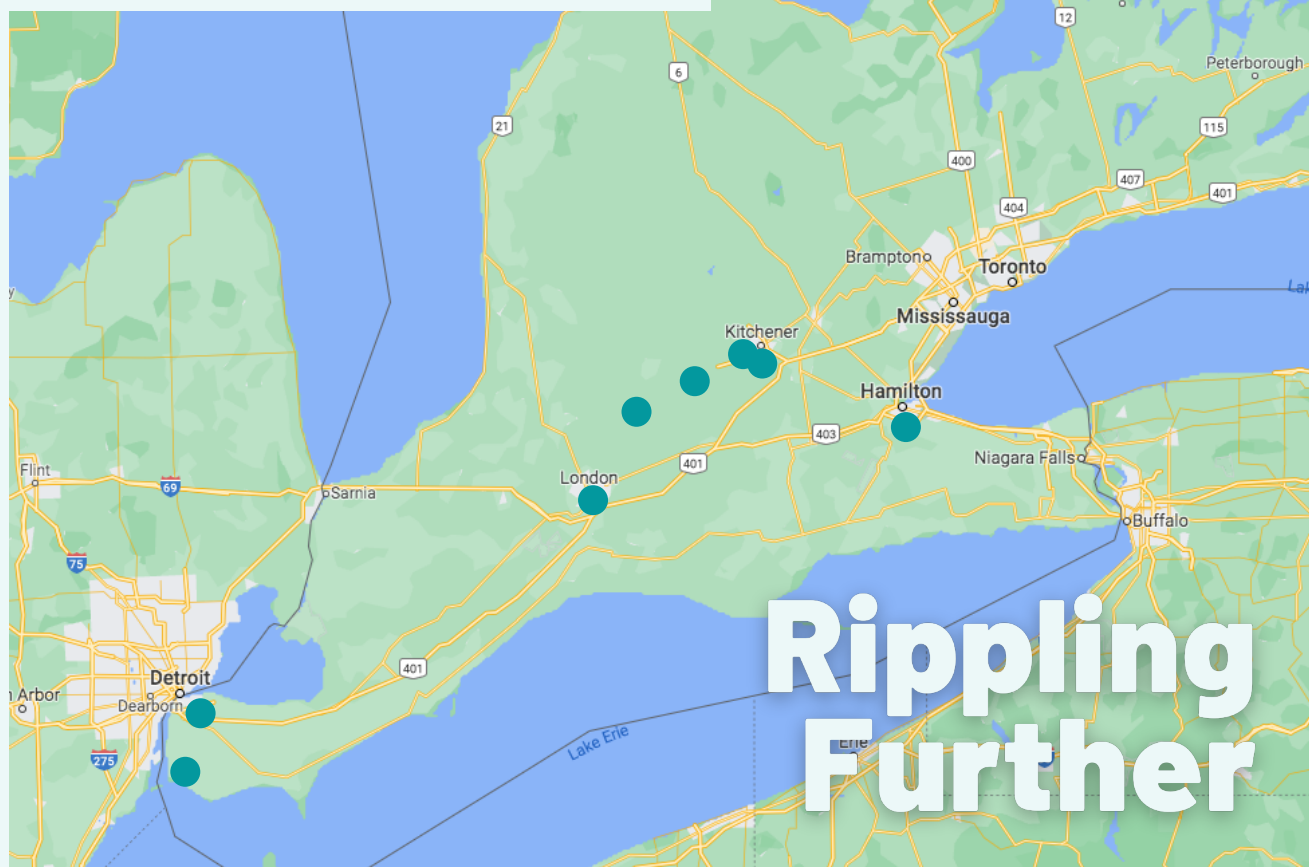
RELATIONSHIP WITH
OTHERS

Our Ripple Effect

Our virtual and in-person impact rippled into classrooms, community groups and events across Ontario this year.

Throughout the COVID-19 pandemic, we developed **new avenues** to reach more youth beyond Waterloo Region.

Through new virtual and adapted in-person programming, we extended our impact across Ontario, including London, Windsor, and Hamilton, **reaching 1061 youth** throughout the year.



Program **HIGHLIGHTS**

01. Elementary Classrooms

02. Community Programs

03. Partner Programs

01. Elementary Classrooms

PROGRAM HIGHLIGHTS

OUR IMPACT

by the Numbers

13

Classrooms

314

Students

65

Workshops

When asked:

"What is one thing you can do when you are in a conflict with a friend?"

One grade 5 student said:

"One thing I could do when I am in a conflict with my friend I would probably try to de-escalate the conflict by calming them down or maybe just saying maybe arguing isn't the best way to solve this."

PARTICIPATING SCHOOL BOARDS



SKILLS GAINED

- Problem-solving with others
- Active listening
- Responding to people who are unkind
- Responding to stress
- Understanding others' point of view
- Using power in positive ways
- Responding to justice issues in the community



Empathy is important because if you see someone for example, being bullied, you can understand what they are feeling and know that you should do something to help like step in or get a teacher.

– GRADE 4/5 STUDENT

02. Community Programs

PROGRAM HIGHLIGHTS

OUR IMPACT

by the Numbers

24

Community Groups

618

Participants

44

Workshops

When asked:

"What should TREE facilitators continue doing in this [Leadership SHSM] workshop?"

One participant said:

"Being energetic. It made me very motivated to listen and learn. I even got out of bed and sat down in my chair to listen (big deal)."

PARTICIPATING GROUPS



ST. JEROME'S
UNIVERSITY



HAMILTON-WENTWORTH
DISTRICT SCHOOL BOARD



BERNIE CUSTIS
SECONDARY SCHOOL



SKILLS GAINED

- Balanced leadership skills
- Effective communication
- Collaborative decision-making
- Problem-solving with others
- Using power in positive ways
- Responding to conflict



One thing I learned from these TREE workshops is that matching your tone and body language to the way you want to come across to the other person is important so that they don't think you're mad when you're really just asking a question or making a statement. Another thing I think is important is 'I' statements. I think the I feel statements are important because your not blaming the other people for everything and you're going into the conversation calmly instead of yelling at each other. Saying "I feel this way when this happens" makes the conversation go a lot smoother and your point comes across better.

– COMMUNITIES WORKSHOP PARTICIPANT

03. Partner Programs

THE RIPPLE EFFECT RETREAT PROGRAMS

TREE completed 12 workshops with groups at Hidden Acres Mennonite Camp, training school groups and retreat groups in conflict resolution tools.



Our partner programs create opportunities for youth to **develop their peacemaking skills** outside of the classroom. Youth in these programs build strong communities together through our programming for **safe communities, capacity-building, innovation training, and mentorship.**



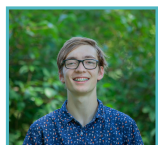
TRAINING ACTIVE BYSTANDERS (TAB) TRAINING

TREE is a member of the Training Active Bystanders (TAB) Canada Hub. This year, 18 community members built their skills to respond to harm-doing in their community.

PEACE INNOVATORS SCHOLARSHIP & MENTORSHIP PROGRAM

This year, 8 high school youth launched initiatives to tackle big problems in their communities. Topics included climate action, homophobia and transphobia, mental health, anti-racism, access to post-secondary education and sustainability.

The Peace Innovators Scholarship and Mentoring Program is a partnership of Kindred Credit Union, the Kindred Credit Union Centre for Peace Advancement and TREE.



Aidan Morton Ninomiya created a short video series focusing on municipal climate action to teach high school students how to take on the climate crisis.



Jennifer Li created educational infographics and slideshows that teachers could use to educate themselves about the LGBTQ+ community.



Hamad Sultan created two different software applications as a supplemental solution to diagnoses by using MRI scans to detect depression.



Saaniya Saraf ran a fundraiser where \$1 was donated to Reep Green Solutions for every Instagram account that shared the Sustainable Living Bingo Card she created.



Hana Adham held an anti-racism conference for teachers informing them about harmdoing and solutions to make the school a more inclusive environment.



Marina Wheaton created envelopes with application, academic, financial, and scholarship information in efforts to encourage youth to enter post-secondary education.



Heraa Muqri & Maria Khan created educational posts, hosted a stress workshop, and launched a podcast interviewing professionals to talk about mental health.



One of the greatest strengths of the program is its focus on providing participants with a basic model to address community issues through their Peace Innovators initiative and encouraging them to build onto it using their experience.

– PEACE INNOVATORS PARTICIPANT

Our Online Outreach

More than ever before, online engagement became the **central way** to connect with our wider community. Our online community grew as we offered multiple ways for youth, educators and families to **engage with peace education** virtually.



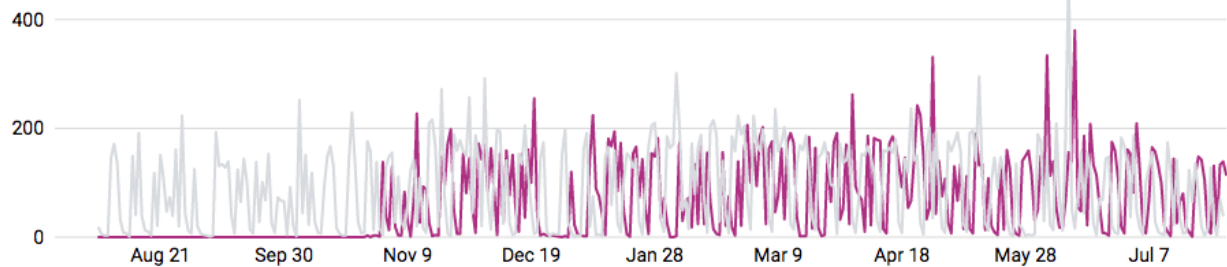
Instagram Highlights

Instagram Reach ⓘ

3,164 ↑ 9%

2019 - 2020

2020 - 2021



On Instagram, our community grew **9%**,
or **3,164** community members

**This blog is so wonderful!
Deeply wise and
accessible! Thank you
Haley**

– Instagram comment
on TREE blog post

**I'm celebrating you, Tree
Friends and the important
work you do!**

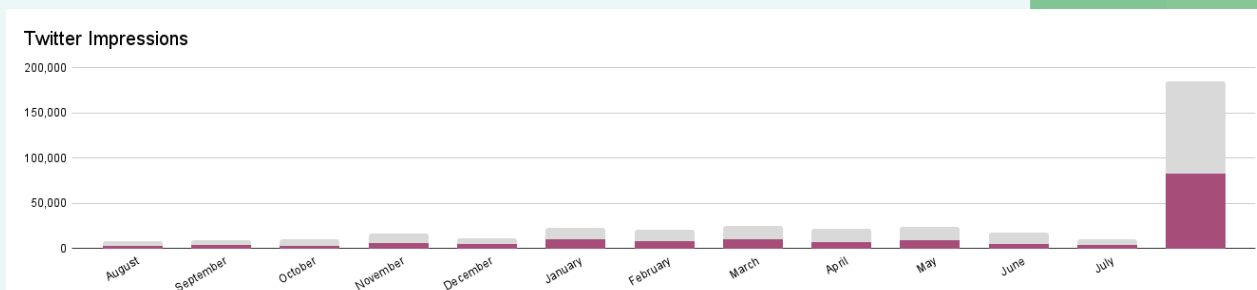
– Twitter comment on
International Day of Friendship
celebration post





Twitter Highlights

2019 - 2020
2020 - 2021



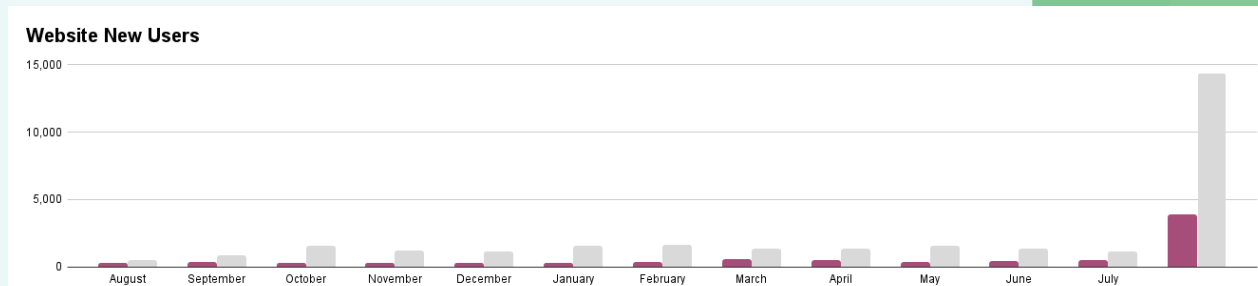
Our Twitter page saw a 20% increase in impressions, or 100,173 community members

TREE's Twitter saw 63 new followers.



Website Highlights

2019 - 2020
2020 - 2021

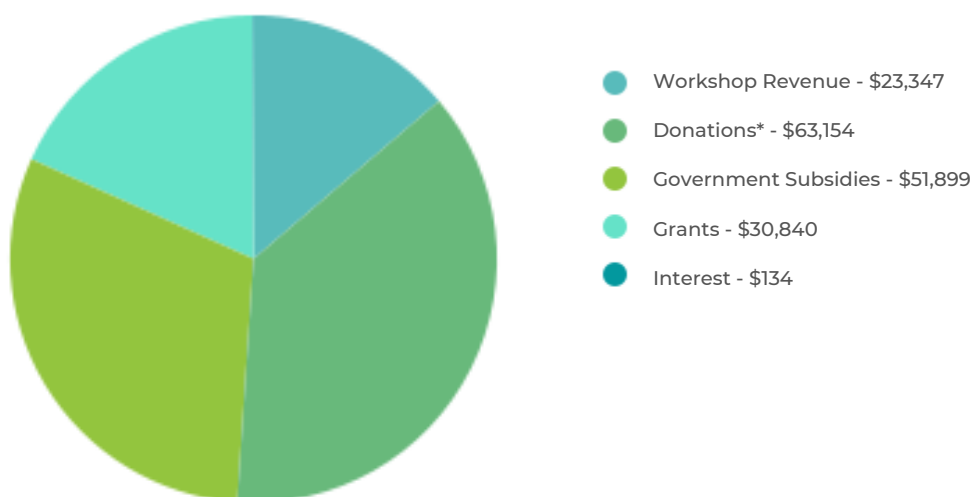


therippleeffecteducation.ca saw a 275% increase in new users or a total of 14,331

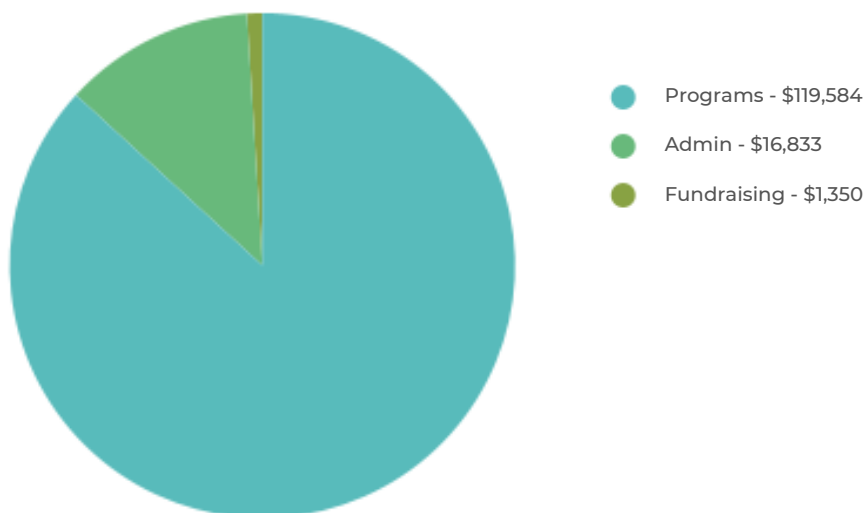
Financial Report

August 2020 - July 2021

INCOME



EXPENSES



Surplus: \$31,607

*includes funding designated for 2021-2022 programs

THANK YOU

Board of Directors

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

Program Staff

Zoe Andres
Erin Huston
Heather Lambert
Devina Lookman

Facilitation Team

Quinn Andres
Sarah Cowan
Malak El-batrroukh
Emily Hunsberger
Maddie Krusto
Alley McDonald
Claire Smith

Volunteers

Haley Bauman
Rana Nemat Allah
Mathilda Wehling

Partners

Kindred Credit Union
Kindred Credit Union Centre for Peace Advancement
Canada TAB Hub
Hidden Acres Mennonite Camp

Donors

Wallenstein Feed Charitable Foundation
Lyle S. Hallman Foundation
P. Gingerich Excavating
Nolan Andres
Kristina Bartold
Rhonda Belous
Katie Gingerich & Scott Robertson
Miraya Groot
Trevor Herrle-Braun
Patricia Lawler
Mandy Macfie
Rachel McQuail
Christopher Pot
Anneke Pries-Klassen
Emily Rempel
Greg Rempel
Sue & Ross Robertson
Ashley Schindelheim

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.](#)



The Ripple Effect
EDUCATION

hello@therippleeffecteducation.ca
www.therippleeffecteducation.ca
226-242-4322
@treeducation

Charitable Registration Number: 789221736 RR0001