



MEMO 3.....May 2026

CALL FOR VOLUNTEER COMMITTEE MEMBERS

Circle to Strength



Circle to Strength Restorative Justice Initiative – Bay St. George, NL
Flat Bay Band Inc.

HELP BUILD STRONGER FUTURES
FOR OUR YOUTH AND
MI'KMAW COMMUNITY

The **Circle to Strength Restorative Justice Initiative** is seeking compassionate, fair-minded, and community-focused individuals to serve as Volunteer Committee Members supporting Extra Judicial Measures (EJMs) within our community.

This initiative is rooted in Mi'kmaq culture and values of accountability, healing, guidance, prevention, and restoring balance — while helping youth and families move forward in positive and meaningful ways.

A major goal of the initiative is to help keep youth from becoming further involved in crime and the formal justice system — particularly Indigenous youth, who continue to be disproportionately represented within the criminal justice system across Canada.



The Circle to Strength Initiative recognizes that many youth who come into conflict with the law are not “bad kids,” but young people facing challenges such as:

- Intergenerational trauma
- Poverty and housing instability
- Mental health struggles
- Addiction within families or communities
- Violence or neglect
- Disconnection from culture, identity, or positive supports
- Lack of mentorship, opportunity, or guidance

The initiative believes communities are strongest when they work together to guide, support, and restore balance with compassion, fairness, accountability, and respect.



WHAT ARE EXTRA JUDICIAL MEASURES (EJMs)?

Extra Judicial Measures (EJMs) are community-based approaches used primarily with youth who have come into conflict with the law. Instead of immediately proceeding through the formal court system, eligible situations may be referred to a restorative justice process focused on accountability, healing, learning, and repairing harm.

The goal is not to “let someone off easy.” The goal is to help youth:

- Understand the impact of their actions
- Take responsibility
- Repair harm where possible
- Reconnect with healthy supports
- Build positive pathways forward

At the same time, the process considers the needs of victims, families, and the broader community.



VOLUNTEER COMMITTEE MEMBERS NEEDED

We are currently seeking volunteers who are willing to:

- ✓ Participate in a mandatory 3-day restorative justice training session in Flat Bay, NL - **July 20th to 22nd, 2026.** Travel and training fees provided.
- ✓ Serve as volunteer committee members following training
- ✓ Review and accept referrals and contact the youth/family to request their participation
- ✓ Meet with youth and family to establish EJM plan to demonstrate accountability and follow-through
- ✓ Support youth, families, and community healing processes
- ✓ Maintain confidentiality and professionalism



IDEAL COMMITTEE MEMBERS MAY INCLUDE:

- Elders and Knowledge Keepers
- Parents and caregivers
- Youth advocates
- Community leaders
- Individuals with lived experience
- People passionate about healing and accountability
- Individuals interested in supporting youth in positive ways



VOLUNTEER COMMITMENT

Committee members will serve on a volunteer basis and may be called upon periodically as referrals arise. Meetings and circles will be scheduled as needed.

RENUMERATION

Annual honoraria and out-of-pocket costs



TO APPLY OR EXPRESS INTEREST

Please submit your name, contact information, a short explanation of why you are interested in serving on the committee, and an attached resume to:

Circle to Strength Restorative Justice Initiative
Email: flatbayband@gmail.com

Applications and expressions of interest will be kept confidential.



DEADLINE:
JUNE 12TH, 2026
– 4:00 PM

KTAQMKUK WOMEN IN TRADES INITIATIVE

To Date:

Forty – two (42) Indigenous Women have completed the KWI program including:

- Online training and
- Job shadow worksite placements

Fourteen (14) more Indigenous Women from Cohort Four will complete the KWI program before March 2027:

- Nine (9) Pre – Apprentices (*currently enrolled*)
- Five (5) Apprentices (*will start in July 2026*)



For More Information or to Apply for or Make a Referral to Cohort 4- Apprentice Group

- Please call the *Flat Bay Band office* at (709) 647 1370
- Call Pamela Bennett-McLeod at (709) 214 5533 or
- Email pambennettmcLeod.flatbayband@gmail.com



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Ktaqmkuk Women In Trades

INTAKE FOR COHORT 4 APPRENTICE GROUP

July 2026

Flat Bay Band Inc. is assisting Indigenous women who are red seal trade apprentices find work in their given trade.

FOR APPRENTICES ONLY

(Must HAVE a Red Seal trade)

TRAIN AT HOME!

12 Weeks Online Training & Certifications

- ◆ Training & certification fees
- ◆ Chromebook & start-up kit
- ◆ \$350/week training allowance
- ◆ Childcare support

EMPLOYMENT NEAR YOU

On-the-Job Work Experience

- ◆ 14 weeks of employment – \$18/hr
- ◆ PPE & tools provided
- ◆ Childcare & Travel subsidies

For More Information, Contact:
Pamela Bennett-McLeod
709-214-5533
pambennettmcLeod.flatbayband@gmail.com