

**The John Howard Society of
Newfoundland & Labrador Inc.**

Annual Report

2014-2015

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John Howard Society of Newfoundland and Labrador

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Who we are...

Mission Statement

Rehabilitation of offenders and safer communities through effective, just and humane responses to the causes and consequences of crime.

Core Values

- People have the right to live in a safe and peaceful society.
- Every person has intrinsic worth and the right to be treated with dignity, fairness and compassion before the law.
 - All people have the potential to become responsible citizens.
- Every person has the right and the responsibility to be informed about and involved in the criminal justice system.
- Justice is best served through measures that resolve conflicts, repair harm, and restore peaceful relations in society.
- Independent, autonomous volunteer organizations have a vital role in the criminal justice process.

PRESIDENT'S REPORT

The year 2014-2015 has been both challenging and very rewarding for the Society. The financial and program adjustments made necessary by major funding cutbacks in 2013-2014 were largely carried over into 2014-2015. Nevertheless, the Society was able to sustain its operations and to move forward on a number of important fronts. The continued success of the Society has been made possible by the talents and commitment of staff, led by our Executive Director, Cindy Murphy, and the unfailing dedication of many volunteers, who remain deeply committed to the Society. It is also due to clear and effective board governance and management and the Society's commitment to innovation, creativity, accountability and knowledge-based programs and practices.

The following are some of the most significant developments during 2014-2015.

As a community-based organization, we recognize the importance of working with the community, governmental and private sectors to achieve our goals. Over the past year, we have sustained our key governmental partnerships and expanded our partnerships with the community and private sectors, to the benefit of our clients and services. Staff at all levels assist in establishing these working partnerships, however, it has been through the exceptional efforts of our Executive Director, that we have been able to make such significant in-roads. In addition to sustaining established working partnerships, and establishing new ones over the past year, Cindy has represented the Society on the Justice Minister's Committee on Violence Against Women; local, regional and national organizations working to end homelessness; the Mayor's Council on Crime Prevention; and the Premier's Council on Crime and Public Safety, among others.

This kind of involvement enables the Society to expand its influence on policy and development of services. It also increases awareness of the needs and characteristics of our clients and helps to define them beyond the labels that often present significant barriers to having their legitimate needs recognized and met within the community.

For several years it had been recognized that the Society's building at 426 Water Street was no longer adequate to serve our accommodation needs. Efforts had been on-going to find a new building; however, owing to the scarcity of suitable buildings at an affordable price, this proved difficult. Efforts continued, however, and in the summer of 2014, the Society was successful in finding a building which met and exceeded all of the criteria. The building at 342 Pennywell Road was available for purchase and in late August, the Society made an offer. After some negotiation, a mutually agreeable purchase agreement was reached, subject to a number of conditions. The purchase was finalized on December 15, 2014. With some relatively minor renovations, the building was occupied in early March 2015. I believe everyone is very pleased with the new building. It has excellent accommodations for staff, clients and programs; it has space for expansion; it is in a prime location for access by clients, staff and the public; it has ample parking; and it is accessible. Overall, it provides a very positive and welcoming

atmosphere for the Society's operations. Financially, it is very viable owing largely to the fact that the lower floor is rented to a long-term tenant.

It is planned to have an official opening in May. At that time, it is also planned to name the new building in honor of Terry M. Carlson, our former Executive Director. Our old building at 426 Water St had been named in Terry's honor upon his retirement in 2005. With its decommissioning, it is fitting to have the new building named in Terry's honor.

With the purchase of the new building, the Society's building at 426 Water St was put on the market in August 2014. As of March 31, 2015, it had not been sold. Efforts continue to sell the building. If it does not sell in the next several months, other options, such as leasing, will be explored.

It has been a core program goal of the Society since 2012 to focus on research and consultation on service needs relevant to offenders in Labrador and how the Society might help meet those needs. Though funding cut-backs in 2013-2014 caused this process to be put on hold, I am happy to report that in 2015 a travel grant from United Way enabled the Society to fund two trips to Labrador. The first, in the spring of 2015, involved the Executive Director and Rod Harris, Director of Howard House, along with our Board member Gwen Watts. They held consultations with a broad spectrum of agencies. These consultations confirmed that there is both a high level of need and a high level of receptiveness toward John Howard Society involvement. The next step in the process will be a public forum to be held in May or June. I will attend this forum along with Cindy, Rod and Gwen. It is hoped that one outcome will be the formation of a working committee which will guide the future development of services.

The lack of suitable, affordable housing presents a serious barrier to many of the Society's clients. Therefore, for the past several years, the Society has been seeking ways to address this need, primarily through the efforts of our Executive Director. Because of her interest in the problem of homelessness and in order to further this cause, Cindy has become very actively involved in organizations addressing the issue of homelessness in the community. Through this process she has been able to raise awareness of the needs of our clients. In mid 2014, the Society submitted an application to Newfoundland Labrador Housing Corporation under the Affordable Housing Initiative for a ten unit affordable housing complex. Early in 2015, this application was approved. Planning commenced almost immediately for a two story, ten unit complex, tentatively called Garrison Place, adjacent to Howard House on Garrison Hill. This complex will include nine regular units and one handicap-accessible unit. Plans also include an accessible link to Howard House with a lift to accommodate the needs of a handicapped resident. This will also enable the Society to make the ground floor and main floor, as well as the first residential floor of Howard House accessible. This is important, especially with the emergent need to accommodate older and less mobile residents, as well as others who may require modified accessibility. The planning and approval process for this project should be completed by the end of summer 2015, with a call for tenders in early Fall. This project is very exciting as it marks a new direction for the Society. Hopefully, in the future, given the critical needs, we will be able to secure funding for more such projects. Thus,

while this is undoubtedly the Society's largest, most costly and complex building project, we are extremely pleased to be involved. We look forward to welcoming residents to this complex in 2016.

The cancellation of the Family Violence Court in 2013-2014 was one of the most unfortunate outcomes of Provincial Government cutbacks in that year. The Society has continued to advocate for its reinstatement, as have many other organizations and members of the public. Fortunately, this initiative will be reinstated, at least to some degree in 2015-2016 and the Society will be involved in a major way in the delivery of services. Details are now being worked out with respect to locations, funding and staffing levels, etc. It is hoped that service delivery will commence as soon as possible.

The 2014-2015 AGM of the Society was held on September 11, 2014 in Corner Brook. In terms of the business agenda, one motion was passed – an amendment to the Constitution deleting the requirement for a new board member to have been a member of the Society for at least one year.

Four board members were re-elected for three year terms: Paul Ludlow, Bryan Purcell, Michelle Short and Gwen Watts; Donna Luther was elected to her first term. We welcome Donna and look forward to working with her.

The Society continues to be affiliated with the John Howard Society Canada and through this affiliation, to some sixty-four other John Howard Societies across Canada. Through this, we continue to benefit from the sharing of knowledge, strong collective action on policy issues, information on best practices, and participation in national standards and insurance. The John Howard Society of Newfoundland and Labrador is represented on the board of the John Howard Society Canada by Catherine Gogan, currently serving as National Past President until October 2015 and myself, currently serving as National Vice-President.

Since 2012, the Society has recognized a potential need to add management assistance at times of peak activity. With several major new initiatives gearing up, it was decided in the spring of 2015 to add a temporary manager to the Provincial Office to work with the Executive Director on the new initiatives mentioned earlier. We were very fortunate in being able to reassign Rod Harris, Director of Howard House to the new, temporary position of Director of Program Development. We welcome Rod to this new position and look forward to working with him.

Looking back upon 2014-2015, it certainly was a year when the Society maintained stability and effectiveness while making real progress on a number of its primary goals. We look forward to the year ahead as a time when these projects come to fruition and we pursue other initiatives to meet the needs of our clients and the community.

As we move forward, we offer our heartfelt thanks to all the staff, volunteers, and community and service partners who make it possible for the Society to achieve its goals.

Bryan Purcell, President, Board of Directors

EXECUTIVE DIRECTOR'S REPORT

The past year marked the 63rd anniversary of the John Howard Society of Newfoundland and Labrador. It was a busy year as we maintained all existing services, expanded services into the provincial correctional center in St. John's, purchased and moved to a new building, and were approved for funding to build much needed supportive housing.

During the year we were pleased to finally find and purchase a new building for our Provincial Headquarters Office. Our new facility will also accommodate the Society's Learning Resources program and our Employment Services. It will enhance service delivery to our clients while providing a great location with easy access. With ample space for future growth, we expect the building will serve us well for many years to come.

The Society's Learning Resources Program (LRP) which began in 1996 was developed to provide correctional programming to individuals who are conditionally sentenced, or to those who were currently serving a period of probation in the community. While the agency was providing a substance abuse program in the provincial correctional center, the LRP has now expanded services to provide additional correctional programming including anger management and sex offender treatment to provincial inmates.

After a long period of advocating for the return of the Family Violence Intervention Court, the provincial government announced it will be re-establishing the court in the fall of 2015. As we have in the past, the Society will once again be providing the treatment component for the court. The provincial government has further committed to pilot a second court on the West Coast of the island and it is anticipated the Society will also provide the treatment component of the speciality court through our Stephenville office.

During the past year the Society was working hard to secure funding to build some much needed supportive housing in St. John's and we were delighted to be approved for same. Using a "housing first" approach, the Society will eventually provide supportive housing to clients who require a more supportive living environment. We are very excited about this new venture and we hope to break ground in late fall.

The Society's efforts to expand services to Labrador are ongoing. Over the past year in partnership with the United Way, we were able to conduct individual stakeholder consultations as well as hold a stakeholder engagement session in late May. Board Chair Bryan Purcell along with provincial board member Gwen Watts, who resides in Labrador, assisted with the consultations. The consultations were invaluable in assisting the Society with future planning and we hope to engage the provincial government to assist with our efforts.

In June, the JHS Canada Board was in St. John's for a national board meeting. We were pleased to host a lunch and provide an overview of some of the services of JHSNL. As always we appreciate the efforts of the National Board and staff and we were happy to have them enjoy some of our province's hospitality.

Throughout the year the Society was involved in outreach and advocacy, and participated in numerous consultations on correctional matters such as the need for additional supportive housing along with issues relating to reintegration and access to justice. We were pleased to be selected to the Premier's Council on Crime and Community Safety. The council was appointed to make recommendations to the Premier and the Minister of Justice and Public Safety using information gathered through consultation with stakeholders, the general public and recognized experts, as well as through the study of relevant literature and the assessment of innovative practices already used in other areas of Canada. By late summer most of the consultative work was completed and recommendations to the Premier should be ready by late fall.

I would like to thank the Society's board of directors, staff and volunteers for all the great work and unwavering commitment over the past year. You make my job so much easier. I also wish to thank our government and community partners as they continue to recognize and invest in the important work of the Society and I look forward to an exciting year as we continue to forge ahead on the plans developed during 2014-2015.

Cindy Murphy, Executive Director

Howard House

“We provide a safe, structured environment, where our clients can access counseling and related services to help them live more successfully in our community.”

2014-2015 represented Howard House’s 38th year of operation

“I was getting ready for release and had nowhere to go. Howard House provided a safe place with lots of help to get me back on my feet. I never felt like I was being judged when I was there.”

Comments like this help keep staff motivated to constantly go above and beyond the normal call of duty. Howard House not only provides a place to live for those transitioning back to the community, it provides a homelike atmosphere with regular counselling and supports to help those make positive choices and move forward in their lives.

Howard House is pleased that no one incurred new charges during their residency and those who failed to complete the program were a result of technical violations.

Preparations are well under way for our annual family federal prison visit which will take place in May 2015. Approximately 20 family members will get an opportunity to visit and reconnect with their loved ones incarcerated on the mainland.

Volunteers play a vital role at Howard House and also with the annual Children’s Christmas Party, organized by Susanne Rendell, and made possible by the many donations from the community.

Thanks to all the staff and volunteers who give so freely of themselves, helping clients successfully prepare for the next steps in their life journey. All their hard work and dedication is very much appreciated.

Rod Harris, Director

Program Snapshot

- **190 cases were presented for admissions. 75% were accepted**
- **96 men resided at Howard House resulting in 5377 bed days**
- **76% successfully completed the program or were ongoing at the end of reporting period**
- **30 Volunteers provided approx. 4000 hours of direct service**
- **50 children received a gift from Santa at the annual Children’s Christmas Party**

MIMOSA

“Creating healthy habits and a positive attitude, one step at a time.”

2014-2015 represented MIMOSA’s 11th year of operation

Our Moderate Intensity Management of Offender Substance Abuse (MIMOSA) program provides substance abuse intervention to assist individuals in making informed lifestyle changes conducive to wellness and prosocial behaviour, thus changing substance use behaviour that contributes to criminality, reducing the client’s risk to reoffend. MIMOSA has played such an integral role in conjunction with our Howard House program, it is also offered to those living in the community on a probation order, as well as to inmates at Her Majesty’s Penitentiary (HMP).

Our residential program is for those residing at Howard House either on Parole, Temporary Absence or Probation and need both the support of a halfway house and an addictions program. Our non-residential, or Day Program, is for those individuals who may not need all the support of a halfway house, but still require help with their addiction.

As approximately 80% of offenders have addiction issues, MIMOSA has become one of the core programs at HMP. As MIMOSA is a continuous intake program, it works well for those who are serving a provincial sentence.

Our sincere appreciation and thanks to Corrections and Community Services for their ongoing support. As well, thank you to the staff who work tirelessly to deliver such a high quality program.

Rod Harris, Director of Program

Program Snapshot

- 115 Assessments completed
- 107 clients attended MIMOSA
- 58 HMP clients
- 49 Howard House clients
- Overall, 77% successfully completed or were ongoing at end of reporting period

C-STEP

“Helping to find and maintain meaningful employment for a brighter tomorrow.”

2014-2015 represented C-STEP's 31st year of operation

Cognitive Skills Training and Employment Preparation (C-STEP) program utilizes group and individual training approaches to provide a variety of employment related seminars to help offenders and ex-offenders reach their education and employment goals.

Lack of education and/or employment is certainly one of the major risk factors associated with crime. When helping clients find the right educational program and/or work opportunity, staff use a strengths based approach. This approach allows the client to see some of the many positive skills and abilities that they already possess, which in turn helps them better decide if they want to return to school or start looking for employment.

Our staff works closely with every individual to coach them through each step of the process from how to get the job, to how to maintain the job. As well, we check in with them after they find employment to ensure ongoing success.

Other ways in which we help our clients become better prepared for employment is offering courses such as First Aid, Traffic Control and Fall Protection. We also offer a Linkages program, which provides a wage subsidy for clients who would like to gain experience in an occupation for which they would later like to pursue formal training.

C-STEP also provides the Integrated Correctional Program Model - Community Maintenance Program (ICPM-CMP) to those clients on parole. This maintenance program helps reinforce the key skills learned while incarcerated and apply it to their daily lives in the community.

Many thanks to the staff for their hard work and dedication; it certainly does not go unnoticed.

Rod Harris, Director of Program Development on behalf of
Marvin McNutt

Program Snapshot

- 310 clients
- 97 Individual employment clients
- 81 youth service clients
- 45 clients employed/school
- 26 clients completed safety courses
- 4 clients completed Linkages
- 32 clients completed ICPM-CMP
- 6 clients in Computer Tutoring
- 104 Clients in process of Record Suspension

Home For Youth

“The HFY staff provides a safe structured environment with guidance for youth serving an Open Custody disposition. Young people are encouraged to strive toward their potential and encounter success while going through their own journey of reintegration and rehabilitation.”

2014-2015 represented the Home For Youth’s 36th year of Operation

The youth in our Open Custody facility face similar challenges. Many of the residents have mental health concerns, lacking in social skills, dysfunctional families, minimal support, learning disabilities and addictions issues. Without the necessary supports many of these youth cannot reach their full potential. With professional assistance from the Home for Youth (HFY) staff and community partnerships with external agencies, the youth often leave the HFY after completing their disposition with a more positive outlook on their future. It is very common for these young men and women to reconnect with the HFY in the future for advice, assistance and general support.

The HFY was created in 1979 as a home for disadvantaged youth and referrals were made by the provincial government department of Social Services. In 1984 the HFY was changed to an Open Custody facility, taking referrals through youth court via the Young Offenders Act. Today the HFY remains an Open Custody facility; however, referrals are made by Child Youth and Family Services through Youth Justice Court via the Youth Criminal Justice Act. The facility is a four bed co-ed environment funded by the Department of Child Youth and Family Services (CYFS). The HFY has provided a caring and supportive Open Custody facility to over 500 youth since opening.

The staff of HFY works closely with the residents to build relationships and then encourage the youth to become the best person they can be through educational, vocational, recreational and psychological endeavors.

Using a holistic approach and teaming with community partners, the HFY staff strives to ensure the youth develop socially, cognitively, academically, spiritually, and physically. Exposing the youth to new interests is rewarding whether it is teaching new study habits, addictions counselling, strength training, learning self-esteem strategies or beginning to like oneself, is all part of living as a family at the HFY.

Program Snapshot

- In 2014-15, 13 young people resided at the HFY for different periods
- 99% successfully completed their disposition
- Referrals came from Youth Justice Court and the NL Youth Center

Don Vincent, Home For Youth Coordinator

Learning Resources Program

“Providing effect programming, focusing on individual criminogenic needs, with the overall goal of reducing recidivism.”

2014-2015 represented Learning Resources Program’s 21st year of operation

The LRP and its staff have worked extensively on creating an environment for individuals to work on areas surrounding emotions management, family violence, offending patterns, relapse prevention, and those charged with sexual offences.

A new initiative of the LRP this year has been the implementation of a new program called ‘Caring Dads’. This was designed with the overall goal of helping fathers improve their relationship with their children. It also assists fathers to understand how different fathering strategies and choices affect children and will provide them with strategies to strengthen the father-child relationship.

The LRP has continued the goal of working not only in the community but offering services within Her Majesty’s Penitentiary. In addition, we have been expanding and offering assessments (STABLE 2007) through video conference at Bishop Falls Correctional Centre for those charged with sexual offences. One goal of the LRP is to work and establish relationships with individuals while incarcerated and then be able to continue that level of care and support into the community upon release. Using a holistic approach, we often refer clients to other community programs and services to help them work toward goals they have set for themselves.

It has been an exciting year with many opportunities to continue providing quality service to our community, which would not have been possible without the hard work, commitment and dedication of the LRP staff.

Rod Harris, Director of Program Development on behalf of
Marvin McNutt

Program Snapshot

- 56 clients completed OASIS
- 65 clients completed Anger Management
- 12 clients completed CBA
- 33 clients completed ISW
- 8 clients completed MISOP
- 8 clients completed Caring Dads program
- 210 referrals overall

1-2-1 Prison Visitation Program

“The 1-2-1 volunteers all report a great sense of satisfaction in knowing that their presence has been genuinely appreciated by the 1-2-1 participants and that they have exerted a positive influence on the life of someone who is currently facing many challenges.”

2014-2015 represents the 20th year that the 1-2-1 program has been in operation

The 1-2-1 program is a program offered to incarcerated men as a means of connecting with the community and exposing them to positive, pro-social community members.

1-2-1 is held weekly at Her Majesty’s Penitentiary (HMP). Once entering the facility, the volunteers prepare coffee, baked goods (often some homemade treats courtesy of our generous volunteers), and prepare to enjoy an evening with the participants. Each volunteer will visit with the inmate that they have been matched with for that particular week. After an hour the participants must leave, and a new group of participants present themselves. Topics of conversation range from plans for the future, favorite books and everything in between. Once finished, volunteers tidy up and are escorted through the facility, re-emerging on the opposite side of the gates nearly three hours later.

This past year we have had the privilege to be joined by two new volunteers, Boyd Kelly and Francoise Girard. We will dearly miss one of our long-time volunteers Josh Hawco who recently left to begin his training as an RCMP officer. Thanks to the John Howard Society, we held our annual Christmas party for our participants in December. In addition to the usual culinary delights enjoyed at the party (a feast of Mary Brown’s), our participants were pleased to receive small presents and enjoyed lots of homemade holiday treats and festive music. This year’s Christmas party was especially memorable as one of our volunteers dressed in a Santa Claus costume (complete with white hair and beard) for the occasion. The rest of the volunteers and participants, who weren’t quite as brave, opted to sport festive headwear in the form of elf hats and reindeer ears. At the end of the party, one of our participants sang us a beautiful rendition of the ‘Mummers Song’. In addition to the Christmas party, the volunteers and participants enjoyed a fun pizza party courtesy of HMP this past spring. The volunteers were very touched to have been invited to a reception at HMP in honor of volunteer appreciation week where we were offered a beautiful hand-made card from our participants, as well as a lovely volunteer appreciation event at the John Howard Society. Additionally, for the first time, 1-2-1 volunteers were invited to HMP’s annual Easter concert, where we were delighted to see several of our participants perform readings as well as sing and play the guitar.

As always, we would like to thank the dedicated staff of the John Howard Society, we also recognize that the smooth operation of the 1-2-1 program is made possible by the professional and courteous staff at HMP, who ensures the safety of all participants and volunteers each week. The 1-2-1 volunteers and participants look forward to another enjoyable and rewarding year with the 1-2-1 program.

Dianna Brooks, Volunteer Coordinator

Prison Library Program

“Treat people as if they were what they ought to be, and you help them to become what they are capable of being” – Johann Wolfgang von Goethe

2014-2015 represents the 19th year that the Prison Library program has been in operation

For the past 19 years, the Prison Library program has been in operation and continues to be a great success with the inmates as well as for the volunteers who run the program.

With the generous support of donations received from various members of the public as well as business owners including the Downhome Magazine, Transcontinental Publishing (the publisher of the various community newspapers across the island), Sterling Press (Newfoundland Herald) and Timemasters Inc (comic books), the variety of books and magazines that the inmates get to choose from is impressive. This past year, thanks to one of our volunteers, Florence Barron, and her endless enthusiasm to have books donated, the library has been able to benefit from contributions from the Arts & Culture Centre Library as well. Awesome!!!

When the library is opened, there is an average of 20 – 40 inmate daily visits during that time. This does not include the inmates who are unable to visit the library and have books dropped off to them from time to time. Going over our recorded statistics, the average number of books to be checked out is about 1780 books a month. Very impressive!

We have run into some struggles with keeping the library open on Tuesday and some Wednesday afternoons. There are various reasons for this – the unit at the Penitentiary is on lockdown; no guards available; camera in the library not working; and at times, volunteer unavailability. With our volunteers’ great attitudes, we continue to endeavor to work through these obstacles and keep the library open as much as possible.

Mr. Dave D’Entremont of Long’s Hill Convenience continues to refurbish bikes for us to raffle off to the inmates through the Read to Ride program. Many thanks to Dave and his associates for making this program a success.

On behalf of volunteers and myself, we would like to thank the HMP personnel for their support and cooperation in helping the library become a success! To our clients, the inmates, thank you for acknowledging that the library is a place that is worthwhile and that you enjoy. To the John Howard Society staff, your support is very much appreciated. We are looking forward to continued success with the library.

Robin Casey, Library Coordinator

REGIONAL DIRECTOR'S REPORT, WESTERN REGION

In 2014-2015 the John Howard Society provided a variety of quality services and programs to offenders and ex-offenders in the western region. Services offered through our Stephenville office include: West-Bridge House, Community Based Intervention Program (CBIP), Horizons Program, Linkages Program and Integrated Correctional Program Model – Community Maintenance Program. In Corner Brook, the Loretta Bartlett Home for Youth provides Open Custody services to young offenders. Details of all programs are highlighted in the individual program reports.

The past year was a busy and productive one in the region. Our West Coast staff is very committed to providing the best service they can provide in helping the clients address their needs so they are better able to fully participate in our community. The clients often express their gratitude for the support and the services they receive and it is so rewarding to see them move ahead in a positive direction.

A number of noteworthy events took place during the past year including the hosting of the Society's Annual General Meeting and Conference held in Corner Brook in September. Staff appreciation luncheons took place in Stephenville and Corner Brook which recognized staff with significant milestones in service. The annual Christmas staff and resident dinners were also a great success. As well a special Christmas dinner was held at West-Bridge House. It was attended by staff, residents and representatives of the Salvation Army. A cash donation from our Jean's Day Fund was made to the Salvation Army.

With ongoing support from our community partners including Correctional Service Canada, Department of Justice, Advanced Education and Skills, Child Youth and Family Services, our West-Bridge House Admissions Committee and other community partners, it is possible for the John Howard Society West Coast to deliver quality programs. The support we receive from those groups and agencies is greatly appreciated.

Thanks to all the staff, our executive director Cindy Murphy, as well as the west coast management team of Rosemary Mullins and Daphne O'Keefe Thanks to all the members of the Board of Directors who free up time to attend meetings and serve on committees for the purpose of setting the direction for our Society.

Charlie Young, Regional Director

West-Bridge House

“We provide a safe, structured environment for clients where they can access counseling and related services that are needed to encourage the clients to stay out of prison.”

2014-2015 represents the 29th year that the West-Bridge House has been in operation

West-Bridge House, located in Stephenville, is a 14 bed co-ed community residential facility for adult offenders on day parole, full parole, statutory release, a temporary release, or a probation order. It provides a supportive and structured environment to facilitate individual reintegration into society following a period of incarceration. West-Bridge House operates on a Responsibility Model with In-House Living Skills component and access to a wide variety of in-house and community services.

To obtain residency at West-Bridge House an applicant must be accepted by our Admissions Committee. This year 19 meetings were held where 57 inmate files were presented to the Committee. The majority of the referrals (43) came through Correctional Service Canada (Parole) with 14 coming from the Department of Justice - Adult Probation.

Our professional and well trained staff provides supervision, guidance and work exceptionally hard in helping our residents obtain the skills necessary for safe and successful daily living. We have a fulltime Residential Counsellor who regularly meets with the residents.

Referrals on behalf of our residents are made to community and in-house services such as Mental Health and Addictions counselling, Psychological counselling, AA, NA, Bay St. George YMCA, Community Maintenance Program and Advanced Education and Skills. While still residing at the House some of our residents were successful in finding employment.

I would like to thank the staff of West-Bridge House for their hard work and commitment toward achieving the goals of the Society; Cindy Murphy, Executive Director and Joanne Symonds, Director of Finance, CSC, Adult Probation, Bay St. George YMCA, Advanced Education and Skills, Admissions Committee and all our many other community partners.

Charlie Young, Regional Director

Program Snapshot

- 2813 CSC bed days
- 520 Adult Probation bed days
- 29 CSC cases accepted with 21 arriving
- 10 Temporary absence clients accepted with 9 arriving

Community-Based Intervention Program

“We provide the opportunity for clients to learn and practice new skills in a variety of areas to reduce the likelihood of further conflict with the law.”

2014-2015 represents the 18th year that the CBIP program has been in operation

The Community-Based Intervention Program is offered through our West Street office in Stephenville. It provides rehabilitative programming for adult offenders who are clients of the Department of Justice. Programs are designed to meet the criminogenic needs of the individual, with an overall goal to reduce the risk of recidivism through rehabilitative efforts. Specifically, the following programs are offered:

- Criminal Behaviour Awareness
- Substance Awareness
- Anger Management
- Intimate Partner Violence Program (Men)
- Intimate Partner Violence Program (Women)
- Shoplifters’ Awareness Program
- Impaired Driving Program
- Moderate Intensity Management of Offender Substance Abuse (MIMOSA)

The Community-Based Intervention Program strives to emphasize group work, although individual sessions may be provided based on a review of the circumstances at the time of referral. This ensures that clients are given an opportunity to complete their intervention in a timely manner.

We want to express our endless thanks to our Executive Director, Cindy Murphy; Regional Director, Charlie Young; Department of Justice staff including Fran Cumby and probation officers in Stephenville and Corner Brook. As well, our many thanks and much appreciation go to Marvin McNutt, Director of the Learning Resources Program and to other staff on the East Coast who continue to be supportive and offer assistance whenever they are able to do so. A very special thanks is given for the training and learning opportunities that were so graciously provided to us during this past year.

As always, our appreciation is also greatly expressed to our fellow West Coast staff for their continued support. We look forward to continuing to work with all of you in 2015-2016 and know that together we will be able to surpass the challenges and obstacles we may face along the way.

Daphne O’Keefe, Director

Program Snapshot

- 44 new referrals during 2014-15
- 22 completed the Intimate Partner Violence Program while 13 continue at year’s end
- 15 completed MIMOSA while 5 continue at the end of the year

Horizons

“We provide employability skills and work experience to help people make a successful transition back into the work force and reach future and sustainable goals.”

Horizons targets individuals living within the Bay St. George region who are over the age of twenty-nine, have been in conflict with the law and may exhibit lower levels of literacy, job skills and education. The program provides valuable assistance toward the rehabilitation of offenders and contributes to the likelihood of a successful transition back into the workforce.

Following recruitment and selection of candidates, there is a four-week orientation which will help prepare participants for their job placements. Orientation included: coaching on employability skills, resume writing, interview preparation, employer expectations and training for First Aid, WHMIS and introduction to Occupational Health and Safety. Following the orientation each participant conducted a job search with a goal of finding an employer who would sponsor them for a 26-week job placement.

The job placement helps the participants overcome barriers and help develop the skills needed to complete the transition to fulltime permanent employment. During the placement, regular bi-weekly sessions were held to cover a variety of topics including decision making, problem solving, and career interest building.

Participants completed the Employment Readiness Scale at the beginning of the program, in the middle and at the end. This is a very important evaluation tool to track progress by each participant.

In conclusion, we were very pleased that all of the participants successfully completed the program. I really enjoyed working with the clients and participating employers. I would like to extend thanks to the Department of Advanced Education and Skills, Stephenville business community for supporting our program, and to all those who contributed to our workshops.

Leanda Morris, Horizon Coordinator

Program Snapshot

- Program ran from May 15, 2014 to January 31, 2015
- Five participants started and all successfully completed
- Three participants have applied to college
- Two participants continue to work

Linkages

“This program gives people real opportunities to gain valuable work experience.”

The Linkages program is made possible through funding received from the Department of Advanced Education and Skills. The Linkages Program targets youth living within the Bay St. George region who are age 18 to 29, who have completed Level 11 High School (been out of school a minimum of six months). Participants have limited work experience, and have not made a successful attachment to the labour market.

The goal of the program is to provide 26 weeks of career-related subsidized employment, combined with monthly career planning workshops prior to entry to academic upgrading, skills training or continued employment.

Participants started the program with a four day workshop focusing on employability skills. Following orientation each participant conducted a job search with a goal of finding an employer who would sponsor them for a 26 week job placement.

The job placements helped the participants overcome barriers and help develop the skills needed to complete the transition to continued employment, academic upgrading or skills training.

We were thrilled to have all of the participants’ complete the program. I would like to extend thanks to Advanced Education and Skills, Stephenville business community for supporting our program, and to all those who contributed to our workshops.

Leanda Morris, *Linkages Coordinator*

Program Snapshot

- **Program ran from mid September, 2014 to March 31, 2015**
- **Four participants started and all successfully completed.**
- **Two participants have applied to college**
- **One participant continue to work**
- **One participant is on maternity leave**

The Loretta Bartlett Home For Youth

“The staff at the Loretta Bartlett Home For Youth support young offenders in all areas of life skills to reintegrate back into society.”

2014-2015 represents the 23rd year that Loretta Bartlett Home For Youth has been in operation

At our six bed co-ed facility our staff provide guidance and support in helping our young people become independent and responsible individuals. The youth under our care will acquire the skills in part through education, employment, volunteer work, job skills programs, life and social skills training, role modelling, recreation and leisure programs.

In 2014-2015 we had a total of 16 residents (seven females and nine males). There were eight youth on Order to Reside and eight in Open Custody. All referrals came from Child Youth and Family Services.

Nine residents attended school on a full-time and or part-time basis. One resident completed community service at the local soup kitchen.

Our community partners include Community Youth Network, YMCA, Salvation Army, Western School District, Western Health, RNC and the Western Coalition to End Violence.

During John Howard Society Week a bowling tournament was held and staff were presented with service awards.

Many of the youth at the home have complex needs which require specialized intervention. Through their social workers and family doctors they are linked with professionals from Mental Health and Addiction Services.

With the support of staff, Charlie Young, Cindy Murphy, Child Youth Family Services and Mike Kelly our facility social worker, this has been a rewarding and especially challenging year. Thank You to Donna Jenkins, Bookkeeper, and Joanne Symonds, Financial Director.

Rosemary Mullins, Coordinator

Program Snapshot

- In 2014-2015, 16 residents resided at the LBH for different periods of time
- 100% successfully completed their disposition
- Referrals came from Youth Justice Court and the NL Youth Center

BOARD OF DIRECTORS AND PROVINCIAL OFFICE LIST

JHSNL Board of Directors 2014-2015

Bryan Purcell, President
Phonse Miller, Vice President
Bonnie Abbott, Secretary/Treasurer
Catherine Gogan, Past President

Joan Atkinson	Debbie Sue Martin
Donna Burke	Paul Riley
Bill Janes	Michelle Short
Paul Ludlow	Dick Spellacy
Donna Luther	Mike Tobin
Leslie MacLeod	Gwen Watts

Provincial Office

Cindy Murphy, Executive Director
Joanne Symonds, Director of Finance
Susan Wight, Administrative Coordinator

STAFF AND VOLUNTEERS

Howard House Staff

Director – Rod Harris
Residential Counsellor – Val Flynn
Addictions Coordinator – Bill Ranson
Facilitators – Rob Channing, Christy Spracklin
Floor Supervisor – Nat Hutchings
Night Supervisors – Janet Merlo, Julia Snook
Office Manager – Susanne Rendell
Relief Staff – Tara Bolt, Kate Fradsham, Rebecca Gillingham, Ryan Holwell, Travis Inkpen, Jason Kelloway, Rhonda Layman, Justin Mahon, Stephen Parsons, Caitlin Penton, Matthew Strowbridge,
CMP Program – Chris Tilley

Howard House Volunteers

Brittany Abbott, Katie Adams, Cassandra Bradley, Travis Buckle, Mike Cahill, Jonathan Cardow, Courtney Clarke, Meagan Corcoran, Kim Crocker, Daniel Dalton, Dominique Dawe, Mary Dawe, Jill Donovan, Kate Fradsham, Calvin Greenham, Ben Heeley, Jessica House, Travis Inkpen, Shirley Jessome, Kyle Keeping, Melissa Mackey, Justin Mahon, Tiffany Mitchell, Keith Norman, Robert Rowe, Matthew Rypien, Lyndsay Schlarbaum, Tiffany Wall, Sylvia Walsh and Alex White

C-STEP Staff

Director – Marvin McNutt
Senior Program Facilitator – Ashley Dawe*
Program Facilitator – Chris Tilley*
Youth Services Facilitator – Julie Chafe
Youth Services Facilitator – Kathy Lewis*
Employment Services Program Facilitator – Robin Smith
Employment Services Program Facilitator – Graham Lucas*

** No longer with C-STEP*

C-STEP Volunteers – Computer Skills Tutoring

Ben Heeley, Tiffany Wall*

** No longer with C-Step*

Home for Youth Staff

Coordinator - Don Vincent
Senior Counsellor - Darren Pelley
Full-time Counsellors - Ken Antle, Scott Conway, Bonnie Mogridge
Part-time Counselors - Sean Fowlow, Paul Noftall
Overnight Supervisors - Chris Keats, Dan Lidstone
Relief Counselors – Nicole Alyward, Rick Bishop*, Ashley Dawe, Allyson Howse, Scott Kielly*,
Simone Lilly*, Graham Lucas, April Murphy, Amanda Murray*, Raylene Noftall, Andrew Peddle*,
Karen Pennell, Emma Salt, Erin Simms, Emma Smith, Kim White, Rick Parsons
and Dave Vincent

** No longer with the Home for Youth*

Learning Resources Staff

Director - Marvin McNutt
Senior Program Facilitator – Tracy Elliot
Program Facilitator – Doug Jackson
Program Facilitator – Amanda Antle
Program Facilitator – Susan Ball
Program Facilitator – Graham Lucas
Program Facilitator – Ryan Holwell*
Office Manager – Linda Fisher*

** No longer with The Learning Resources Program*

Prison Library Program Volunteers

Coordinator – Robyn Casey
Volunteers – Florence Barron, Erin Cahill, Emily Dawe, Helen Fleming*, Karen Jones, Emily
Martin, Deanna Mooney*, Lavina Neal, Victoria Ryan, Colleen Woodrow*

** No longer with Prison Library Program*

1-2-1 Prison Visitation Program Volunteers

Coordinator – Dianna Brooks
Volunteers – Francoise Girard, Josh Hawco, Melissa Hoskins, Boyd Kelly, Sara Mackenzie,
Nicole Power, Nicole Shea

West Coast Regional Director

Charlie Young

West-Bridge House Staff

House Director - Charlie Young (Acting)

Residential Counsellor - Vacant

Residential Full-time Staff - Sherrie Chaulk, Shelly Duffett, Amy Peters

Residential Staff/Relief Worker - Cory Hefford

Relief Staff - Carol Anne Caines, Val Cornect (on leave), Rhonda Critchley, Corey Domini, Chantal Drake, Crystal Formanager, Vanessa Skinner (on leave)

The Loretta Bartlett Home for Youth Staff

Coordinator – Rosemary Mullins

Senior Counsellor – Regina Mitchell

Permanent Counsellors – Paulette Burridge, Rodney Dyke, Janice Murphy, Sheldon O’Neil,
Danica Power, William Short, Janice Smith

Relief Counsellors – Kaitlyn Coombs, Janna Hartson, Natalie Hynes, Nicole Martineau,
Amanda Power, Judy Snelgrove

Executive Committee

Bryan Purcell
Phonse Miller
Bonnie Abbott

Personnel Committee

Donna Burke
Cindy Murphy
Bryan Purcell
Michelle Short

Scholarship Committee

Joan Atkinson
Catherine Gogan
Cindy Murphy

Nomination Committee

Bryan Purcell, Chair
Joan Atkinson
Paul Ludlow
Phonse Miller
Cindy Murphy, Ex-officio

ANNUAL GENERAL MEETING MINUTES

Minutes of the Annual General Meeting Greenwood Lodge, Corner Brook, NL

September 11, 2014

Provincial Board President and Chair, Bryan Purcell, welcomed approximately 20 people who attended the AGM. The minutes from the Annual General Meeting of 2013 were reviewed and adopted.

(Motion adopted: Rod Harris/Don Vincent)

President's Report

The Presidents Report for the year 2013-14 was tabled and summarized by the President, Bryan Purcell. Highlighted items included funding losses and challenges to continuing programs, as well as the move of C-STEP from Harvey Road to Water Street. No significant increases in funding are anticipated in the upcoming year, but fundraising efforts will be ongoing. Bryan mentioned that the Board had reviewed its Mission and End Statements in the past year, and developed a revised Mission Statement. As well, the Board had reviewed and revised bylaws including electronic communication and the process for nominating Board members.

Bryan spoke about the Society's intentions to further investigate establishing a presence in Labrador as well as ongoing work in client housing needs and second stage housing. He announced the possibility of receiving funding to develop housing for up to 10 clients. Bryan also announced that the building at 426 Water Street is up for sale, contingent on finding a suitable replacement, and that there is an offer on another building, but there were zoning issues. Finally, Bryan thanked the staff, managers and the Board for their efforts.

Executive Director Report

The Executive Director, Cindy Murphy, tabled and reviewed her report. Cindy reported that the past year had been especially difficult, particularly regarding the loss of the EAS program, and its impact on clients. Despite the challenges however, the Society is in good financial position. Cindy highlighted areas of her report including client housing and the proposal for funding, Labrador service needs, United Way funding for community development work to submit a report to government, and the proposed Fine Options program to allow people to retire their debt through community service. She thanked the staff and board for their commitment during the past year.

Regional Director's Report

The Regional Director, Charlie Young, tabled and reviewed his report. Charlie reported that 2013-14 had been a difficult year at West-Bridge House, where client bed days had averaged only 5. He anticipates a much improved year with the current average bed days of 9. Charlie mentioned the loss of core staff due to funding losses, the service awards distributed in February 2014, the move of Neptune Road staff to 92 West Street and the pending renovations at that location. As well, Charlie thanked all staff for their contribution, and in particular, Rosemary Mullins for her efforts in planning and organizing the day's events. He welcomed Leslie Macleod to the Board of Directors, and passed along Mike Tobin's regrets.

Treasurer's Report

In the absence of Bonnie Abbott, Joanne Symonds, Director of Finance, presented the Treasurer's Report for 2013-14 which included the audited statements completed by the firm of Harris Ryan. During the past fiscal year, the Society was successful in monitoring and reducing discretionary spending and was therefore able to keep total expenses in line with the budget. Due to an unanticipated increase in billing at Howard House, the Society experienced a small overall surplus.

(Motion adopted: Marvin McNutt/Charlie Vincent)

Resolutions

- Amendment to the JHS Constitution and By-Laws re section 4(A) which removed the condition of having to be a member of the Society for one year before being able to serve as a member of the board of directors.

(Motion adopted: Bryan Purcell/Rod Harris)

- Appointment of Auditors: Harris Ryan

(Motion adopted: Bryan Purcell/Julie Philippe)

Nomination Committee Report

Bryan Purcell excused himself and left the room as he was up for nomination. Cindy Murphy conducted the nominations for the Board of Directors on behalf of Joan Atkinson, Chair of the Nomination Committee. Those who were nominated for a three year term were Bryan Purcell, Paul Ludlow, Gwen Watts, Michelle Short and Donna Luther to replace Paul Riley.

(Motion adopted: Cindy Murphy/Don Vincent)

(Motion to adjourn: Cindy Murphy).

Recorder

Joanne Symonds

HARRIS RYAN

INDEPENDENT AUDITOR'S REPORT

To the Directors of The John Howard Society of Newfoundland and Labrador Inc

We have audited the accompanying combined financial statements of The John Howard Society of Newfoundland and Labrador Inc, which comprise the combined statement of financial position as at March 31, 2015 and the combined statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of combined financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

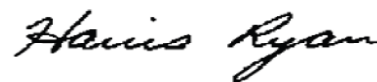
Basis for Qualified Opinion

In common with many charitable organizations, the Society derives revenue from fundraising and bequests the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Society and we were not able to determine whether any adjustments might be necessary to donations and fundraising revenues, excess of revenues over expenses, current assets and net assets.

Qualified Opinion

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the voluntary source revenues referred to in the preceding paragraph, the combined financial statements present fairly, in all material respects, the financial position of The John Howard Society of Newfoundland and Labrador Inc as at March 31, 2015 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

St. John's, Newfoundland and Labrador
August 6, 2015



CHARTERED PROFESSIONAL ACCOUNTANTS

Suite 202 120 Stavanger Drive, St. John's, NL Canada A1A 5E8
Phone: (709) 726-8324 Fax: (709) 726-4525

JOHN HOWARD SOCIETY OF NEWFOUNDLAND AND LABRADOR INC

Condensed Balance Sheet

March 31, 2015	2015	2014
Assets		
Current assets	1,221,960	1,157,060
Investments	19,519	19,080
Capital assets	2,224,638	869,287
	<u>3,466,117</u>	<u>2,045,427</u>
Liabilities		
Current liabilities	1,714,545	346,567
Deferred revenue	12,439	12,839
Accrued severance	180,051	172,816
Long term debt	-	5,216
	<u>1,907,035</u>	<u>537,438</u>
Net Assets		
Donated surplus	435,000	435,000
Net investment in capital assets	439,424	424,115
Restricted	496,219	495,780
Unrestricted	188,439	153,094
	<u>1,559,082</u>	<u>1,507,989</u>
	<u>3,466,117</u>	<u>2,045,427</u>

Condensed Statement of Operations

Year ended March 31, 2015	2015	2014
Revenue	3,978,272	4,087,660
Expenses	3,927,619	4,005,986
Excess (expenditures over revenue) revenue over expenditures	<u>50,653</u>	<u>81,674</u>

Statement of Changes in Net Assets

Year ended March 31, 2015					2015	2014
	Net investment in capital assets	Restricted net assets	Donated surplus	Unrestricted net assets	Total	Total
Net assets, beginning of year	424,115	495,780	435,000	153,094	1,507,989	1,402,535
Excess revenue over expenditures	(59,400)			110,053	50,653	81,674
Endowments						15,000
Other		439			439	8,780
Capital asset additions	69,751			(69,751)		
Repayment of long term debt	4,958			(4,958)		
Net assets, end of year	<u>439,424</u>	<u>496,219</u>	<u>435,000</u>	<u>188,438</u>	<u>1,559,081</u>	<u>1,507,989</u>