

# John Howard

THE JOHN HOWARD SOCIETY OF  
NEWFOUNDLAND AND LABRADOR



**Annual Report**

**2015-16**

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# MISSION STATEMENT AND CORE VALUES

## 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.

# BOARD OF DIRECTORS

## **Board of Directors 2015-16**

Bryan Purcell, President

Phonse Miller, Vice President

Bonnie Abbott, Secretary/Treasurer

Catherine Gogan, Past President

## **Board Members**

Joan Atkinson

Donna Burke

Paul Ludlow

Donna Luther

Leslie MacLeod

Debbie Sue Martin

Jason Sheppard

Michelle Short

Dick Spellacy

Mike Tobin

Gwen Watts

# COMMITTEES

## **Executive Committee**

Bryan Purcell  
Phonse Miller  
Bonnie Abbott

## **Personnel Committee**

Donna Burke  
Bryan Purcell  
Michelle Short  
Cindy Murphy

## **Scholarship Committee**

Joan Atkinson  
Catherine Gogan  
Cindy Murphy

## **Nomination Committee**

Leslie Macleod, Chair  
Bryan Purcell  
Debbie Sue Martin

# ANNUAL GENERAL MEETING MINUTES

## **Minutes of Annual General Meeting NL Homelessness Association St. John's, NL**

**October 15, 2015**

Bryan Purcell, President of the Board of Directors of the John Howard Society NL, welcomed approximately 30 people to the AGM of the John Howard Society NL for 2015. Bryan reminded everyone that this is the 64th year of operation for the John Howard Society.

The previous minutes of the September 2014 AGM were reviewed and adopted.

***(Motion adopted: Leslie MacLeod/Rod Harris)***

### **President's Report – Bryan Purcell**

Bryan Purcell tabled and reviewed his report for the 2014-2015 year. Bryan brought attention to some key happenings over the year: purchase of the new building on 342 Pennywell Road; the possible sale of or leasing of 426 Water Street; the beginning talks with the Labrador community regarding The John Howard Society helping with the offenders in that community; the development of 'Garrison Place' which will be a 10 unit affordable housing complex for those people who have serious barriers to affordable housing; the recent news about the reinstatement of the Family Violence Court with a permanent court in St. John's and a 'pilot' court being set up in Stephenville and John Howard Society's role in delivering services for this project; the addition of Rod Harris to the Provincial office as Director of Program Development.

Bryan remarked on the changes over the past couple of years and the looking forward to the new developments coming up in the future. In closing, Bryan thanked the staff, managers, volunteers and the Board for all their hard work over the past year.

### **Executive Director's Report – Cindy Murphy**

Cindy Murphy, the Executive Director of the John Howard Society, NL, tabled and reviewed her report. Cindy remarked on the 64th year of operations of the John Howard Society and the issues that the Society is dealing with today are relevant as the issues of 64 years ago. Over the past year, The John Howard Society of NL has assisted approximately 1,100 clients. Cindy remarked on various issues including the issues that the Home For Youth has endured this past winter (roof leaks, frozen pipes and sewer backup) and the temporary relocation of staff and youth; the relocation of the Head office, LRP and C-STEP to 342 Pennywell Road; Garrison Place, the supportive housing complex that The John Howard Society is in the process of establishing; the issue of the critical needs of offenders in Labrador and the complex issues that surround them; and finally the great news about the Family Violence Court being reinstated. Cindy thanked the staff, volunteers and board for hard work and dedication over the past year.

## **Regional Director's Report – Charlie Young**

Charlie Young, the Regional Director of the West Coast offices, tabled and reviewed his report. Over the past year, the West Coast offices enjoyed a busy and productive year. Charlie thanked his staff for their commitment to go above and beyond in helping their clients achieve their goals and point their lives in a new positive direction. Charlie mentioned that the residents at West-Bridge House have been able to partake in the programs offered at the YMCA in Bay St. George for a cost of \$5.00 per month.

The John Howard Society was recently awarded the contract to assist the newly reinstated Family Violence Court in St. John's and a pilot court in Stephenville. As a result, the West Coast office is now in the position to hire 2 Community Based Intervention Program Facilitators as well as move into a larger office separate from West-Bridge House.

Charlie reported that he and all the west coast staff are looking forward to the coming year

## **Treasurer's Report – Stephanie Hartery**

Stephanie Hartery presented the audited statements in the absence of Bonnie Abbott, Board Treasurer. The statements were completed by Harris Ryan Accounting Firm. During the past fiscal year there was a small decrease in the amount of government funding; The John Howard Society purchased 342 Pennywell Road and moved offices from 426 Water Street. The building purchase was financed on a long-term mortgage on Pennywell Road, as well as a short-term bridge loan until the Water Street building has been sold. The John Howard Society ended the 2014-15 year in a good financial position.

## **Resolutions**

- **Appointment of Auditors: Harris Ryan**

Harris Ryan was appointed the Auditors for the John Howard Society NL for 2015-16.  
*(Motion adopted: Mike Tobin/Debbie Sue Martin)*

- **Nomination Committee Report**

Joan Atkinson, Chair of the Nomination Committee, conducted the nominations for the Board of Directors. Those who were nominated for a three year term were Phonse Miller, Catherine Gogan, Leslie MacLeod and Dick Spellacy.  
*(Motion adopted: All were in favour)*

*(Motion to adjourn meeting: Bryan Purcell)*

**Recorder, Susan Wight**

## PRESIDENT'S REPORT

As in the previous year, 2015-16 was both challenging and rewarding for the Society. It was a year in which the financial adjustments and constraints experienced in the previous two years were largely carried over. Fortunately, the measures taken in those years enabled the Society to move into 2015-16 with a solid, sustainable operational plan which ensured the continuation of all core programs. Limited new government funding also allowed some opportunities for program expansion, e.g. the reinstatement of the Family Violence Court, the funding of the Skills Link Program, etc.

Regarding its place in the community, the Society has always invested considerable effort into establishing and maintaining good working relationships with our partners in government, the community and private sectors. This is essential to an organization like ours and it pays dividends in many ways across all of our endeavors. Over the past year the Society has partnered with a number of community organizations to sponsor learning opportunities, has accessed grants to support service development and delivery, and has supported the efforts of other community organizations whose services have an impact upon our clientele. Of particular importance, however, has been the Society's work in maintaining key relationships with government agencies at the federal, provincial and municipal levels. The management of these relationships is key to our success as an organization working to provide services for offenders and their families. These relationships are complex, especially as they pertain to justice and correctional agencies. The Society must play both a strong advocacy role and also position itself to partner with government in the development and delivery of key services to inmates and those under formal community supervision orders. The Society has built very strong and effective relationships with our key government partners over many years and we continue to maintain these. As a result, the Society not only continues to have major involvement in service delivery in the justice system, but is also broadly consulted by government on justice and correctional issues. We are regularly invited to participate in government committees and consultations and enjoy very effective access to policy makers and legislators. All of this has a very significant positive impact on our effectiveness in working to the benefit of our clients.

As noted in last year's report, in February 2015 the Society was successful in being awarded a grant in the amount of \$1,250,000 to design and build a ten-unit affordable housing complex. This complex, to be known as Garrison Place, will be built on Society-owned land on Garrison Hill adjacent to Howard House. Planning commenced immediately. While a number of challenges were encountered in terms of meeting site requirements, regulatory requirements and technical parameters, the planning process was conducted very effectively and produced an excellent building design. This design not only provides a very positive and attractive environment for residents, but also integrates with the existing Howard House building and enables both buildings to have improved physical resources and accessibility. As of March 31, 2016, a public Request for Proposals for the construction of the complex had been issued. It was expected that proposals would come in below the maximum available funding and that construction would

commence by June. In the meantime, the Society had been able to use additional grants to purchase and store needed furnishings, appliances and supplies for the new complex. Tentative date for final completion of the project has been set for early 2017.

As part of our commitment to explore the potential for the Society to establish a service base in Labrador, further consultations were held in Happy Valley-Goose Bay in June. This included a consultation session with representatives of a broad range of local agencies. The Society was represented by Board Member, Gwen Watts, Executive Director, Cindy Murphy, Director of Program Development, Rod Harris and the undersigned. The response was very positive with a consensus that we should pursue the possibilities of further development. It was recognized that any such development would require financial support from government. Unfortunately, our inquiries and representations to government did not yield any financial commitment, though there was acknowledgement of the critical needs. Thus further service development plans has been put on hold. At this year's end, there may be some internal surplus funding in the Society's finances that may make it possible to fund some planning and development work for Labrador. This will hopefully lead to a recognition by government that this area of critical service need warrants its long-term financial support.

Our new building at 342 Pennywell Road was occupied in March 2015. An official opening was held in May. Along with board staff and volunteers, the ceremony was attended by service partners, City Councillors and members of the House of Assembly. The Honorable Felix Collins, Minister of Justice and Attorney General was the guest speaker at the ceremony. The building was named in honor of Terry Carlson, long-time Executive Director of the Society. Terry was in attendance and spoke to the group reflecting upon the long history and development of the Society. The new building, which has now been in use for over a year, has proven to be all that we had hoped it would be. It provides excellent accommodations in terms of offices, program rooms and related facilities and is situated in an excellent location.

Efforts to sell the Society's old building at 426 Water Street are on-going. Unfortunately, due to the downturn in the economy and its impact upon the real estate market, especially in the downtown area, properties have not been selling and prices have dropped significantly. We will continue to actively pursue all options.

John Howard Society Week was held in mid-February with the scheduling of a number of events. The purpose of John Howard Society Week is to help raise the profile of the John Howard Society in the community and the level of awareness of the needs and characteristics of our clients and programs. It is also a time to mark significant milestones and to pay tribute to staff, volunteers and service partners. This year, a luncheon was held at which the Honorable Andrew Parsons, Minister of Justice and Attorney General was the guest speaker. A number of other events were held during the week and positive media coverage occurred.

The late Paul J. O'Neill was a long-standing Board Member and Past President of John Howard Society Newfoundland and Labrador. He made great contributions to the Society. Recently the Society received a bequest from his estate. To honor his contributions, it was decided that the boardroom at the Pennywell Road building be named in his honor. At the luncheon during John

Howard Week, the main boardroom was officially named the Paul J. O'Neill Boardroom. This is a very fitting honor for a talented and dedicated volunteer.

The Society continues its affiliation with the John Howard Society of Canada and through this it is also affiliated with the other sixty-four local, provincial and territorial John Howard Society's across Canada. We continue to benefit from this affiliation through strong collective action on issues, (e.g. court challenges on such issues as prison solitary confinement, human rights issues, prison overcrowding, etc.), knowledge transfer, participation in national standards and a national insurance policy.

At the October 2015 Annual General Meeting of the John Howard Society Canada, Catherine Gogan completed her term as Past President, while the undersigned, who had completed a three-year term as Vice-President, was elected President. As this necessitated the appointment of a new board member for Newfoundland and Labrador, Paul Ludlow and Debbie Sue Martin were elected as alternate members for this position with Paul serving the initial part of the term, followed by Debbie Sue.

With the change of government in Ottawa, there is great hope that the stagnation and lack of consultation which had been experienced under the Harper Government would change for the better. The experience to date has been encouraging.

At the close of the year, it is fitting to reflect upon our Society and its place in the community. What we see is a well-run organization which: is on a solid financial footing, enjoys a very good reputation in the community and among its service partners, and has excellent facilities and resources to carry out its mandate. We will continue to strive to enhance our scope and effectiveness while maintaining our strengths through our valued community partnerships. Our confidence in the future is made possible by the special people who work with and support our organization. I offer heartfelt thanks to our Board of Directors. On their behalf and mine, I extend most sincere thanks to our dedicated and talented managers, staff and volunteers who make all of our achievements possible.

***Bryan Purcell, President, Board of Directors***

## EXECUTIVE DIRECTOR'S REPORT

2015-16 was a busy but productive year for the John Howard Society of Newfoundland and Labrador (JHSNL). The Society was able to maintain all existing programs, expand in areas such as employment services and once again provide family violence treatment to the reinstated Family Violence Intervention Court in St. John's. Additionally, the Department of Justice piloted a second site in Stephenville and our Community Based Intervention program (CBIP) expanded to meet the treatment needs of the speciality court on the west coast. To accommodate the new staff, the CBIP program moved into new bright and spacious office space on Main Street in Stephenville.

Early in the year, the administrative offices along with the Learning Resources and C-STEP program were busy settling into our new building on Pennywell Road in St. John's. In May, we held our official opening and were so pleased to have so many of our government and community partners, friends and supporters join us in our good fortune. The new site has proven to be a wonderful improvement to our office and program delivery space for staff and clients alike.

Plans continued for the construction of our supportive housing complex – Garrison Place - which will be co-located on the property with Howard House, our community residential center on Garrison Hill. Additional federal funding was secured from the Homelessness Partnering Strategy to purchase the appliances, furniture and other items needed to equip the housing units once completed. We anticipate a busy year ahead as we move through the construction phase. Special thanks to our building committee for their time and commitment to this important project.

Throughout the year the Society contributed to the public discourse on criminal justice matters. Among others, the consultations included access to justice, lack of affordable housing and the need for improved mental health and addictions services. The Society met with the Justice Minister and his officials to discuss prison crowding at both the male and female provincial correctional centers and advocated for the development of a bail release program.

JHSNL continued to be actively involved with the Atlantic Halfway House Association (AHHA) during the past year and had the opportunity to meet with the District and Area Directors to discuss matters important to the Association. In March, however, Correctional Service of Canada (CSC) advised that there were several changes coming for the new contact year. This would mean no per diem increases once again for the Atlantic region. There would be changes to the enhanced funding as well as the loss of advance funding for most of the facilities. Additionally, it would also mean contracts would no longer be administered in the region but with CSC National Headquarters in Ottawa. This would all prove to be a very arduous process requiring numerous contract amendments and much uncertainty for the new fiscal year.

Historically, AHHA has collaborated with the other regional halfway house associations to help advance the needs of community correctional centers. In the past couple of years however, CSC decided to no longer fund the Associations and therefore with no paid staff, it has unfortunately led to little or no contact among the regions.

In late fall the Society was pleased to be invited to join a new National Youth Justice Network (NYJN). The Network held its first meeting in Vancouver in December and brought together leaders from the youth justice community to help the sector create opportunities and share best practices. We look forward to helping advance the NYJN's agenda.

As in past years, the Society facilitated a family federal prison visit. This year 13 family members spent the weekend visiting loved ones incarcerated in the maritime federal correctional facilities. Visits were made to inmates in Springhill, Dorchester, Dorchester Minimum and Atlantic Institution. The funding for this program is made available through Correctional Service of Canada who continue to recognize the importance of maintaining family ties to successful reintegration. Thanks to the staff who graciously give their time to make this weekend happen every year.

A special thanks to all Society volunteers who enrich our programs very day. Volunteers are active in so many areas including our residential programs, they staff and operate the library program at Her Majesty's Penitentiary (HMP) and visit inmates through the 1-2-1- Visitation program. In addition, the volunteers are instrumental to the annual Children's Christmas Party – a wonderful event that is held every year. Remarkably, the party which is organized by Howard House Office Manager, Susanne Rendell, has been taking place for three decades.

I would like to express my gratitude to our board and staff. I am motivated by their dedication. Thanks to our clients who place their trust in us. They inspire us to provide the best services possible.

I would like to extend my gratitude to all who have contributed to our successes over the past year including our funders who are committed to helping the Society carry out its mission. We look forward to an exciting year ahead as we build on the momentum of the past year.

***Cindy Murphy, Executive Director***

## HOWARD HOUSE

2015-16 represented Howard House's 39<sup>th</sup> year of operation and the staff is pleased to report that with an increase in bed days, it was quite a busy year. Howard House's residential program provides an opportunity for 16 adult males on either: day parole (DP); full parole (FP); statutory release (SR); statutory release with residency (SRR); temporary absence (TA) or probation; to access programs and services within the John Howard Society, Correctional Services of Canada and/or the broader community, while having a safe place to call home. Howard House is a first step for many men in their reintegration journey after serving a period of incarceration or having a community based sentence. On site, we offer individual counselling services to our residents that assist clients in achieving their goals and make numerous referrals to various agencies.

Howard House is also the site of a community reporting center for Correction Services of Canada clients living in the community that require periodic physical check-in's as part of their case management plan. Also, enveloped in the Howard House program this year was the Annual Family Visit. Last, but certainly not least, we facilitated two of the three streams of our addictions program, Moderate Intensity Management of Offender Substance Abuse (MIMOSA), in the Howard House facility. The third stream of the MIMOSA program was offered in a group setting at Her Majesty's Penitentiary.

This year, Correctional Services Canada (CSC) had 38 clients reside at Howard House for a total of 4000 bed days, with the average stay approximately 105 days. This is an increase of 400 bed days (see *Table 1*). Corrections and Community Services (CCS) had 52 clients take advantage of the program, utilizing 1510 bed days, with the average stay approximately 29 days. This is a decrease of 262 bed days from the previous year (see *Table 2*).

During the year a total of 201 cases were presented to the Howard House Admissions Committee for residency. During this time the committee assesses the suitability of the potential client to Howard House. Of these, 65 percent were accepted (see *Table 3*). Those who were not approved were deemed either at a higher risk for community supervision level than the facility could support, have intensive needs that Howard House could not effectively meet or did not have a viable case plan at the time of presentation. Overall, of the 90 clients residing at Howard House in the 2015-16 fiscal year, 77 percent of residents successfully completed the program or were still ongoing at the end of the reporting period. Unfortunately, we did have five who went unlawfully at large. However, all were found and returned to custody or they turned themselves into authorities and were returned to custody. For the others who failed to complete the program, it was mainly due to technical violations. Mental health and addictions continues to be a significant contributor to the criminal activity in our communities.

**Table 1**

CSC	Day Parole	Full Parole	Statutory Release or Voluntary SR	Statutory Release with Residency	UTA	Halfway Back	Total
Federal Referrals	40	1	10	11	6	3	71
Provincial Referrals	52	-	N/A	N/A	N/A	N/A	52

**Table 2**

CCS	Temporary Absence	Probation	Conditional Sentence	Total
	77	4	-	82

**Table 3**

Admission	Accepted	Denied	Total	Acceptance Rate
CSC	83	40	123	67percent
TA	48	29	77	62%
Probation	-*	1	1	-%
Total	131	70	201	65%

- *Three clients were maintained for residency in supervision transfer TA/Probation*

We were fortunate to be able to coordinate the Annual Family Prison Visit in May 2015. During the visit, seven family members were able to see their loved ones in federal institutions in Newfoundland and Labrador and New Brunswick and had a very successful meeting. It was unfortunate that due to unforeseen circumstances, seven other family members had to cancel their participation in the visit. We are very pleased to have a contract in place for a 2016 prison visit and anticipate a much higher number of participating family members.

Our volunteer program at Howard House is a valuable asset to both the organization and residents alike. This past year we had over 20 volunteers provide assistance to staff in the daily operations of Howard House, helping residents with resumes, job searches, housing searches, etc.; assisting with administrative tasks, cooking as well as assisting with special projects as they arise. The most noted special project is the Annual Children's Christmas party and this year marked the 32<sup>nd</sup> year that this party has been held! Organized by Susanne Rendell and made possible

through our volunteer efforts and numerous donations from private citizens and businesses, Howard House was able to bring joy to over 30 children again this year with an energetic and fun time at Axtion, topped off with a visit from Santa Claus himself!

Last but certainly not least, Howard House is very fortunate to have a fantastic team. Our staff, which is comprised of five core residential staff, three program staff and our relief staff, go above and beyond to assist clients daily. All our volunteers have a genuine belief in giving our clients second chances and helping them reach goals and renewing their confidence in their ability to make positive life changes. Howard House thanks and sincerely appreciates the many hands who help our clients in their reintegration journey. On a personal note, this year marked a transition for me to an Acting Director role and I very much appreciate the support everyone has shown to me during this time as I settled into the role. Many thanks to all.

***Val Flynn, Acting Director***

Our Moderate Intensity Management of Offender Substance Abuse (MIMOSA) program is a continuous intake program offering a 7-week substance abuse intervention to clients struggling with ‘substance use behaviour’ that has contributed to negative life outcomes, including, but not limited to, criminal behaviour. The goal is to help clients challenge their thinking and choices around substance use and to make healthier and more pro-social decisions.

Howard House’s MIMOSA program is comprised of the residential and non-residential programs. Residents of Howard House who are on parole, temporary absence or probation, participate in program while availing of the support of a halfway house. Non-residential, or Day Program, is for those individuals living in the community who may not need all the support of a halfway house, but still require help with their addiction. There are also opportunities for female clients to avail of the program as it can be offered on an individual basis should group not be an appropriate intervention.

As the vast majority of offenders have an identified substance use issue, the Society partners with Her Majesty’s Penitentiary (HMP) to deliver a continuous intake program inside the institution for inmates on both pre-trial detention and well as those who are sentenced. For clients who are enrolled in the program but have reached their release date without completing their sessions, the program allows for them to complete it once they are returned to the community. This is made possible with support of Corrections and Community Services.

During this reporting period, there were 96 new assessments completed. A total of 105 clients attended the MIMOSA program overall, with slightly more clients attending at HMP than in the community. The Howard House program provided service to 50 clients some of who were transferred from the HMP program. Overall, 69 percent of the clients who attended MIMOSA successfully completed the program. *Table 1* outlines the MIMOSA Program participant composition and performance over this past year. At the end of the fiscal year there were six clients continuing in the HMP group and eight continuing in the community group! We look forward to the coming year and working with our community partners to help to build healthier clients outcomes. It is our goal to reach even more clients in the coming year.

**Table 1**

MIMOSA	Assessed	Successful Completion	Discharged or Incomplete
CSC	6	5	-
TA	17	13	9
Probation	12	7	4
On Bail	2	2	-

<b>Intermittent Sentence</b>	1	1	-
<b>Female</b>	1	-	1
<b>HMP</b>	57	30	5
<b>Total</b>	96	58	19

As always we extend our sincere appreciation and gratitude to the staff of HMP and the Adult Probation Officers for their continued support of our MIMOSA program. These partnerships are crucial to the mutual goal of reaching clients and meeting the need demonstrated in our community. Finally, many thanks to the staff who so competently deliver this program with dedication and commitment to helping the participants make positive changes in their lives.

***Val Flynn, Acting Director***

2015-16 represented the Cognitive Skills Training and Employment Preparation (C-STEP) Program's 32nd year of operation. This past year was a busy one with an increase of 21 percent in the number of referrals. The staff once again worked diligently to provide individualized, holistic service to meet the needs of each client.

C-STEP offers a number of programs including individual employment counselling for both youth and adults and various workshops on employment related topics. Included in these workshops are resume writing, interview skill building, traffic control and first aid. As well, the program helps clients who are eligible to obtain a Record Suspension (Pardon). This process is often times crucial in helping clients overcome the barrier of a criminal record as they seek to find meaningful employment. C-STEP also offers clients the opportunity to brush up on their computer skills through our volunteer computer tutoring program. Finally, the C-STEP program delivers the Integrated Correctional Program Model – Community Maintenance Program (ICPM-CMP) to those clients on parole. This Correctional Service of Canada Maintenance Program helps to reinforce the key skills learned when the individuals were incarcerated all the while assisting them to apply the skills in their daily lives in the community.

C-STEP staff have also met with clients or delivered some of our employment workshops inside Her Majesty's Penitentiary. This allows us the opportunity to establish a relationship with the client just prior to them being released as well as giving them a head start at accessing any of the Society's employment programs or services that may be coming up in the future. This connection also allows our staff the opportunity to research education or employment opportunities that the client has expressed an interest in pursuing. As we all know, lack of education and/or employment is certainly one of the major risk factors associated with crime.

Towards the end of the fiscal year, the program started looking at the possibility of providing our employment workshops to those inmates soon to be released from the Labrador Correctional Center via teleconference. Again, this is one more way to help those inmates become better prepared for their release back into the community. Hopefully, this initiative will become a reality in the new fiscal year.

Even though the C-STEP program is a worthwhile program, there continues to be a fairly high number of "no shows". This issue will be investigated in the near future to determine if this is something we as a Society can change or if the issue lies with the clients themselves. With similar issues happening with the Learning Resources Program, I am confident we will have less clients failing to show in the future.

**Table 1: Activities of C-STEP for 2015-16**

PROGRAM	REFERRALS	ASSESSED	STARTED	UNSUCCESSFUL	SUCCESSFUL	ONGOING
Employment Counselling (Individual)	85	85	85	5	12	68
Youth Services Program	62	62	62	5	25	32
Record Suspensions	77	77	77	9	5	63
Linkages Employment Program	5	5	3	2	-	1
Resume Workshop	12	12	12	-	12	-
Interview Skills Workshop	4	4	4	-	4	-
Traffic Control Workshop	8	8	8	-	8	-
First Aid	3	3	3	-	3	-
Computer Tutoring	12	12	12	3	8	1
ICPM-CMP	38	38	38	9	23	6
No Show / Not able to contact	70	-	-	-	-	-
<b>TOTAL</b>	<b>376</b>	<b>306</b>	<b>304</b>	<b>33</b>	<b>100</b>	<b>171</b>

Thank you to our funding partners for their ongoing support over the past year and finally, I would like to thank the staff for their hard work, dedication and consistently going above and beyond to help meet the needs of our clients.

I would like to personally thank Mr. Gord Butler from the Department of Advanced Education and Skills. Gord has been a strong supporter of the program over the years and we wish him the best in his retirement.

***Rod Harris, Acting Director***

# HOME FOR YOUTH

The John Howard Society's Home for Youth (HFY) has completed its 37th year of operation. Throughout this period, HFY staff has strived to provide successful reintegration and rehabilitative programs for young people sentenced to Open Custody dispositions.

The HFY has seen very inconsistent admissions during 2015-16. During the course of the year, there were times when there was a low number or no residents residing at the Home. However while these low numbers are concerning they are beyond the control of the HFY.

All referrals were made by the Provincial Department of Child, Youth & Family Services (CYFS). Of the HFY's admissions, three youth were sentenced to Open Custody and arrived directly from Youth Justice Court. Six young people arrived from the Newfoundland and Labrador Youth Center either as a result of a blended Secure and Open Custody sentence or as a result of a review of their Secure Custody disposition.

**Table 1: Admissions Table**

Admissions	Male	Female	Direct Court Referrals	Secure Custody Referrals	Other Referrals	Completed	Did not Complete	Current
9	8	1	3	6	-	6	1	2

## **Community Involvement and Programming**

As in past years the residents at the HFY actively participated in in-house programming that included educational, social, vocational and recreational opportunities. The youth also participated in other learning opportunities within the community.

The HFY residents were involved in the community and availed of social, recreational and formal educational activities with our community partners. These include the Eastern School District, The Works at MUN, Goodlife Fitness, Murphy Center, the Newfoundland and Labrador Youth Center, the Rowan Center, Eastern School District, Choices for Youth, Thrive, Service Canada, Child Youth and Family Services, Eastern Health, Waypoints and private sector businesses. The John Howard Society's C-STEP Program and Youth Services Program assisted with a number of youth this past year. The youth were able to participate in the programs offered by C-STEP as the average age of a youth completing a disposition was 17.6 years old.

The Point System for Resident's Evaluation (PSRE) program was developed years ago and continues to be the basis for the residents' evaluation. This program is based on self-reflection and promotes responsibility and self-behavior modification.

As part of the youth's reintegration process, all HFY programming promotes and encourages: pro-social behaviour with adults and peers, self-respect and respect for others, recreation/vocation and educational involvement, in-house group discussion and staff-resident problem solving sessions. The program also takes into account life skills training such as personal hygiene, household maintenance, chores, cooking and general skills required in day-to-day living. The end result of this program is that the youth learn they are responsible for their own success with appropriate actions and behaviours are rewarded.

### ***Programming Initiatives***

Staff were involved in numerous initiatives throughout the year. A snapshot of some of activities are as follows:

- Researched and gathered numerous information articles on appropriate topics in youth corrections for staff and residents.
- Reviewed and updated most in-house policies and programs.
- An improved training package was developed for any new staff employed by the HFY.
- Completed a review of the draft Provincial Youth Corrections Policy Manual.
- Purged files and stored files from both staff and coordinator's office.
- Staff completed some community outreach by reconnecting with previous HFY residents.
- In conjunction with the John Howard Society Learning Resource Program, the HFY developed a Criminal Behaviour Awareness Program for Youth.
- Attended all case planning meetings of any youth scheduled to be released from Secure Custody to Open Custody.
- Staff also did a number of general repairs and maintenance of the building.

### ***Meeting with Child, Youth and Family Services***

A meeting occurred this year between the John Howard Society and Child Youth and Family Services (CYFS). This meeting was held to discuss the trend of the low number of youth receiving Open Custody and Youth Custody across the province and country. It also provided an avenue to put forth some ideas the HFY had for its overall program within the Eastern region. The meeting's focus was on three possible areas the HFY staff could get involved in, especially when the facility numbers of youth are low. These areas were:

- Possible formalization of an outreach program with HFY ex-residents.
- The commencing of providing youth groups in Criminal Behaviour Awareness (CBA) with HFY staff and possible other John Howard Society staff.
- The possibility of exploring/revisiting the Community Support Program (CSP) with the scope of the work being done with HFY staff. This would consist of curfew checks and aiding young people in the completion of Community Services Orders.

A lengthy discussion was held on each suggestion, with the end result being that CYFS may have interest in some of the ideas, however the Department will need to check with staff on the front lines to gather some information. Unfortunately, to date, we have not received a response back.

### ***Extensive Renovations***

In January 2015 there was a significant rain and wind storm in St. John's. The HFY received substantial damage to its roof during this event. The staff and residents had to evacuate the premises in this emergency situation. The staff and residents had to temporarily relocate to a local hotel until such time that a fully furnished, three bedroom house in the west end of St. John's was rented.

The interior of the home received extensive water damage to the ceilings due to the roof event. It was discovered that all of the stucco ceilings contained asbestos which meant a longer repair as a full abatement had to be performed. In February 2015 the unthinkable occurred once again. During the abatement, a water pipe broke over a weekend and completely flooded the premises for two days while the building was vacant. This of course caused yet another series of substantial repairs which kept the staff and residents out of the home until June 2015.

In closing, I am happy to report that we are operating back at the home with around 80 percent of the interior being completely renovated. I have to commend staff and residents for operating in some pretty difficult settings then what they were usually accustomed to.

***Don Vincent, Coordinator***

## LEARNING RESOURCES PROGRAM

2015-16 represented the Learning Resources Program's (LRP) 22nd year of operation. This year proved to be quite busy with a 76 percent increase in overall referrals. This increase reflects the hard work, dedication and adaptability of the LRP staff. Without such a commitment this would not have been possible. The staff provide an open, holistic environment for our clients that is relaxed, inviting and is conducive to helping our clients gain the most from each program.

The LRP's core programs offer a range cognitive behavioural interventions which is concentrated on the criminogenic needs of offenders with the goal of reducing recidivism. Criminogenic needs are attitudes and behaviours which contribute to criminal activity which can be changed so that the risk of re-offending is reduced. Attitudes which favour a criminal life-style, association with offenders and abuse of alcohol or drugs, are some of the more important factors which are targeted in our programs.

Most programs are structured to be either moderate or high intensity. Not only is the type of programming identified to address the offender's needs, but it must also be determined if the client is at moderate or high-risk to re-offend. This will determine if the client requires a more lengthy and intensive program. The LRP has continued the practice of offering most of our programs in both the community and Her Majesty's Penitentiary. One of our main goals is to establish a relationship with individuals while incarcerated and continue that relationship as they are released back to the community.

Our programs include:

- **Family Violence (Options and Alternatives Skills for Interpersonal Safety (OASIS)/Family Violence Intervention Court (FVIC)** – This program targets male offenders who have been found guilty of assaulting or threatening family members.
- **Turning Points** – This program is for woman who have been found guilty of assaulting or threatening family members.
- **Anger Management** – This program is for those who have issues with anger/emotions management.
- **Criminal Behaviour Awareness (CBA)** – This program deals with a range of criminogenic risk factors common to all offenders which are not specifically offence-targeted.
- **Moderate Intensity Sex Offender Intervention Program (MISOP)** – This program targets offenders convicted of sexual related offences.
- **Intermittent Sentence Workshop (ISW)** – This program provides a two day educational information session for offenders who have been convicted of an impaired driving related offence.
- **Moderate Intensity Management of Offender Substance Abuse (MIMOSA)** – This addictions treatment program assists offenders in making informed lifestyle changes conducive to wellness and prosocial behaviour. The core MIMOSA program is offered at

- Howard House. However, the LRP offers it to those who are not able to participate in the larger group.
- **Caring Dads** – This program is designed to help fathers develop essential parenting skills.
- **Maintenance** – Although not a program in itself, ‘Maintenance’ supplements group psychotherapy by reinforcing the knowledge, skills and positive changes in attitudes and behaviours acquired as part of the client’s self-management plan.

Some of our new initiatives this year included the Family Violence Intervention Court (FVIC) which began in September 2015. We were quite pleased to once again be a part of this specialized court by providing the treatment component. As well, we opened up all of our programs and services to non-probation clients. While priority is given to all Department of Justice probation referrals, it is great that we can allow those who are not currently on a probation order the opportunity to help better themselves by attending one of our programs when space is available. While our Caring Dads program may have started in the last fiscal year, it really took off when we opened it up to Child, Youth and Family Services (CYFS) clients. Maximizing the number of participants in each program creates an opportunity for clients to learn from each other’s past failures, celebrate successes and support each other as they try and make positive, pro-social changes in their lives.

Clients no doubt work hard to achieve success in our programs and during the past year with 83 percent either successfully completing or were ongoing at the end of the year, demonstrates their willingness and commitment to change. Staff also help contribute to client success by providing bus passes to those who need help with transportation, providing phone calls, texts and emails to those who need a friendly reminder about their appointments and also being creative when trying to maintain clients in their groups.

**Table 1: Program Attendance for the Learning Resources Program for 2015-16**

PROGRAM	REFERRALS	ASSESSED	STARTED	SUCCESSFUL	INCOMPLETE	ONGOING
OASIS – Mod	48	48	44	28	10	6
OASIS – High	5	5	4	3	1	-
Anger Management	48	43	40	31	9	-
CBA	26	26	11	9	2	-
ISW	35	34	29	29	0	-
Caring Dads	58	51	41	20	13	8
Sex Offender (Intervention)	7	7	7	2	-	5
Sex Offender (Assessments)	12	12	12	12	-	-

**Table 2: Individual Programs for the Learning Resources program for 2015-16**

<b>INDIVIDUAL COUNSELLING</b>	<b>REFERRALS</b>	<b>ASSESSED</b>	<b>STARTED</b>	<b>SUCCESSFUL</b>	<b>INCOMPLETE</b>	<b>ONGOING</b>
<b>OASIS</b>	36	30	30	15	7	8
<b>Anger Management</b>	31	23	23	11	5	7
<b>CBA</b>	21	14	14	9	1	4
<b>Turning Points</b>	3	3	3	1	-	2
<b>MIMOSA</b>	6	4	4	1	-	3
<b>Maintenance</b>	4	4	4	2	-	2
<b>TOTALS</b>	369	333	295	192	49	54

In recent years, there have been a number of changes for the LRP and I would like to express my sincere gratitude to the staff for their ability to be so flexible and constantly looking out for the needs of the clients. I would also like to thank the Department of Justice for their continued support and contributions during the year. I look forward to the new year and the opportunities which await us.

***Rod Harris, Acting Director***

## 1-2-1 PRISON VISITATION PROGRAM

The 1-2-1 Visitation Program was created by the John Howard Society of Newfoundland and Labrador and has been in operation for over two decades. The purpose of the 1-2-1 program is to offer incarcerated men a means of connecting with the community and exposing them to positive, pro-social community members. The 1-2-1 volunteers all report a great sense of satisfaction in knowing that their presence has been genuinely appreciated by the participants and that they have exerted a positive influence on the life of someone who is currently facing many challenges.

1-2-1 is held on a weekly basis, each Thursday evening, at Her Majesty's Penitentiary (HMP). A group of inmate participants will be brought to meet us, and each volunteer will sit down and have a conversation with the participant they have been matched with that given 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 movies and everything in between. Additionally, participants will often bring works of art (drawing, poems, etc.) that they have created to share with the volunteers. We also enjoy when our participants bring pictures of their children to show us as the look on their faces when discussing their family is truly heartwarming.

This past year we have had the privilege to be joined by two new volunteers, including Francoise Girard and Kyle Castelin. Both of our new volunteers have added to the dynamic of our group and we are pleased to have them. Additionally this past year, we have begun to host occasional 'games nights' during 1-2-1. We have held several games nights this year where participants and volunteers enjoyed playing games together. The games are provided by volunteer Nicole Power and include 'Mad Gab' and 'Shark Bite'; an interactive card game that is particularly amusing. The participants are always excited to engage in games night and we find that it is another means for volunteers and participants to connect.

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 cards and also enjoyed lots of homemade holiday treats and festive music. For the second year in a row, volunteer Melissa Hoskins came wearing a Santa Claus costume (complete with white hair and a beard) for the occasion. The rest of the volunteers and participants wore festive elf hats and reindeer ears. We received several hand-made Christmas cards and many expressions of thanks to the John Howard Society from our participants; all of whom thoroughly enjoyed the evening. Additionally, 1-2-1 volunteers were again invited to HMP's annual Easter concert where we were delighted to see several of our participants perform readings and participate in the service.

Certainly, the 1-2-1 program would not be possible without our dedicated group of volunteers, including Dianna Brooks (Coordinator), Melissa Hoskins, Nicole Power, Francoise Girard, Boyd Kelly and Kyle Castelin. Between May 2015 and May 2016, an estimated 832 volunteer hours were dedicated to the 1-2-1 program by volunteers. Additionally, we would like to thank the

dedicated staff of the John Howard Society, including the Executive Director, Cindy Murphy, for their ongoing support and assistance. We also recognize the smooth operation of the 1-2-1 program is made possible by the professional and courteous staff at HMP, who ensure the safety of all participants and volunteers each week. The 1-2-1 volunteers and participants look forward to another enjoyable and rewarding year.

***Dianna Brooks, Coordinator***

## PRISON LIBRARY PROGRAM

The Prison Library program has been running at Her Majesty's Penitentiary for over 20 years with many inmates having benefitted from this great resource.

Throughout the year, the library receives generous donations of books, magazines, comics and newspapers from the Arts and Culture Center Library, the Downhome Magazine, Timemasters Inc. Comic Shop, the Telegram, the Herald as well as from many private individuals. Without their very generous contributions, the inmates would miss out on reading about their hometowns, learning about men's health and fitness not to mention reading about the many adventures that books can take a person on.

With the help of the volunteers and the staff at Her Majesty's Penitentiary, the library is open usually on Tuesday afternoons and sometimes Wednesdays depending on everyone's availability. A typical afternoon will bring between 30 – 45 visits from inmates. This doesn't include the books that are dropped off to those inmates who are unable to come to the library. The number of books that are checked out over a month average approximately 1800.

This past year, there have been times when the library receives a surplus of books that don't interest the inmates. As a result, some of these books have been donated to the Women's Institute in Clarendville, the 'Lockup' at the Court House in downtown St. John's as well as Howard House. These donations were well received and appreciated.

We would like to thank the inmates who support and make use of this very worthwhile program; to the fabulous volunteers for their dedication to make this program the success that it is; to the staff at HMP who assist us and the inmates in helping make everything run smoothly; to the staff at the John Howard Society who assist and support the work we do.

***Florence Barron, Acting Volunteer Coordinator***

## REGIONAL DIRECTOR'S REPORT, WESTERN REGION

The Regional Director is responsible for overseeing the John Howard Society of Newfoundland and Labrador programs and services in Stephenville and Corner Brook. In 2015-16 the John Howard Society provided a variety of services and programs to offenders and ex-offenders in the western region. This report highlights a number of events and activities as well as developments over the past year.

### ***Programs and Services***

The programs and services offered by the west coast offices of the John Howard Society include residential services for adults; youthful offenders offered through West-Bridge House and Loretta Bartlett Home for Youth respectively. The Community-Based Intervention program offers both individual and group counselling services to target criminogenic needs of individuals who have been involved in the justice system. Lastly, through participation in the Linkages or Horizons programs, clients are able to participate in subsidized work placements to gain meaningful work experience. For additional information please see the individualized reports that follow.

### ***Family Violence Intervention Court***

During the third quarter of this year, then Premier Paul Davis announced that a Family Violence Intervention Court (FVIC) would be located in Stephenville on a pilot basis. As the John Howard Society was providing the treatment component for the FVIC in St. John's, the Society was also named as the service provider for the Stephenville court. This decision was primarily due to the fact that our Community-Based Intervention Program in Stephenville was already providing family violence intervention programming to community clients; to provide treatment to clients going through the court would be a natural extension of the existing services. In preparation for this exciting expansion, new office space was acquired and two new employees were hired. The Family Violence Intervention Court will provide a great service to the Bay St. George area and was welcome news for the district.

### ***Staff Appreciation***

During Christmas season staff from the John Howard Society West office and West Bridge House joined together for a luncheon. At West-Bridge House, staff and residents got together for a special meal. Again this year members from the Salvation Army visited the residents at West-Bridge House. The Salvation Army was presented with a cash donation that was raised through Jeans Day collection. The staff from Loretta Bartlett Home for Youth enjoyed a meal together at a local restaurant.

### ***John Howard Society Week – February 14 – 20, 2016***

This year staff participated in a number of events that helped to raise the profile and visibility of the Society. Some of the activities that the staff were involved in included hosting an open house at the new offices of the Community-Based Intervention Program located at 141-147 Main Street.

At the same function, Tisha Brewer, a former client of the Horizon's program, was presented with the Terry M. Carlson Scholarship.

Other activities included a staff appreciation luncheon and the presentation of service awards for the Stephenville staff which were held at the John Howard Society office; while staff from Loretta Bartlett Home for Youth joined together for a bowling evening followed by a meal and presentation of service awards.

The three employees from Stephenville who were recognized for their service. Chantal Drake, Crystal Formanger and Vanessa Collier received awards for three (3) years of service. Two employees from Loretta Bartlett Home for Youth were also recognized. Danica Power reached the 15 year milestone and Amanda Power was recognized for three (3) years of dedicated service.

### ***Staffing***

During the past year Keely McIntosh Hynes was hired as Relief Staff for Loretta Bartlett Home for Youth and Sherry Humber was hired as a Relief Staff at West-Bridge House. Kevin Pierce, CBIP Facilitator, was granted a leave of absence and his position was filled on temporary bases by Crystal Formanger, who was working at West-Bridge House. Megan Taylor and Suzanne Barry-Kroening were hired as Program Facilitators to provide programming for clients of the Family Violence Intervention Court.

### ***The Occupational Health and Safety***

The Society is committed to maintaining a safe and healthy workplace for its employees. All sites on the West Coast have an employee(s) that have either completed the certification training for Occupational Health and Safety Committee and/or Worker Health and Safety Representative. As part of their orientation, all new hires receive detailed instruction in the safety protocols associated with their positions.

During overnight shifts at West-Bridge House, regular phone contact is made with other John Howard Society sites where the facility operates on twenty four hours bases.

### ***John Howard Society Provincial Board of Directors Representatives***

Mike Tobin and Donna Luther are the two west coast representatives who serve on the Provincial Board of Directors. I would like to extend my thanks and appreciation to Mike and Donna for their representation on the Board.

### ***Closing Comments***

Through the continued commitment of staff and with support from Correctional Service Canada, Department of Justice and Public Safety, Department of Advanced Education and Skills, Department of Child Youth and Family Services, the Admissions Committee and other community partners, it is possible for the John Howard Society to deliver quality programs and services in the region. I would like to thank those agencies and individuals for all their help and assistance over the past year and look forward to another successful year.

I've personally enjoyed the past year with the John Howard Society. Having an excellent team of dedicated employees here at John Howard Society West makes my job a lot easier. For that I would like to thank all the staff, as well the management team of Executive Director Cindy Murphy, Rosemary Mullins, and Daphne O'Keefe. I have a lot of admiration for all the members of the Board who are willing to free up time to attend meetings and serve on committees for the purpose of setting the direction for the Society.

I look forward to the challenges and rewards of the future.

***Charlie Young, Regional Director***

## WEST-BRIDGE HOUSE

West-Bridge House is a 13 bed co-ed community residential halfway house for adult offenders serving day parole, full parole, statutory release, temporary release or a probation order. It is located in Stephenville, NL. We accept referrals from Correctional Service of Canada and the Department of Justice and Public Safety. All residents have to go through a review process by an Admissions Committee in order to be accepted for residency into the House. This past year we had 2718 bed days for Correctional Service Canada (CSC) clients released on either day parole or full parole compared to 2813 for the previous year. There were 427 bed days used for clients from the Department of Justice and Public Safety which is down from the 520 bed days in the previous year.

### ***General Program Description***

The John Howard Society of Newfoundland and Labrador Inc. is committed to providing a range of programs and services to assist in the successful reintegration of individuals who have been in conflict with the criminal justice system. The Society supports the premise that gradual release following a period of being in custody is a safer option for both the offender and the community. To that end, the Society operates residential facilities for offenders on conditional release.

West-Bridge House provides a supportive and structured environment to facilitate individual reintegration into the Society following a period of incarceration. West-Bridge House operates on a Responsibility Model with an In-House Living Skills component and access to a wide variety of community services. Residents are expected to use their time constructively by participating in programming and/or pursuing their educational or employment goals. We have a full time counselor who assists them in meeting this expectation and who provides necessary support through one-on-one counseling. Those residents who require specialized intervention in areas such as addictions, family violence, respectful relationships, sexual behavior or employment assistance will be referred to the appropriate programs, many of which are offered through the John Howard Society's Community Based Intervention Program. The process of community reintegration is fostered by providing residents with assistance in budgeting, housing, employment searches and schooling.

Residents are required to comply with the conditions of their release, to follow house rules, maintain a positive attitude, and are expected to have a respectful relationship with staff and other residents of the House. They can be expelled from the program if they consistently fail to cooperate with House expectations or neglect to comply with the conditions of their release. Expulsion normally occurs following consultation between the Director and the sponsoring agency and is considered only when other mediation efforts fail.

### ***Admissions Committee***

Admissions to our residential facilities are carefully screened by an Admissions Committee. The Admissions Committee composition will include the West-Bridge House Director, the Regional

Director, a member of the John Howard Society Board of Directors, the John Howard Society Prison Liaison, at least one representative from the local police and at least one representative from the community. To be accepted into West-Bridge House, a potential applicant's file must be presented to our Admissions Committee. Presentations are made by Parole Officers from Correctional Service Canada, Classification Officers, from the provincial penitentiaries and Probations Officers from the Department of Justice and Public Safety. The Committee will consider applicants on behalf of male and female offenders who are released on day parole, full parole, statutory release and temporary absence from both provincial and federal institutions. This past year, 22 meetings were held with 92 inmate files were presented. The majority of the referrals came through Correctional Service Canada (Parole) with 68. Twenty-four applications came from the Department of Justice and Public Safety. Overall 75 percent of the cases presented were accepted by the Committee.

Members of the Admissions Committee in 2015-16 were: Rev. Kathryn Vance, First United Church; Nadine Humber, College of the North Atlantic; Mike Tobin, Town Councilor and The John Howard Society Board member; Dana Downey, Community member; Cathy Whitehead, RCMP; John Butler, RCMP; Blake McBride, RCMP; Daphne O'Keefe, Director of CBIP, John Howard Society; Chantal Drake, Residential Counsellor at West-Bridge House; Charlie Young, Regional Director of John Howard Society. We greatly appreciate the involvement and commitment from all the members of the Admissions Committee.

**Table 1: Admissions Results for 2015-16**

Admissions			
Applications	Accepted	Denied	Total
Females	5	-	5
Males	64	25	87
Total			92

**Table 2: Department of Justice Bed Days**

Correctional Service Canada Bed Day Usage					
CSC	Day Parole	Full Parole	SR	SRR	Total
Federal (Females)	33	-	-	-	33
Provincial (Females)	-	-	-	-	-

<b>Federal (Males)</b>	2077	47	68	-	2192
<b>Provincial (Males)</b>	493	-	-	-	493

**Table 3: Adult Corrections Bed Day Usage**

	<b>TA's</b>	<b>Probation</b>	<b>Total</b>
<b>Females</b>	52	-	52
<b>Males</b>	375	-	375
<b>Total</b>	427	-	427

### **Community Involvement**

West-Bridge House continues to play an active role in the community. Staff is committed to community involvement by honoring requests from local associations to attend meetings or giving presentations as requested.

### **Staffing**

During the past year Sherry Humber joined our team as Relief Staff and Chantal Drake was the successful internal applicant for the full time position of Residential Counsellor.

### **Organizational Meetings**

The West-Bridge House Director attended regular staff meetings and Provincial Managers' meetings.

### **Special Events**

During Christmas, staff from West-Bridge House and the Main Street office got together for a luncheon at the Day's Inn Stephenville. As well there was a special meal for all the residents who were joined by staff members and officers from the Salvation Army. A cash donation from the staff Jeans Day funds was presented to the Salvation Army.

### **John Howard Society Week – February 14 – 20, 2016**

This year West-Bridge House staff participated in an Open House at the new office of John Howard Society West. As well staff attended a luncheon and participated in the presentation of staff service awards. West-Bridge House employees Chantal Drake and Vanessa Collier were recognized for three years dedicated service.

### ***Acknowledgment***

I would like to acknowledge our community partners; Correctional Service of Canada, Adult Probation, Advanced Education and Skills, the dedicated members of our Admissions Committee and all the individuals, agencies and organizations that provide services to our residents.

It's a pleasure to provide a very valuable service to our clients and the Community. We take pride in providing guidance and assistance to our clients in helping them have a successful reintegrate back into society.

Thank you to West-Bridge House staff for their commitment and support throughout the year. I would like to acknowledge our Executive Director, Cindy Murphy and the Board of Directors for your leadership and support throughout the year. To all other programs and personnel of the John Howard Society, we wish you the best. We look forward to continue to provide a quality service to our residents and community partners for many years to come.

***Charlie Young, Regional Director***

# COMMUNITY BASED INTERVENTION PROGRAM

The Community Based Intervention Program (CBIP) is offered through our Main 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. Programs address issues which contribute to criminal behavior and associated risks and help clients develop new skills to help prevent recidivism.

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.

The following programs are offered:

- Criminal Behaviour Awareness
- Substance Awareness
- Anger Management
- Options and Alternative Skills for Interpersonal Safety (OASIS)
- Criminal Behaviour Awareness Substance Awareness
- Anger Management
- Options and Alternative Skills for Interpersonal Safety (OASIS)
- Turning Points (Women)
- Sex Offender
- Shoplifters' Awareness
- Impaired Driving
- Moderate Intensity Management of Offender Substance Abuse (MIMOSA)
- Counselling to clients of the Family Violence Intervention Court

## ***Referral Characteristics (refer to Table 1)***

The majority of programming provided through the Community Based Intervention Program was offered to clients referred from Stephenville and Corner Brook Probation Officers. Services were also offered to Probation clients in Port aux Basques. This year 75 new referrals were received from Stephenville and Corner Brook which is a significant increase from the 44 received last year. The MIMOSA referrals also increased to 39 this year compared to 15 last year.

## ***Staff Updates***

Kevin Pierce, CBIP Facilitator was granted a leave of absence and his position was filled on a temporary basis by Crystal Formanger, who was working at West-Bridge House. Megan Taylor and Suzanne Barry-Kroening were hired as Program Facilitators to provide programming for clients of the Family Violence Intervention Court.

### ***Client Services***

During the third quarter of this year, then Premier Paul Davis announced that the Family Violence Intervention Court (FVIC) would be located in Stephenville on a pilot basis. The John Howard Society was named as the service provider. The Community Based Intervention Program would be providing the treatment programs for clients of this Court. On November 01, 2015 the John Howard Society commenced a contract with the Department of Justice and Public Safety. To get ready for this exciting challenge, a new office space was acquired and two new employees were hired. The Family Violence Intervention Court will provide a great service to the Bay St. George area and was welcome news for the district.

The intent of the Family Violence Intervention Court is to provide a timely, effective and coordinated response to family violence. With the implementation of this court we are taking a significant step forward in tackling the issues associated with violence in intimate relationships. A collaborative effort has been undertaken by various agencies including the Provincial Court, the police, prosecutors, Legal Aid, the John Howard Society and other agencies to ensure the needs of victims and offenders are met.

CBIP added two new programs, *Options and Alternatives Skills for Interpersonal Safety* program and the *Turning Points* program for females, which will be used when providing programming to the clients referred by the FVIC. In the third and fourth quarters, the Program Facilitators and CBIP Director attended training related to facilitation of these programs.

Facilitators of CBIP also received training for the *Caring Dads* program and one employee received training for the *STABLE 2007/ACUTE 2007 Sex Offender Needs Assessment*. With all this up-to-date training, the Community Based Intervention Program is now able to offer more needed and court mandated services to clients of the Department of Justice.

### ***Professional Development Activities***

Staff were involved in other professional development activities which was a benefit to both the CBIP program and to the communities in which our programs operate. These activities included Mental Health Lunch and Learn meetings; training for Mental Health Commission of Canada Recovery Oriented Practice, Applied Suicide Intervention Skills Training (ASIST) and Aids Committee Newfoundland and Labrador Harm Reduction training.

### ***Community Initiatives and Involvement***

CBIP staff provided educational sessions and contributed to community initiatives and programs by providing Anger Management and Healthy Relationships & Addiction presentations for Linkages and Horizons' groups, Academy Canada Criminology and College of the North Atlantic Community Studies students. The CBIP staff attended West-Bridge House Admissions Committee meetings, the Crime & Safety Stakeholders Engagement, a Mental Health & Addictions Partnership Day, Government of NL Violence Prevention Initiative, Union activities, The John Howard Society Week Lunch and Open House. The staff also provided Family Violence

Intervention Court information presentations to several community partners as well as attending Family Violence Court sessions on a weekly basis.

### ***Future Directions***

During the fourth quarter, the CBIP staff were very pleased when they were informed that they could facilitate an Anger Management program at the West Coast Correctional Centre. The program started the first week of April 2016 and was a success. Upon completion of this program, the CBIP staff offered to facilitate the Caring Dads program to inmates of the WCCC as well as to clients of Child Youth and Family Services. This is a new program for CBIP and they are very eager to begin offering it for clients.

Two staff members will begin the STABLE 2007/ACUTE 2007 Sex Offender Assessment training during the first quarter. As a result of this training, the CBIP staff will begin to provide programming for sex offenders in the very near future.

### ***Conclusion***

Because of the support from many people, there was great growth for CBIP during the past year. The CBIP staff would like to extend our thanks to: Cindy Murphy; Rod Harris; Charlie Young; Department of Justice and Public Safety staff including Fran Cumby; Probation Officers in Stephenville and Corner Brook; and Pam Thomas, Program & Policy Development Specialist for her guidance in preparing us for our work with the Family Violence Intervention Court. As well, endless appreciation goes to Tracy Elliott, Susan Ball and Amanda Antle of the Learning Resource Program at The John Howard Society in St. John's and to Val Flynn of Howard House in St. John's for the assessment and program training and guidance. Their time and work with us was and continues to be invaluable to our growth and development. Our thanks also go to the College of the North Atlantic for their generous donation of furniture to the CBIP office upon our move to our new location. The additional furniture definitely has helped to provide a very welcoming and positive learning environment for our clients.

As always, our appreciation is expressed to our fellow west coast staff for their unrelenting support. We look forward to another year of working with you, all John Howard Society staff and our many community partners. Together we will continue to work towards creating safer communities through providing effective programming for rehabilitation and reintegration of offenders.

***Daphne O'Keefe, CBIP Director***

**Table 1: CBIP Statistical Information regarding Client Referrals and Intervention Outcome  
2015-16**

Program	Carried Forward	New Referral	Assessed	Accepted	Not Accepted	Terminated	Withdrawn Suspended	Completed	Carry Forward
Core	13	10	7	11		3	6	8	6
IPVP (M)	12	13	12	8		5	5	5	10
IPVP (F)	1	1	1	1			1	1	
SOP		4							4
AM (WCCC)									
SAP		2		1					2
IDW									
MIMOSA	5	39	22	21	1	3	6	8	26
OASIS (M) Reg Court	-	4	2	2	-	1	1	-	2
OASIS (F) Reg Court	-	-	-	-	-	-	-	-	-
OASIS (M) FVIC	-	2	2	2	-	-	-	-	2
OASIS (F) FVIC	-	-	-	-	-	-	-	-	-
Turning Points	-	-	-	-	-	-	-	-	-
<b>Totals</b>	<b>31</b>	<b>75</b>	<b>46</b>	<b>46</b>	<b>1</b>	<b>12</b>	<b>19</b>	<b>22</b>	<b>52</b>

**Table 2: New Referrals, 2015-16**

Referral Source	Stephenville	Corner Brook	Port Aux Basques	Total
Probation	41	9	2	52
Conditional Sentence	7	-	-	7
WCCC	-	-	-	-
Self-Referral	-	-	-	-
Parole-Probation	3	-	-	3
TA	11	-	-	11
Bail (FVIC)	2	-	-	2
<b>Total</b>	<b>64</b>	<b>9</b>	<b>2</b>	<b>75</b>

## HORIZONS PROGRAM

During the 2015-16 year, the Horizons program ran between May to January. Five participants started and successfully completed the program and are all planning to continue their education in post-secondary training at the College of the North Atlantic.

The Horizons program targets individuals living within the Bay St. George area who are over the ages 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 towards the rehabilitation of offenders and contributes to the likelihood of a positive transition back into the workforce.

Following the selection of participants, there is a four-week orientation which helps prepare participants for their placements. Orientation includes the following topics: coaching on employability skills, resume writing, interview skills, employer expectations, First Aid training, WHMIS, Power –Line safety and an introduction into Occupational Health and Training. Following the one month orientation, each person job searches to find an employer who will sponsor them for the 26 week job placement.

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

Participants complete the Employment Readiness Scale at the beginning, in the middle and at the end of the program. This is a very important evaluation tool which tracks progress by each participant. A Career Cruising workshop evaluates the job interests of each person. The Accountability Resource Management System is used to input all information on each client.

In conclusion, we are very pleased that all participants completed the program. I really enjoy working with the clients and participating employers. I would like to extend thanks to the Department of Education and Skills, Stephenville and surrounding businesses for all the support for our program and to all those who contributed to the workshops.

***Leanda Morris, Horizons Coordinator***

## LINKAGES

The 2015-16 Linkages program ran between November 2015 and July 2016. Five participants started and it is anticipated they will all finish. Their goals are to continue to post-secondary Education once the Linkages program is finished.

This program provides 26 weeks of career-related subsidized employment, combined with monthly career planning prior to entry to academic upgrading, skills training or continued employment.

Participants attend a 4 day orientation which focuses on employability skills. Following the orientation, each participant conducts a job search in a field that they like with a goal to find an employer to sponsor them for the 26 week job placement.

The job placements help participants overcome barriers and help develop the skills needed to complete the transition to future goals.

I would like to extend thanks to Advanced Education and Skills, Stephenville business community for their continuous support and to all those who contributed to the workshops.

***Leanda Morris, Linkages Coordinator***

## THE LORETTA BARTLETT HOME FOR YOUTH

At our six bed co-ed facility located in Corner Brook, our staff provide guidance and support to young offenders to assist them in becoming independent and responsible members of our community. 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.

Many of the youth who reside at Loretta Bartlett Home for Youth have complex needs which require specialized intervention. Through the intervention of their social workers and family doctors, they are linked with professionals from Mental Health and Addiction Services.

- In 2015-16 we had a total of six male residents. There were three youth on Order to Reside and three in Open Custody. All referrals came from Child Youth and Family Services. One youth came from Eastern and five from Western.
- 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 staff bowling tournament was held and eligible staff were presented with Service Awards.
- We have an active Occupational Health and Safety committee that reports on a quarterly basis.

### ***Final Comments***

This has been a rewarding and especially challenging year. I acknowledge and appreciate the support of my staff, Executive Director Cindy Murphy, Regional Director Charlie Young, Child Youth Family Services staff and Mike Kenny our facility Social Worker. Thank You to Donna Jenkins, Bookkeeper and Stephanie Hartery Financial Director

***Rosemary Mullins, Coordinator***



## INDEPENDENT AUDITOR'S REPORT

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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, 2016 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 completeness of the contributions 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, 2016 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 25, 2016

CHARTERED PROFESSIONAL ACCOUNTANTS

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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 Statement of Financial Position

March 31, 2016	2016	2015
<b>Assets</b>		
Current assets	1,480,228	1,221,960
Investments	20,051	19,519
Capital assets	2,162,323	2,224,638
	<b>3,662,602</b>	<b>3,466,117</b>
<b>Liabilities</b>		
Current liabilities	1,758,701	1,714,545
Deferred revenue	12,439	12,439
Accrued severance	216,400	180,051
Long term debt	22,765	-
	<b>2,010,305</b>	<b>1,907,035</b>
<b>Net Assets</b>		
Donated surplus	435,000	435,000
Net investment in capital assets	403,811	439,424
Restricted	501,751	496,219
Unrestricted	311,735	188,439
	<b>1,652,297</b>	<b>1,559,082</b>
	<b>3,662,602</b>	<b>3,466,117</b>

## Condensed Statement of Operations

Year ended March 31, 2016	2016	2015
Revenue	4,267,684	3,978,272
Expenses	4,180,000	3,927,619
Excess (expenditures over revenue) revenue over expenditures	<b>87,684</b>	<b>50,653</b>

## Statement of Changes in Net Assets

Year ended March 31, 2016					2016	2015
	Net investment in capital assets	Restricted net assets	Donated surplus	Unrestricted net assets	Total	Total
Net assets, beginning of year	439,424	496,219	435,000	188,438	1,559,081	1,507,989
Excess revenue over expenditures	(87,967)			175,651	87,684	50,653
Endowments		5,000			5,000	
Interest		532			532	439
Capital asset additions	2,935			(2,935)		
Repayment of long term debt	49,419			(49,419)		
Net assets, end of year	<b>403,811</b>	<b>501,751</b>	<b>435,000</b>	<b>311,735</b>	<b>1,652,297</b>	<b>1,559,081</b>

# STAFF AND VOLUNTEER LISTING

## Provincial Office Staff

**Executive Director** – Cindy Murphy  
**Director of Finance** – Stephanie Hartery  
**Administrative Coordinator** – Susan Wight

## Howard House Staff

**Director (Acting)** – Val Flynn  
**Residential Counsellor** – Rebecca Gillingham  
**Addictions Coordinator** – Bill Ranson  
**Facilitators** – Rob Channing, Christy Spracklin  
**Floor Supervisor** – Nat Hutchings  
**Night Supervisors** – Janet Merlo, Julia Snook  
**Office Manager** – Susanne Rendell  
**CMP Program** – Chris Tilley

**Relief Staff** – Tara Bolt, Brittany Colbourne, Courtney Figler, Kate Fradsham, Ryan Holwell, Travis Inkpen, Jason Kelloway, Rhonda Layman, Justin Mahon, Caitlin Penton, Terry Reid, Megan Taylor

**Volunteers** - Caitlin Adams, Carson Anthony, Courtney Best, Meagan Corcoran, Daniel Dalton, Dominique Dawe, Jenna Fry, Calvin Greenham, Matthew Hanlon, Ben Heeley, Chelsea Hudson, Geoff Lynch, Robyn MacDonald, Tiffany Mitchell, Morgan Mullaly, Andrew Paul, Nicole Purchase, Matthew Rypien, Lyndsay Schlarbaum, Lucas Shave, Isabella Wagner, Tiffany Wall, Sylvia Walsh, Katie White

## C-STEP Staff

**Employment Services Program Facilitator** – Robin Smith  
**Youth Services Program Facilitator** – Ryan Holwell

**C-STEP Volunteer** – Computer Skills Tutoring - Ben Heeley

## **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 Aylward, Ashley Dawe, Ryan Dinn, Ebonee Hicks, Allyson Howse, Graham Lucas, April Murphy, Raylene Noftall, Karen Pennell, Emma Salt, Erin Simms, Emma Smith, Kim White, Rick Parsons, Dave Vincent

## **Learning Resources Staff**

**Director (Acting)** – Rod Harris

**Senior Program Facilitator** – Tracy Elliot

**Program Facilitator** – Amanda Antle

**Program Facilitator** – Susan Ball

**Program Facilitator** - Julie Chafe

**Program Facilitator** – Graham Lucas

**Program Facilitator** – Ryan Holwell

## **Prison Library Program Volunteers**

**Coordinator** – Florence Barron

**Volunteers** - Erin Cahill, Emily Dawe, Emily Martin, Lavina Neal

## **1-2-1 Prison Visitation Program Volunteers**

**Coordinator** – Dianna Brooks

**Volunteers** – Kyle Castelin, Francoise Girard, Melissa Hoskins, Boyd Kelly, Nicole Power, Nicole Shea

## **West Coast Regional Director**

Charlie Young

## **West-Bridge House Staff**

**House Director** - Charlie Young (Acting)

**Residential Counsellor** – Chantal Drake

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

**Residential Staff/Relief Worker** – Rhonda Critchley

**Relief Staff** –Blake Hynes, Sherry Humber, Vanessa Collier, Val Cornect

## **The Loretta Bartlett Home for Youth Staff**

**Coordinator** – Rosemary Mullins

**Senior Counsellor** – Regina Mitchell

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

**Relief Counsellors** – Rebecca Barrett, Janna Hartson, Keely Hynes MacIntosh  
Amanda Power, Judy Snelgrove

**Youth Staff** Regina Mitchel ,Sheldon O’Neill, Janice Murphy, Danica Power, Paulette Burrige,  
William Short , Rodney Dyke , Janice Smith, Judy Snelgrove, Janna Hartson, Amanda Power

## PROVINCIAL OFFICE LOCATIONS

### **Provincial Headquarters**

342 Pennywell Road

St. John's, NL A1E 1V9

**Phone Number:** 709-726-5500

**Email:** [info@jhsnl.ca](mailto:info@jhsnl.ca)

**Website:** [www.johnhowardnl.ca](http://www.johnhowardnl.ca)

### **Corner Brook Office**

278 Curling Street

Corner Brook, NL A2H 3J7

**Phone Number:** 709-785-7652

### **Stephenville Office**

141 – 147 Main Street, Suite 8

Stephenville, NL A2N 1J5

**Phone Number:** 709-643-5894