

**The John Howard Society of Newfoundland
& Labrador Inc.
Annual Report - 2006-2007**

Mission

The John Howard Society of Newfoundland and Labrador Inc. is a community-based, volunteer organization which works primarily to reduce crime by providing opportunities for the rehabilitation of offenders and advocating reform through successful program interventions; public education; crime prevention strategies and restorative justice principles.

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Annual Report
2006-2007
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**The John Howard Society of Newfoundland and Labrador Inc.
2006-2007**

President

Catherine Gogan

Vice President

(Vacant)

Secretary

Wanda Lundrigan

Treasurer

Phonse Miller

Board of Directors

Debbie Sue Martin

Joan Atkinson

Bill Mahoney

Donna Burke

Bryan Purcell

Michelle Short

Ches Oliver

Susan Antle

Dick Spellacy

Mike Tobin

Pat Duff

Executive Director

Cindy Murphy

Office Manager

Linda Fisher

Secretary/Receptionist

Ivy Martin

West Coast Council

President - Vacant

Treasurer - Howard Hicks

Directors - Brian Dunphy, Cathy Whitehead,

Albert Grandy

Committees - St. John's

Executive Committee

Catherine Gogan
Wanda Lundrigan
Phonse Miller

Personnel Committee

Bryan Purcell
Michelle Short
Donna Burke
Cindy Murphy

Finance Committee

Phonse Miller
Joan Atkinson
Mike Tobin
Cindy Murphy

Pension Plan Committee

Bryan Purcell
Randy Penney
Michelle Park
Greg McCann-Beranger
Cindy Murphy

Scholarship Committee

Catherine Gogan
Joan Atkinson
Michelle Park
Cindy Murphy

Organizational Review Steering Committee

Catherine Gogan
Bryan Purcell
Cindy Murphy

Howard House Advisory Committee

Rod Harris, Cindy Murphy,
Phonse Miller, Debbie Sue Martin
Tracy Hynes, Susanne Rendell

Howard House Admissions Committee

Rod Harris, Cindy Murphy
Doug Jackson, Susan Miller Yetman
Val Corcoran, Ches Oliver
RNC Acting Sgt. Bill James / Sgt. Sean Roche

St. John's Program Staff

Howard House

Director - Rod Harris
Residential Counsellor - Doug Jackson
Addictions Coordinator - Susan Miller Yetman
Volunteer Coordinator - Tina Gray
Night Supervisors - Nat Hutchings, Shauna Crocker, Pat Power*
Residential Assistant - Andrea Ennis
Job Creation Partnership Project - Paula Greene
Relief Staff - Shauna Crocker, Wendy Pittman-Duah, Katherine Piercey,
Andrew Peddle, Joanne King, Robert Barrett,
Laura Vardy, Lori Pynn, Crystal Coish
Office Manager - Susanne Rendell
*Resigned

Prison Liaison/Family Services Program

Coordinator - Valerie Corcoran

Cognitive Skills Training Employment Preparation Program (C-STEP Program)

Director- Randy Penney
Senior Facilitator / Clinical Supervisor-Carolyn Hapgood
Program Enhancement Facilitator - Jennifer White
Employment Counsellor / Program Coordinator - Scott Kielly
Administrative Assistant - Jackie Warfield
Contract Facilitators - Howard Hansford, Ian White

Employment Services Program

Coordinator - Michelle Park

Learning Resources Program

Director - Greg McCann-Beranger
Clinical Supervisor - Catherine Shortall
Program Facilitators -Patrick O'Reilly, Graham Lucas, Caren Anderson
Contract Staff - Arlene Breen, Valerie Corcoran, Claude Quigley
Office Manager - Dorothy Butler

Youth Services Program

Coordinators - Kathy Lewis, Edwina McCarthy

Careers for Youth (Skills Link)

Coordinator - Edwina McCarthy

Home for Youth

Coordinator - Don Vincent

Senior Counsellor - Arlene Breen* Darren Pelley (Acting)

Full-time Counsellors - Bonnie Mogridge, Denise Riggs, Una Howard**

Part-time Counsellors - Paul Noftall, Edwin Riggs***

Overnight Supervisors - Chris Keats, Margie Harris

Relief Counsellors - Karen Pennell, Doug Loder, Graham Lucas,

Kathy Lewis, Trina Fitzgerald, Rick Bishop, Nancy Bailey,

Geoff Hoddinott, Ken Antle, Rhonda Legge, Darleen Kelly,

Andrew Peddle, Scott Conway, Wendy Pittman-Duah,

Paula Greene, Kevin Decker

Bookkeeper - Linda Fisher

* Leave of absence, **Temporary Full-time ***Temporary Part-time

Community Support Program

Coordinator - Don Vincent

Full-time - Darleen Kelly, Part-time - Rick Bishop

Relief - Denise Riggs, Geoff Hoddinott

121 Prison Visitation Program

Coordinator - Larry Coady

121 Prison Library Program

Coordinator - Carolyn Hickey

Prison Visits Project

Coordinator - Valerie Corcoran

Moderate Intensity Management of Offender Substance Abuse Program (MIMOSA)

Coordinator - Susan Miller Yetman

Summer Career Placement Program

Katherine Piercey, Joanne King, Cindy Whitten

West Coast Staff, Committees & Programs

Employment Services Program

Simone Kendall

Community Based Intervention Program

Director - Humber-Brennan (leave), Jeffrey Mitchell

Facilitator - Daphne O'Keefe

West-Bridge House - Stephenville

House Director - Albert Stewart

House Manager - Audrey Gracie

Counsellors - Jeff Mitchell (leave),

Paul Harris (term completed) Gary Young (acting)

Supervisors - David Stuckless, Gary Young (leave),

Sherrie Lynn Chaulk , Colin Byrnes (resigned), Blake Hynes

Relief Staff - Amanda Power, Charlene Skinner

Toni-Lynn Smith (resigned), Chantel Drake

Summer Career Placement - Toni-Lynn Smith

John Howard Society

Linkages - Brittany Murphy

Skills Link - Janice Murphy

West-Bridge House Admissions Committee

Bob Byrnes

Mike Tobin

Sgt. Joe Sheen

Chris Mercer, Darlene Oake

Simone Kendall

Iona Rubia

Staff - Audrey Gracie, Jeff Mitchell, Albert Stewart

CBIP Advisory Committee

Cathy Whitehead

Frank Wheeler (retired)

Stella Campbell

Phyllis Rose-Clarke

Staff - Nadine Brennan, Jeffrey Mitchell

Corner Brook Staff

The Loretta Bartlett Home for Youth

Coordinator - Rosemary Mullins

Senior Counsellor -Trudy King

Full-time Counsellors - Paul Harris, Sheldon O'Neill,

Regina Mitchell, Janice Maxwell, Danica Power, Mike Kearley

Part-time Counsellors - Maurice Osbourne, Natasha Eveleigh,

Relief Counsellors -Cory Freake, Paulette Doucette, Lisa Ivany Carter

Penny Pike, Jeanette Park, Stephanie Pond, Denise Sherlock

**Minutes of the Annual General Meeting
June 9, 2006 - 3:30 p.m.
Holiday Inn , Stephenville**

Provincial Board President and Chair Catherine Gogan welcomed the 24 people in attendance. The minutes of the 2005 Annual General Meeting were approved (Fisher/ Gracie).

The President tabled and outlined the contents of her report. She welcomed Cindy Murphy as the new Executive Director and thanked Terry Carlson (now retired former executive director) for the many years of service to the John Howard Society of Newfoundland and Labrador. During the past year, approximately \$10,000 was raised for the Terry M. Carlson Scholarship for clients of the Society. Guidelines will be established in the near future for the annual award of the scholarship. The President also reported on the pending retirement of the Executive Director of John Howard Society of Canada within the next year.

Executive Director Cindy Murphy presented the highlights of her report. She extended her thanks to the Board of Directors, staff and volunteers for their support since her appointment. She provided a brief overview of some of the challenges and successes the Society faced during the year and reported the Society will be initiating an organizational review in the fall that will look at ways the agency can improve its current organizational structure, efficiency and effectiveness.

Albert Stewart, Regional Director highlighted some of the achievements and challenges of the west coast operations for 2005-2006 and welcomed Cindy as the new Executive Director.

The Treasurer's Report was presented by Mike Tobin on behalf of Treasurer Phonse Miller and approved by Young/Noftall. Deloitte and Touche were reappointed as auditors for 2006-2007 (Brennan/Gracie).

Simone Kendell conducted the election of directors. According to the constitution of the John Howard Society of Newfoundland and Labrador, of the 15 provincial board, five members are elected each year for three year terms. Those nominated and have agreed to serve are Catherine Gogan, Wanda Lundrigan, Phonse Miller, Richard Spellacy, with one vacancy to be filled at a later date (Park/Noftall).

The meeting was adjourned at 4: 20 p.m. (Purcell/Park)

Linda Fisher
Recorder

**Presentations and Panel Discussions Surrounding the 2006 Annual General Meeting of the John Howard Society of Newfoundland and Labrador
Held on June 8 -9, 2006 Holiday Inn, Stephenville**

This year's annual dinner broke with tradition by being held the evening before the Annual General Meeting. Royal Newfoundland Constabulary Chief Joe Browne was guest speaker for the approximately 50 people in attendance and gave an informative presentation around some of the recommendations for the constabulary stemming from the Lamer Commission of Inquiry. The public inquiry was called pertaining to the administration of justice in the province following the wrongful conviction of three individuals who had been convicted of murder. A presentation was made to parole officer Mike Ryan for his years of service with the West-Bridge program.

The next morning's events opened with provincial President Catherine Gogan welcoming the approximate 50 delegates to the morning session. She then introduced the Hon. Tom Marshall, Minister of Justice and Attorney General who provided opening remarks, including mention of the Department of Justice meaningful involvement and partnership with the John Howard Society.

Following the Minister's remarks a very interesting panel discussion took place titled "Literacy and Corrections". The discussion focused on the challenges of working with correctional clients with identified literacy issues. The panel was moderated by C-STEP Director Randy Penney with participants: Rosemary Mullins, Coordinator of the Loretta Bartlett Home for Youth; Jim Davis, instructor West Coast Correctional Center; Pamela Bennett, Stephenville Learning Center; Educational Psychologist Dr. Tony Alexander; and a former client of the Society who spoke very eloquently about his struggles to overcome literacy.

Later in the morning and continuing into the afternoon, a session titled "Future Directions of the John Howard Society" was facilitated by Darlene Oake, instructor with the College of the North Atlantic in Stephenville. Participants were divided into discussion groups and were asked to talk about a number of assigned questions pertaining to their thoughts and ideas about the future of the Society. It proved to be a very interesting exercise and generated many insightful suggestions. Following the AGM an overview of the information was compiled and distributed.

President's Report

The past year has been a busy but productive one for the John Howard Society of Newfoundland and Labrador. Five board of director's meetings were held and we were joined by two new members; Dick Spellacy and Pat Duff. During the year we began having the two provincial board members from the west coast travel to St. John's to attend provincial board meetings twice a year through a cost-shared arrangement with the Society and the west coast council. This step has been taken to facilitate better communications and involvement with the west coast provincial board members.

One of the more significant issues during the year was the advertising and subsequent hiring of a consultant to undertake an organizational review of the Society's current organizational structure and to identify options and make recommendations to improve efficiency where appropriate. The consultant conducted interviews with the board of directors, management and staff, as part of the information gathering process. Following the review a report will be completed and submitted to the board of directors later this spring. The Society also commissioned Deloitte and Touche to review the agencies financial practices and make recommendations where appropriate. Following receipt of the Deloitte report many of the recommendations have been implemented.

One of the more special events during the year was a ceremony held on November 10, 2006 to officially name the John Howard Society building on 426 Water Street, the Terry M. Carlson building. The ceremony was attended by volunteers, staff and invited guests. A plaque was erected at the front of the building with the new name to honor the 32 years of service of the former executive director.

Last year following Terry Carlson's retirement, the Terry M. Carlson Scholarship was created for clients and former clients of the John Howard Society. We have since partnered with the Community Foundation of Newfoundland and Labrador to help administer the scholarship fund which will be awarded yearly to two recipients and announced during John Howard Society Week.

Some of the other activities throughout the year included a meeting with the Minister of Justice, the Hon. Tom Osborne on February 9, 2007 during John Howard Society Week. Present at the meeting Chris Currin, Deputy Minister; Ralph Alcock Assistant Deputy Minister; Wanda Lundrigan and Pat Duff representing the board of directors; Cindy Murphy, Executive Director; Rod Harris, Howard House Director; and Susan Miller-Yetman, Addictions Coordinator. Issues of mutual concern were discussed including the province plans for a new prison and the Howard House addictions program recently expanded to accommodate probation clients requiring addictions treatment.

Each year a luncheon is held during John Howard Society Week to mark the occasion. This year staff, volunteers, clients and invited guests were present at Howard House to celebrate the 30th Anniversary of the Howard House program and also to acknowledge staff who have achieved significant milestones with the Society.

Don Vincent with the Home for Youth was recognized for 20 years of service, while in Corner Brook, two staff Sheldon O'Neill and Trudy Sheppard were also recognized for 10 years of service at a luncheon on the west coast.

As provincial board representative on the John Howard Society of Canada board, I attended three meetings held throughout the year. Executive Director Cindy Murphy, and board member Phonse Miller also attended the Annual General Meeting of the John Howard Society of Canada held in Ottawa in October.

During the year I was selected to chair the executive recruitment for the new executive director for John Howard Society of Canada following the announcement of Graham Stewart's intention to retire in early summer of 2007. This proved to be a very involved and challenging process; and as of the writing of this report, the selection process has not been completed. I do want to extend my congratulations and best wishes to Graham Stewart and wish him all the best in the future.

It was my intention to step down as president last year but I opted to continue for an additional year to help with the transition following the hiring of our new executive director, Cindy Murphy. It has been a pleasure working with Cindy over the past year and I wish her continued success in the future. I will step down as president in June 2007 but will continue to serve on the board of directors. I have enjoyed my time as president and want to thank the staff for another productive year. I look forward to my continued involvement with the John Howard Society.

Catherine Gogan
President

Executive Director's Report

It is my pleasure to report on the activities of the John Howard Society of Newfoundland and Labrador for 2006-07. The Society was able to provide a wide range of services to offenders and their families through program involvement in St. John's, Stephenville, Corner Brook and the Atlantic federal institutions where many Newfoundland and Labrador inmates are serving periods of incarceration.

Public Education and Advocacy

During the year a number of media interviews were conducted pertaining to a variety of issues including: the reintegration of high risk offenders; the public's right to information on offenders returning to the community versus the individual's rights to privacy; the federal government's plans to eliminate conditional sentencing for certain criminal code convictions; and the federal government's decision not to fund two harm reduction programs in federal prisons (needle exchange and the tattoo program).

Prison Liaison/ Family Services Program

During the past year we learned of Correctional Service of Canada's (CSC) intention to find a new funding direction for the Prison Liaison/Family Services program. The program which has been in existence for more than 20 years has historically experienced many challenges in relation to securing adequate levels of funding and has cumulatively left the program in a substantial deficit position. This uncertainty has created much hardship for the coordinator and the program and we hope CSC will find a more permanent funding arrangement for the coming year.

To CSC's credit they continue to believe in the value and merit of the program which has assisted thousands of federal offenders and their families. CSC has decided to extend the current contract for six months into the next fiscal year while it continues to explore funding alternatives prior to a tendering process in the summer of 2007. We remain very optimistic CSC will continue to recognize the unique and valuable services the Prison Liaison/Family Services program continues to offer and will provide an adequate funding formula in the near future.

Howard House

The Howard House program had a resurgence in the number of referrals over the past year from both Correctional Service of Canada and Community Corrections - Adult Corrections Division. Subsequently the program was able to pay off a considerable deficit, purchase some much needed equipment, and achieve a surplus at year end. This was done in conjunction with a couple of grants John Howard Society was able to secure from Service Canada through the Job Creation Partnership and also through a Target Wage Subsidy which helped to subsidize a floor supervisor's position and the hiring of a program coordinator.

During the year the program commenced a pilot project with Adult Probation to expand the Moderate Intensity Substance Abuse Program (MIMOSA) to accommodate probation referrals requiring substance abuse intervention but not the residential component. Both Howard House and Adult Probation were very satisfied at the conclusion of the pilot project in filling an obvious identified gap in service. It is fully anticipated the MIMOSA project will be funded in the coming year. I would like to thank Rod Harris, the newly appointed permanent director of the program, along with the staff and volunteers for their contributions during a very challenging but rewarding year.

West Coast Operations

In June, board and staff traveled to Stephenville to participate in the annual general meeting and surrounding events held at the Holiday Inn. It was a welcome opportunity to spend time and share ideas with the staff on the west coast. The Stephenville operations experienced several challenges during the past year from declining numbers at West Bridge House to staff turnover in both the residential program and the Community Based Intervention program (CBIP).

There were certainly some highlights during the year that included securing new office space for the Regional Director, Employment Services and the CBIP. This was a very positive move for both the staff and clients of the Society and I look forward to traveling to Stephenville again in June 2007.

Organizational Review

In late October the Society advertised a request for proposals to conduct an organizational review to assess the agencies current organizational structures in light of the Society's goals and objectives, and to make recommendations where appropriate to improve effectiveness and efficiency. Five proposals were received and AEM Consulting was the successful proponent. A steering committee was formed and interviews were completed with board, management and staff in St. John's, Stephenville and Corner Brook. This provided staff with an opportunity to present their thoughts and ideas on the current and future practices of the Society. While the process has taken longer than anticipated, following a comprehensive review, the consultant will be submitting his final report to the board of directors later in the spring.

New Leadership Roles

In September Greg McCann-Beranger was hired as the Director of the Learning Resources Program. Greg brings with him a wealth of knowledge and experience in working in a community-based agency and we wish him all the best in his new position. I would like to thank both Catherine Shortall and Pat O'Reilly who served as co-interim acting directors and assisted in bringing the LRP through a challenging period prior to filling the Director's position.

We would also like to welcome Laura Martin to the Society. Laura is filling the position of Employment Services Coordinator in St. John's while Michelle Park is on maternity leave.

John Howard Society Week - February 11-17, 2007

This year John Howard Society Week was indeed special as we celebrated the 30th anniversary of the Howard House program. More than 60 staff, volunteers and invited guests attended a special luncheon at Howard House on February 16. Members of the Rotary Club of St. John's East were presented with a plaque in appreciation for a substantial financial donation. The donation permitted the program to replace several old major household appliances. Representatives from Correctional Service of Canada and the Department of Justice were on hand to bring greetings and good wishes from their respective departments.

Meeting with the Minister

On February 9, Wanda Lundrigan, Board Secretary; Pat Duff, Board Director; Rod Harris, Howard House Director; Susan Miller Yetman, Addictions Coordinator and the Executive Director met with the Minister who signed the proclamation declaring the week of February 11-17th John Howard Society Week. We had a very positive meeting with Minister Osborne, Deputy Minister Chris Curran and Assistant Deputy Minister Ralph Alcock and discussed issues of mutual concern, including the provinces plans for a new prison and the newly expanded addictions program at Howard House for adult probation clients.

Staff Recognition

Each year during John Howard Society week staff are recognized for achieving significant years of service with the Society. At the Howard House luncheon this year Don Vincent, Coordinator of the Home for Youth was recognized for 20 years of service while at a similar ceremony in Corner Brook, Trudy Sheppard and Sheldon O'Neill were recognized for ten years of service with the Society.

Media Coverage

- On February 16th the picture of the proclamation signing with the Minister appeared in the Telegram and in the Western Star.
- On February 16th the Executive Director did a live CBC radio segment from Howard House with the Morning Show's Geoff Gilhooly around the 30th anniversary of Howard House .
- February 17th edition of the Telegram contained an article titled " Clients Praise Service on Howard House Anniversary".

Other activities took place in both Stephenville and Corner Brook. These activities will be reflected in the Regional Director's report and the Loretta Bartlett Home for Youth Coordinator's Reports respectively.

Other Noteworthy Events

Volunteer Luncheon

On April 25th during Volunteer Week, a luncheon was held at our Water Street offices for the volunteers of the 121 and Prison Library programs in appreciation for their volunteer contributions at H.M. Penitentiary. At the luncheon the Society thanked longstanding volunteer Ken Kufeldt, who would soon be leaving the province, for the many years of volunteer service with both the 121 Visitation and Prison Library programs.

Society Recognition

In June at a ceremony held at the Fairmont Hotel in St. John's, the Office of the Solicitor General of Canada recognized the John Howard Society of Newfoundland and Labrador for its contributions to the national accreditation of the West Coast Correctional Center in Stephenville. At the same ceremony the Provincial Department of Justice provided the Society with a certificate of appreciation acknowledging our role and vital partnership in ensuring the safe reintegration of offenders.

Naming of JHS Building

A very special ceremony was held on November 25, 2006 at the John Howard Society offices to commemorate the naming of the John Howard Society building on 426 Water Street in St. John's to the Terry M. Carlson Building in recognition of more than 32 years of service by the now retired former Executive Director Dr. Terry Carlson. The ceremony was attended by volunteers, staff and invited guests and a plaque was later erected on the front of the building acknowledging the new name.

JHS National Staff Conference

In February 2007 a large contingent of Society staff traveled to Ottawa to attend the first national staff conference. The Executive Director was part of a small planning committee that worked for several months and resulted in approximately 200 John Howard Society staff from across the country in attendance. The Executive Director moderated two workshops. Prison Liaison/Family Services Coordinator, Val Corcoran presented at one workshop while C-STEP Director Randy Penney, Senior Facilitator Carolyn Hapgood and LRP Director Greg McCann-Beranger presented at another. Feedback from both workshops was overwhelmingly positive and I thank our staff for representing the Society in such a positive way. Due to the success of the conference, we hope to be able to organize another conference in the years to come.

Youth Services Coordinator

During the year our Youth Services Coordinator, Kathy Lewis was involved in a very serious car accident. We wish her the very best as she continues to recover and look forward to her eventual return to the Society.

Additional Activities

JHS Annual Christmas Party

Once again this year, spearheaded by Howard House Office Manager Susanne Rendell, more than 50 children and their families attended the annual John Howard Society Children's Christmas Party. For more than 20 years staff and volunteers organize and solicit donations from the business community to create a very meaningful event for children of clients and former clients of the Society. A special thanks to all who contributed including: the Kid's Castle, Jiffy Cabs, Santa - Bruce Templeton, the Elks Club and many more for their donations and time.

Atlantic Halfway House Association

During the year I accepted a position to serve on the board of directors of the newly formed Atlantic Halfway House Association (AHHA); and traveled to Halifax to assist with the drafting of the by-laws and constitution to be ratified at the first annual general meeting to be held later in the year. The Atlantic Halfway House Association was created in part through funding from Correctional Service Canada. It is anticipated the association will create a link with all the halfway houses in the Atlantic region, provide for eventual E-Learning opportunities and much needed networking and support to the various facilities.

Critical Incident Stress Management Training

Early in the new year twelve of our staff participated in Critical Incident Stress Management training provided through the Salvation Army. Both group and individual intervention training was completed and it is seen as a nice adjunct to the serious incident policy framework currently in place. The training is beneficial to staff both in their day to day work and also to provide support to the Society in the event of a critical incident.

To conclude, I wish to acknowledge the very positive working relationships we have with Correctional Service of Canada, Department of Justice, Health and Community Services, Department of Human Resources Labour and Employment and Service Canada. These partnerships provide the cornerstone for the continued work of the Society.

I would like to thank the Board of Directors for their time and commitment during the past year, especially our President Catherine Gogan who intends to step down as president but will continue to serve on the board of directors. Cathy's support has been invaluable to me during my first full year as executive director.

The past year brought many challenges but more successes for the John Howard Society. I want to thank all our staff and volunteers in St. John's, Stephenville and Corner Brook for their steadfast commitment to the work of the John Howard Society in this province. I look forward to the Society's continuing success in the years ahead.

Cindy Murphy
Executive Director

Federal Prison / Family Services Program

The John Howard Society Federal Prison and Family Services provides support and services to Newfoundland and Labrador federal inmates who are transferred to Atlantic Region facilities and leave families behind. The primary service, Federal Prison Liaison/Family Services has also been responsible for the development and delivery of the Family Resource Service, the Travel Assistance Program and the Aboriginal Family Support Program.

Federal Prison Liaison / Family Services

The Prison Liaison/Family Service Program has been providing contact, support and services to more than four thousand individual Newfoundland and Labrador federal offenders and their families in the twenty years of the program's existence. It meets the needs of Newfoundland offenders transferred out of the province and their families through regular federal prison visits, an annual family prison visit and in-office services. Institutional staff, local Correctional Service of Canada (CSC) staff, inmate representatives and clients all contribute to the provision of a successful service. Supportive counselling, information services and referrals are provided to clients in the federal institutions and the community. Families accessed supportive services and assistance in visiting loved ones incarcerated in the Atlantic region facilities.

Over the course of twenty-two years, the program has coordinated close to 75 federal prison visits and 22 family prison visits since its inception in 1984. An average of 120 individual clients and 40 families have accessed services per year including: individual counselling, contact, support and family prison visits. Contact is established in the federal institutions, in the community and maintained through telephone contact as clients are able to access information, supportive contact and services through long distance phone calls.

During visits to Atlantic, Dorchester, Springhill, Nova and Westmorland Institutions, meetings are held individually with Newfoundland and Labrador offenders in an effort to assist them in maintaining community and family contact and help them prepare for eventual reintegration back into the community. Long term clients from the province who are years away from release and are isolated from their home communities for extended periods of time, are provided ongoing contact, updates on community and family and an opportunity to develop community support while serving out their sentences. Often due to the distance and isolation, the Prison Liaison staff is the only contact long term clients may have with their home province and may be the sole source of information and connection to home.

Prison Services

Federal prison visits to the various institutions provided contact and support to more than 160 individual male and female clients. During visits in June and October 2006 and in January 2007, an average of 67 clients were seen in individual interviews or in group meetings. Meetings were

held with Newfoundland groups in Atlantic, Springhill and Westmorland Institutions to address issues and continue to encourage the development and maintenance of the groups which serve as a resource for Newfoundland and Labrador inmates. Continued liaison with institutional staff ensured input and ongoing coordination of program activities.

Family Services

Families play a vital role in the successful reintegration of offenders back into their home communities. Newfoundland and Labrador federal inmates are isolated from their families and communities when they are transferred out of the province. Geographical distance and high cost of travel prevent easy access to loved ones and many families are unable to assume the cost of visiting.

Family Prison Visit 2006

The Family Prison Visit program funded by Correctional Service of Canada and administered by the John Howard Society's Prison and Family Services has been in existence since 1980. The program continues to provide valuable visiting opportunities to those families who would otherwise not be able to make the trip to visit loved ones incarcerated in Atlantic, Dorchester, Springhill and Westmorland Institutions. This program, organized on a budget of around \$11,000 covers: air and ground transportation, gas, accommodations, meals, take-in foods, administration costs and miscellaneous expenses. Coordination of the program involved cooperation with community agencies and institutional staff, home and telephone contacts with families and continual contact with the Newfoundland groups in the institutions which were hosting socials for the visitors. John Howard Society staff: Linda Fisher, Michelle Park, Simone Kendall and the coordinator Valerie Corcoran supervised a variety of activities in Dorchester, Springhill and Westmorland Institutions. Atlantic Institution once again hosted only Private family Visits for selected families. All participants reported an enjoyable weekend and staff reported the visits took place without incident.

Finally, CSC continues to fund this program with the acknowledgement that it provides a vital service and benefit to Newfoundland inmates and their families. Their long-standing contribution ensure those offenders who are transferred far from home communities and loved ones are given the opportunity to spend some quality time with their families. This program would not be able to take place each year without their continued support and funding.

The planning and logistics of the Family Prison Visit continues to present challenges and issues. It is a weekend that is a cumulation of incredible cooperation and support from both inmates and institutional staff. The program has experienced special challenges this year with the loss of CanJet which was the major airline provider for the program and the untimely destruction of Mountaintop Hospitality House, both of which interrupted the usual smooth planning of the visit. However, on September 29, 2006 the four months of planning came together in a display of excitement and emotion as families stepped into V&C in each prison to be united with their loved ones.

Community Networking / Services

In addition to Federal Prison and Family Services clients accessed counselling and support through in-office contact and assistance in community reintegration. This continues to be an important component of the services to long term offenders released to the St John's Metro region. Early in 2007 the coordinator took part in Critical Incident Stress Management (CISM) and Debriefing training and certification. While the focus of the training was to develop a team to respond to critical incidents within the agency, the training and certification also served to upgrade skills required when working with families and clients in crisis. This training has proved invaluable in the day to day dealings with families who usually contact the coordinator during the crisis of court or incarceration. The certification as a CISM team member will also permit the coordinator to provide critical incident stress intervention to staff in the agency and to clients as needed.

As a function of the duties of the Federal Prison Liaison/Family Services program, membership on the National Steering Committee of Canadian Families and Corrections Network (CFC) continues to be a valuable and informative collaboration. As a resource, CFC has a wide variety of relevant materials, videos and publications for families of offenders and their service providers. The Steering Committee representing all of Canada, through a wide variety of service providers, families and interested parties, remains the single most pertinent network connection for the Prison and Family Services program of the John Howard Society. The relationship is a continued asset to the delivery of services to families.

As a regular component of the Prison Liaison Family Service Program, the coordinator maintains membership on the Admissions Committees of both the St John's CCC and Howard House. For the past three years, the coordinator has also served as a co-supervisor of the Women Offenders Resource Centre. This is a collaborative program between the John Howard Society and Stella's Circle which provides services to women released from prison to the greater St. John's Metro area.

John Howard Society National Conference

In February the coordinator of the program travelled to Ottawa to participate in the national JHS Conference which highlighted services provided by John Howard Societies across Canada. The coordinator gave a presentation on the services to families, including the Family Resource Service and the Family Prison Visit, in the category of "Unique Services Which Don't Fit Anywhere Else." This was an eclectic presentation on families, fathers and life skills programs available in the country. The presentation on the family services provided by the John Howard Society Prison and Family Services program was well received.

Program Development

The Prison Liaison / Family Service Program has been responsible for the development and delivery of the Family Resource Services and the Travel Assistance Program for families of offenders. In this fiscal year, it was also responsible for the development, successful funding and supervision of the Aboriginal Family Support Program.

Family Resource Services

The John Howard Society of Newfoundland and Labrador 'Filling in the Gaps in Services' to Newfoundland families completed the final year of funding with a full year of activities including four family meetings, provision and distribution of information to families and the accumulation of relevant resource materials. The materials collected includes resources for children and families, and reference material for the John Howard Society to enhance services to families. As the final year concludes, the resource service has updated pertinent information for families which are displayed as a library of resources. This small library would not have been possible without the support CSC contribution funding.

The availability for funds gave the opportunity to collect some diverse and up to date reference material which can be viewed on site or if necessary distributed to families and other resource supports. Over the last four years pertinent topics included: children of offenders, family relationships affected by incarceration, female offenders, long term sentenced offenders, lifers and prison services. The Society now has on site material which is relevant to children (ie. "*My Daddy is in Prison*") to relevant topical issues (ie. "*Prison Madness, Mental Health Crisis Behind the Bars*"). All of these materials provide a base of resources which keep the services provided by the John Howard Society current and relevant to the consumer population.

While the procurement of relevant resource material was an important component to the John Howard Society, the most important service the program supported was the family focus groups. These groups gave the opportunity for families to gather and discuss ongoing issues in their lives and to develop strengthened support services. Families were invited to attend social meetings to discuss issues that were relevant to them and their incarcerated loved ones. During this fiscal year four family meetings were held and provided a forum for active discussions and information sharing. Meetings in the summer and fall focussed on services provided, information on the family prison visit and issues related to families of offenders from Newfoundland and Labrador.

Private Family Visits / Travel Assistance Program

Family relationships are an integral component of successful reintegration of offenders back into the community. The Private Family Visit program of Correctional Service of Canada provides opportunities for families to have extended visits in private visiting quarters within federal institutions. Families and inmates are able to maintain relationships and increase the likelihood that they will have stronger, more positive support when the individual is released to the community. Families who would not normally be able to avail of visiting programs would have access to funds to support their efforts to maintain contact with incarcerated loved ones. This program would prove to be most beneficial to those serving extended sentences who were disconnected from outside contact with families and home communities due to their lengthy incarceration.

A total of ten private family visits involving 15 family members were facilitated by the Travel Assistance program. Visits took place in the five Atlantic federal institutions.

The need for the program is evident in the number of visits that are provided during the year. In addition to providing contact, the visits have allowed families and inmates to prepare for release, participate in parole board hearings and renew contact with children.

The Travel Assistance Program quickly became a resource that families and inmates took advantage of to increase their visits and contacts. In fact, by the end of the third quarter all of the travel funds had been disbursed. Families were advised to maintain contact with the John Howard Society for updates on the continuation of the program for 2007-08. Given the popularity of the program, a revised proposal was submitted for consideration for funding as the coordinator continues to seek out alternative funding sources.

Aboriginal Family Support Program

Newfoundland and Labrador Aboriginal offenders are transferred out of their own province and culture to serve sentences in the Atlantic Region federal facilities. Isolated from their communities, their cohesiveness and connections to supportive family relationships is harmed if not entirely severed. Under the supervision of the Prison Liaison / Family Services program, this program provided the opportunity for Labrador families to visit their loved ones incarcerated in the Atlantic Region federal facilities.

In November 2006 funding for the program was provided through the CSC Aboriginal contribution funding program. The funding was confirmed late in the fiscal year and a compressed time line was developed to provide maximum usage of the services and funds available. Michelle Park, a long term employee of the Society accepted the coordinating position and focussed mainly on planning of a family prison visit which took place this March and on a federal prison visit which provided some support and services to Labrador Aboriginal inmates.

Federal Prison Visit and Family Prison Visit

The coordinator participated in one federal prison visit in January 2007 which resulted in individual meetings with 18 of 24 identified aboriginal inmates in the Atlantic Region facilities. The coordinator introduced herself to the Aboriginal clients and gave an overview of the goals and objectives of the Aboriginal Family Support program. An informal needs assessment was completed to identify some of the underlying concerns and needs of the Aboriginal offenders and the services currently available to them. Due to the compressed time line, the Family Prison Visit took place the weekend of March 23 - 26, 2007 and involved three family members, two from the Goose Bay area of Labrador and one from Hopevale. Two family members visited Westmorland and one visited Dorchester Penitentiary. As the coordinator of the Aboriginal Program was unable to travel when the final dates were confirmed, the Prison Liaison/Family Service coordinator who was the supervisor of the program provided the family support for the weekend. All three visits were completed without complications and were well received by inmates and family members.

The Aboriginal Family Support Program has been submitted again for approval for 2007-2008 and it is hoped that timely approval will eliminate a number of issues experienced in the current contract year. A year-long period of activities would allow the John Howard Society the opportunity to better address the needs of Aboriginal inmates from the coastal communities of Labrador.

Summary

The Prison Liaison/Family Services programs continued to provide a unique service to federal inmates and their families. The continued funding of the program by Correctional Service of Canada demonstrated the remarkable support and network established between CSC and the John Howard Society. CSC also approved funding to the three other programs which were designed by the Prison Liaison / Family Services coordinator to fill gaps in services identified by federal inmates and their families. This support of innovative programming has allowed and encouraged continued development of services to Newfoundland and Labrador federal inmates and their families. These additional services, and the continued support of CSC, provide the foundation for growth, development and initiative within the Prison Liaison/Family Services program and for the upcoming contract year.

Valerie Corcoran
Coordinator

Howard House

The following report outlines the activities of the Howard House Program for 2006-2007.

Howard House had a very exciting year as it celebrated it's 30th anniversary. Festivities were held in February during John Howard Society Week to help commemorate this remarkable milestone. As well, The Rotary Club of St. John's East were recognized for their generous donation which helped purchase eight new appliances. Our in-house addictions program (Moderate Intensity Management of Offender Substance Abuse - MIMOSA) was expanded in October to include non-residential, Adult Correction clients. This program has been quite successful and referrals are still forth coming.

In 2006-2007 Howard House provided a total of 4020 bed days to Correctional Service of Canada clients released on day parole, full parole and statutory release. An increase of 1462 bed days or 57 %. CCS - Adult Corrections Division utilized 744 bed days. This represented an increase of 206 bed days or 38% over the previous year. CSC continued to provide the majority of clients (66) while CCS admitted 21 clients.

Table 1-A

CSC	Day Parole	Full Parole	Statutory Release	Unescorted Temporary Absence	Total
Federal Referrals	22	10	9	0	41
Provincial Referrals	18	7	-	-	25

Table 1-B

CCS	Temporary Absence	Probation	Conditional Sentence	Total
	10	11	0	21

Of the 87 admissions to the program, 52 successfully completed their period of residency while 15 continued as of March 31, 2007. Of the 20 who failed to complete the program, ten were for technical violations of which the majority were directly related to substance abuse. Six went unlawfully at large, three self discharged and two were charged with shoplifting. As approximately 80% of admissions to the program were assessed as having addictive behaviours, many of which are directly linked to criminal behaviours thus suspensions from the program became necessary to reduce the likelihood of re-offending.

MIMOSA has been a successful part of Howard House for the past three years and we anticipate its success will continue in the years to come. In October 2006 we were able to open the program to non-residential clients of adult corrections. By doing this we allowed clients who do not necessarily need all the support of a halfway house to access addictions programming. During the first six months we received 36 referrals for the day program. Due to the increase of participants we felt it was necessary to have the program co-facilitated. Andrea Ennis, residential assistant has assumed this role since August 2006. Howard House also operated the CSC National Substance Abuse Program (NSAP) for parolees who have completed high or moderate intensity programs in the institution or a low intensity program in the community. However, CSC decided to replaced NSAP Maintenance with the Community Maintenance Program (CMP), therefore NSAP ended in March 2007. Fortunately, two of our staff, Susan Miller Yetman and Rod Harris were trained by CSC for CMP and hope to begin delivering the program in the new fiscal year.

The table below represents the activities of the MIMOSA program for 2006-2007.

MIMOSA	Referred	Successful Completion	On-Going	Incomplete	To be Assessed
CSC	25	17	2	6	-
TA	9	4	1	4	-
Probation	7	4	-	3	-
Day Program	12	9	2	1	24
Total	63	34	5	14	24

Referrals to the Howard House program are carefully screened by our Admissions Committee which continued to meet biweekly when required. A total of 143 presentations were made with an average of five presentations per meeting. CSC presentations were made by parole officers Connie Jackman and Trevor Budgell, while classification officers, Bob Pike and Susan Greene presented for Her Majesty's Penitentiary. The following table represents the decisions of the Admissions Committee for 2006-2007.

Table 2 - Admissions

Admissions	Accepted	Denied	Total
CSC	69	32	101
HMP	27	4	31
Probation	12	-	12
Total	108	36	141

Howard House would like to thank the following members of the Admissions Committee for their contributions: Royal Newfoundland Constabulary Inspector Sean Roche; Acting Sgt. Bill James, John Howard Society Board Member Ches Oliver; Executive Director Cindy Murphy, Prison Liaison/Family Services Coordinator Val Corcoran; Addictions Coordinator Susan Miller Yetman and Residential Counsellor Doug Jackson for their valuable contributions and sound decision making.

Under the supervision of the volunteer coordinator, Tina Gray, thirty two volunteers provided 1341 hours of direct service to the program during the previous year. Volunteers continue to be such an important part of the Howard House program as they contribute in so many ways including the following: providing a pro-social support to the residents; assisting with the Howard House literacy program; assisting staff with supervision and the daily operations of the program as well as assisting with the recreation program. All funds made available to the recreation program are achieved through fundraising by the staff and volunteers. Events such as car washes, ticket sales and recycling enabled the recreation program to organize weekly events such as swimming, bowling, movies, rock climbing and visits to the Salmonier Nature Park, the GEO Center and the Railway Coastal Museum. Under the supervision of Howard House Office Manager, Susanne Rendell, volunteers have for over 20 years been assisting with the Annual John Howard Society Children's Christmas party for children of clients and former clients. Annual donations are solicited from various community agencies to provide presents for approximately 50 children. In 2006 the party was held again at the Kid's Castle. Jiffy Cabs also helped out with the children's Christmas party by providing safe transportation for families

On behalf of staff and residents we wish to extend our thanks and appreciation to the following volunteers: Sherri Crews, Chris Carter, Crystal Coish, Leanne Crane, Lesly Cummings, Lori Drover, Megan Dyke, Denise Donovan, Francine Durnford, Glenn Edwards, Andrea Ennis, Cassandra Furlong, Kelly Gaulton, Paula Greene, Colleen Groves, Andrea Janes, Patricia Keel, Darleen Kelly, Mark Kiely, Joanne King, Ray Mercer, Carla Noseworthy, Lisa Penney, Lori Pynn, Tara Ryan, Krista Stevenson, Ashley Tancock, Lesley Tucker, Laura Vardy, Susan Waye, Racquell Wells and Cindy Whitten.

Howard House residents are provided with individual case plans which are developed through consultation with the resident, the house counsellor and the referring agency. Individual counselling was provided by the residential counsellor, Doug Jackson and the director, Rod Harris. Along with services offered on-site, 539 referrals were made to specialized services outside the program and are listed as follows:

Referrals to Community Resources /Individuals/Programs

Individual - Group Counselling

Howard House Counsellors -	87
Psychologist and Psychiatrists -	24
JHS Federal Prison/Family Services	1

Educational Upgrading/Employment Services

JHS C-Step Reasoning and Rehabilitation Booster Program	8
JHS C-Step Linkages program	5
JHS C-Step Counterpoint Program	7
JHS C-Step Workplace Safety	26
JHS C-Step Generic Relapse Program	9
JHS Career Development	12
JHS Employment Services	6
JHS Corcan Program	56
JHS Youth Services Program	10
Dept. Of Human Resources Labour and Employment	74
College of the North Atlantic	10
Howard House Literacy	2
Student Aid	5
Discovery Center	3

Substance Abuse Treatment

Alcoholics Anonymous/Narcotics Anonymous	62
MIMOSA	51
Recovery Center	4

Medical/ Psychiatric

Waterford Hospital	7
General Practitioner	41
General Hospitals	10

Other

Legal Aid	2
Family Court	7
Personal Credit Counselling	10

Total	<hr/> 539
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Various staff were able to avail of a number of training initiatives and conferences during the past year which included some of the following: John Howard Society Conference in Ottawa, Gambling Awareness, Applied Suicide Intervention Skills Training, Critical Incident Stress Management, Fundamental Concepts of Addictions, Youth and Addictions, Staff Development Day, CSC Community Maintenance Program and First Aid /CPR.

Andrea Ennis was hired under a Targeted Wage Subsidy Program and Paula Greene was funded through a Job Creation Project. Both have been instrumental in their roles and have been an extremely valuable resource for Howard House. During the previous year Howard House also was able to hire two summer students through funding from Service Canada. Katherine Piercey and Joanne King availed of the Summer Career Placement Program.

Howard House was fortunate once again to have three students; Michelle Long and Raquel Wells from Academy Canada Criminology Program and Lisa Pennell from Nova Scotia Community College. In addition Howard House provided a placement for fifth year social work student Laura Martin from the Maritime School of Social Work of Dalhousie University who worked with several of our clients during her placement. We thank them for their contributions and welcome additional students in the years to come.

Other highlights during the year included hosting the annual staff recognition ceremony during John Howard Week in February, several staff were recognized for their years of service with the agency at a luncheon in which most of our staff were in attendance. Howard House again hosted the annual Alzheimer's Awareness Coffee Break for agency staff in which donations were accepted for the Alzheimer's Society.

In closing, the Howard House program had a very productive year primarily due to the increase in referrals from both Correctional Services of Canada and the Corrections and Community Services. This year we were able to complete a number of renovations, eliminate the deficit and still able to hold onto a small surplus. On behalf of all the staff of Howard House we wish to thank our volunteers, community representatives, board of directors as well as our community partners, Correctional Service of Canada and the Adult Corrections Division of the Department of Justice for their support and contributions. Howard House has had a very productive year in which all the staff and volunteers worked very hard and I wish to thank them for their dedication, commitment and the quality of services provided to the residents in 2006-2007.

Rod Harris
Director

Cognitive Skills Training Employment Preparation Program (C-STEP Program)

Overview

The C-STEP Program provides small group, intensive interventions to high need clients in two major areas: **cognitive restructuring** and **employability skill development**.

Cognitive Restructuring-based Group Interventions

Counter Point is designed to target the highest risk subgroup of our clients who have been identified as possessing strong pro-criminal beliefs and entrenched rationalizations that support their anti-social behaviour. This approach is delivered over 20 three-hour sessions. Developed by John Howard Society of Ottawa in collaboration with CSC it is grounded in Albert Ellis's REB Therapy.

Community Maintenance Program (CMP) is a newly-developed CSC program that is intended to provide maintenance in the community for graduates of all national reintegration programs with a relapse prevention component. Participants are of moderate to high risk to re-offend. The program consists of twelve sessions per cycle. These sessions alternate between review of six core skill areas consistent across programs and self-management sessions designed to monitor client risk factors. CSC Programs with a relapse prevention component include: Violence Prevention Program, Anger and Emotions Management, Family Violence Prevention (high and moderate intensity), National Substance Abuse Program (high, moderate and low intensity), National Sex Offender Program (moderate and low intensity), Counter Point and four Aboriginal Programs. CMP is designed as an open intake program to be offered weekly.

Generic Relapse Prevention is a 'brief' intervention (six group sessions) designed to assist participants in understanding their offense cycles and relapse prevention, as well as provide them with coping strategies to decrease likelihood of a relapse. It attempts to provide basic self-management skills which can be reinforced through subsequent, more extensive programs.

Cognitive Skills Booster groups are designed to maintain positive changes in thinking and behaviour. Cog Booster, a continuous intake program, is provided to clients in the community who have completed prior Cognitive Skills training. Booster is essentially a review of Cognitive Skills with an emphasis on skill application and self-management training.

Adaptive and Creative Thinking (ACT) Project. This project, funded by HRLE, was first piloted in September 2003 and is designed to expose HRLE at-risk youth (ages 18-29 years) to cognitive strategies and skills that helps them approach their current dilemmas in a more adaptive, creative and solution-focussed manner. By teaching them the skills and attitudes required to be successful in the labour market, the program is significantly improving their employability. C-STEP partners

with agencies delivering the Skills Link and Linkages programs and delivering the ACT workshop as part of the participant's orientation before they commence employment placements. This strategy appears to be very helpful to clients entering the workforce in terms of increasing job maintenance outcomes.

Employability Skill Development

This area is comprised of three services: employment preparation group training, individual computer software training and individual employment/academic placement. The **Employment Preparation Program** focuses on career self-exploration, career planning and acquisition of job finding/employability skills. Follow-up placement subsequent to group work provides opportunities for work experiences in the private sector or support in retraining. Close links are maintained with JHS Employment Services on Water St. in order to effectively coordinate client interventions.

In partnership with CORCAN and JHS Employment Services, C-STEP's **Employment Counsellor Services** position complements both JHS programs by assisting clients in securing job placements. This last step of career development is often the most daunting and challenging for clients. This service bridges a critical gap in a client's transition to independent, pro-social living by liaising with potential employers and clients through initial hiring and job maintenance.

C-STEP is currently running its eleventh **Linkages** project which continues to be supported by Human Resources, Labour and Employment. Funding was provided for six placements in total. This program provides an immense opportunity to our clients who are trying to enter the job market and this year's placements have proven to be very successful again.

The volunteer assisted **Computer Tutoring** program is designed to help clients become computer literate or proficient in basic software. This one-on-one, self-paced program utilizes community volunteers to provide clients with training in various computer software application and operating programs that they otherwise would not have access to. Key-In Technical College continues to provide opportunity for challenge exams (fees paid by HRLE) and certificates.

CLIENT ACTIVITY

	Service	Total Referred	Total Participants	Total Completed	Completion Rate
Group	Cog Booster	14	14	13	93%
	Counter Point	25	13	10	77%
	Community Maintenance	38	25	19	76%
	Gen Relapse Prev	34	22	17	77%
	ACT	65	51	48	94%
	Employment Prep	64	28	19	68%
	Linkages	10	7	6	86%
Individu	Indiv Counselling	8	8	8	100%
	Computer Tutoring	4	4	3	75%
	EmployCoun-Corcan	92	92	78*	85%
Othe	Workplace Safety (1 day workshops)	98	77	77	100%
	Total	452	341	298	87%

This past year, C-STEP received approximately 452 referrals. Assessments were completed on the majority of these referrals by program staff, resulting in 341 clients commencing interventions (see table above for a breakdown). A total of four Employment Preparation training groups, two Counter Point groups, continuous intake Boosting Cognitive Skills, three Community Maintenance groups (cycles), two Generic Relapse Prevention groups, continuous intake individual employment counselling (and job placement) services, one Linkages project, five ACT groups, computer tutoring and three rotations of Workplace Safety Workshops were delivered.

It should be noted that of the 452 referrals, 98 of these were for Workplace Safety training, which consists of two or three days of day-long workshops. Seventy-seven clients successfully completed training in WHMIS (Workplace Hazardous Materials Information Systems), Flagperson Safety and Basic First Aid.

Employment Counsellor Services Outcomes

Following the progress of clients engaged in one-on-one support by our Employment Counsellor (funded in large part by CORCAN) indicates an exceptionally high level of successful outcomes for the year, as can be seen in the table below.

	Total Participants Completing	Employment Placements	Academic/ Training	Resumes / Other Pre-employment Services
Employment Counselling - CORCAN	45	35	4	6
Employment Counselling	33	16	4	13

Program Updates

HRLE Community Partner Initiatives. On October 19 & 20, 2006, C-STEP participated in a retreat hosted by HRLE for all its community partners in the Avalon Region. This retreat provided a valuable forum for developing common goals and visions towards the ability and capacity to increase labour market participation and attachment of our clients. The two days provided opportunities for discussions on topics such as social inclusion, privacy, confidentiality and information sharing, the ARMS database and next steps.

CSC Program Changes. Due to CSC phasing out several programs this year, we have accordingly adapted our delivery of programs. We expect this process to continue into next year as well. Reasoning and Rehabilitation (Cognitive Skills Training) has been discontinued, as has the maintenance program for this, R&R Booster. As well, Counter Point will not be offered in the future. In place of these programs, a new CSC program called Alternatives, Attitudes and Associates will be delivered. This program is in its pilot stage and C-STEP staff will receive training in May 2007. The program consists of 26 two and a half hour group sessions, two individual sessions and several pre/post test sessions.

Parenting Skills Services Project. From 2002 to 2006, C-STEP has taken a lead role in a multi-agency research project that has examined parenting skills services for at-risk families in the St. John's area. This involvement began as a result of repeated requests for C-STEP to offer a parenting skills program to clients. This project has continued to evolve beyond the completion of the National Crime Prevention Centre, Department of Justice Canada funding that concluded in 2006. It is now named Parent Connections (www.parentingskillsproject.com) and is designed to support parents in accessing affordable, inclusive and respectful parent programs and services that engage and empower parents. This is achieved by encouraging a collaborative effort with all stakeholders to make the following available: an inventory of the various programs and services available to North East Avalon to assist parents in their roles; a quality Peer Parent Support Training for parent programs and services; a handbook of tips and suggestions for engaging parents; and ongoing public

awareness providing consistent, positive messages about the role of parents in a child's life. It has become a valuable resource for our clients who are in parenting roles or struggling with parenting issues.

Staff Development and Support Services. The past year has again been very busy for C-STEP. To support the well-being of our staff, we have continued to provide an employee support program that draws on resources both within and outside our office. We continue to include greater attention to stress prevention and reduction, post client-session debriefing, team-building activities (including our third annual winter and summer retreats) and bi-weekly meetings around these topics. We also continue to utilize part of our operating budget for paid access to an independent ongoing support service that provides another level of debriefing and support that we have found to be critically important to self-care when working in this field. Three of our staff completed Critical Incident Stress Management (CISM) training this year and we are pleased to see the development of a Critical Incident Response Team underway.

In closing, I wish to congratulate staff on their level of excellence in their work this past year. We certainly have developed an awesome team at C-STEP, a team that makes it a pleasure to come to work every day. Clients ultimately benefit from this by way of a high quality service. As I am leaving this position shortly to pursue private practice as a psychologist, I find myself experiencing a mix of feelings: excitement for the new work and sadness around leaving my colleagues and the organization. I would like to take this opportunity to thank my staff for their professionalism, integrity, and for bringing warmth and humor to the work. Also, a big thank-you to other JHS staff, volunteers and board, community and government partners that I have had the privilege of working with these past 17 years.

Randy Penney
Director

Learning Resources Program

This report will highlight the activities of staff and clients of the Learning Resources Program (LRP) from the period April 1, 2006 to March 31, 2007.

Staff

The year 2006-07 marks the steady progress towards our goal of reaching our full complement of staff and stabilizing current positions. Senior staff members, Patrick O'Reilly and Catherine Shortall provided yeoman service in their shared role as Joint Interim Directors until September 2006 when the current Director, Greg McCann-Beranger, was hired. In October, Graham Lucas moved from contract staff to permanent status as a Clinical Program Facilitator. An internal competition resulted in Catherine Shortall taking on the permanent position of Clinical Supervisor with Caren Anderson contracted to fill the position vacated by Catherine. Other contractual staff - Valerie Corcoran, Claude Quigley and Arlene Breen delivered counselling programs on-site.

The remainder of this report will present the activities of all staff previously mentioned and the client treatment activities by program type. It is important to note that some of the programs delivered by the LRP commenced before April 1, 2006 and others will continue beyond the March 31, 2007 time-frame covered in this report.

Program Overview

The Learning Resources Program provides program opportunities for rehabilitation of adult offenders. Services provided by the LRP focus on the criminogenic needs of the offender with the goal of reducing recidivism. Programs are separate and distinct and are designed to address risk, need and responsibility for our clients. Programs are developed and delivered in response to mandated referrals from Probation Services. Current program offerings include:

1. Low Intensity Sex Offender Program (LISOP)
2. Options and Alternative Skills for Interpersonal Safety (OASIS)
3. CORE Programs
 - a. Violent Offender (VO).
 - b. Criminal Behaviour Awareness (CBA)
 - c. Female Criminal Behaviour Awareness (FEM/CBA)
4. Intermittent Sentence Workshop (ISW)

During the current period the LRP received 146 referrals from Corrections and Community Services. Almost 70% of these successfully completed the various programs or were still in programs at March 31st. This compares with 174 referrals last year with a 47% completion rate. A summary of the referrals for these programs and their outcomes follows:

LISOP	OASIS	CORE	ISW	Total
1	42	56	47	146
0.7%	28.8 %	38.3 %	32.2%	100 %

Referral Outcomes	Out of 146 referrals	Percentage
Remain In Program (at Mar. 31)	14	9.6
Completed Program	86	58.9
Rejected By LRP	10	6.9
Revoked By Probation	14	9.6
No Show	11	7.5
Terminated	4	2.7
Wait Listed	1	0.7
Inappropriate Referral	1	0.7
In Custody	4	2.7
Did Not Complete	1	0.7

1) LISOP

The **Low Intensity Sex Offender Program (LISOP)** uses a cognitive/behavioural approach in conjunction with a self-management model. The goal is to assist sexual offenders who are assessed as being on the lower range of risk/need to learn self-management strategies and skills to manage risk for sexual offending. During the past year there was only one referral for this program. This individual was provided with supportive counselling on an individual basis until his probation order terminated.

2) OASIS

The **Options and Alternative Skills for Interpersonal Safety (OASIS)** Program is based on the Readiness Model, the Correctional Service Canada National Family Violence Program and emerging research which identifies risk factors for domestic violence. Clients are clustered by risk level and placed in the appropriate groups. The program uses a cognitive/behavioural approach to provide participants with an opportunity to develop skills to maintain healthy, non-violent relationships.

This program was coordinated by Graham Lucas and clinically supervised by Catherine Shortall. During the last year the LRP delivered two Domestic Violence Treatment Programs – one moderate risk, one high risk all using the co-facilitation model. It is worthy of note that the number of referrals made to the program by Community Corrections personnel decreased by 50%. The table below will provide a brief overview of client activity within the OASIS program.

Referral Outcomes	Out of 42 referrals	Percentage
Remain In Program (at Mar. 31)	1	2.9
Completed Program	32	76.8
Rejected By LRP	2	4.8
Revoked By Probation	4	8.9
No Show	2	4.8
Terminated	0	0
Wait Listed	1	2.4

3) CORE

The CORE programs, like all the programs offered by the Learning Resources Program, are separate and distinct and are designed to address risk, need and responsibility for our clients. The programs that were offered in our CORE program this fiscal year included:

- a) The **Violent Offender Program (VO)**. This program is for male perpetrators who have been convicted of a violent offence. The program uses a cognitive behavioural approach and targets pro-criminal attitudes, anti-social feelings and pro-criminal peers. The relapse prevention model is utilized.
- b) The **Criminal Behaviour Awareness (CBA)** is designed to target the dynamic criminogenic risk factors of offenders such as anti-social attitudes, thoughts and beliefs and pro-criminal peers. A cognitive behavioural approach is used to address these risk factors with the goal of lowering risk to re-offend.
- c) The **Female Criminal Behaviour Awareness Program (FEM/CBA)** is designed to raise awareness of risk factors for further criminal behaviour and to develop healthy plans for dealing with these risk factors that can lower risk of re-offending, using a cognitive behavioural approach.

The CORE programs were coordinated by Graham Lucas with clinical supervision provided by Catherine Shortall. The CORE programs offered included one Violent Offender Program, three Criminal Behaviour Awareness programs (one individualized and two in a group format), and one moderate risk Female Criminal Behaviour Awareness program.

The tables below will provide a brief overview of client activity within the CORE program.

Referral Outcomes	Out of 56 referrals	Percentage
Remain In Program (at Mar. 31)	13	23.2
Completed Program	14	25
Rejected By LRP	8	14.3
Revoked By Probation	10	17.9
No Show	3	5.4
Terminated	4	7.1
Wait Listed	1	1.8
Inappropriate Referral	1	1.8
In Custody	1	1.8
Did Not Complete	1	1.8

4) Intermittent Sentence Workshop (ISW)

The Intermittent Sentence Workshop (ISW) is designed to target dynamic criminogenic risk factors of substance abuse, anti-social beliefs and attitudes, and negative peer associates. The Workshop is a two-day, psycho-educational program delivered jointly by a staff member from LRP and Her Majesty's Penitentiary (HMP). This year four Intermittent Sentence Workshops were delivered - two in September and November 2006 and two in February and March 2007. A fifth group, scheduled for January 2007 was cancelled due to a lack of referrals from Corrections and Community Services and Her Majesty's Penitentiary. The groups were co-facilitated by Bob Pike (HMP staff) and various staff from LRP. The ISW program was coordinated by Caren Anderson with clinical supervision provided by Catherine Shortall.

The table below will provide a brief overview of client activity within the ISW program.

Referral Outcomes	Out of 47 referrals	Percentage
Completed Program	39	83
No Show	6	12.8
In Custody	1	2.1
Did Not Complete	1	2.1

Other Activities

- **Working Group** – A joint initiative of LRP and Corrections and Community Services which was established last year, met several times in 2006-07. The group, which is made up of two staff from each organization, considered issues around programming, referral procedures, scheduling of groups, etc.
- **Efficiency Evaluation of the LRP** – The majority of the program recommendations from the study conducted in 2005-06 which evaluated the programs and services provided by the LRP for Corrections and Community Services, have been implemented. Other recommendations have been partially implemented or are still under consideration.
- **Technology Upgrades** – LRP has upgraded its computer and operating system. A server has been installed which will provide better security, efficient backup, data sharing, shared internet connections, group scheduling, etc. Through our membership in “TechSoup” we have been able to secure donations of popular office software for LRP as well as for the other programs of the John Howard Society.
- **Professional Development** – Staff attended three major workshops during the past year:
 - Alan Jenkins, internationally recognized domestic violence trainer from Australia who presented in Toronto.
 - National Conference of the John Howard Society in Ottawa.
 - Level of Service/Case Management Inventory (LS/CMI) training in St. John's with Probation Services.

- **Delivery of Training** – At the request of Probation Services staff of LRP developed and delivered a three day training package entitled, *Facilitating Change: A Workshop for Community Corrections Personnel Involved in the Supervision and Treatment of Domestic Violence Offenders and Sex Offenders*. The workshop was delivered in Gander and St. John's and was attended by probation officers and other correctional staff from across Newfoundland and Labrador. Lynn Burke, a Probation Officer from Carbonear assisted with the planning and delivery. Topics included theory and practice of change, therapeutic alliance, motivational interviewing, and treatment of sex offenders and domestic violence offenders. The response to the sessions was very positive and a testimony to the talent and dedication of all the LRP staff – in particular Catherine Shortall and Pat O'Reilly who provided the leadership and clinical expertise required to make the event so successful.

A Thank You to all Staff

As has been the case for the past several years the LRP has seen many changes, and with the commencement of an organizational review within the John Howard Society combined with the pending renegotiation of its yearly service contract with Corrections and Community Services, this trend is expected to continue. As a result the main focus on staff development has been providing support to the staff during the transitional periods while maintaining effective programming. Staff, without hesitation responded to the changes by sharing additional responsibilities and demonstrating a willingness to accept the uncertain times and remain committed to providing valuable effective services to our clients.

In closing my report I wish to express my personal gratitude to a number of individuals who have contributed to the successes of the LRP over the past few years. I want to thank the staff for their service, dedication, and friendship: Dot Butler who provides the Office Administration Support that is so critical to keeping the operation running efficiently; Catherine Shortall, whose passion and clinical skill are second to none; Pat O'Reilly whose wisdom, organizational talents and wit serve us and our clients so well; Graham Lucas and Caren Anderson – emerging talents in their own rights who are blossoming in this “learning organization” environment. A special thanks also to Val Corcoran, Claude Quigley and Arlene Breen who served so competently as contract counsellors during the year and to Tina Blackmore, an enthusiastic BSW student who completed a field placement with us.

Greg McCann-Beranger, M.S.W., R..S.W.
Director

Employment Services (St. John's)

For the past 30 years the Employment Services program has offered employment, education, skills training and related services to clients facing barriers due to having a criminal record. During this term more than 4000 clients have availed of these services. Since the onset of this program more than 4000 clients have availed of services of this program. In 2006-07 the lone counsellor worked with 169 clients and provided more than 475 individual sessions. A further 252 client sessions were missed for various reasons. With such high incidences of missed sessions, this year the program introduced group intake sessions. Twelve sessions were held for new referrals with 43 clients attending. As are typical, male clients were the majority seen. This year 16% (26) of clients were female with the remaining 84% (143) male.

Services provided fall into five categories: career decision-making, skills enhancement, job search, personal/social and employment maintenance. Clients work individually with a counsellor to develop a plan of action required to allow them to return to the labour market. Funding to complete these plans come from a wide range of sources including Service Canada (clients who have received EI in the past three years), HRLE, and Canada Student Loans. While some clients only required general information or referral to other community services, more than 150 clients worked to develop a return to work action plan. Action plans are developed to determine the step/steps a client identifies for their situation to re-enter the workforce. Each plan is individualized and may focus on career decision making, skills training, job search or other activities.

Limited education continues to be a substantial barrier for many of our clients. A high proportion of clients identified return to work action plans involving training. This fiscal year 45 clients participated in various training programs. Basic literacy continues to be an issue for many clients. Five clients were involved in basic literacy programs throughout the city. An additional eight clients enrolled in Adult Basic Education (ABE). Finally, twenty-four clients enrolled in post secondary training to develop specific skills required for the workplace. Clients completed a range of training programs including: marine cooking, executive office assistant, heavy equipment operator, steamfitter/pipefitter, electrician, plumbing, engineering, marine diesel mechanics, nautical science, business administration, Class 2 drivers licence, crane operator, BST, MED and carpentry. Clients attended throughout Newfoundland and Labrador as well as Ontario. Clients have enrolled in a broad range of education institutions including: College of the North Atlantic (CONA), Keyin College, Academy Canada, Carpenter Millwright College, Central Training Academy, Compucollege, International Academy of Design and Technology, Marine Institute, Offshore Safety & Survival Center and Operating Engineer College.

The ultimate goal is for clients to successfully reintegrate to the workforce. In addition to training, employment was also targeted. In client follow up, 38 clients reported securing employment. Employment ranged from long term sustainable positions to seasonal jobs to placements in employment programs (such as Linkages, Skills Link, Targeted Wage Subsidy, Job Creation Partnerships or Employment Action).

Seventeen clients enrolled in programs to assist with career exploration and job search (e.g., Women Interested in Successful Employment (WISE), Stella Burry Employment Preparation Group, Career Education (C-STEP), New Beginnings, Orientation to Trades and Technology, Career Exploration for Women, Skills Link). Such programs are invaluable to give clients the time and opportunity to explore the interests and opportunities in the local labour market. Many clients have completed training plans as a direct result of participation in such programs.

Again this year we continued our partnership with Adrian Coady of Offshore Recruiters. An expert in the oil industry requirements and future growth areas, Adrian continues to provide assistance to clients looking for information on careers in this field. This year he has offered two group sessions to more than twenty clients as well as numerous individual sessions. His advice to clients and to program counsellor has been invaluable and resulted in several clients securing full-time employment in this industry or returning to school to complete training required for employment. Numerous other clients continue to work toward developing a realistic plan to enter this field.

For many clients, a pardon provides the opportunity to move past historical convictions. This year, the request for pardon assistance has been overwhelming. As a result, a group pardon session was developed and presented to clients. Three such sessions were held this year with 19 participants. While the application process is time consuming, the pardon provides both psychological and legal benefits, allowing clients to apply for additional positions without discrimination based on a criminal record.

Without the help and support of numerous people, we could not have so many successes. Within John Howard Society, both Ivy Martin and Linda Fisher play critical support roles for the program. Service Canada staff continues to be supportive of the case plans developed for clients requesting funding. The entire training and program units have been invaluable throughout the year. In particular, John Wilson and Marg Payne have continually gone above and beyond. Staff at Human Resources Labour and Employment (HRLE) has been crucial to providing counsellor with program information and assisting clients as requested. Career development specialists and client services officers have been invaluable in assisting to assist clients to achieve their goals. To all the partners, educational centers, employers and community agencies thank you for your part in assisting our clients change their lives.

Michelle Park
Coordinator

Home for Youth

The John Howard Society's Home for Youth (HFY) has completed its 28th year of operation. Throughout this period HFY staff have always strived to provide successful program interventions and activities that contribute towards the rehabilitation of young people sentenced to open custody in the St. John's region.

Referrals

Twenty-two young people were accepted into the HFY Open Custody Program from April 1, 2006 to March 31, 2007. All the program participants were male. Ten individuals successfully completed their open custody dispositions, six failed to complete, two were transferred to other open custody facilities. As of April 1, 2007 three youth remained at the HFY, one individual remained unlawfully at large from custody.

All referrals were made under the Youth Criminal Justice Act by the Eastern Regional Health Authority. Out of the twenty-two admissions, thirteen youth were received directly from Youth Justice Court, seven transferred from the Newfoundland and Labrador Youth Centre and two from other open custody facilities in the eastern region.

Admissions	Male	Female	Direct Court Referrals	Secure Custody Referrals	Other Open Custody Referrals	Completed	Transferred out or did not Complete	Current
22	22	0	13	7	2	10	8	4

Community Involvement and Programming

Once again HFY residents and Community Support Program (CSP) clients participated in programming which included group sessions, education and employment, life skills, counselling to recreational opportunities. Throughout the reporting period our young people availed of many opportunities within the St. John's region offered by the following service providers: YMCA, Community Youth Network, the Murphy Centre, the Real Program, Aquarena, Department of Justice, Eastern Health, Pre-trial Services, Eastern School District, Choices for Youth, College of the North Atlantic, Service Canada, The John Howard Society C-STEP, Skills Link and Youth Services Program.

Staff Training

Several staff took part in a number of training opportunities throughout the year. Areas covered were: Orders to Reside training (all staff), Critical Incident Stress Management (2), Provincial Child and Youth Care Conference (3), Occupation Health & Safety Training (1), John Howard Society of Canada National Conference in Ottawa (3), Conflict Resolution in the Workplace (2), Conflict Coaching (2), Homelessness National Conference St. John's (2), Mental Health & Addictions (1), Prevention of Alcohol and Risk Related Trauma in Youth (PARTY) (1) and the Virtues Project (1).

Staffing

Many staff changes occurred during the year. After many years of dedicated service at the HFY Renee Peters decided to pursue a career with the Workplace Health, Safety and Compensation Commission of Newfoundland and Labrador. Renee will surely be missed by HFY staff and residents and we wish her well.

The CSP also has seen some significant changes this year. Kim Randell & Heather Roberts both completed their BSW and have taken social work positions with Eastern Health. Kim was instrumental in the development of the CSP. Her professionalism and vision will surely be missed. Finally, Ed O'Keefe had a short period of employment with the CSP, however has returned to a teaching position in Northern Canada. To all staff that have left this year I would like to say thank you for your commitment and dedication.

Community Support Program

Working mainly after 4:00 p.m. daily and weekends, staff of this program enhance the 'after hours' supervision and support to youth and their families. This program will also provide a supportive counselling service to improve youth educational and vocational opportunities as well as supportive involvement in prosocial extracurricular activities.

Referrals are made by Eastern Health for the following:

1. Youth on community supervision.
2. Youth on deferred custody orders.
3. Youth on Conditional Supervision
4. Youth on reintegration leave from open custody.
5. Youth identified as being at risk of entering the custody system or identified as requiring supportive intervention.

Reason for Referral	Number of Referrals	Male	Female	Completed	Ongoing
Community Supervision	12	12	0	8	1
Reintegration Leave	1	1	0	1	0
Deferred Custody	6	4	2	2	1
Supervised Probation	10	10	0	1	4
Conditional Supervision	1	1	0	0	0
Total:	30	28	2	12	6

In September 2006 Darleen Kelly of the CSP created two newsletters to be developed monthly: The *CSP TIMES*, a newsletter created for the young people on our caseload and the *CSP PAGE (parents and guardian edition)* created for our client's families. These were created to maximize the information sharing between our clients, their family and the community support workers.

The CSP Times focuses on many issues that are of interest to today's youth, not only determined by CSP, but requested by the youth. For example, the CSP Times has provided valuable information on studying, tutoring and education, relationships, abuse, violence, sexuality, video games and the media, drug and alcohol awareness. To compliment the articles and their discussions, the CSP links the information back to the appropriate services in the community and provides their contact information.

The CSP PAGE: Parent and Guardian Edition was created to compliment the monthly installments of CSP Times. It was revealed through the John Howard Society Annual Report 2005-2006, that the parents and guardians with the CSP requested further support through the program. The CSP PAGE: 'Parent and Guardian Edition', provides the families of youth with information on parent support groups, events, and information on services in the community that may benefit them when working with their young person. In addition, the articles reflect the same information that has been discussed with the youth for that month, but is written for the adult caregiver. We also felt that this may serve to open communication lines between the youth and their caregivers. We end each CSP Times edition with the following:

“This newsletter is meant to be informative, fun and a way for you to gain insight into the services and programs that are in your community to benefit you. It is your right to know the information and people that are available to you, so that you have the ability to make informed decisions.”

Don Vincent
Coordinator

Youth Services Program

It has been a challenging but successful year for the Youth Services program. In October, Kathy Lewis our dedicated and enthusiastic coordinator was involved in an accident that required her to take extended sick leave. The Youth Services clients, co-workers, both at the John Howard Society and in the community anxiously await her return and send her best wishes for a speedy recovery.

We are pleased to report that the Youth Services program in operation since 1990, has had another successful year, 45 clients availed of supportive counselling services, educational, training and employment opportunities. We are pleased to report that 16 clients have successfully completed the program, only seven returned to custody, and 22 are still participating, (ten of whom have been accepted into the Skills Link program).

Through a case-managed approach, the program provided a variety of supports and interventions to clients to help them develop the necessary skills for successful career development. Clients developed individual action plans based on their interests, needs and skills development.

Life skills training have become a priority for clients. Through individual and group sessions, client needs were addressed and opportunities provided which helped them learn new skills and build self-esteem. Helping at-risk clients overcome their barriers and responding to their needs has increased the chances for employability and success with their action plans. Many areas of life skills were covered: resume development, cover letters, job searches, labour market research and career exploration. Clients also toured post secondary institutions and attended career fairs.

Employment programs included: Skills Link, Linkages, Youth at Promise, Youth Works Well, Employment Action, and Ready to Work. Many clients gained work experience in the community throughout the year, during the summer other clients gained work experience through the Student Employment Centre. Community programs included: Rabbittown Learning Center, STEP, Single Parents Association and W.I.S.E. Many clients received specialized training such as First Aid, WHMIS, Flags Person and S.W.O.P. Clients also completed programs offered by the John Howard Society such as: Computer Tutoring, Generic Relapse Prevention, Adaptive Creative Thinking Program, Employment Preparation, Reasoning and Rehabilitation and various safety courses. The Youth Services program has many resources available to clients at 30 Harvey Road including pamphlets and other printed material about numerous community programs, employment/educational opportunities and job applications.

We would like to thank Human Resources Labour and Employment for continuous support of the program. Despite the barriers that face at-risk youth, many are well on their way to achieving their career goals, participated in life skills development and training, secured employment and/or returned to school. We would also like to send heartfelt thanks to staff at C-Step, and staff/support staff at the John Howard Society for their constant support and expertise. We look forward to further development and enhancement of our program and services to young people in the coming months.

Kathy Lewis/Edwina McCarthy - Coordinators

Careers for Youth (Skills Link)

Skills Link helps youth facing barriers to employment develop the broad range of skills, knowledge and work experience they need to participate in the job market. Careers for Youth is dedicated to supporting ten youth (offenders) 15-30 years of age in developing employability skills through a community service or work experience placement, and further enhancing basic and advanced skills through an action plan that addresses individual career goals.

This was the third Skills Link project, and I am pleased to report that to date 22 out of 30 clients have completed the program. In 2006 seven participants completed their placements; four participants found employment, two of these were also referred to the next phase of Skills Link-Work Experience, and two secured full-time permanent employment, one with his Skills Link employer. Two participants are pursuing their options with the Murphy Centre and one participant will be pursuing employment.

This program targets offenders facing multiple barriers to finding employment including contact with the justice, child welfare or social assistance systems, homelessness, disabilities, high school dropouts, single parents, and aboriginal youth. Furthermore, this project works with employers to enhance success and includes monitoring of clients through weekly on-site visits. Placements must provide meaningful employment with clients accessing on the job training as well as regular feedback from the employer.

Careers for Youth has a client-centred approach based on an assessment of the specific needs of an individual youth. Initial assessments are conducted by the Career Planning Centre (Murphy Centre), and used by this program to develop an action plan for the participant. Youth work through their action plans until they find a job or return to school at the end of the program. Participants are case managed when the program ends, by Jenny Dyll at the T.I.Murphy Centre. As for participants seeking funding for education programs, Michelle Park, the JHS Employment Counsellor guides them through this process.

A special emphasis has been placed on case management and increased levels of support through weekly visits with participants, employers and community service providers. Career planning sessions/training are facilitated by guest speakers from the community and emphasize individual action plans and skills development. This has proven to be an important feature of the program.

All participants received training in First Aid, A.C.T. SWOP, Youth Entrepreneurship and also participated in workshops in resume writing, job search, interview skills and True Colors.

A special thank you to placement providers. The following provided community service to clients: The YM/YWCA, Rabbittown Community Centre, the Salvation Army, the Hub, Native Friendship Centre and the Food Aid Centre. The supervisors were outstanding mentors and supports to participants, who kept these youth going during their many challenges throughout the program. The

employers included: Association for New Canadians, My Brother's Place Restaurant, Press and Bean Restaurant and Healthy Solutions. All proved to be wonderful employers, and have signed on again for the next program!

I would also like to thank Sandra Taylor, Service Canada, for her support and guidance, to Kathy Lewis for assisting me with Skills Link, Linda Fisher for her bookkeeping, support, and humor that has kept me going during difficult moments. In January, after 17 years at 49 Canada Drive, I moved to 30 Harvey Road to assume the Youth Services duties full-time while pursuing another Skills Link project. My heartfelt thanks to staff at C-Step for their warm welcome, and to Randy Penney, best wishes as he embarks on a new adventure. To everyone at the Home for Youth, thank-you for your encouragement, and to Don for accommodating my programming challenges! I am very appreciative of Una Howard for readily accepting the challenge of conducting the Skills Link program evaluation.

In December a reception was held at The Robin's Nest and attended by participants who received certificates and close-out bonuses of \$500.00. The reception was also attended by Sandra Taylor, Jenny Dyll, Una Howard, Linda Fisher, Michelle Park, Kathy Lewis and Randy Penney. Thank you for your wonderful support! The participants opted for a more intimate setting this year instead of the usual crowded reception. It was a great ending to a challenging year, and a wonderful beginning for participants who are embarking on new challenges.

On a personal note, I've continued pursuing my studies in Educational Psychology, thank you to Executive Director Cindy Murphy for allowing me the time for this. This past year, I assisted the Capital Coast Alliance with a very successful Career Fair in the spring. I also attended three conferences, the National Conference on Homelessness, "*Beyond the Street*"; "*Youth Violence*," and the Youth Care Conference "*Reshaping Lives*." One of the highlights of this past year was visiting the Women's prison in Clarenville with Valerie Corcoran, making a presentation on the Skills Link program and also offering information on educational/employment programs. I'm still active on The Youth Protocol Committee, recently joined the Crime Prevention Committee in Mount Pearl and have been approached by the T.I. Murphy Centre to sit on a committee to plan a non-traditional, "hands on" career fair.

I have been so lucky over the years to develop numerous positive relationships and partnerships within the community too numerous to mention but rest assured, your time, expertise, knowledge and support has my deepest gratitude.

Edwina McCarthy
Coordinator

121 Prison Visitation Program

The 121 Prison Visitation Program sponsored by the John Howard Society was created in 1993. Six volunteers participated in the program the past year: Coordinators Larry Coady/Fran Keough and David Fagan, Jocelyn Fagan, Betty Nagle and Glenys Vivian.

Carolyn Hickey left the program in August 2005 after ten years of dedicated participation. Carolyn continues in volunteer activities, handling weekly library services for inmates.

The 121 group meets at Her Majesty's Penitentiary (HMP) for two hours on Thursday evenings. Inmates appreciate the opportunity to speak with individuals outside the institutional community. Friendships develop enabling volunteers to offer guidance and support prior to an inmate's release. Since its inception, more than 100 inmates have participated in the program.

The 121 Program receives excellent cooperation from administrative staff and correctional officers at H. M. Penitentiary. Volunteers participate in security and operational briefings offered by the institution. Coordinators submit weekly visitation lists for approval and attend meetings with the manager of institution programs.

121 volunteers attend the John Howard Society annual meetings in St. John's and also participate in John Howard Society Week socials, usually held at Howard House but this year was held at the Home for Youth.

The affiliation grows and strengthens, highlighting the importance of volunteers in correctional settings.

Larry Coady
Coordinator

121 Prison Library Program

The Library at Her Majesty's Penitentiary has been in operation for approximately ten years. We are strictly low budget, depending mostly on donations of second hand books, various periodicals and small amounts of cash. This year we have added three new volunteers, who take turns operating the library every Wednesday afternoon for two hours. Weekly attendance fluctuates between forty and seventy inmates. We are pleased with our high book return rate and the care given the books. The appreciation of the inmates is very gratifying.

We are most grateful to the businesses, organizations and many individuals that assist us. For many years local publishers Transcontinental Publishing have provided the 'Express' and many regional newspapers. Downhome Ltd. (Downhome Magazine) and Stirling Press Ltd (Newfoundland Herald) faithfully donate their publications on a regular basis. This year we received a wonderful Christmas present of more than 500 new books from Breakwater Publishing; and just recently Bob Hong at Timemasters Inc. donated five large boxes of new 'Archie' and 'Superman' comics that went over well! We received a most generous donation of 25 boxes of books from the library in Conception Bay South - among them, several boxes of westerns - another favorite!

We continue to send surplus or duplicate books to other institutions in the province rather than refuse or discard them. Nevertheless we could use more publications in the following areas: -Trade and craft books and magazines - particularly auto mechanics, sheet metal, carpentry etc., 'True Crime' novels, and auto, sport and music magazines. Donations of puzzles and board games are also welcomed.

In August, Ken Kufeldt, a long-time and valued volunteer and coordinator, left Newfoundland and Labrador to return to his native Calgary. After nine years, he is truly missed particularly for his organizational skills and dedication to making the library a neat and tidy place to visit. We're working hard to match his attention to detail! A special 'Thanks Ken' from all of us!

At this time, I would like to thank everyone who has assisted in making this library a success, especially the staff at H. M. Penitentiary who have been very co-operative and supportive, as well as the John Howard Society. A special thanks also to our dedicated volunteers: Betty Collins, Lesley Cumming, Margo Evans, Andrea Janes, Lavina Neal and Cindy Whitten.

Carolyn Hickey
Coordinator

Regional Director's Report

In 2006-2007 the John Howard Society West Coast Council provided an array of services and programs to offenders and ex-offenders in the western region. This report highlights activities and developments for the year. Through the continued support of staff and community partners, the John Howard Society continues to enhance service delivery and looks forward to continued development in the upcoming year.

Agency Development: Programs and Initiatives

Centralization

One significant development for the year was the centralization of our offices in the downtown area. The offices occupy the upper floor and has a private entrance. This development allows for a greater level of privacy and confidentiality for clients. The offices have been fully refurbished creating a more professional and serviceable working environment. Community partners, clients and others have commended us on this move.

John Howard Society Week

The main event for John Howard Society Week was an open house for our new location which was well attended. Overall, the comments were more than positive and people applauded our efforts to centralize our services. Daphne O'Keefe, Community Based Intervention program, and myself did an Anger Management presentation at a Community Partnership Day for the Coalition to End Violence.

Community Events

This year we were involved with the Santa Clause Parade in conjunction with the 'Coalition to end Violence'. Tim Horton's hot chocolate was supplied following the parade. This was such a big success that it will now become an annual event.

The John Howard Society was involved with various activities associated with the Coalition to End Violence which included: signing of the proclamation at town hall by Hon. Joan Burke, Minister of Education and Minister responsible for the Status of Women; a community day at the college where we did a presentation on Anger Management and a live production at the College of the North Atlantic. John Howard Society was active in this process and will continue to support prevention initiatives, an important component of the Society's mission.

Staff Fundraising and Donations

Through proceeds from 'Casual Fridays' staff purchased Christmas gifts for children in conjunction with the Salvation Army's Smiley Tree; some musical items for the inmates were purchased for the inmates at the West Coast Correctional Centre and also staff donated items towards a household shower for the Women's Centre.

John Howard Society: West Coast Council and Provincial Developments

John Howard Society Organizational Review

An organizational review was initiated this year which will review target various components of the organization and make recommendations to assure that the John Howard Society continues to effectively expand upon its services and programs. This is a great opportunity to seek input from staff and board and to establish organizational objectives and goals for the upcoming years.

National Policies - John Howard Society of Canada

During the first part of 2007, all staff and volunteers were provided with a copy of the National Policies and in-house meetings were conducted to review these standards. These policies will be reviewed with new staff and implemented into current policies and procedures for all John Howard Society programs.

John Howard Society Board Development

A significant development this year was the attendance of a West Coast Council member, Mike Tobin, and myself at two provincial board meetings in St. John's. This move will enable the John Howard Society to provincially strengthen and build upon its current operations.

West-Coast Council By-laws

By-laws for the West Coast Council are currently under review. The current draft was reviewed at a provincial board meeting attended by Mike Tobin and myself. Through a working group, this matter is intended to be addressed in the upcoming year.

Special Invite and Event

Through invitation from Correctional Service Canada, I attended a meeting in Corner Brook with the Honorable Stockwell Day, Minister of Public Safety. In attendance were Mike Tobin and Todd Mercer, members of the Citizens Advisory Committee for Corrections; Correctional Service Canada staff Giselle Smith, Clara Rendell, Susan Dunne, Carrie Power, Linda Boland; and myself as the John Howard Society representative. I provided a short overview of our programs, services and the role of John Howard Society within corrections and the community. When asked of any concerns, I did note the Society's concerns with the proposed changes to statutory release.

Financial

The West Coast Council incurred a deficit this year as a result of two sound investments; office centralization and the John Howard Society Organizational Review. The West Coast Council still retains a significant surplus for the upcoming year.

West Bridge House experienced it's first deficit in three years. The main factor was a significant drop in the number of residents over the last three months of this year, prior to that the house met it's budgetary requirements. Areas are being explored to offset this for the upcoming year.

Annual General Meeting

The West Coast Council hosted the John Howard Society's annual general meeting in June 2006. The guest speaker for the Annual Dinner was Chief Joe Browne, Royal Newfoundland Constabulary. During the dinner, Mike Ryan a Correctional Service Canada employee, was honored for his years of support and liaison with West Bridge House.

Included in the day of events were opening remarks from the Hon. Tom Marshall, Minister of Justice; a panel on Literacy and Corrections; Future Directions for the John Howard Society, facilitated by Darlene Oake and the Annual Meeting. During the evening, the West Coast Council held a buffet dinner for staff.

'Future Directions' was a significant process and an excellent opportunity for staff and board members to assess who we are, what we are doing well and areas we need to build upon. It was a great development and team building exercise.

Staff and Program Development

Staffing Developments

This year Nadine Humber-Brennan, Director of Community Based Intervention Program, took an instructor's position with the Community Studies program at the College of North Atlantic. Nadine had a significant impact on program development; her program skills, commitment to program development, focus on research and her laughter will be missed. We wish her continued success and look forward to working with her in her new position.

Jeff Mitchell, on leave from West-Bridge House was hired as acting director for the Community Based Intervention Program. Jeff has extensive program experience and significant training and working experience with Correctional Service Canada and the John Howard Society. Jeff will assure that the Community Based Intervention Program continues to build upon the services and programs provided.

There has been a number of staff turnover throughout the year, some of which have provided staff with an opportunity to take on new positions on a replacement basis. This process will be revisited in the upcoming year.

Staff Training

Staff continue to be trained in areas such as first aid, CPR and suicide intervention. As well, staff attended various workshops both in-house and within the community. The upcoming year will focus training on addictions and maintenance programs. One area that we are pursuing is Correctional Service Canada program training which will allow us to deliver directive programs to clients in the area.

Programs and Services

In conjunction with core programs, West-Bridge House, Community Based Intervention (CBIP) program and Employment Service programs, the John Howard Society continues to offer various services to clients throughout the area. The CBIP program offers services in three locations: Stephenville, Port aux Basque and Corner Brook. For additional information on the west coast operations, please refer to the annual reports for West-Bridge House, Community Based Intervention program and Employment Services program

Linkages

Linkages, funded by Human Resources Labour and Employment began in September and will conclude in March 2007. Due to extra money in the HRLE budget, we were granted an extension for four other *Linkages* placements which will begin in March 2007 and end in October 2007.

Skills Link

The John Howard Society also coordinated a *Skills Link* program in 2006. The program was delivered to six people and the Society hired a coordinator. The highlight was a community day for all residents of the Bay St. George region to celebrate the accomplishments of volunteer agencies in the area. The program was a success and we were pleased with the outcomes.

Community Maintenance Program (CMP)

CMP, facilitated by Jeffrey Mitchell, contracted through Correctional Service Canada, was in place during the year and was offered in Corner Brook and Stephenville.

Summary

Through the continued commitment of staff, correctional partners, community partners, volunteers, the West Coast Council and the provincial board we have been able to adjust to adversity and continue to build upon programs and services. We look forward to the challenges of the upcoming year as we build upon what we have accomplished to date.

Albert J. Stewart
Regional Director

West Bridge House (Stephenville)

The following is a report on the activities for the West Bridge House program for 2006-2007.

Community Networking

Community based programs are essential to the rehabilitation process. Residency at West Bridge House(WBH) gives the individual ample time to explore what is in the community and establish a support system for their eventual release. Continual practice in using these supports under the direction of the WBH can result in pro-social behaviors.

Staff participated in a number of community functions during the past year including: Big Brothers/Sisters; Bowl for Kids; Bay St. George Literacy Council; Women's Center activities; and the Coalition to End Violence.

Staff sit on various boards within the community and are often invited to participate in strategy and policy development. This networking is an important link to other community-based organizations. Staff avail of any opportunity to promote the work of the John Howard Society through presentations to schools, agencies and other organizations. Various community agencies also contact WBH to avail of the services of residents. Caution is observed in providing individuals to assist with tasks. Risk is always assessed.

Programs/ Training

During the past year, the program continued to offer the Community Maintenance program while the Reasoning and Rehabilitation program ended early in the year. Basic life skills continues to be an important part of the WBH program. Chores, hygiene, cooking and other basic skills are practiced during residency so that individuals learn to be responsible for their own well being. Other areas associated are budgeting, time management, social interaction, menu planning/diet and appropriate social response. As part of the recreation program, residents can avail of local gyms, swimming and many other recreation or physical activities offered in the community.

The writer attended a meeting of the Community Based Residential Facility (CBRF) Director 's held in Halifax. This was the third annual meeting which provided an opportunity to network and discuss issues of mutual concern by other CBRF directors in the Atlantic region. This year part of the discussions included moving toward the formation of an Atlantic Halfway House Association. A constitution was developed and we look forward to the first AGM in April 2007.

West Bridge House staff attended various training opportunities including: First Aid/CPR, Suicide Intervention, and Occupational Health and Safety. In addition, a staff development day was held which provided an opportunity to get together and exchange ideas. During the previous summer student Toni-Lynn Smith was hired as a recreation coordinator through the Summer Career

Placements with Service Canada. The job consisted of exploring affordable recreational and leisure programs that are available within the community. It was enjoyed by residents, ex-residents and staff. West Bridge House continues to provide student placements to college students. Last year Ashley Fudge with the College of the North Atlantic and Lori Young of Academy Canada completed student placements with the program.

West Bridge House Community Aftercare Service

Aftercare is an essential support service to former residents. Twenty-one (21) ex-residents availed of services offered through West Bridge House. We are always open to ex-residents as they strive to maintain a pro-social lifestyle and also recognize the challenges that face them daily. We have seen major changes in some of our former residents that are now working in the community and encourage them to stay the course.

Special Events

A number of special events took place during the past year: staff participated in the Jeans Day project with proceeds donated to the Women's Center and Salvation Army; Christmas hampers were again provided for children; a Christmas supper was held for residents and staff and a small gift was provided to the residents; the Salvation Army once again did a seasonal visit and presented a gift and had a spiritual session while residents prepared and provided a lunch.

Repairs

West Bridge House experienced major plumbing problems during the year that forced the temporary relocation of the residents for a few days. This experience made us aware that there are some areas within the current emergency plan that need to be reviewed further, such as relocating people with various residency conditions. Correctional Service Canada were very helpful during the process around providing emergency passes.. The emergency protocol will be reviewed with John Howard Society and Correctional Service Canada to implement changes to reflect issues and concerns identified during this evacuation. Staff did an excellent job in handling the evacuation from start to finish with security, safety, and risk management maintained.

West Bridge House is continually making strides to improve conditions for staff and residents. Occupational and Health and Safety is ongoing with monthly inspections. An on-site representative ensures that safety concerns are addressed immediately. Youth provided through the Skills Link program, cleaned and painted the training center (behind WBH) used to provide programming, staff training and community AA programs. To increase its usage, plans are to have full renovations to the centre completed in the coming year.

Staffing

West Bridge House experienced many changes in staff during the last year: Jeff Mitchell, Paul Harris, Toni-Lynn Smith, Lorna Abbott, Chantal Drake and Colin Byrne left to pursue further education or to secure employment. We wish best wishes in their future endeavors and our thanks while here at WBH. Welcome to new relief staff members Amanda Power, Sandi Targett and Loni Young. Gary Young is presently the counsellor (acting) for West-Bridge House.

Volunteers

The program continues to appreciate the valuable support of volunteers both to the admissions committee and West Bridge House. Our need for tutors is met through the Bay St. George Literacy Council who are a valued community partner who are quick to respond to our requests for tutors.

Acknowledgment

Once again we extend our appreciation to our partners; Correctional Service Canada, Adult Probation-Justice, Human Resources Labour and Employment, West Coast Correctional Center and other correctional facilities, and to the community based agencies/organizations and “people” that provide services to our residents. Thanks you to our staff for their dedication and commitment. I look forward to working together in the coming year.

Best wishes to everyone within the John Howard Society as we look forward to the challenges the next year will present.

Audrey Gracie
Program Manager

Community Based Intervention Program (CBIP)

It is with great regret this year that the Community Based Intervention Program says goodbye to its first and only director since inception of the program in 1997. Nadine Brennan past director of the Community Based Intervention Program was instrumental in the development and implementation of the CBIP since its inception and will be missed by the John Howard Society of Newfoundland and Labrador as well as its partners. We wish Nadine the best of luck in her future endeavors.

We want to thank the Regional Director, Albert Stewart, and the West Coast Council, especially Cathy Whitehead who represents the Council on the CBIP Advisory Committee, Department of Justice staff including Wayne Payne, Joanne Sheppard, Probation Officers in Corner Brook, Stephenville and Port aux Basques, especially Frank Wheeler, Stella Campbell and Phyllis Rose-Clarke who also sit on the Advisory Committee, and staff of the John Howard Society on the west coast who provide day to day support as we strive to bring quality services to our clients.

Statistical Information

Section 1 - Client Characteristics

The Community Based Intervention Program continues to offer services in Stephenville, Corner Brook and Port aux Basques. Referral numbers have shown a decrease in Stephenville, remained the same in Corner Brook and consistent in Port aux Basques. The drop in referrals from Stephenville coincides with an overall decrease in probation clients in the area. The absence of a program director may also have played a role in the decrease in referrals.

Table 1: New referrals 2006-2007

Referral Source	Stephenville	Corner Brook	Port aux Basques	Total	% of total
Probation	33	22	5	60	64.5
Conditional Sentence	8	4	2	14	11.8
West Coast Correctional Center	1	0	0	1	18.2
Self-referral	0	0	0	0	0
Electronic Monitoring	0	1	0	1	0.9
Total	42	27	7	76	100

Table 2: Client referrals and intervention outcome

Program	Referred	Assessed	Accepted	Completed	Still completing
Core	43	18	11	1	5
Male Violence Program	25	15	14	0	10
Sex Offender Intervention	4	1	1	1	1
WCCC Anger Management	0	0	0	0	0
Shoplifters Awareness Program	0	0	0	0	0
Impaired Driving Workshop	2	2	2	0	2
Building Healthy Relationships	2	2	1	0	0
Total	76	38	29	2	18

Table 3: Clients continuing intervention from 2005-2006

Referrals - all locations	Completed	Still Completing	Terminate	Withdrawn/ Suspended
53	20	4	8	21

Section 2 - Discussion

Client Service

The Community Based Intervention Program processed 76 new referrals this year and carried over 53 clients from last year. 38 new assessments were completed with 29 of those clients being offered services. 22 clients completed an intervention this year and 22 are still participating in recommended programs.

The two CBIP staff spent 136 hours in assessments, down 25 hours from last year. Individual intervention took up 342.5 hours while group work hours were down to 60.5 hours which is down from 98.5 hours last year. Overall, direct client services totaled 403 hours.

Travel hours totaled 206 hours for the year which is a decrease of 73 hours from last year. Missed appointments by clients showed a decrease from 157.5 hours to 143 hours.

Overall, numbers were down which may have been the result of an overall reduction in probation clients in the Stephenville area but also affected by the absence of a program director for a considerable amount of time and the transition as a new program director came to the program.

Professional Development Activities

CBIP staff were involved in many varied professional development activities this year that benefitted both the staff and communities where our programs operate. These activities included:

- Suicide Intervention training
- First Aid Training
- Motivational Interviewing Workshop
- LSCMI training and certification

CBIP staff were also involved in providing professional development opportunities or contributing to community initiatives in a variety of areas including:

- presentation on substance abuse to Community Studies Students (CONA)
- presentation on substance abuse to Criminology students at Academy Canada
- presentation to Linkages group
- public service presentation on CBIP through local cable network
- participated in Jeans day fund-raiser for local seniors and children

Future Directions

Two challenges exist for the Community Based Intervention which are not easily overcome: one being small numbers in rural areas that preclude group intervention and the second travel distance, time and associated cost. Doing less group work as a result of a scattered population demands more time for individual intervention. Group intervention has been limited again this year and clients availing of individual services tend to be on caseloads much longer. This prolonged intervention period has resulted in a lower completion rate as clients are more likely to drop out or be terminated for non-attendance as time passes or community sentences expire.

Secondly, travel time cuts into direct client service and has increased significantly in cost since the program began in 1997. The Department of Justice provided assistance in this regard this year by supplementing our budget so that we could adjust our travel subsidy up to provincial guidelines. This has been a definite boost to our programs but will likely need to be revisited in the near future as travel costs continue to increase. Such is the nature of business in rural areas of the province and we extend our thanks to the Department of Justice for enabling us to make these community services available.

Conclusion

Our 2006-2007 year was a productive one for both programs and our clients and one of transition with the Community Based Intervention Program losing a longstanding director and a new director coming on stream. On behalf of my predecessor we wish to again extend thanks to our past and present partners as we look forward to 2007-2008.

Jeff Mitchell
Program Director (Acting)

Employment Services Program (Stephenville)

During the past year, the Employment Services Program provided employment services and supports to clients. A number of individuals utilized this office for acquiring labour market information, preparing, writing and copying resumes; faxing resumes; developing cover letters; obtaining referrals to other agencies and organizations; and acquiring general information. Others required career and/or employment counselling to help them reach their goals. In these cases, the Counsellor worked with them to identify their needs, to set short and long-term goals and to develop and implement realistic action plans.

As a result of the services provided by this office, 223 clients were assisted with their job search. This involved 236 counselling sessions and the development of 77 action plans. Fourteen individuals participated in training programs including academic upgrading and specific skills training. Thirty-two (32) individuals secured employment ranging from short-term jobs to more permanent, long-term positions. A number of clients opted to leave the province for employment and were successful in their endeavors.

In May 2006 a proposal was submitted to Human Resources Labour and Employment to deliver a *Linkages* program. Subsequently, our 2006/2007 *Linkages* program got under way in early September and will finish in March 2007. Recognition activities were held on March 16 to celebrate the success of *Linkages* and to acknowledge those who helped make it a success. This year was different from subsequent years in that we have received an extension. Due to extra money in the HRLE budget we were granted four other *Linkages* placements. These placements will begin in March 2007 and end in October 2007.

It seems that each year the *Linkages* partnership grows. This year, the orientation and monthly workshops were co-facilitated by three organizations - John Howard Society, Community Youth Network, and the Bay St. George South Area Development Association. This partnership continues to be beneficial to sponsors, coordinators and participants alike.

In addition to the *Linkages* program, the Employment Services Program submitted a proposal to HRLE for an adult subsidized program. The program was designed according to the *Linkages* format but targets adults aged 30 plus. The proposal was approved and the new program, named *Horizons*, will begin in April 2007.

The Employment Counsellor continues to sit on several committees - Youth Protocol, Local Labour Market, and Youth Serving Agencies. Participation in these committees provides the opportunity to stay informed and to give voice to any issues or concerns that impact the delivery of our services.

Other initiatives that the Counsellor has continued involvement in include the regular bi-monthly Manager's Meetings, weekly visits to the West Coast Correctional Center and West-Bridge House Admissions Committee. Manager's meetings provide the opportunity for the managers of the West Coast Council programs to meet and update their respective programs and discuss any issues or concerns.

There were a number of professional development opportunities during the past year which this Counsellor took advantage of. In June 2006 the Counsellor attended the John Howard Society Annual General Meeting. The AGM was hosted in Stephenville this year so I was heavily involved in the preparation work for this meeting. It was a great success and enjoyed by all who attended. Other professional development opportunities completed included ARMS training in May 2006, and Suicide Intervention in November 2006.

The John Howard Society also coordinated a *Skills Link* program in 2006. The program was delivered to six people and the Society hired a coordinator. The program community service-based and the group planned many activities, the highlight was a community day for all residents of the Bay St. George Region. This day was to celebrate the accomplishments of volunteer agencies in the area. The program was a success and we were pleased with the outcomes.

This year was a significant year for the John Howard Society since we have moved offices. We are no longer located at 129 Montana Drive and have moved to 3 Neptune Drive. This move, even though it was much hard work, was greatly worth the effort. Our new offices are brighter and more client friendly. The location is more central within the community as well, so it is more accessible to our clientele.

During the upcoming year I plan to achieve a number of goals. One goal is to become more familiar with the towns organizations and become more involved in what it has to offer. This will enhance the networking process by widening my scope of personal contacts. This will allow me better serve the objectives of the Employment Assistance Services program, and assist clients in achieving their desired goals.

Acquiring proper employability skills is a must and we are confident that the services and supports provided help our clients face the challenges of securing meaningful employment. Once again, I would like to take this opportunity to thank all those individuals, organizations and agencies who have provided support and assistance to the Employment Services Program. Working together will certainly ensure our success!

Simone Kendall
Employment Counsellor

The Loretta Bartlett Home for Youth

The Loretta Bartlett Home for Youth had a total of twenty admissions during the previous year. We provided service to three females and seventeen males. Of the total admissions, there were five youth served by the Home on an “order to reside” three of which were former residents of the Loretta Bartlett Home for Youth (LBHFY).

The total youth under our care since the last annual report has shown a significant increase of 33%. Five of the twenty admissions were referred to serve previous open custody dispositions. Five youth were transferred from the Bay St. George Youth Assessment Centre (YAC) in Stephenville as a result of safety issues within that home. Of the twenty (20) admissions, one male youth was transferred to the YAC, three incurred new charges, and fourteen completed their dispositions and were released back into the community while there were three youth serving open custody dispositions at the LBHFY at the time of the writing of this report.

Referrals

All referrals were made through the provincial government Department of Health and Community Services. Six youth came from the Bay St. George Youth Assessment Center (Five of these youth were transferred to the LBHFY to reduce operational risk factors at the YAC); five came from court and six other youth were transferred from the Newfoundland and Labrador Youth Center at Whitbourne. Three male youth were transferred to the from community home placements that had broken down for a wide range of reasons.

Education

Where possible all residents are enrolled in a suitable academic program. If a youth cannot be enrolled, alternate arrangements are pursued (private tutoring). If a youth is of legal age and refuses school he/she will be encouraged to find employment. If they are not employed or attending school they participate in- house educational programming.

Of the fourteen youth participating in educational activities during the year, six were in full time attendance at public school, four part-time, one youth in Adult Basic Education at the Employment Preparation Centre, one youth had tutor provided by Western School District, while another was studying school material from the Pathfinders program from Stephenville. Another individual completed his community service at the Salvation Thrift Store, applied to the ABE program at the College of the North Atlantic, then volunteered seven hours per day until he completed his

disposition. Two additional youth studied and received their driver's permit. We continue to foster positive relationships with our local schools as the education of the youth in our care is on-going priority.

All residents must participate in group sessions held in-house twice weekly which address drugs/alcohol, anger management, nutrition, group dynamics and other topics related to personal development. We have purchased new educational materials such as videos, manuals, magazines, computer and board games. Also internet access is available for research and recreational purposes. Educational activities are encouraged in the community such as public library, museum tours, various home shows, local paper mill tours and activities in the community deemed educational.

Employment

Two youth pursued employment, one youth was successful. The second youth pursued employment in hometown upon release. Three youth completed community service orders at Salvation Army Thrift Store and continued on as a volunteer. Residents are encouraged to do well in these voluntary placements and if successful do receive monetary rewards from our home to purchase appropriate items. Youth programs that are available and are suitable to the needs of our youth are accessed in the community.

Recreation and Leisure.

Recreational programming takes place in -house and in the community. Residents are utilizing the gymnasium and cross-training center at the local YMCA, swimming, bowling, skating and hockey are also encouraged. During the summer residents go hiking, visit local beaches and local provincial and federal parks. During the past year we had one resident enrolled in local Army Cadets and a youth who participated in a local church youth group.

Community Treatment and Support Services

While residing at LBHFY, individuals are linked with various services as required such as addiction services, mental health and psychiatric services in the community.

Training

Staff training is on-going during the year such as CPR/First Aid. Additional opportunities for training that may be available in the community are posted for staff and where feasible are provided. The coordinator and one other staff attended the John Howard Society of Canada National Staff

Conference held in Ottawa in February, and as a recently appointed board member for the Canadian Criminal Justice Association, I attended my first board meeting.

A staff development day was held on July 17, 2006. This day was an opportunity for staff to attend professional development as well as enjoy some leisure activity. A session was given by Donna McLennan from Blomidon Place on how to deal with stress in the workplace and how it affects everyday life in general. This presentation was held at the Pitch and Putt in Pasadena, followed by a BBQ and golfing.

Public Awareness

Our program committee meets on a regular basis and is advised of any changes related to programming. Program committee members include the Royal Newfoundland Constabulary, Canadian Paraplegic Association, Farmdale Home Inc., YMCA, and the Western Integrated Health Authority. The Occupational Health and Safety Committee meet on a quarterly basis and the committee has not noted any workplace safety related concerns over the past year.

I am presently a member of the Youth Advisory Network sponsored by the Humber Economic Development Board and a member of the Western Coalition to End Violence. In December of last year I was invited by the Western Health authority to participate in a Conflict Coaching Course for staff working in youth corrections.

John Howard Society Week

During this week we had a luncheon, attended by all staff which honored two of our employees, Trudy King and Sheldon O'Neil for ten years service. We also publicly demonstrated our appreciation for the members of our program committee and other organizations with whom we network on a regular basis. The Salvation Army and the staff at the Mount Patricia Cemetery were presented with plaques as a small token of our appreciation for providing 'at-risk' youth the opportunity to develop job skills and observe good role models which present a positive alternative to the primarily negative peer groups from which many of these youth originate.

Other volunteers honored were the Canadian Paraplegic Association, Farmdale Home Inc., Humber Community YMCA, the Royal Newfoundland Constabulary, Howard Hicks, and our sponsoring partner Western Health. Also, the Western Star did an article about our volunteers and program.

We now have a revised Service Agreement in place for our home which transferred the responsibility for the operation of our home to the Western Health Authority. This was a direct result of the devolution process begun by the provincial government some years ago that was aimed

at creating a leaner and more responsively integrated health care system in the province.

We had two senior staff return to the Home from leave this year. Paul Harris who has been with the home since 1996, returned from a leave of absence after working for a year as the CRBF Counsellor at West Bridge House and Janice Maxwell returned to LBHFY from maternity leave. We are quite pleased to have both back to our home.

In summation, I will close with saying that this has been a busy year with many successes and a few challenges that were met by the highly qualified and seasoned staff at the LBHFY. With continuing solid support from our funding partner, the Western Integrated Health Authority and the wide area of community-based support, the Loretta Bartlett Home for Youth receives from our other partners, we look forward to another successful year.

Rosemary Mullins
Coordinator

Treasurer's Report (2006-07)

During the past fiscal year the John Howard Society of Newfoundland and Labrador Inc. administered approximately \$3 million dollars in total funding. The John Howard Society, while sponsoring and overseeing all program activities operated on a budget of \$280,000. During 2006-2007 the John Howard Society had an excess of revenue over expenditures of \$37,440. It decreased its financial borrowing and has capital assets with a net book value of \$318,589 .

BUDGET ACCOUNT	REVENUE	EXPENDITURE	CURRENT YEAR EXCESS OF REVENUE (EXPENDITURES)
JHS (Provincial Office) St. John's	\$280,031	\$ 242,591	\$ 37,440

The following represents only general summaries of the main Society accounts. These do not include all Society projects; some of the smaller ones are not formally audited. Financial statements of individual audited JHS programs are available by contacting the Society offices in St. John's (726-5500), Stephenville (643-5894) or Corner Brook (Loretta Bartlett Home for Youth - 785-7652).

The other Society accounts had a relatively good year. The community-based residential facilities, Howard House and West Bridge House, operate on a per diem fee basis without any minimum guarantee, so due to the fluctuating numbers, budgeting is always difficult. At year end Howard House has a cumulative surplus of \$49,458 while West Bridge House has a cumulative deficit of \$17, 936. Loretta Bartlett operated at an essentially break-even position while the Home for Youth had a surplus of \$10,567.

PROGRAM ACCOUNT	REVENUE	EXPENDITURES	CURRENT YEAR EXCESS OF REVENUE (EXPENDITURES)
HOWARD HOUSE	\$512,311	\$419,061	\$93,250
HOME FOR YOUTH/ST. JOHN'S	\$638,730	\$628,163	\$10,567
WEST BRIDGE HOUSE	\$278,147	\$316,428	(\$38,281)
WEST COAST COUNCIL	\$82,684	\$91,511	(\$8827)
LEARNING RESOURCES PROGRAM	\$372,999	\$363,117	\$9882
LORETTA BARTLETT HOME FOR YOUTH (CORNER BROOK)	\$606,391	\$606, 417	(\$26)

The John Howard Society of Newfoundland and Labrador appreciates the support of those individuals, groups, corporations and the federal and provincial governments who contributed to the funding of its programs and services.

Phonse Miller
Treasurer

