



# 2022

## YEAR IN REVIEW

**John Howard**  
THE JOHN HOWARD SOCIETY OF  
NEWFOUNDLAND AND LABRADOR



## Table of Contents

Advocacy and Support .....	1
Leadership Team .....	2
President’s Message.....	3
Executive Director’s Message .....	4
Regional Director’s Message .....	5
2021-22 Milestones.....	6/7
Programs	
Education & Employment .....	8
Intervention Programs .....	9
Housing .....	10
Financials .....	11
Mission & Values .....	12
Thank you’s.....	13

## Advocacy and Support

The John Howard Society of Newfoundland and Labrador (JHS-NL) is a charity that has been reducing crime and making communities safer since 1951 by helping youth and adults make positive changes and move away from criminal behaviour.

The Society works to address the root causes of crime by providing education, employment programs, housing & support so they have alternatives to breaking the law.

We believe justice is best served through measures that resolve conflict, embrace diversity and repair harm, while holding the individual accountable for their actions. We believe in understanding the context of why a crime was committed or harm was caused. Our goal is to restore relationships and support people to help prevent future harm, making the community safer for all.

The John Howard Society depends on public involvement. Our organization is governed by voluntary Boards of Directors. Volunteers are extensively involved in the direct service work of the Society. Many others support the work of the Society through donations.

## Mission

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

### **In furtherance of its Mission, the Society also:**

---

Reviews, evaluates, and advocates for changes in the criminal justice process

---

Engages in public education on matters relating to criminal law and its application and promotes crime prevention through community and social development activities.

# Leadership Team

## LEADERSHIP TEAM

### EXECUTIVE COMMITTEE

[Leslie Macleod](#), President  
[Donna Luther](#), Vice President  
[Ben Lewis](#), Treasurer  
[Joan Dawson](#), Secretary

## DIRECTORS

[Joan Atkinson](#)  
[Catherine Gogan](#)  
[Dan Goodyear](#)  
[Jackie Compton-Hobbs](#)  
[Kimberly Legge](#)  
[Debbie Sue Martin](#)  
[Anne Morris](#)  
[Jason Power](#)  
[Michelle Short](#)  
[Dick Spellacy](#)

## NOMINATION COMMITTEE

[Leslie Macleod](#)  
[Joan Dawson](#)  
[Debbie Sue Martin](#)  
[Anne Morris](#)  
[Michelle Short](#)  
[Cindy Murphy](#) (Ex-Officio)

# Senior Management Team

[Cindy Murphy](#), Executive Director

[Charlie Young](#), Regional Director

[Joanne Symonds](#), Director Of Finance

# Management Team

[Melissa Noseworthy](#), Manager Learning Resources Program, St. John's

[Daphne O'Keefe](#), Manager Community Based Intervention Program, Stephenville

[Adam Power](#), Manager Employment Services, St. John's

[Val Flynn](#), Residential Manager Howard House & Garrison Place, St. John's

[Shelley Garnier](#), Residential Manager West Bridge House, Stephenville

[Lucretia Brown](#), Coordinator Home For Youth, St. John's

[David Penney](#), Coordinator Loretta Bartlett Home For Youth, Corner Brook

# President's Message

Welcome to our 2021-2022 Annual Report. Thanks to the hard work and dedication of our outstanding management and staff teams, John Howard Society of Newfoundland and Labrador (JHS-NL) has once again delivered excellent services and programs to participants and their families.

This was the second full year of the COVID-19 pandemic and each month brought new uncertainties, challenges, and obstacles to our doorsteps. Navigating these uncharted waters required research, creativity, forward thinking, and nimble footwork. Our teams were unwavering in their commitment to the folks we serve as they met all the challenges head on. Rather than maintaining the status quo, they worked hard to review, revise, and improve programming and service delivery.

JHS-NL can be justifiably proud of the accomplishments documented in this report. I am sure you will be heartened to see the depth and range of work that has been accomplished during these most difficult times.

The pandemic once again prevented the Board of Directors and committees from meeting in person, however, we are now old hands at virtual meetings and ably fulfilled our governance roles and functions. I extend sincere thanks to our board members for their continued dedication to the organization.

Our Executive Director, Cindy Murphy, is an administrator without peer. Her dedication to the organization, depth of knowledge, skills, and keen common-sense approach to obstacles, have been invaluable during this most challenging time. Her steady hand on the helm and clear eye on the horizon have ensured that the organization not only survived the storm but also grew and thrived.

Of course, our work is not accomplished in isolation. Programs and services are funded by a variety of provincial and federal government departments. We are extremely grateful for their ongoing support. Community partnerships are also vital, and a great deal of exciting collaborative work was accomplished during the year.

JHS-NL remains committed to our mission and values. I encourage you to take time to browse through a comprehensive report of all programs and services on our website at [www.johnhowardnl.ca](http://www.johnhowardnl.ca). I am sure you will be encouraged by the work you see reflected in these pages.

**Leslie MacLeod**, President



# Executive Director's Message

For more than 70 years, the John Howard Society of Newfoundland and Labrador (JHS-NL) has worked to promote a more effective, just, and humane criminal justice system for individuals who have criminal justice involvement or those who may be at risk. Due to the COVID-19 pandemic, the past two years have brought about many changes in the organization and how we operate as a result of the pandemic. At the same time, there has been a reassuring level of continuity and sense of optimism about the future.

Adjusting how we serve our participants in our programs and services has helped us to focus our efforts where they are most needed. We have continued to enhance program delivery by incorporating evidence-based, trauma informed, best practices. We have also been working diligently to expand our employment related services for participants and continue to invest in professional development and self-care opportunities for our employees. The Society developed and incorporated a new database to enhance data collection for the entire organization and we looked to strengthen our partnerships, most notably, with other John Howard Society's in the Atlantic region to enhance future funding opportunities.

With the use of new virtual technologies, it has created much excitement around exploring how to extend our service delivery into other areas of the province where we have not been able to reach in the past. We are particularly interested to expand services to central Newfoundland and Labrador and will be exploring how to best move forward in the new year.

The Society continued its advocacy role throughout the year. Conditions of confinement and the use of segregation were particularly concerning along with COVID-19 and the implications for incarcerated individuals.

The lack of affordable housing continues to be very challenging for many of our participants, some of which continue to be housed in the shelter system for extended periods. Long wait lists for mental health services, which have only increased since the pandemic began, is another significant challenge that continues to be of focus in the year ahead.

I would like to thank our Board of Directors for their steadfast leadership over the past year. Special thanks to our Board President, Leslie Macleod, who will complete her term as president in September. Leslie has been unwavering in her commitment to the organization and to me personally, and we are so grateful for her many contributions. Thanks to our dedicated management team, employees, and volunteers for their continued and ongoing efforts to fulfill our mission. Their relentless work and engagement make a real difference in the lives of our participants every day. We want to thank our funders, without which we could not do the work we do. We appreciate their partnership, along with the recognition of our contributions to enhance public safety and a more effective criminal justice system.

We look forward to the year ahead with optimism as we strive to meet the needs of those who rely on our services.

**Cindy Murphy**, Executive Director





## Regional Director's Message

In my role as Regional Director, I provide leadership and guidance and to the John Howard Society of Newfoundland and Labrador (JHS-NL) programs and services in Stephenville and Corner Brook.

JHS-NL exists because of our participants, and we are 100% committed to delivering best practice programs and services through our West Coast offices. Our programs provide motivation and coping skills in both group and one-on-one settings. The programs help guide and enable our participants to deal with and overcome barriers that will greatly improve their chances of becoming successful and contributing members of their community. We always welcome participant feedback that would lead to an improvement in our services and encourage them to seek additional services that are available in the community that are appropriate for their needs.

JHS-NL is a successful and well-respected organization, and we achieve good grades for the great work we do with our participants. The credit must go to our well-trained, dedicated and committed staff. To keep current on best practices, our staff are continuing to attend professional development opportunities that are offered in the community and through on-line training.

We are very grateful for all the support from Correctional Service Canada; Department of Justice and Public Safety; Department of Immigration, Population Growth and Skills; Department of Children, Seniors and Social Development; the Admissions Committee; and our community partners. United Way have again been very generous in providing funds to West Bridge House.

Having an excellent team of dedicated employees here at JHS-NL West makes my job a lot easier. For that, I would like to thank all the staff, as well the management team of Cindy Murphy, Daphne O'Keefe, David Penney and Shelley Garnier. Also, thanks to Joanne Symonds and Tracy Oakley from our St. John's office for your amazing support throughout the year. Special thanks to the Board of Directors for their leadership

Due to the pandemic, this past year was a challenging one. We were able to overcome the many obstacles to continue to provide quality programs and services for the people we serve. Thanks to all who contributed to our successes, and I look forward to the year ahead.

**Charlie Young**, Regional Director

# 2021-22

## MILESTONES

928

Total  
Participants  
Served

144

Residents Provided  
Transitional Housing

493

Participants Received  
Individual & Group  
Interventions.





396

Participants Received  
Employment and  
Education Services



166

Received Record  
Suspension Assistance  
(Pardons)



17

Tenants Provided  
Supported Housing



62

Individuals Provided  
Housing Support



26,703

Meals Served

# Employment and Education



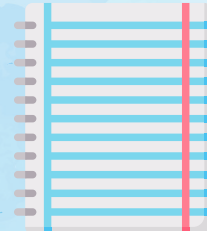
Number of Individual Needs Assessments Performed  
**184**



Number of People Who Received Record Suspension Assistance: **166**



Number of Individuals Who Received Employment Services: **396**



Number of People Who Received Return to School Assistance: **31**

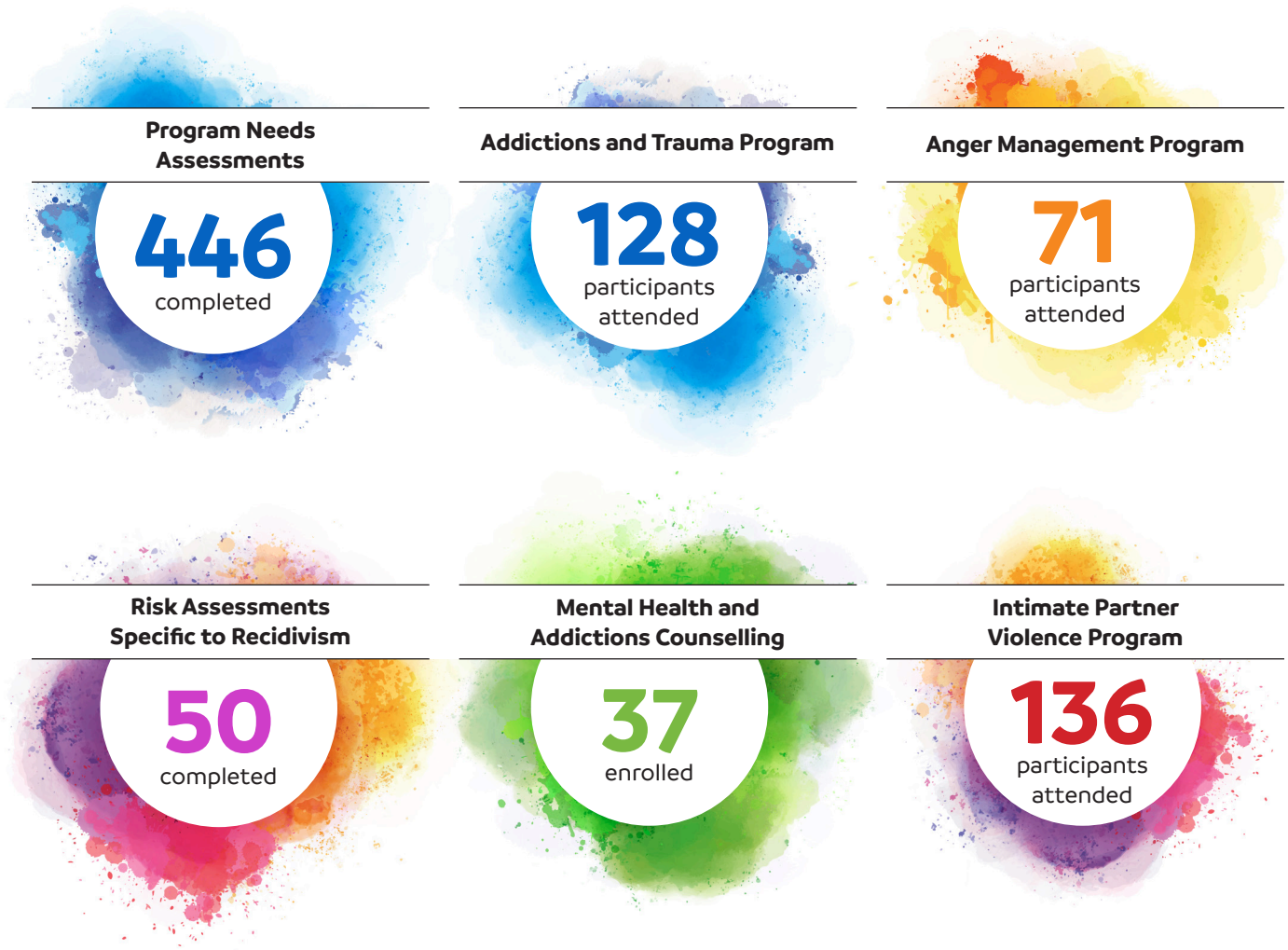


Number of People Who Participated in Employment Programs: **73**

Gainful employment, achieving a record suspension and returning to school are all part of a participant's successful reintegration into society. The Employment Services Program (ESP) is there to support participants one-on-one, as they regain independence and build self reliance. The program achieved

many milestones in 2021-22 including helping more than 70 individuals find and maintain employment, offering new virtual pre-employment training inside the West Coast Correctional Center, and assisting a record number of participants with the record suspension (pardon) process.

# Intervention Programs



The Learning Resource Program (LRP) in St. John's and Community Based Intervention Program (CBIP) in Stephenville provide mental health and intervention programs to people involved in the criminal justice system. With a strong correlation between childhood trauma, adult experiences of depression, anxiety, substance abuse and involvement in the criminal justice system, the LRP and CBIP offer trauma informed programming to help individuals develop healthy

coping, increase self awareness, emotional regulation, and participate in healthy relationships. In the 2021–2022 year LRP and CBIP completed over 400 formal needs assessments and an additional 50 certified assessments specific to the risks associated with recidivism. More than 100 individuals attended addictions and trauma specialized programming. This support helps individuals reintegrate in the community and reduces the individual's risk of recidivism.

# Housing

People housed  
in 2021-22

**161**

Westbridge  
House

**3331**

Bed Days

Howard House

**4941**

Bed Days

Meals Served

**26,703**

Recognizing the importance of housing to the reintegration process, the Society provides a continuum of housing options including transitional, supported and open custody for youth. All programs offer a supportive environment and subsequent services that foster residents to set and work towards personal goals.

Howard House in St. John's and Westbridge House in Stephenville, provide a home-like environment for adults transitioning from periods of incarceration. Both programs provide support and supervision twenty-four hours a day and assist people to connect with family and other supports, participate in programs aimed to reduce recidivism, and prepare them to live and contribute to the community.

The Home for Youth in St. John's and Lorretta Bartlett Home for Youth in Corner Brook provide housing to youth

sentenced to a period of Open Custody. Both residences provide the supports youth require to successfully complete their period of supervision.

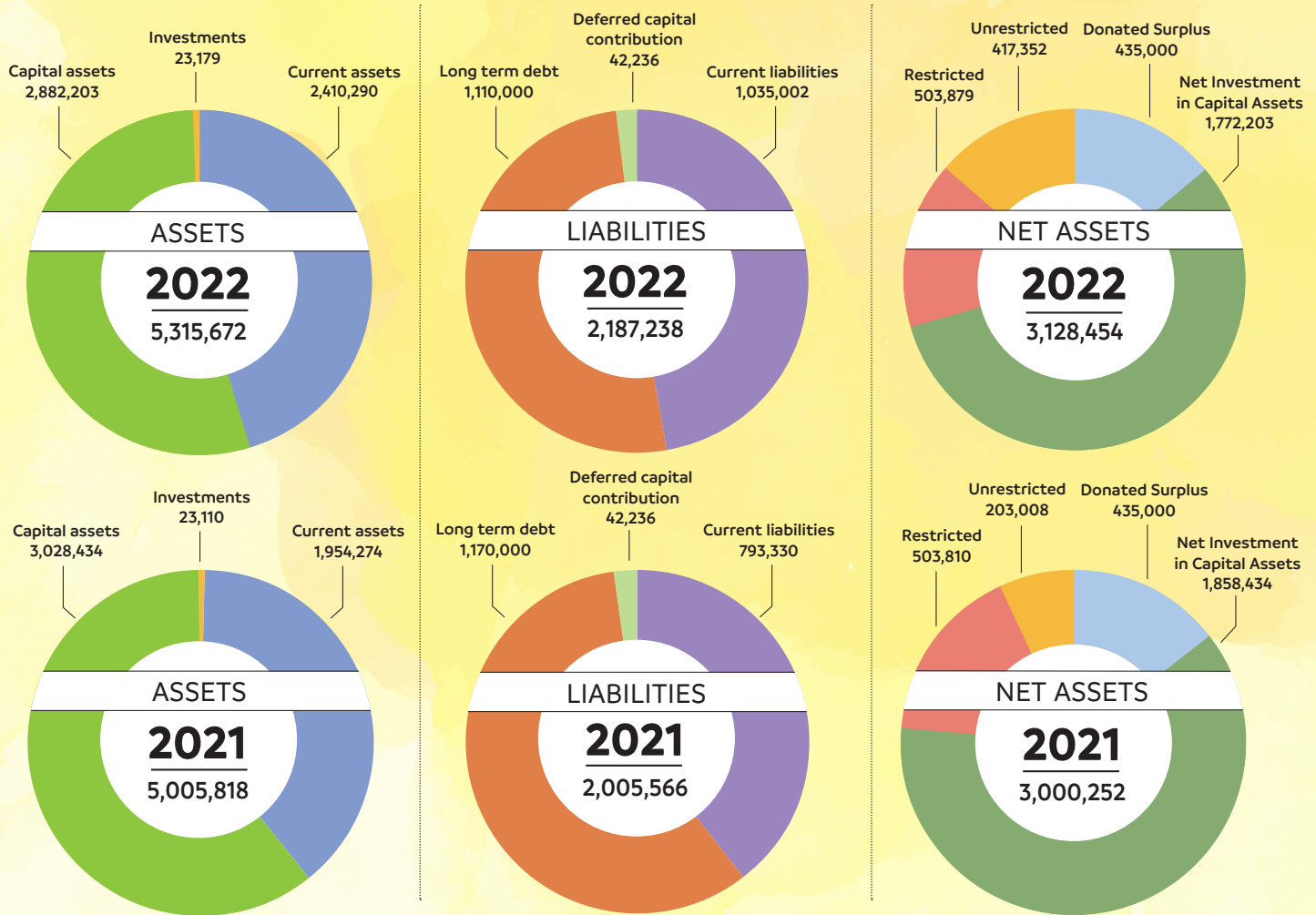
Howard House and Garrison Place, St. John's



As some conditions make it difficult for people to maintain a stable home without additional help, Garrison Place in St. John's has 10 furnished, permanent housing units for people at risk for homelessness. The program offers a supportive environment and housing stability that helps empower tenants to develop personal goals for increased independent living.

# Financial Summary

Summary of 2022 Audited Financial Statements, March 31, 2022



Condensed Statement of Operations	Year ended March 31, 2022	2022	2021
Revenue		4,665,020	4,352,775
Expenses		4,597,769	4,395,824
Excess (deficiency) of revenues over expenses from operations		67,251	(43,049)
Other Income		60,862	94,138
<b>Excess revenue over expenses</b>		<b>128,113</b>	<b>51,089</b>

Complete audited financial statements are available on request at 726-5500



## Values

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

# Thank you to our Funders and Donors

## Federal and Provincial Government Funders:

Correctional Service of Canada

Service Canada

Department of Justice and Public Safety

Children, Seniors, and Social Development

Immigration, Population Growth and Skills

## Other Funders:

United Way of Newfoundland  
and Labrador

John Howard Society of New Brunswick

Canopy Growth

Canadian Mental Health Association

End Homelessness St. John's

Responsible Sharing Committee -  
Congregation Sisters of Mercy

NL Housing

Neighbourhood Pharmacy

Canadian Career Development

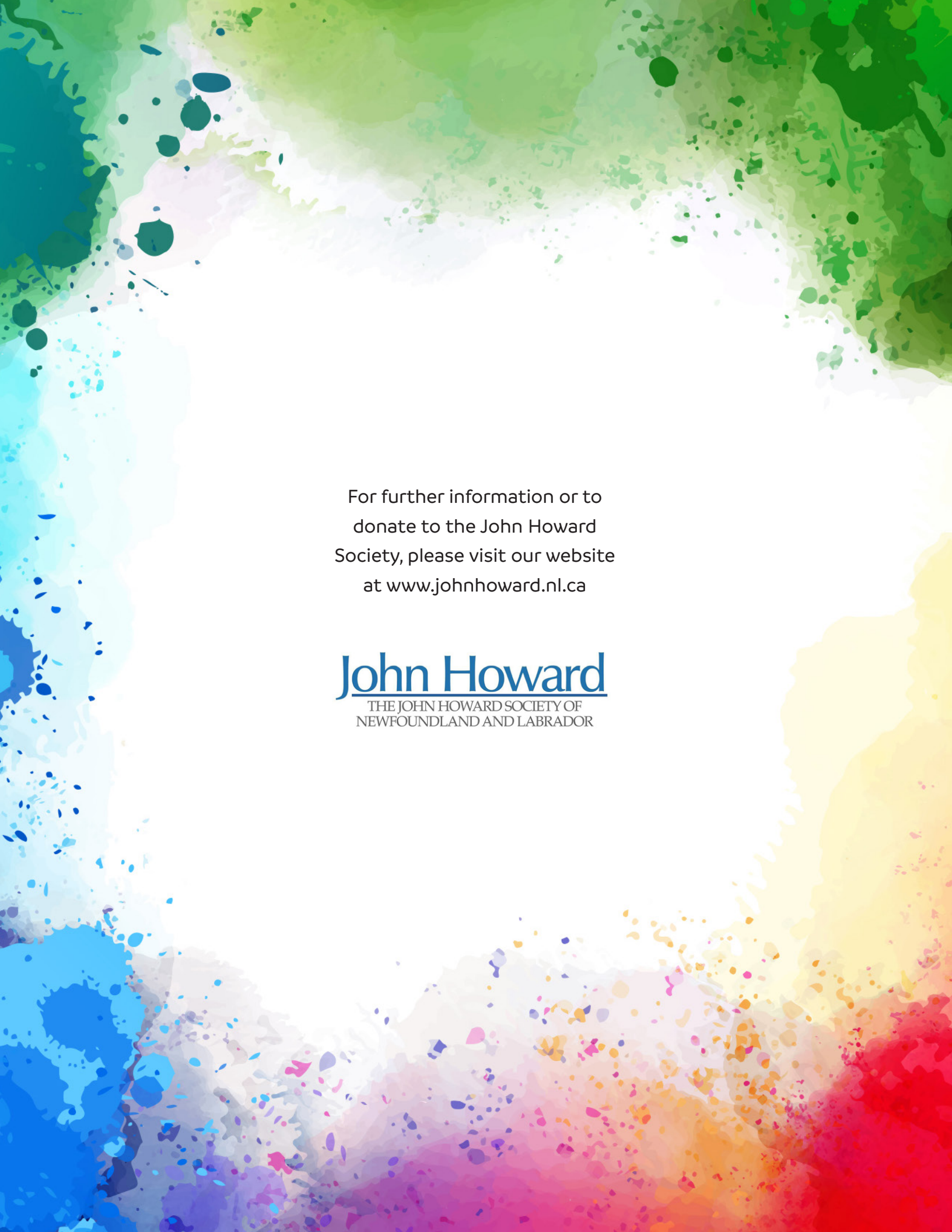
John Howard Society of Canada

Benevity Community Impact Fund -Husky

Community Organization Assistance  
Program

Newfoundland Horticultural Society

Special thanks to all our individual donors.  
We couldn't do it with out you!



For further information or to  
donate to the John Howard  
Society, please visit our website  
at [www.johnhoward.nl.ca](http://www.johnhoward.nl.ca)

**John Howard**  
THE JOHN HOWARD SOCIETY OF  
NEWFOUNDLAND AND LABRADOR