

# John Howard

THE JOHN HOWARD SOCIETY OF  
NEWFOUNDLAND & LABRADOR

## Annual Report 2021-22



Founded in 1951, the John Howard Society of Newfoundland and Labrador is a leading social service agency providing services to adult and youth who face barriers to community living. These include mental health challenges, addiction, poverty, homelessness, employment barrier and criminal justice involvement. Through the provision of housing and rehabilitative programs and services, the Society assisted more than 900 people connected to or at risk of involvement in the justice system in 2021-22.

We are enormously grateful to our funders and supporters who stand with us as we assist people reach their full potential while building a safer community for all.

## OUR FOUR PROGRAM AREAS

### HOUSING



### CRIMINOGENIC PROGRAMS



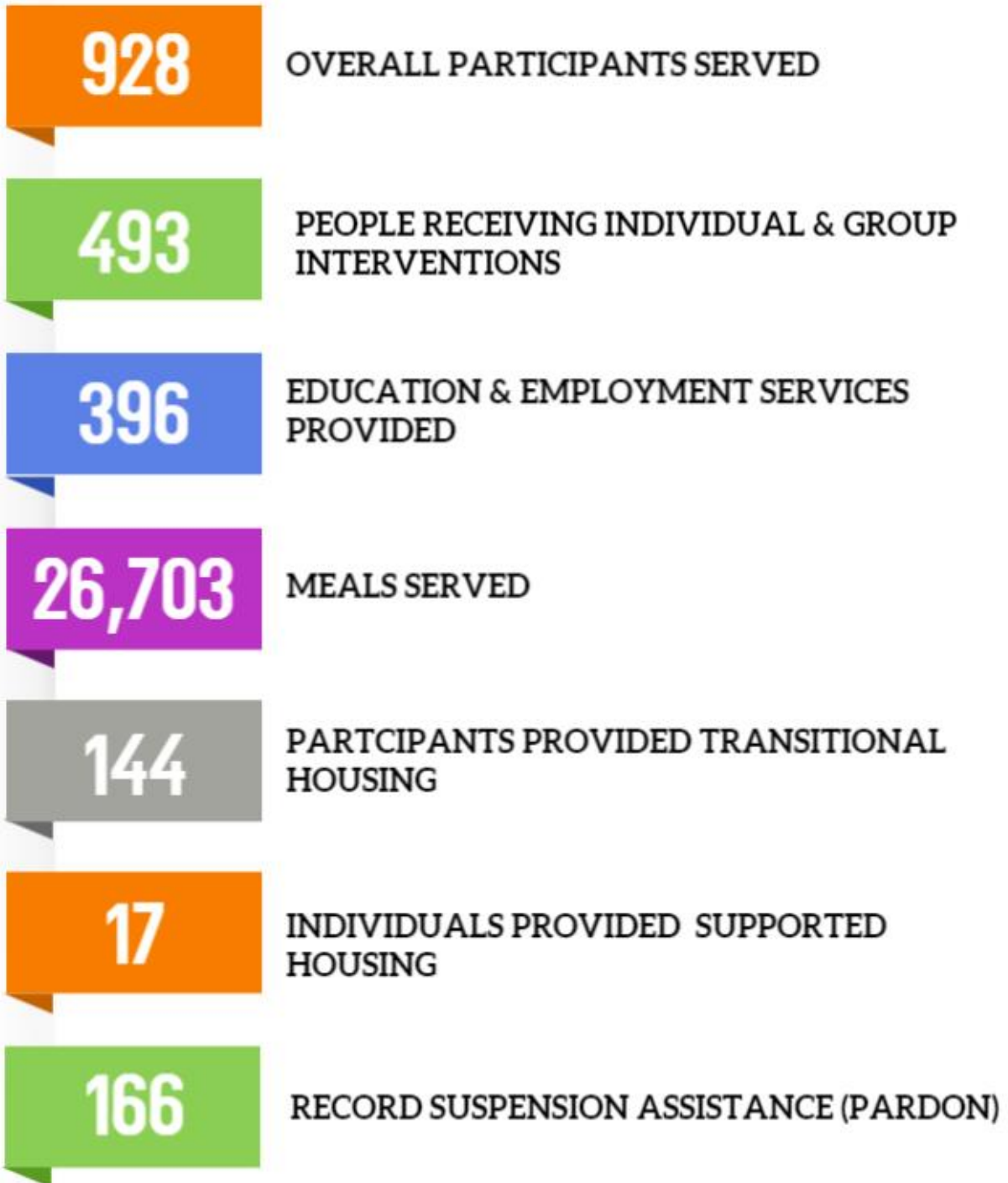
### EMPLOYMENT SERVICES



### SUPPORT AND IN-REACH



# RESULTS 2021-22



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## PRESIDENT'S MESSAGE



Welcome to our 2021-2022 Annual Report. You will find a comprehensive review of the past fiscal year within these pages. 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 each section of this report. 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.

John Howard Week was different this year once again due to the pandemic. Small events took place along with recognition for the employees receiving service awards. The annual Terry M. Carlson Scholarship was awarded to an individual who was a former Horizons program participant now enrolled in an academic program.

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

# HOUSING





# HOWARD HOUSE

**Howard House** (HH) in operation since 1977, is a community residential facility located in St. John's providing reintegrative support, and supervision for 16 justice involved adult males. The program offers a structured and safe environment following incarceration with individualized case plans developed in conjunction with the residential counsellor. These plans build on personal development initiated prior to release and promote successful transition to the community.

While living in HH, residents engage in a wide range of programs and services to promote the development of skills to foster independence, stability, prosocial connections, and positive lifestyle. Working collaboratively with community partners Correctional Services of Canada (CSC) and Adult Corrections Division of the Department of Justice and Public Safety (JPS), prior to admission individuals are reviewed for suitability and readiness. Public safety is paramount in considering an individual for release to HH.

During the past year, CSC had 38 clients reside at HH for 3460 bed days, slightly less than the previous year, with the average of 10 residents per month. A total of 87 referrals were made through CSC (see Table 1A), with a 62% acceptance rate (see Table 1B).

Adult Corrections had 44 clients avail of the program, utilizing 1481 bed days. This is a significant increase in overall bed days with the average of four residents per month. In total, 52 referrals were made, which is a slight decrease over previous year with an acceptance rate of 88% (see Table 1B). These numbers include those who had more than one stay during the fiscal year, require support and structure in the form of a halfway back, or had extended residencies.

82

Individuals resided at  
Howard House during  
2021-22

During the year, 139 cases were presented to HH Admissions Committee for residency. Of these, 75% were accepted (see Table 1B). Of those residencies, 76% completed the program or were still ongoing at the end of the reporting period.

COVID-19 once again created challenges for many individuals leaving custody who found themselves re-entering a very different community from when they left. As a result, we saw an increase in the incidence of people presenting with mental health challenges. Mental health, especially when coupled with addiction, is already significant challenge for many people in the justice system. With the added financial and social stressors, it can have a profound impact for some as they adjust back to community.

Due to the need for social distancing, it meant accepting less individuals into the program last year. Looking ahead, we hope we can see a positive increase in the number of residents for 2022-23.

**Table 1A: CSC & DOJ Referrals 2021-2022**

CSC	Day Parole	Full Parole	VSR/SR	SRR	UTA	Halfway Back	LTSO	Total
Federal Referrals	51	1	11	11	-	3	1	77
Provincial Referrals	10	-	-	-	-	-	-	10
AC	Temporary Absence			Probation		Conditional Sentence		Total
Total	52			-		-		52

**Table 1B: Admission Committee Results 2021-2022**

Admission	Accept	Denied	Defer	Total	Acceptance Rate
CSC	54	30	3	87	62%
TA	46	4	2	52	88%
Probation	-	-	-	-	n/a
Total	100	34	5	139	75%

**Community Involvement**



Santa & his Elves (Val, Holly, Julia & Caitlin)

Thirty-eight years in the running, COVID-19 could not halt Santa’s arrival for JHS-NL Annual Children’s Christmas Party. Santa once again delivered his message of kindness and much needed renewed hope to 25 children who joined him on a virtual call from a secret workshop location. The children and Santa alike were overjoyed to be in each other’s company. Special thanks to the volunteers and all who donated to make this a special event.

Each year with funding provided by CSC, JHS-NL facilitates a Family Visit Program where family members visit with a loved one incarcerated in one of the five Federal Institutions in the Atlantic region. Due to COVID-19 impacts, in person planning was hampered and the visit was not able to take place. We are hopeful we will be able to facilitate a visit once again in March 2023.

**Staffing**

During the year, we welcomed several new staff to HH. Rachael Pike, Hilary Dagg, Chantal Howard, Lacey Roberts and Jodi Shannahan all joined the team and brought their own unique experiences. Daniel Agbesse moved into the permanent overnight position. Other folks moved on to other opportunities and are wished the best for their future endeavors. We are grateful to have had you as part of your career journey. Once again, we thank our colleagues from the Home for Youth who were working at HH throughout the year. Your contributions were much appreciated.

### Professional Development

Professional development opportunities continued to be primarily virtual this past year and staff had opportunity to participate in various training and professional development.

During John Howard Week a series of events were hosted online to engage staff in focusing on their own wellness and well-being as the pandemic continued. Other learning focused on working with Indigenous participants and members of the LGBTQIA+ community with a trauma informed lens. Lastly, standardized training in OH&S, First Aid, and Naloxone were offered as required.

### Acknowledgment

In the continuing climate of the pandemic and all its challenges, the staff of HH met the challenges head on, and their perseverance and dedication to the organization and the residents was outstanding. Through team effort and support, it enabled us to continue operations safely and work toward the common goal of helping residents adapt to the new climate and continue their personal journey toward reintegration. As always, I am very grateful for all their hard work and dedication. I am proud to have such an amazing group of individuals on this team. The continued support of our Board of Directors and leadership of our Executive Director, Cindy Murphy, has been immense and I am thankful for this. I would also like to thank our community partners Correctional Services Canada and the Department of Justice and Public Safety for their partnership over this past year. Lastly, to our volunteers, our many community agency colleagues, and private and public donors, your support is greatly appreciated. I look forward to the upcoming year and working together to benefit the resident and the community.

**Val Flynn**, Residential Manager

## GARRISON PLACE

**Garrison Place** (GP) is a 10-unit supported housing complex for persons with barriers to securing safe, stable housing, and who have had experiences of homelessness. Rooted in the Housing First framework, GP offers housing stability in a supported environment where tenants are empowered to strive to reach their personal goals. Tenant driven, this program is diverse in its approach to support tenants develop life skills, work toward rehabilitative and recovery goals, and enhance holistic wellbeing.

Partnerships with End Homelessness St. John's (EHSJ) and Newfoundland and Labrador Housing, allows a dedicated staff member to work with the tenants. Referrals to our program are primarily initiated through EHSJ, which means some of our most vulnerable community members have an opportunity to access safe and affordable housing. Each application is reviewed for suitability for the program given current program dynamics and congregate living considerations.

During the past fiscal year, efforts continued to supporting tenants through COVID-19. Case management efforts focused on housing retention, mental health and addictions support, physical health and well-being, food security, and income stability. The program involves empowerment and advocacy, collaboration with other community agencies and referrals to other resources to support the tenants.

This past year was particularly challenging as we experienced the loss of two of our tenants. This was a difficult experience for the staff and the other tenants of GP. Supports and debriefing were arranged to help with the loss.

Achieving housing stability is a significant milestone for those with chronic and episodic homelessness in our community and confirms the value of having a supported environment. We work with tenants until they no longer need or want the level of support present and assist them to find their next home, which is a positive step on their journey. On occasion, tenants are unable to maintain housing in GP, despite all efforts. When this occurs, support is provided in finding more suitable housing opportunities in the community. This has been challenging especially during the pandemic.

In addition to the services provided to GP tenants, the housing support worker works with GP tenants and with JHS-NL referred participants to support their housing search needs, secure rental funding, liaise with landlords, and provide other needed supports. During the past year we were also fortunate to able to hire a second housing support worker through additional funding from EHSJ. This position worked to support other vulnerable individuals in the broader community with their housing needs. In total, 62 people received support through this program.

Once again this year, significant time and focus were spent on ensuring tenants felt connected, were able to access community resources and current information was provided around the pandemic. Some of the tenants were engaged in the efforts to maintain a safe communal environment, which undoubtedly added a feeling of purpose and contributed to mitigating risks in their own lives. We are grateful for this.

We are honored to be an integral part of the community working to reduce homelessness. Thank you to the Board of Directors, and our Executive Director, Cindy Murphy for ongoing guidance and support. I look forward to continuing to build on the relationships and partnerships with many community agencies in the coming year. Special thanks to Caitlin Penton and later Leah Walsh who replaced Caitlin when she moved to another position within JHS-NL, for their professional and compassionate work with our tenants. We, and the tenants, are fortunate to have had both in the role.

**Val Flynn**, Residential Manager

# WEST BRIDGE HOUSE

**West Bridge House** (WBH) is a 14-bed gender inclusive community residential facility, located in Stephenville, for adult offenders serving Day Parole (DP), Full Parole (FP), Statutory Release (SR), Temporary Release (TA), or a Probation Order (PR). The program accepts referrals from Correctional Service of Canada (CSC) and the Adult Corrections Division of the Department of Justice and Public Safety (JPS). All residents have to go through a review process by an Admissions Committee in order to be accepted for residency into the program.

## Program Description

WBH provides a supportive and structured environment to facilitate individual reintegration into society following a period of incarceration. The process of community reintegration is fostered by providing residents with assistance in budgeting, housing, employment searches and education. The program operates on a Responsibility Model with in-house living skills component and access to a wide variety of community services. Residents are expected to use their time constructively by participating in programming and/or pursuing their educational or employment goals. The program has a full-time on-site counsellor who assists residents in meeting this expectation and provides necessary one-on-one support.

With many institutions putting programming on hold due to restrictions with the pandemic, individuals were not able to start or complete ICPM programs while incarcerated due to the outbreak of COVID-19. Being able to offer the community program at WBH has allowed individuals to access the much-needed programming while they are in the community.

Those residents who require specialized intervention in areas such as addictions, family violence, respectful relationships, sexual behavior, or employment assistance will be referred to the appropriate programs, many of which are offered through JHS-NL Community Based Intervention Program (CBIP).

## Admissions

This past year we had 2712 bed days for CSC clients released on DP, FP and SR compared to 2204 for the previous year (see Table 1A). There were 619 bed days used for clients from JPS, which is down from the 677 bed days in the previous year (see Table 1B).

**54**  
Residencies  
during  
2021-22

In total, 49 males and 5 female residents resided at WBH during the 2021-2022 fiscal year. CSC sponsored 39 and the other 15 were on a TA from the Province's Correctional Institutions.

## Admissions Committee

An Admissions Committee carefully selects admissions to the WBH program. Again, during the past year, due to COVID-19, admissions meetings were held via teleconference to ensure all provincial public health measures were followed.

The committee in 2021-2022 included: Janice Candow (College of the North Atlantic-retired); Cathy Whitehead (community member); Dave Cooke, (RCMP); Daphne O’Keefe, (Director CBIP- JHS-NL); Charlie Young, (Regional Director JHS-NL West); and Shelley Garnier (Residential Manager, WBH). We greatly appreciate the involvement, dedicated commitment from all the members of the Admissions Committee, and welcome our new RCMP representative Dave Cooke. Dave replaced John Butler who has since retired. Thanks to John for his past involvement and contributions.

This past year, 23 meetings were held, and 76 inmate files were presented. Most of the referrals came through CSC (Parole) with 61, and 15 applications came from the Adult Corrections Division of the Department of Justice and Public Safety. Overall, the Committee accepted 76.3% of the cases presented; 22.4 % were denied and another 1.3% were deferred for additional information (see Table 2). Those who were not approved were deemed either too high risk for community supervision for the facility to support, have intense needs that WBH could not effectively meet, or did not have a viable case plan at the time of presentation.

**Table 1A: Correctional Service Canada Bed Day Usage 2021-2022**

CSC	Day Parole	Full Parole	SR	SRR	UTA	Total
Federal (Females)	127					127
Provincial (Females)	302					302
Federal (Males)	1622	220		120		1962
Provincial (Males)	321					321
<b>Total</b>	<b>2372</b>	<b>220</b>		<b>120</b>		<b>2712</b>

**Table 1B: Department of Justice and Public Safety Bed Days Usage 2021-2022**

	TA’s	Probation	Total
Females	22	0	22
Males	597	0	597
<b>Total</b>	<b>619</b>	<b>0</b>	<b>619</b>

**Table 2: Admissions Results for 2021-2022**

Applications	Accepted	Denied	Deferred	Total
Females	1	1	0	2
Males	57	16	1	74
<b>Total</b>	<b>58</b>	<b>17</b>	<b>1</b>	<b>76</b>
<b>Percentage</b>	<b>76.3</b>	<b>22.4</b>	<b>1.3</b>	<b>100%</b>

### Community Involvement

WBH continues to play an active role within the community and as with most organizations; however COVID-19 affected how things were done. Many activities have been cancelled or conducted virtually with many committees set up to determine how best to serve our residents.

This year was another year when the annual Federal In-reach Program at Federal Correctional Institutions in the Atlantic region had to be cancelled due to Covid-19. This program is very important to Newfoundland and Labrador inmates incarcerated in the Atlantic region and hopefully in the future this can continue when circumstances allow.

As Manager of WBH, I attended the Atlantic Halfway House Association (AHHA) AGM via Zoom this year as it was the best option due to the pandemic. At this meeting, we did have time to meet virtually with other individuals within AHHA and to gain valuable information on how we are all working with our residents during a pandemic. The continued contact with our partners within AHHA has been very beneficial for WBH allowing for the exchange of ideas and best practices in a safe and effective manner.

### Staffing

A few staffing changes occurred over the last year. Residential staff Robyn Hinks took a leave of absence and Lorna Bungay has taken over the residential staff position full time permanent overnights (temporary). Residential staff Alex Lagatdu who is new to the WBH team has taken the position of part time permanent (temporary) along with being on the relief staff list. Also joining the residential relief staff is Brandon Gillam and Kevin Stanley. I would like to welcome everyone to the WBH team. I would also like to acknowledge Sherrie Chaulk for her 25+ years of service to JHS-NL and WBH as she retires. Sherrie was a great asset to the team and a dedicated employee and she will be greatly missed. From everyone at WBH I would like to wish her well in her retirement - it is well deserved.

Again, due to COVID-19 restrictions, we were unable to have an awards ceremony for our service awards. I would like to acknowledge Melanie Butler (5 years) and Robyn Hinks (3 years) for their dedication and service to WBH.

This past summer, through the assistance of the Canada Summer Jobs Program, we were successful in getting approval for one summer job position and after advertising; we were unable to fill the position. We hope we will be able to try again for the upcoming summer.

### Staff & Resident Activities

Due to the restrictions on visitors at WBH and trying to physically distance, the staff could not have our traditional Christmas social with staff from CBIP, so a luncheon was held in our training center for WBH staff. Even with a small group, it was wonderful to be able to celebrate in this small way with our dedicated staff. Residents were also able to have an in-house celebration rather than a larger gathering with staff and even with a scaled back celebration, everyone seemed to enjoy the Christmas season.

### COVID-19

Through two years of the pandemic, WBH had been fortunate that we did not have any residents who had contracted COVID-19 until March 2022. This resulted in an outbreak in which eight residents had contracted the virus and had to be isolated for seven days. Residents at WBH were able to make it through their isolation with minor symptoms and all residents fully recovered.

I would like to acknowledge the residents and staff during this time. As it was the first experience with COVID-19 in WBH and we were unsure as to how this would unfold.



Residents were very understanding of the limitations that isolation put on them and they worked with staff to ensure safe practices were being used to keep residents and staff as safe as possible. Our staff did an amazing job during this time to ensure residents had everything they needed and were kept safe and entertained during isolation.

### **Acknowledgment**

I would like to acknowledge our community partners Correctional Service of Canada; Department of Justice and Public Safety; RCMP; Department of Immigration, Skills and Labor; the dedicated members of our Admissions Committee; and all the individual agency/organizations that provide services to our residents.

We would like to acknowledge United Way for their generous funding that has helped with the purchase of furniture for the Training Centre to allow us to use this space as an isolation unit if needed. We purchased two sofas and some chests for residents to store their belongings. We were able to set up a comfortable space for any resident that may need to isolate outside of WBH with the help of the United Way.

I would like to acknowledge our Executive Director, Cindy Murphy, and the Board of Directors for your leadership and support throughout the year. A special thank you to Charlie Young, Regional Director JHS-NL for his dedication and guidance to staff and myself this past year. It is a pleasure to be a part of the team that provides a very valuable service to our residents and the community. We take pride in providing guidance and assistance to our residents in helping them successfully reintegrate back into society.

A huge acknowledgement to the fantastic staff at WBH during this past year. Without their dedication, commitment, and support we would not have been able to support our residents as we have. I am very thankful for all the guidance and strength the staff have provided to our residents and I look forward to working together as we face the challenges of another year ahead.

**Shelley Garnier**, Residential Manager

# HOME FOR YOUTH

**Home for Youth** (HFY), located in St. John's, is a four-bed gender inclusive custody home that provides 24-hour care to youth aged 12 to 17 years who are sentenced under the Youth Criminal Justice Act (YCJA). All referrals to the HFY come from the Department of Children Seniors and Social Development (CSSD).

Youth who present at HFY have complex needs, which often include co-occurring mental health and addictions issues in addition to a history of unstable home environment with little to no supports. HFY staff strive to meet the needs of our youth through fostering a caring relationship, which enables staff to provide effective, evidenced based interventions to youth. All programs and interventions at HFY model a strengths-based approach to practice with a goal to help reduce recidivism rates and promote the best possible outcomes for youth after they return to their community.

## Programs

### Weekly Case Management Meeting

These meetings are an opportunity for the youth to identify areas of strengths, goals objectives and improvements in consultation with our counsellors. The end goal of this program is to build a healthy foundation fostered by positive interactions, with a strengths-based approach and help toward a successful reintegration program back to the community.

### The Point System for Resident Evaluation (PSRE)

PSRE is an incentive-based, self-behavioral modification program in which the youth earn point during the day based on several evaluated categories. The core objective of the PSRE is to enable residents to develop a sense of ownership of their custodial programming and take responsibility for their decisions, actions and behaviors through promotion of pro-social behavior. The program also considers life skills training such as personal hygiene, household maintenance, chores, cooking and general skills required in day-to-day living. This program helps youth to learn they are responsible for their own success.

### Weekly Group Discussions

Discussions focus on current issues such as bullying, addictions, communication skills, anger management, healthy relationships, STI's, health, sexual orientation, and racism. Staff provide current educational information on the above topics and have open dialogue and discussions with the young person. This program has been very successful with all youth this past year actively participating.

## Admissions

This past year, the HFY had four admissions. Three were male and one female. Their sentences ranged from three months to six months in length. Three of the youth were court sentences to open custody while one was a direct transfer from the Whitbourne Youth Centre. All four youth were between the ages of 17- 19 years old.

### Admissions 2021-22

	Admissions	Male	Female	Non-Binary	Total Bed Days
Youth	4	3	1	0	252

### Highlights

During the past fiscal year, HFY have been continuously operating despite on-going restrictions with COVID-19. Providing continued care for our youth while maintaining safety of our youth and staff have been paramount.

HFY has been evolving and improving programing to meet the changing needs of the youth who enter custody. We are seeing more youth who are transitioning into adulthood when they arrive. Thus, HFY staff focus on short-term intervention that helps youth “re-set” and prepare for adult transition. Education on the difference between the youth justice system and the adult justice system is incorporated into programing during their stay, as many youth identify a lack of understanding on how to navigate the adult system when they enter custody.

One of our main goals when a youth arrives at HFY is to help them identify a plan that includes obtainable short and long-term goals. Goals are typically focussed on healthy choices of living, education, employment, applying for financial aide and searching for affordable and safe housing. Having one on one intervention to help the youth learn better coping strategies is essential for a successful transition back to the community and into adulthood.

Feedback from our youth this past year has been positive. One youth obtained employment while at HFY and now six months later, reports that he continues his employment, and is living with his family while looking at college options. Another youth successfully moved back with his family after being out of the home for two years prior to custody and is working toward his grade 12. Both youth connect with staff at HFY periodically to update on how they are doing post-custody.

This past year, for the first time, HFY partnered with the Newfoundland and Labrador Whitbourne Youth Centre (NLWYC) to continue one of our youth’s classes through virtual learning, while living at the HFY so he could successfully obtain credits without interruption. We hope to offer this same service in the future for those youth who transfer from secure custody to open-custody.

### John Howard Week

JHS-NL Week took place from February 13–19, 2022. This years’ theme was “Wellness in Challenging Times.” Given the on-going restrictions during the pandemic, JHS-NL celebrated the week by launching daily activities on our internal SharePoint program for all staff across the province. Posts of readings, videos and staff challenges were available for all staff to read and participate in daily. We also enjoyed two guest speakers during the week from the Canadian Mental Health Association (CMHA), John Dinn and Grant Fitzpatrick who both discussed topics of wellness in the workplace.

This year, JHS- NL organized a wellness walk for staff of JHS. One took place in St. John’s and the other in Stephenville. Both sites had great participation and we hope to continue this on an annual basis in the future.

Service awards were presented to staff at HFY during JHS-NL Week. Tina- Kroll- Nearly and Ryan Lawlor received a three-year award and David Vincent received his 10-year award! Congratulations to our dedicated staff.

### Professional Development

HFY counsellors are continuously availing of professional development opportunities and training to meet and exceed standards in working with youth at risk. All staff are trained in the following core competencies: First Aid; Mental Health First Aid; Naloxone Training; Applied Suicide Intervention Skills Training (ASSIST); and Non-Violent Crisis Intervention. In addition, staff also attended various virtual webinars have been offered by workplace NL, such as “Let’s Talk Stigma”, “Creating a Respectful Workplace” and “Mental Health and Return to Work.” Vikki Reynolds PHD RCC offered a workshop on “The Zone of Fabulousness” in the workplace to JHS- NL staff focusing on healthy workplace boundaries. All staff at HFY attended a full day “Cultural Awareness” training offered by Tanya Michelin with Correctional Service of Canada.

### Renovations HFY



*HFY Kitchen Renovation*

A major renovation of our kitchen and living area took place this past year. It has been challenging and exciting while we maintained operations with a resident in the home. We removed walls and now have a more open concept kitchen with more workable space to provide important life skills such as teaching our youth how to prepare healthy meals.

### Acknowledgments

I would like to thank all our dedicated staff who go above and beyond when working with our youth in open custody. A special thank you to our Executive Director, Cindy Murphy and the Board of Directors for your leadership in upholding the highest ethical standards for our organization.

HFY would also like to give special thank you to the Department of Children Seniors and Social Development. This strong partnership make HFY such a success.

Our community partners are also key to our operation: The Newfoundland and Labrador English School District; Horizon School; the Murphy Center; the Newfoundland and Labrador Whitbourne Youth Center; Waypoints, the Rowan Center; CONA; Choices for Youth; Thrive; the Connect Team; Eastern Health Mental Health and Addictions Team; and private counselling providers.

Despite being year two of COVID-19 pandemic, we have been able to successfully navigate and pivot during the changes and challenges to meet the needs of our youth. We look forward to what this next year brings and are hopeful that we will be able to have more in- person community involvement as we continue to move forward with fewer restrictions due to the pandemic!

**Lucretia Brown**, Coordinator HFY

# LORETTA BARTLETT HOME FOR YOUTH

**Loretta Bartlett Home for Youth** (LBHY), located in Corner Brook, is a gender inclusive facility that provides 24-hour care and can accommodate up to six youth ages 12 to 17 years who are sentenced under the Youth Criminal Justice Act (YCJA) or placed at the facility by the Department of Child, Senior and Social Development (CSSD) on an Order to Reside.

LBHfy counsellors are trained to meet the complex needs of our young people. They continue to avail of core professional development opportunities and are all trained in First Aid; Suicide Intervention (ASIST); Non-Violent Crisis Intervention (CPI); and Naloxone Training.

At LBHY, youth participate in programs that help them gain confidence and become more independent and responsible. Opportunities in education, employment, training, and volunteering are available and encouraged. Our goal is that youth under our care will acquire the necessary skills to enable them to become positive role models and be successful contributors in their community.

## Admissions

Over the past year, we have had four male residents at the LBHY for a total of 377 bed days resulting in a significant increase in bed days over last year (96). COVID-19 really impacted our admissions in 2020-21 because courts were not operating for a lengthy period but as the pandemic entered its second year, we saw an increase of youth placed on an Order to Reside.

### Admissions 2021-22

	Admissions	Male	Female	Non-Binary
Order to Reside	4	4	0	0
Open Custody	0	0	0	0
Bed Days	N/A	377	0	0

## Education

All youth that come to LBHY are encouraged to attend school. Unfortunately, many arrive who have not been attending school or who have been on restricted or modified hours. We work closely with schools to assist in the development of individual education plans that will support their integration back into the education system. Youth unable to integrate back into the school system are encouraged and supported to find meaningful volunteer and/or job opportunities to gain valuable life and social skills.

In 2021-22, two males attended Corner Brook Regional High as part of a modified program plan developed in partnership by the school, LBHY and the Department of Children Seniors and Social Development (CSSD). One youth attended full time and the other part time.

### Staff Service Awards

Each year we hand out our service awards are given to long serving staff of JHS-NL and it falls in conjunction with JHS-NL Week in February. Receiving service awards this year for LBHY were Janice Maxwell for 20 years, William (Bill) Short for 15 years, Christina Hepditch for five-years and Kathleen Slaunwhite for three- years. Big congratulations to them all for their dedication to LBHY. Thank you for the great work you all do for our young people.

### Professional Development

In 2021-22, staff continued to receive training in several different areas to continue their professional development. Due to the pandemic, most of the training was online in a web-based setting. Staff completed their annual Naloxone Training; Non-Violent Crisis Intervention; participated in Indigenous Cultural Awareness; and Mental Health First Aid. Indigenous Cultural Awareness focused on the cultural importance and impact of the Qalipu, Innu and Inuit in Newfoundland and Labrador. Mental Health First Aid is the help provided to a person developing a mental health issue or who is in a mental health crisis. The mental health and wellbeing of our young people and staff is a top priority and we are extremely proud to have participated in this training.

### Acknowledgments

Our community partners are tremendous assets for us, and we would not be successful without the continued support and collaboration from the Department of Children, Seniors & Social Development; Department of Justice and Public Safety; Western Health; Corner Brook Regional High, Community Youth Network; YMCA; Community Building Youth Futures leadership team; Community Partners Committee; Vine Place Community Centre; Choices for Youth; Royal Newfoundland Constabulary; and the Royal Canadian Mounted Police.

Finally, special thanks to Cindy Murphy, Executive Director; Charlie Young, Regional Director; Joanne Symonds, Director of Finance; Donna Jenkins, Accounting Administrator; Dana Downey, Department of Children Seniors and Social Development, Zone Manager and her team; Paul Riley, Corner Brook Regional High; and all our hard-working staff. We appreciate your continued support and look forward to seeing what 2022-23 brings.

**David Penney**, Coordinator

# INTERVENTION & SUPPORTS



# LEARNING RESOURCES PROGRAM

**Learning Resources Program** (LRP) comprises of eight programs that focus on individual learning needs. The programs are designed to support participants in taking responsibility for their actions and decisions and educate them on coping strategies for responding to challenges. The goal of LRP is to reduce recidivism rates by concentrating on the individual criminogenic needs of participants.

Participants who have been involved with the criminal justice system are referred to LRP for rehabilitative programming. Formal and informal assessments are completed to offer programs that will support the individual. While participants are often mandated to attend program as a condition to their probation, conditional sentence or temporary absence, programs are delivered through a person-centered approach. This approach builds a therapeutic alliance and affords the participant power to make informed decisions for themselves and their future.

LRP uses anonymous participant feedback as well as facilitator evaluations to review best practice. Programs are assessed and research is completed regularly to evaluate how programs are being offered. This knowledge is then used to redevelop new evidence-based programming for LRP. It is well understood that there is a correlation between childhood trauma and adult involvement in the criminal justice system; therefore, a trauma informed approach is essential in the rehabilitation and reintegration of people who have been involved with the criminal justice system. This approach is used to build trust, understand individual histories, and develop case plans that empower the participants to make healthy lifestyle changes.

## **Programs Delivered in 2021-2022 (See Appendix B for program descriptions)**

- Anger Management
- Criminal Behavioral Awareness (CBA)
- Dads
- Impaired Driving Awareness (IDA)
- Safety and Repair for Department of Justice and Public Safety as well as the Family Violence Intervention Court (FVIC)
- OASIS and Turning Points
- Seeking Safety
- Pathway to Acceptance and Recovery (PAR)
- STABLE-2007 (assessments for sex-based offenses)

## **Programming for 2021-2022**

LRP offers programs in both individual and group delivery format and are based on various needs. However, best practice research states that group programming is preferred wherever possible for higher success in reducing rates of recidivism.



Over the past year and with all the health restrictions imposed due to the pandemic, there was an emphasis on providing individual programming rather than group work. Program facilitators were busy however, developing the skills required to deliver group work virtually and before too long we were able to engage participants in an online format.

LRP's addictions and trauma program, Seeking Safety, the intimate partner violence program, Safety and Repair, and the Anger Management program were all promptly transitioned to online delivery. Facilitators learned new online tools such as Google's Jam Board, to help keep participants engaged through various learning modalities and keep them engaged in the discussion. Tablets were provided to participants who did not have the technology to attend group via ZOOM and participants were provided with guided support on how to join ZOOM meetings wherever necessary.

In May of 2021, LRP staff attended training to upgrade the LRP intimate partner violence program, from Options and Alternative Skills to Interpersonal Safety (OASIS) to a program called Safety and Repair. The program and training were delivered by Todd Augusta-Scott from the Bridges Program in Nova Scotia. The new program uses a restorative justice approach and utilizes the principles of narrative therapy. With the new programs, facilitators help participants identify their values, strengths and skills, and how to use them to prevent causing harm to others. The new program commenced in June of 2021.

Due to the various changes that has occurred with the programs in the past three years, the Manager of LRP and the Manager of the Community Based Intervention program in Stephenville (CBIP), Daphne O'Keefe chaired three committees: Safety and Repair, Seeking Safety, and Pathways to Acceptance and Recovery (PAR). These committees meet monthly and bi-monthly to provide facilitators with opportunities for case consultation, and to evaluate program effectiveness. These meetings ensured continuity of care with the programs so that all facilitators are consistent in their approach.

Furthermore, staff were consulted on intake assessments, and research was conducted to implement new assessment tools to further meet participant's needs. Intake assessments help determine the level of program intensity and therefore it is critical to case management that these assessments accurately measure participants needs and that both programs offer the same standard of practice.

### Upcoming Programming Changes

In the past couple of years, the LRP has completed research and program reviews on its addictions program, sexual offending program, and intimate partner violence program. These reviews have led LRP to purchase and develop new programs in these three areas.

This coming year, LRP will conduct research, literature reviews, consultation, and program evaluation on Anger Management to see if this program continues to meet best practice guidelines. If a superior program is identified in this evaluation, LRP will update the Anger Management program with either a new purchased program or will make the suggested changes to the current program.

### REFERRALS

Referrals to LRP programs are accepted through many avenues. Priority is given to participants who have been referred through the Department of Justice and Public Safety (JPS) through Probation; Conditional Sentences; Rehabilitative Temporary Absences; Her Majesty Penitentiary; and Family Violence Intervention Court. However, when capacity permits, referrals are also accepted through other community organizations or through other JHS programs

#### **Group Programming 2021-22**

- OASIS & Safety and Repair Community – three groups completed (one group virtually)
- Dads Community – one group completed
- Anger Management Community – three groups completed (1 group virtually)
- Anger Management HMP – one group completed
- Impaired Driving Awareness HMP – one group completed.

Due to COVID-19 and public health recommendations and guidelines, LRP adapted to virtual platforms for program delivery in 2020. This transition occurred in all community partners as NL was guided by public health to shut down as many in-person services as possible to reduce the spread of COVID-19. These unique circumstances affected the LRP referral rates, and completion statistics. While the LRP remained active and made the necessary adjustments the statistics showed a 27% decrease in referrals and the successful program completion numbers were cut in half. This year LRP has bounced back with a 22% increase in program referrals, a 12% increase in formal assessments, and a 35% increase successful program completion in comparison to the 2020-2021 fiscal year. The number of people in custody were lower than the previous year, which resulted in fewer programs being delivered. This coupled with restrictions on entry due to the health concerns and the welfare of staff and those incarcerated, led to a lower participation rate. These interruptions occurred June 17-23, 2021, December 20-Feb 28, 2022, and March 17-April 11, 2022.

## Learning Resource Program cont'd

### Participant Referrals and Outcomes 2021-22

Program	Carried over 2021	Referrals	Assessed	Group	Individual	Completed	Ineligible/ disengaged	Carried Forward
	<b>Community</b>							
Anger Management	7	26	21	10	14	15	17	1
Anger Management (community referred)	10	68	15	4	6	6	43	29
Criminal Behaviour Awareness	10	9	6	0	5	5	3	1
Dads	3	6	9	9	0	5	4	0
Mental Health and Addictions	17	21	19	0	16	9	8	21
Impaired Driving Awareness	0	1	0	0	0	0	0	1
Maintenance	14	8	8	0	6	4	0	17
OASIS/Safety and Repair - FVIC	11	32	32	8	18	15	-	28
OASIS/Safety and Repair- Regular Court	19	38	34	9	22	15	16	26
Seeking Safety	23	83	70	22	24	37	41	28
PAR	2	3	4	0	5	1	1	4
STABLE & ACCUTE 2007	1	6	6	NA	NA	6	0	1
ODARA Assessment	0	22	22	NA	NA	22	0	0
SARA Assessment	0	4	4	NA	NA	4	0	0
	<b>Her Majesty's Penitentiary</b>							
Anger Management	2	38	26	9	0	7	27	4
Seeking Safety	8	73	81	24	0	14	64	3
STABLE & ACCUTE 2007	0	3	1	0	0	1	2	0
IDA	0	8	5	5	0	5	3	0
<b>Totals</b>	<b>117</b>	<b>411</b>	<b>329</b>	<b>100</b>	<b>116</b>	<b>171</b>	<b>229*</b>	<b>136</b>

### Participant Referrals and Outcomes 2021-22 (Table) con't

1. Collectively 229 referrals were deemed either ineligible through assessment or did not complete program. This was due to several variables including but not limited to, inappropriate referral, ineligible for program, being released/returned to custody, not receiving institutional approval, relocating, refusing program or disengaging in the program.
2. Suspension in HMP Programming on June 17-23, 2021, Dec 20-Feb 28, 2022, and Mar 17-April 11, 2022, affected the referral, completion and disengaged statistics significantly this fiscal year for programming.

### PROFESSIONAL DEVELOPMENT

Professional development allows employees to extend their depth of knowledge and understanding by ensuring that staff capabilities are keeping pace with current standards. Providing these opportunities to staff, we hope demonstrates the value JHS places in providing the employees with the skills and training they need to be effective in meeting participant's needs.

During 2021-22, facilitators participated in the following professional development opportunities:

- Ontario Domestic Assault Risk Assessment (ODARA)
- Responding to Addictions and Trauma: An ATSA Informative Conference
- Naloxone Training Refresher
- Safety and Repair with Todd Augusta-Scott
- Indigenous Cultural Awareness Training
- ARMS Training
- Zone of Fabulousness
- "Empowering Them" – E-Course with Women's Center
- Building Resilience During Unusual Times
- Self-Care Strategies – CMHA - Grant Fitzpatrick
- JHS Pacific Speaker Series – Fetal Alcohol Syndrome
- NAVNET: Avoiding Burnout – Self Care during the Pandemic
- OMS Training
- Webinar: Vicarious Trauma, Wellness and Resilience in the Field of Child Welfare webcast
- Webinar: Recognizing critical expertise: A knowledge and skills framework for intimate partner violence specialists
- Webinar: Vicarious Trauma – An Indigenous Perspective: Cultural Strengths as the Roots of Resilience for Healing Trauma
- Building Collaborative Relationships & Fostering Cultural Competency in Providing Safe and Effective Services webcast
- Webinar: Gender Based Violence Counselling – Tools and Approaches That Empower
- Webinar: Homelessness and COVID-19

### COMMUNITY INITIATIVES AND INVOLVEMENT

LRP participated in various presentations throughout the year. Mental Health and Addictions Counselor, Hannah Sparkes delivered a Mindfulness presentation with the Therapeutic Recreation Association as a training opportunity for the members to understand mindfulness and how to incorporate it into their practice. Melissa Noseworthy offered a Trauma Informed Practice presentation and in collaboration with Jessica Slade, to First Light. Further, this past year the managers of LRP and CBIP, worked together to implement Safety and Repair as the new intervention program for Intimate Partner Violence. As part of this process, presentations were done with community partners, Family Violence Intervention Court Teams, Probation Officers, and Victim Services staff. These presentations outlined the changes to the program, research supporting the changes and how the new program would be delivered to participants.

In support of other community organizations, LRP staff also participated in various committees.

- Sisters in Spirit, annual to plan the vigil for missing and murdered women
- The Youth Outreach Committee
- The Women's Center's reveal of "Empowering Them"
- Purple Ribbon ceremony in recognition of intimate partner violence in our community.
- Gender Based Violence, a framework for intimate partner violence specialist.



*Hannah & Robyn at HMP  
to take Christmas Photos*

The 3rd annual Christmas card competition and the Christmas pictures for inmates to send home to their loved ones. During Christmas, JHS-NL also prepared and distributed approximately 150 loot bags in HMP to people incarcerated as well as 30 gift bags for community participants.



*2021 Christmas  
Card Winner*

### STAFF RECOGNITION ACTIVITIES

Due to the COVID-19 pandemic, LRP has become creative about how to bring staff together for team building. In June, summer was kicked off with an in-house breakfast prepared by management and staff. Staff socially distanced between two group rooms to enjoy their breakfast. In December, staff planned a meal in-house, the boardroom was decorated and set up with social distancing and games were played to make for a festive meal together.

John Howard Week, February 13-19, 2022, was a week of wellness. Staff participated in daily activities on topics such as Staff Appreciation Day, Building Resilience, Self-Care, Mindfulness, and Building Connections. During this week staff participated in a wellness walk together, and two presentations on resilience and self-care.



*St. John's Staff Wellness Walk*

Lastly, March was Social Work Appreciation month, this was celebrated in-house and recognized the social service work that all staff are a part of in their roles, and breakfast was prepared by management and staff. This year one service award was presented in LRP, congratulations to Tyler Gallant on his 3-year service award.

### **STAFF APPRECIATION**

LRP has made some program and procedural changes based on evidence-based practice and current research. In order for these types of transformations to occur successfully, staff need to be committed to making these changes.

The support and commitment to continue to meet the participant's needs is apparent in the dedication of management and staff. I want to thank Daphne O'Keefe, Manager CBIP, for all her support and consultation as we implemented various changes. Further, I want to thank the LRP and CBIP staff who took the lead on delivering the new program and searching for new resources to help engage participants in the process. Special appreciation to Program Coordinator, Alexander Asamoah, for his support and consultation regarding Safety and Repair over the past year.

I also want to acknowledge the challenges that the COVID-19 continued to present this year. As we moved to virtual meetings with participants, the staff found new and creative ways to engage groups online, they took it upon themselves to learn tools such as Google Jam Board, ZOOM breakout rooms and pole taking. Further, staff assisted participants in gaining the skills to attend the virtual meetings and technology was provided where needed.

Special thanks to Todd Augusta-Scott of Truro, NS for his support in training and consultation in his program Safety and Repair.

Lastly, I would like to acknowledge and thank the staff and management at Probation; Family Violence Intervention Court; Her Majesty's Penitentiary; Howard House; Correctional Services Canada; and the community organizations whom we work with daily to help our community members receive the programs and services they need to keep our community safe.

**Melissa Noseworthy**, Manager of Programs

# COMMUNITY BASED INTERVENTION PROGRAM

**Community Based Intervention Program (CBIP)** is offered through our Main Street office in Stephenville. It provides rehabilitative programming for adult individuals who have criminal justice involvement or risk of involvement in the Stephenville and Corner Brook areas by addressing issues which contribute to criminal behavior and associated risk factors. Programs assist participants with developing new skills and making positive life changes which promote decreased recidivism rates.

The various programs offered are designed and delivered to support participants in lowering the recidivism rates by helping participants feel safe, build trust, and assist them to make healthy choices in their relationships with others. Further, the programs support participants in empowering themselves in becoming the best version of themselves. Facilitators are able to work within the four R's of trauma informed practice, which include realizing that trauma can have vast affects on people and communities, resisting re-traumatization, recognizing trauma symptoms, and responding appropriately to individuals experiencing trauma symptoms.

## **Programs Delivered in 2021-2022 (See Appendix B for program descriptions)**

- Adult Diversion
- Anger Management
- Criminal Behaviour Awareness (CBA)
- Dads Program
- Options and Alternative Skills for Interpersonal Safety (OASIS)
- Seeking Safety
- Pathways to Acceptance & Recovery Program (PAR)
- Turning Points (Women)
- Safety & Repair
- Impaired Driving Awareness

## **Referral Characteristics**

Our referral sources in the Stephenville and Corner Brook regions include the Family Violence Intervention Court in Stephenville (FVIC); Department of Justice and Public Safety (JPS) (Adult Corrections); West Coast Correctional Centre (WCCC); West Bridge House (WBH); and self-referrals.

For the 2021-2022 year, CBIP had 28 participants continuing with services from the previous year and received 135 new referrals.

## Community Based Intervention Program cont'd

### Participant Referrals and Outcomes 2021-22

Program	Carried over 2021	Referrals	Assessed	Group	Individual	Completed	Ineligible/ disengaged	Carried Forward
	<b>Community</b>							
Adult Diversion	2	35	29		29	26	7	4
Anger Management (community referred)	4	7	5		5	4	5	2
Criminal Behaviour Awareness	0	9	9		9	3	4	2
Dads	1	2	1		1	2	1	0
Mental Health and Addictions	N/A	-	-		-	-	-	-
Impaired Driving Awareness	-	-	--		-	-	-	-
Maintenance	0	5	4		4	2	0	3
OASIS/Safety and Repair/Turning Points - FVIC	4	6	6		7	7	-	3
OASIS/Safety and Repair, Turning Points - Regular Court	11	30	27		26	9	21	11
Seeking Safety	4	29	23		23	5	17	11
PAR	2	3	3		2	-	4	1
STABLE & ACCUTE 2007	2	3	3		3	3	-	0
ODARA Assessment	-	16	12		12	12		0
SARA Assessment								
	<b>West Coast Correctional Centre</b>							
Anger Management								
Seeking Safety								
Criminal Behaviour Awareness	0	9	9	9	-	8	1	0
IDA								
<b>Totals</b>	<b>30</b>	<b>154</b>	<b>131</b>	<b>9</b>	<b>121</b>	<b>81</b>	<b>60</b>	<b>37</b>

There was a 25% increase in referrals this year compared to last year.



### **Participant Referrals and Outcomes 2021-22 (Table) con't**

The lower program completions is partially due to the number of sessions in our Seeking Safety program, leaving an increase in the participants continuing to next year. Other reasons include participants transferring or having medical or mental health issues, pregnancy/child birth, or obtaining employment in another province.

### **Staff Training**

During 2021-22, CBIP staff took part in several professional training opportunities including the following: First Aid; Applied Suicide Intervention Skills (ASIST); Mental Health First Aid, Naloxone Refresher training; Cultural Awareness Training; Ontario Domestic Assault Risk Assessment (ODARA); Accountability and Resource Management (ARMS).

For the past couple of years, we have been working with the Learning Resources Program (LRP) in St. John's to create a more trauma informed practice model as research shows a correlation between childhood trauma and adult criminal behavior. Therefore, during the first quarter of this year, all CBIP staff joined the staff of the LRP to complete training for our new intimate partner violence program: Safety and Repair. Tod Augusta-Scott, the creator of the program, provided the training. It addresses the needs of individuals who have been abusive in their current intimate relationship. The Safety and Repair program meets all five principles of trauma informed practice: safety, trust, choice, collaboration and empowerment. It draws on Restorative and Narrative Therapy approaches to produce conversations to assist individuals in repairing harm in their relationships. The program is also based on individual experiences and is tailored to meet specific needs of people so individuals do not require different intervention based on gender identify or race. Therefore, it has replaced our OASIS and Turning Points programs. We are very pleased to be moving forward with this trauma-informed program.

Throughout the year, CBIP staff have been continuing to meet with LRP staff through virtual bi-weekly meetings to improve skills in providing the Safety and Repair program. All staff are to be commended for their hard work and dedication to this very important program. As well, many thanks go to Tod Augusta Scott for providing this training and to Melissa Noseworthy, Manager LRP, for leading this work and offering guidance and support every step of the way.

Staff also attended several virtual presentations and webinars including Preventing Domestic Homicide: From Research and Lived Experience to Practice; Association for Community Living – Working With Intellectual Disabilities and those on Autism Spectrum; Protecting Children from Domestic Violence: It takes the Whole Community; Zone of Fabulousness; Low Impact Debriefing (thank you to Jennifer Connolly—Social Work Student at LRP); Total Worker Health; Supporting Worker Mental Health; Indigenous Led Research: Experiences of Cannabis on Mental Health; Youth: Experiences of Cannabis on Mental Health; Building Resilience During Unusual Times; Self-Care Strategies; Applying the RNR Model to Community Supervision.

### Community Initiatives and Involvement

CBIP's community involvement throughout the year included attending WBH Admissions Committee meetings (teleconference); Family Violence Intervention Court (Virtual); Community Drug Response Committee (Virtual); FVIC Steering Committee meetings (Virtual); bi-weekly program meetings (virtual) with the LRP; Staff gave presentations to participants of the Horizons program regarding Healthy Relationships, Anger Management and Alcohol/Drug Awareness. Staff also assisted with interviewing participants for these work programs.



*Orange Shirt Day - CBIP Staff*

On June 30, we took time to honor Indigenous people who were mourning because of all the unmarked graves of children that were found on the grounds of Residential Schools. On September 29, staff participated in Orange Shirt Day in honor of National Day of Truth and Reconciliation. On February 23, in recognition of Stand-Up Day and to promote a kinder, more inclusive society, staff wore pink shirts and had our offices decorated in pink.

The Manager co-facilitated Safety & Repair virtual presentations with the Manager of the LRP, Melissa Noseworthy, for HMP staff, provincial FVIC staff and Managers and staff of Adult Corrections.

During the Christmas Season, staff gave gifts to the women at the Bay St. George Women's Centre and donated a big box of groceries for the Friendship Centre as they were preparing hampers for families in need. Staff used jeans day funds to donate treats to the Salvation Army for their loot bags they were giving children for Christmas. CBIP donated puzzle books, adult coloring books, playing cards and loot bags to the WCCC to help inmates cope with being away from their loved ones and friends during the Christmas Season. Loot bags were also given to our community participants as well. We were told all these items were very much appreciated.



*Leanda Morris*

We were very relieved there were no restrictions at the WCCC in December so Christmas photos could be taken of inmates so they could send a card and a picture of themselves to loved ones. We thank the management of the WCCC for again being so supportive of this very meaningful event and Leanda Morris of JHS-NL for so kindly taking on the role of photographer.

Due to the COVID-19 pandemic and the return to Level 4, group programming at the WCCC was postponed during the first quarter of the year. The Classification Officer, Mr. Dave Murray, worked very hard and finally got Zoom set up so the WCCC group programming could be done virtually. Since the level changes later allowed for staff to go inside the institution, the Criminal Behaviour Program did not need to continue by Zoom for all the sessions. We now know that if people from the community are not permitted in the WCCC for any reason, we can offer virtual programming, which will be very beneficial for the inmates of the WCCC.

## Community Based Intervention Program cont'd



**West Coast Staff Wellness Walk**

In February, we celebrated John Howard Week with the theme: Wellness in Challenging Times. We all know that the COVID-19 pandemic challenged everything about our lives, including our work situation and how we connected with and worked with our participants.

John Howard Week was very different again this year. We were unable to have our Annual Open House to thank our community partners, arrange the annual Program and Services Fair with our community partners for inmates of the WCCC, or have our Annual

Service Awards Lunch with staff of West Bridge House. However, thanks to Melissa Noseworthy, LRP Manager, and Adam Power, EPS Manager, we were able to connect, celebrate and share with JHS-NL staff in St. John's, Corner Brook and Stephenville through SharePoint and Zoom. It was great to listen to guest speakers, congratulate staff on Service Awards and view self-care video and articles. It was a week of being reminded of the importance of taking care of ourselves during these challenging. It provided us with information we could give to our participants to help them cope with all the changes and barriers they have been facing. JHS-NL also provided grocery gift cards for participants most in need during the pandemic.

### Acknowledgment

It has been another year of constant changes and anxiety due to the pandemic. However, we are again very grateful to our Executive Director, Ms. Cindy Murphy and our Regional Director, Mr. Charlie Young, for guiding and supporting the Society to keep staff and participants safe at all times. For her endless support throughout the year, I also personally thank Melissa Noseworthy, LRP manager.

We extend our appreciation to the staff of the Department of Justice and Public Safety, The Family Violence Intervention Court as well as to all our community partners for their understanding and support throughout the pandemic. Their support made all our changes easier to implement for sure.

Last, but definitely not least, I express many thanks to the program facilitators for continuing to meet the needs of our participants through these challenging times. This year past we faced many changes in order to follow public health guidelines. Regardless of how their work situation had to change, the facilitators maintained very positive attitudes and continued to provide effective programming and support to participants on a daily basis.

Everyone was so relieved to hear that things were becoming more 'normal' during the last quarter of this year. It has been a long wait and a long road to get back to where we were, and we are hopeful that this continues into 2022-2023. It is like a new beginning, filled with optimism and a deeper knowledge of how adaptable we can be so that, regardless of the challenges, we know we will find ways to adjust and learn even better ways to serve our participants. We are looking forward to working with our present and new participants, JHS-NL staff and all our community partners in 2022-23.

**Daphne O'Keefe, Manager of Programs**

# EMPLOYMENT, EDUCATION & SUPPORTS



## EMPLOYMENT SERVICES PROGRAM-ST. JOHN'S

**Employment Services Program (ESP)** is a crucial component of a participant's journey towards successful reintegration into society. Gainful employment is usually one of the latter goals of any JHS-NL participant, once housing needs and requests for programs have been addressed. The ability to find and maintain a meaningful job equips an individual with the ability to gain further independence and work towards building a more meaningful life. Individuals with past criminal justice system involvement face many unique barriers when pursuing employment. Many have been unattached from the labour force for extended periods of time, while others struggle to successfully navigate the hiring process without a clear certificate of conduct. With these barriers in mind, employment practitioners connect with participants and advise them on strategies and techniques to increase success while job searching. Employment practitioners meet participants needs wherever they land on the employment spectrum. Participants range from being in the pre-pre employment stage, pre-employment stage, job readiness stage, gainfully employed and post-employment support. EPS has programs and services crafted to assist participants based on where they fall on this spectrum.

Pre-pre employment (In Motion and Momentum Plus) and pre-employment (Upskills) programs are currently running to help participants prepared for job hunting and maintaining employment. Individual employment counselling is utilized for job ready individuals. Once participants are gainfully employed, employment practitioners make sure to maintain contact and assist participants as needed.

### **One former participant wrote:**

*"I am so pleased with the service I received from this team, the help I got and the job I received as a result, thanks to everyone who helped along the way!" (Anonymous, 2022).*

Employment Practitioners are trained in many areas of career development such as employment counselling, conducting job readiness assessments, utilizing PRIME assessments, facilitating employment programs and educating individuals on pertinent job skills like job search and resume building.

### **Services Provided:**

The staff provide individual employment interventions and supports that are not limited to and include:

- Career planning
- Resume building and editing
- Interview skill development
- Online job search
- Record suspension applications
- Liaising with the Department of Immigration, Population Growth and Skills
- Funding application support
- Prospecting potential employers
- Employer engagement
- Community outreach
- Assistance with applying for post secondary programs

## Employment Services Program-East cont'd

### Services and Outcomes 2021-22

PROGRAMS AND SERVICES	CARRIED OVER 2021	REFERRALS	ASSESSED	COMPLETED OR SERVED	INELIGIBLE/ DISENGAGED	CARRIED FORWARD 2022
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#### PROGRAMS

IMM&M+	10	19	16	14	5	14
HORIZONS	0	0	0	0	0	0
LINKAGES	1	5	2	2	2	0
UPSKILLS	0	2	2	2	0	2

#### SERVICES

PRIME ASSESSMENTS	39	14	14	14	0	53
EMPLOYMENT PREPARATION SERVICES*	233	111	111	111	13	344
TRAINING COURSES*	0	14	14	14	0	0
EMPLOYED*	0	65	65	65	0	0
RETURN TO SCHOOL PREPARATION*	5	11	11	11	4	12
ENROLLED - EDUCATION	0	17	17	17	0	0
RECORD SUSPENSIONS	86	73	159	159	0	159
OTHER SUPPORTS*	0	0	0	131	0	0

<b>TOTALS</b>						
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**Note:**

1. Employment Preparation Services include resume building, job search, labor market research and interview skills
2. Training Courses included all courses offered to increase employability (Flags Person, First Aid etc.)
3. Employed outside of IMM&M+, Horizons and Linkages
4. Return to School Preparation includes assistance provided with school applications and funding
5. Other Supports include information or assistance provided in bankruptcy, Canada Pension, Identification cards, Social Insurance Numbers etc.

### New Developments

#### In Motion and Momentum Plus (IM&M+); Random Control Trail Project

IM&M+ is a pre-pre employment program offered to select community organizations in the country by the Canadian Career Development Foundation (CCDF). The program is meant to be a starting point for those who are feeling stuck in life and as a result, are not yet job ready.

Following the first IM&M+ program facilitation conducted in March 2021, JHS-NL has facilitated the program three additional times during 2021-2022, offering in both person and virtual groups throughout the year. This has enabled the program to be offered province-wide with JHS-NL being the first organization in Canada to offer the program more than three times and is currently leading in both frequency and mode of delivery.

In September 2021, JHS-NL was among a select 14 Canadian organizations to be granted the ability to continue offering IM&M+ as part of a new random control trial project, coordinated by CCDF. This allowed for the selection of 16 participants for the program, with eight selected to attend the group and eight selected as the control group with both groups remunerated for their participation by CCDF.

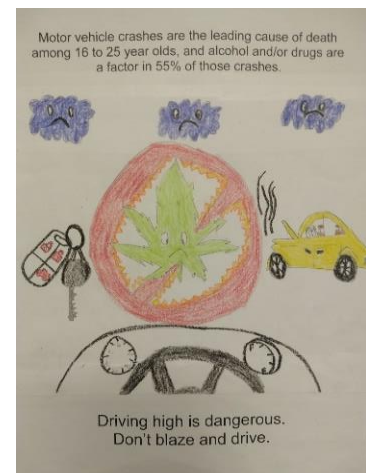
Following meetings with the management team at the West Coast Correctional Centre (WCCC), JHS-NL staff were granted approval to facilitate the program virtually within the institution, allowing us to reach a group of participants that were previously inaccessible. The February 2022, virtual running of IM&M+ consisted of a mixed cohort of both participants within the community and within the WCCC. The program will be offered again in fall 2022 and winter 2023.

#### Conclusion of Atlantic Youth Challenge to prevent Drugged Driving

In partnership with The John Howard Society of New Brunswick, JHS-NL created a social media campaign, created and facilitated by youth, with the intention to create further awareness of the dangers surrounding drugged driving. The project ran from March to July of 2021. Anna Lamswood, who connected with youth from JHS-NL's Home for Youth, various high schools and community centers in St. John's, worked collaboratively to create resources to share online and coordinated the project. Participating youth were rewarded with honorarium gift cards.



Resources created for the ATLANTIC YOUTH CHALLENGE TO PREVENT DRUGGED DRIVING



### Record Suspension Support

EPS continues to provide JHS-NL participants with support when applying for record suspensions. During the year, two staff from EPS and two staff from LRP worked with participants providing support and guidance with each of the nine intricate steps in the application process. The process usually takes six to 12 months to complete and requires another six to 12 months to receive confirmation of approval from the Parole Board of Canada. This service is a crucial element in a participant’s employment journey, as it will alleviate the participant of their most difficult employment barrier, an inability to provide an employer with a clear certificate of conduct.

In early 2022, The Parole of Canada reduced the cost of a record suspension from \$650 to \$50, making the process much more affordable for participants. This has caused an increase in referrals for record suspension assistance. We hope to grow the support team because of increase throughout the next year.

### Additional Services Provided:

- Income Tax Support
- Community Collaboration Workshops
- Linkages
- A Step Ahead
- ICMP

### Professional Development

Employment practitioners pride themselves on being person-centred service providers. Researching and attending training around best practices within the field of career development is critical to staff who are carrying out this important work with participants. During the fiscal year, EPS staff has participated in the following training opportunities:

- 2SLGBTQ+ Inclusive Trauma-Informed Care- Jenna MacKay
- Aboriginal Cultural Awareness Training
- ARMS Refresher Training
- Career Development Theories Course- CCDF
- CDP Certification Information Session
- PRIME Training –CCDF
- Critical Debriefing Overview- Jennifer Connolly, Social Work Student (MUN)
- CVITP Grant Program with CRA
- Home Connect Lunch and Learn
- In Motion and Momentum Plus Facilitation training
- Mental Health First Aid Training
- Monthly Yakety Yak sessions with Community Employment Collaboration
- Naloxone Refresher Course
- NLCSA – OHS Committee Training
- Provincial PRIME Training- IPGS &CCDF
- Self-Care Essentials Training-CMHA
- Supported Referrals Luncheon- End Homelessness NL
- Youth Ventures Overview Training



## Employment Services Program – St. John’s cont’d

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### Employment Services Team Dedication

EPS is a small but mighty team consisting of two full time and one temporary contract Employment Practitioners. Caitlin Penton joined EPS after four years in the role of Housing Support Worker at Garrison Place; Laura Strong had previously worked in the role of Employment Practitioner in 2013; and Taylor Cassell joined the team in 2022 on a temporary contract.

Having team members with existing internal knowledge and experience has given EPS a unique advantage to be able to provide expert level service in career development, housing, community referrals and trauma informed practice. I would like to thank Caitlin and Laura for the unique flair and energy they bring to their current positions and for all they have done on behalf of participants and Taylor who has jumped headfirst into the role and has done amazing work for the organization in his short time with the team.

My sincerest gratitude goes to Anna Lamswood, Tyler Gallant, and Leanda Morris, who put their heart and soul into facilitating the IM&M+ program for participants, even when complications from COVID-19 made facilitation difficult. Thank you for your creativity and adaptability in facilitation.

Well wishes are extended to Ryan Holwell and Flora Jackman, who both held positions as employment practitioners before pursuing new roles outside the organization during the summer of 2021.

Each of the aforementioned staff deserve acknowledgement and celebration for their contribution and continuation of exceptional service to participants. Thank you for your adaptability and perseverance when working from home and facilitating programs while following COVID-19 public health measures. On behalf of all JHS-NL participants, I thank you greatly.

### Acknowledgement

Thank you to the following community partners/collaborators for their collaborative efforts and support, which greatly improve the quality of the service we are able to provide to our participants: The Department of Justice and Public Safety; Immigration Population Growth and Skills; Canadian Career Development Foundation; ABC Life Literacy; Choices for Youth; First Light NL; Stella’s Circle; Waypoint Inc.; Thrive; Single Parents Association of NL; Community Centre Alliance; The Association for New Canadians; End Homelessness St. John’s; Home Again Furniture Bank; Women in Resource Development Corporation; Community Employment Collaboration; and The Canadian Mental Health Association.

**ADAM POWER**, Manager, Employment Services Program, St. John’s

## EMPLOYMENT SERVICES PROGRAM-STEPHENVILLE

### Horizons

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

Following the selection of participants, there is a four-week orientation, which helps prepare participants for their job placements. Orientation includes the following topics: coaching on employability skills, resume writing, interview skills, employer expectations, First Aid training, WHMIS and introduction in Occupational Health and Safety. Following the orientation training each person commenced a twenty-six-week job placement.

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

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

The Horizons program started in April 2021 and ended in January 2022. Five participants started and four successfully completed the program.

### Linkages

The Program provides 26 weeks of career-subsidized employment, combined with monthly career planning workshops prior to entry to academic upgrading, skills training or continued employment.

Participants attend a four-day orientation, which focuses on Employability skills. Following orientation, participants conducted a job search with a goal of finding an employer who would sponsor them for a twenty-six-week job placement.

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

The program started in November 2021. Two participants started but unfortunately, neither were successful in completing. This program targets youth living within the Bay St. George area that are aged 18 to 29 and non-EI eligible.

### Employment Services

In Stephenville, the employment practitioner works closely with Parole, Probation, West Bridge House and community partners to offer employment related supports to participants. Over the past year, there have been monthly visits to the West Coast Correctional Centre and meeting participants on a daily basis.

## Employment Services Program-Stephenville cont'd

### In Motion and Momentum (IM&M+)

IM&M+ is a pre pre-employment program sponsored by the Canadian Career Development Foundation (CCDF) and offered in most Canadian provinces. During the period from late February to late April 2022, the employment practitioner facilitated virtually the delivery of IM&M+ program. The participant group consisted of three inmates from the West Coast Correctional Centre (WCCC) and four participants living in the St. Johns area. Six participants were successful in completing. For additional information, please see the Employment Services Program report.

### SERVICES & OUTCOMES 2021-22

PROGRAMS AND SERVICES	CARRIED OVER 2021	REFERRALS	ASSESSED	COMPLETED OR SERVED	INELIGIBLE/ DISENGAGED	CARRIED FORWARD 2022
<b>PROGRAMS</b>						
<b>IMM&amp;M+</b>	Results captured in the EPS Services and Outcomes					
<b>HORIZONS</b>	5	12	8	5	12	3
<b>LINKAGES</b>	2	4	4	4	2	2
<b>UPSKILLS</b>	7	7	7	7	0	7
<b>SERVICES</b>						
<b>PRIME ASSESSMENTS</b>	0	0	0	0	0	0
<b>EMPLOYMENT PREPARATION SERVICES</b>	52	52	52	52	0	12
<b>TRAINING COURSES</b>	2	7	7	7	0	0
<b>EMPLOYED</b>	9	9	9	9	0	0
<b>RETURN TO SCHOOL PREPARATION</b>	0	3	3	3	0	0
<b>INSTITUTIONAL VISITS</b>	0	27	27	27	0	0
<b>RECORD SUSPENSIONS</b>	7	7	7	5	0	2
<b>OTHER SUPPORTS</b>	5	5	5	3	0	2
<b>TOTALS</b>						

## Employment Services Program-Stephenville cont'd

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### SERVICES & OUTCOMES (Table) 2021-22

1. Employment Preparation Services include resume building, job search, labor market research and interview skills
2. Training Courses included all courses offered to increase employability (flags person, first aid etc.)
3. Employed outside of IMM&M+, Horizons and Linkages
4. Return to School Preparation includes assistance provided with school applications and funding
5. Other Supports include information or assistance provided in bankruptcy, Canada Pension, Identification cards, Social Insurance Numbers etc.

### Mental Health First Aid

This year, three Mental Health First Aid courses were delivered with 31 participants including JHS-NL staff, individuals from the community and the West Coast Correctional Centre. Two of the courses were delivered virtually and one in-person. A goal for this course is to offer and deliver it to the WCCC several times a year. **Note:** The effects of COVID-19 has affected the number of participants for this fiscal year.

### Acknowledgment

In conclusion, I really enjoyed working with the participants and participating employers. I would like to extend thanks to the Department of Immigration, Population Growth and Skills, the businesses in and around Stephenville for all the support for our programs, the West Coast Correctional Centre and to all those who contributed to our workshops.

**LEANDA MORRIS**, Employment Practitioner, Employment Services Program - Stephenville

## SUPPORT & IN-REACH



## 1-2-1 PRISON VISITATION PROGRAM

The 1-2-1 volunteer program was created by the John Howard Society and has been in operation for over two decades. The purpose of the 1-2-1 program is to offer incarcerated men a means of connecting with the community, and exposing them to positive, pro-social community members.

1-2-1 is held on a weekly basis, each Thursday evening, at Her Majesty's Penitentiary (HMP) with a small group of volunteers who meet with selected individuals from the prison. Volunteers are matched with an inmate and will chat for an hour or so before a second group comes. Topics of conversation range from plans for the future, favourite books and movies, and everything in between. Additionally, participants will often bring works of art (drawing, poems, songs etc.) that they have created, to share with the volunteers. We also enjoy when our participants bring pictures of their family (children, partners, pets, etc.) to show us.

During the second year of the global Covid-19 pandemic (2021), ongoing changes to the manner in which we deliver the program were necessary in order to ensure the safety of participants and volunteers. The program has been paused numerous times over the past year due to periodical COVID-19 outbreaks in the community and the institution itself. We were able to reintroduce board games into the program (with proper sanitization protocols) during the fall of 2021. The participants have enjoyed the opportunity to again be able to connect with volunteers over a game of monopoly or cards. Volunteers continue to wear masks into the facility, and we continue to limit the number of volunteers and participants attending the program each week to minimize risk of infection. Sadly, we were again unable to have our annual Christmas party this year due to the emergence of the Omnicom variant at that time. We look forward to Christmas 2022 in hopes that after three long years we will be able to resume this much-anticipated tradition.

This past year we welcomed a wonderful new volunteer, Riley Stoyles to our group. He is joined by our existing volunteers who include Dianna Brooks (coordinator), Melissa Hoskins, Nicole Power, Boyd Kelly, Allan Croke and Victoria Featherston. The 1-2-1 program is entirely volunteer based and would not be possible without the dedication of our volunteers.

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

**DIANNA BROOKS, COORDINATOR**

## HER MAJESTY'S PENITENTIARY LIBRARY

JHS-NL volunteers coordinate the library service to inmates at Her Majesty's Penitentiary (HMP) normally one day a week. This past year proved to be another difficult one for the library program due to on-going COVID-19 concerns. The pandemic limited the ability to provide consistent service as the health and safety of inmates, HMP staff and our volunteers was a priority, and we were not able to enter the facility on a regular basis.

Typically, volunteers would open the library every Wednesday, however this year due to COVID-19 and staffing shortages at HMP, the library had approximately 30 openings with 469 successful visits. We are grateful to HMP staff who were able to circulate some books, when possible, to the ranges, so the inmates had some access to reading material when the library was unable to open.

During library visits, inmates have access to books, magazines, word and number puzzles and other reading material. We would like to thank the following for their on-going support of the library including the Downhome, Buy and Sell, Friends of the Library, Newfoundland and Labrador Public Library – Arts and Culture Centre, Sister Helen Martinez, PBVM, Levina Neil and all others who donated to the library throughout the year.

Thank you to all the volunteers who continue to provide their time and efforts including Shannon Lawlor, Keisha Kelly, Jayden Byrne and Mary Manojlovich. Special thanks to Tracy Oakley for all her work securing and sorting the donations of books.

**FLORENCE BARRON**, COORDINATOR

# ANNUAL GENERAL MEETING MINUTES

**Annual General Meeting  
September 24, 2021  
St. John's, Via Zoom  
St. John's, NL**

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On Friday, September 24, 2021, Leslie MacLeod, President for the Board of Directors of the John Howard Society of Newfoundland and Labrador, welcomed approximately 30 people in attendance to the virtual Annual General Meeting.

The Minutes of the AGM of 2020 were reviewed and adopted.  
**(Motion to adopt: Anne Morris/Donna Luther).**

## **President's Report – Leslie MacLeod**

The President tabled her report for 2020-21 and made the following comments: The Society has had another successful year, during the COVID-19 pandemic, in providing programs, services and supportive housing. She referenced the detailed reports in the 2020-2021 Annual Report to see the reach of the organization this fiscal year. Ms. MacLeod thanked participants for placing their trust in the supports offered by the Society and the staff, volunteers and management for their hard work and commitment in assisting participants in moving forward in these challenging and uncertain times. She further thanked the Board of Directors for their hard work and dedication and acknowledged the loss of board members Bryan Purcell and Mike Tobin, who were long-standing members and will be greatly missed.

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

The Executive Director tabled her report for 2020-21 and made the following comments: All the Society's programs and services were maintained during the fiscal year including the introduction of two new programs. Evaluative work with programs and services continued with the implementation of participant feedback forms and utilizing a new database to capture the full reach of the Society. Ms. Murphy acknowledged the effects COVID-19 has had on everyone both personally and professionally in learning to live in these uncertain times. She thanked the Society's participants for their trust, staff and management for their amazing work and gave a special thank you to the residential staff who worked every day on the frontlines. She also thanked government and community partners and the Board of Director's for their continued leadership and support. She acknowledged the loss of board members Bryan Purcell and Mike Tobin, spoke of their contributions to the board, and thanked them for their service.

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

The Regional Director tabled his report and made the following comments: The West Coast had another successful year providing programs and services in Corner Brook and Stephenville. He provided a summary of the programs and services offered throughout the year and the successes participants had achieved during these uncertain times. Mr. Young acknowledged the fantastic and hard work the staff has achieved in light of COVID-19 and gave a special acknowledgment to the residential staff were on the frontline every day. He thanked the Board of Directors, staff, management, the Admissions Committee, and government and community partners for their continued support. He acknowledged the loss of long-standing board member Mike Tobin and thanked him for his support and friendship.



### **Treasurer's Report**

On behalf of Treasurer/Secretary Joan Dawson, Joanne Symonds, Director of Finance, presented a brief summary of the audited Financial Statements, highlighting and explaining some of the variances from the previous year. There was a decrease in funding as well as in expenses. The overall result was a small deficit from operations while maintaining a healthy liquidity position.

**(Motion to adopt: Joan Atkinson/Jason Power)**

### **Resolutions: Amendments to JHS-NL Constitution and By-Laws**

Leslie MacLeod presented for acceptance proposed amendments to the Constitution and By-Laws as prepared by a committee of the Board of Directors. She provided reasoning for all the proposed changes and opened the floor to all attending for questions and or comments. A motion to accept the proposed amendments as presented was adopted.

**(Motion to adopt: Anne Morris/Donna Luther)**

### **Appointment of Auditors 2020-21**

In relation to the appointment of auditors, the Executive Director advised the Society would call for proposals for the 2021-22 fiscal year to ensure the Society is getting good value for audit services.

### **Nominating Committee**

Debbie Sue Martin, Chair of the Nominating Committee, presented the Nominating Committee Report for 2021. Those who were nominated and agreed to serve for a three-year term were Dick Spellacy, Catherine Gogan, Leslie Macleod, Kimberly Legge and Jason Power.

Those who were nominated and agreed to fill partial terms left vacant by former directors were Jackie Compton Hobbs, Dan Goodyear and Ben Lewis.

Ms. Martin advised of one board vacancy being held for the RCMP appointed representative.

**(Motion to adopt: Donna Luther/Jason Power)**

### **Presentation from JHS-NL Learning Resource Program (LRP) and Community Based Intervention Program (CBIP)**

Manager of LRP, Melissa Noseworthy and Director of CBIP, Daphne O'Keefe gave a presentation detailing the 10 services offered throughout JHN-NL. It provided insight into the scope of services, mode of delivery, referral process, participant requirements, and reporting.

**Motion to adjourn: Kimberly Legge**

**Recorder: Tracy Oakley**

# FINANCIAL REPORT

## Summary of 2022 Audited Financial Statements

### Condensed Statement of Financial Position

March 31, 2022	2022	2021
<b>Assets</b>		
Current assets	2,410,290	1,954,274
Investments	23,179	23,110
Capital assets	2,882,203	3,028,434
	<b>5,315,672</b>	<b>5,005,818</b>
<b>Liabilities</b>		
Current liabilities	1,035,002	793,330
Long term debt	1,110,000	1,170,000
Deferred capital contribution	42,236	42,236
	<b>2,187,238</b>	<b>2,005,566</b>
<b>Net Assets</b>		
Donated surplus	435,000	435,000
Net investment in capital assets	1,772,203	1,858,434
Restricted	503,879	503,810
Unrestricted	417,352	203,008
	<b>3,128,434</b>	<b>3,000,252</b>
	<b>5,315,672</b>	<b>5,005,818</b>

### 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		(43,049)
	67,251	
Other Income	60,862	94,138
Excess revenue over expenses	128,113	51,089

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

# APPENDIX A - JOHN HOWARD SOCIETY OF NEWFOUNDLAND AND LABRADOR

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

**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.

## 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**

### DIRECTORS con't

**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 PROGRAMS, STEPHENVILLE

### MANAGEMENT TEAM con't

**ADAM POWER**, MANAGER EMPLOYMENT SERVICES, ST. JOHN'S  
**VAL FLYNN**, RESIDENTIAL MANAGER HOWARD HOUSE AND 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

## APPENDIX B – INTERVENTION, PROGRAM & SERVICE DESCRIPTIONS

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### INTERVENTIONS DELIVERED BY LRP, ST. JOHN'S & CBIP, STEPHENVILLE

#### **Seeking Safety**

Seeking Safety is an evidence-based model, used in-group or individually to help survivors with co-occurring trauma and substance addiction. Research indicates that an individual dealing with addiction issues is usually dealing with past or present trauma. Participants give very positive feedback regarding how extensively this program helps them to move forward in their lives.

#### **Safety and Repair**

The Safety and Repair program is a gender-based violence program that addresses the needs of individuals and groups who have used abusive behaviors in their current intimate-partner relationship. Safety and Repair draws on Restorative Justice and Narrative Therapy approaches. The program is divided into two phases, safety and stabilization and individual repair. This process is completed using both individual and group sessions. Participants are guided to establish values and safety and understand abuse and repair. Further, participants are lead through conversations around personal abuse, repairing the self and ending violence.

#### **Anger Management**

The Anger Management program utilizes a cognitive behavioral approach to support participants with skill development for managing and effectively expressing intense emotions. Over a period of 10 sessions, program participants are provided opportunities to explore the process of change while also learning how thought distortion impacts feelings and behaviors. Programming also includes content that assists participants with self-awareness, communication, and problem-solving processes.

#### **Criminal Behavioral Awareness (CBA)**

The CBA program is a generalized program that utilizes cognitive behavioral strategies to address risk factors for reoffending. This program consists of six – two-hour sessions that focuses on the stages of change and mapping the offense cycle with participants. Other critical program components involve learning coping strategies to cope with stress and identifying problem solving techniques.

#### **Pathways to Acceptance and Recovery (PAR)**

The PAR program is designed for participants who present a risk to reoffend sexually. The program is divided using a good lives model to guide the participants in the adoption of healthy and prosocial lifestyles. The aim of this program is use a trauma informed lens to reduce recidivism by building awareness around personal relationships, thoughts, emotions, and behaviors.

#### **Dads**

Dads is a 10-session program offered once a week for 10 weeks in a group setting. Dads focuses on helping fathers understand the realistic expectations for their children's different developmental stages and helps navigate discipline and parenting approaches for children who have experienced trauma.

This program teaches skills of positive communication and co-parenting, assists fathers in processing their own guilt and shame, and teaches fathers about how to avoid common pitfalls in parenting and discipline.

### **Impaired Driving Awareness (IDA)**

A two-day psycho-educational information session for individuals convicted of an impaired driving related offense.

### **Stable-2007 (assessments for sex-based offenses)**

The Stable-2007 is an assessment tool that enables the assessor to measure 13 areas identified as factors that quantify risk for recidivism in individuals with a history of sex-based offenses. The LRP currently has two team members trained in conducting assessments.

### **Mental Health and Addictions Counselling**

Referrals are received internally through the Employment Services Program and LRP. This program assists participants with anxiety, depressions, grief, trauma, and addictions. The program gives participants added support in healing and is critical in helping build resilience, develop skills in emotional regulation and impulse control and reduce recidivism

### **Adult Diversion Program**

The Adult Diversion Program provides an excellent opportunity for a first time or low risk offender to avoid the regular court process, further conflict with the law and further victimization. These clients continue to give very positive feedback regarding the value of this program.

## **PROGRAMS, SERVICES & SUPPORTS PROVIDED BY EMPLOYMENT SERVICES PROGRAM, ST. JOHN'S**

### **In Motion & Momentum+**

In Motion & Momentum+ (IM&M+) is an innovative action-oriented program that supports individuals at a pre-pre-employability stage of their careers. IM&M+ is a strengths-based program that provides experiences and opportunities for those who may have experienced repeated setbacks with traditional learning and/or work. IM&M+ moves participants from feeling stuck to moving forward.

### **UP SKILLS**

Up Skills assists participants in the development of pre-employment skills and readiness. This program is completed in three group sessions at a duration of 3-4 hours. Some topics include self-motivation, the importance of communication, how to work as a team, understanding personal and employer expectations, and how to manage your time effectively. This level of preparation offers participants better opportunities for success as they join the labor market because they are more equipped to handle the expectations and hurdles involved with employment.

### **Linkages**

The Linkages program is a wage subsidy program funded by Immigration, Population Growth and Skills (IPGS). The goal of the program is to provide 26 weeks of paid employment to individuals 18-29 years of age. This experience is an opportunity for the participant to take part in career and employment planning.

### **ICPM**

The Employment Services Program operates an Integrated Correctional Program Model – Community Maintenance Program for individuals presently on parole. This program provides participants with reinforced learning of skills taught during incarceration and assists with incorporating these skills into community living.

### **RECORD SUSPENSIONS**

The John Howard Society will assist individuals in applying for a Record Suspension (formerly pardon) through the Parole Board of Canada.

A record suspension allows people who were convicted of a criminal offence, but have completed their sentence and demonstrated that they are law-abiding citizens for a prescribed number of years, to have their criminal record kept separate and apart from other criminal records.

### **TAX CLINIC**

Canada Revenue Agency has a volunteer that is committed to providing individual tax clinics to JHS-NL participants. The employment practitioner works closely with the volunteer; they collect the relevant tax information from the participant and delivers it to the volunteer who then works to complete the individual's taxes.

### **COMMUNITY COLLABORATION WORKSHOPS**

Employment Practitioners has liaised with community organizations to offer educational presentations to the community on topics such as record suspensions and employment readiness. ESP has provided these presentations at the Salvation Army Centre of Hope, Community Centre Alliance and The Murphy Centre.

### **A STEP AHEAD**

In September of 2019, JHS-NL NL received a donation from Canopy Growth Corporation. The program allows ESP's employment practitioners to access training for participants who need to re-certify their skills. A Step Ahead breaks down the barriers of outdated training for participants and helps to build resumes that are representative of a participant's skill set. This allows participants new opportunities to rejoin the labor market.

## APPENDIX C – STAFF AND VOLUNTEERS 2021-22

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### PROVINCIAL

CINDY MURPHY, EXECUTIVE DIRECTOR  
JOANNE SYMONDS, DIRECTOR OF FINANCE  
TRACY OAKLEY, ADMINISTRATIVE COORDINATOR

### EASTERN REGION

#### HOWARD HOUSE

VAL FLYNN, RESIDENTIAL MANAGER  
YVONNE MCDERMOTT, SENIOR RESIDENTIAL COUNSELLOR  
HOLLY WHITE, ADMINISTRATIVE ASSISTANT

#### RESIDENTIAL STAFF

NAT HUTCHINGS & JULIA SNOOK

#### RESIDENTIAL STAFF OVERNIGHT

STACEY POWELL & DANIEL AGBESSE

#### RELIEF STAFF

HEATHER ALEXANDER, COURTNEY BEST, NATASHA BOLAND, HILLARY DAGG, ROBERT HOGAN, CHANTAL HOWARD, RHONDA LAYMAN, JILLIAN TULK, RACHAEL PIKE, JOHN-FRASER PURCHASE, LACEY ROBERTS & JODI SHANNAHAN

#### VOLUNTEERS

DUE TO COVID-19, THERE WERE NO VOLUNTEER OPPORTUNITIES FOR THE 2021-2022 YEAR.

#### RESIGNED

DANIEL AGBESSE, KAYLA BAILEY, GLEN GIBBONS, MIKE HORNING, JUSTIN MAHON & LEAH WALSH

#### GARRISON PLACE

VAL FLYNN, PROGRAM MANAGER  
LEAH WALSH, HOUSING SUPPORT WORKER

#### RESIGNED

ASHYLN BIGGIN, JASON KELLOWAY & CAITLIN PENTON

#### LEARNING RESOURCES PROGRAM

MELISSA NOSEWORTHY, MANAGER  
JILL WHITE, ADMINISTRATIVE ASSISTANT

#### PROGRAM SERVICES COORDINATORS

ALEX ASAMOAH & JESSICA SLADE

#### MENTAL HEALTH & ADDICTIONS COUNSELLOR

HANNAH SPARKES

#### PROGRAM FACILITATORS

AMANDA ANTLE (LOA), TYLER GALLANT, ANNA LAMSWOOD, ROBYN MACDONALD & CHRISTY SPRACKLIN

BACHLOUR OF SOCIAL WORK STUDENTS

JENNIFER CONNOLLY & AMBER BRACE

**EMPLOYMENT SERVICES PROGRAM-ST. JOHN'S**

ADAM POWER, MANAGER

JILL WHITE, ADMINISTRATIVE ASSISTANT

EMPLOYMENT PRACTITIONERS

TAYLOR CASSELL, CAITLIN PENTON, LAURA STRONG (LOA) & LEANDA MORRIS (FEB to APR ONLY)

RESIGNED

RYAN HOLWELL, FLORA JACKMAN, ANNA LAMSWOOD & ADAM POWER

**HOME FOR YOUTH**

LUCRETIA BROWN, COORDINATOR (ACTING)

DON VINCENT, COORDINATOR (LOA)

COUNSELLORS

SCOTT CONWAY, SEAN FOWLOW, BONNIE MOGRIDGE & DAN LIDSTONE

OVERNIGHT SUPERVISORS

GREG DODGE, MIKE BARROW & CHRIS KEATS

RELIEF COUNSELLORS

JILLIAN AVIS, NICOLE AYLWARD, NICOLE BUTT. LAURA GIBBONS. ALLYSON HOWSE, RYAN LAWLOR, GRAHAM LUCAS, TINA NEARY, KAREN PENNELL & DAVE VINCENT

**WESTERN REGION**

CHARLIE YOUNG, REGIONAL DIRECTOR

DONNA JENKINS, ACCOUNTING ADMINISTRATOR

**WEST BRIDGE HOUSE**

SHELLEY GARNIER, RESIDENTIAL MANAGER

CHANTAL DRAKE, SENIOR RESIDENTIAL COUNSELLOR

RESIDENTIAL STAFF

LORNA BUNGAY, SHERRI CHAULK (RETIRED), ROBYN HINKS, BLAKE HYNES, SHERRY HUMBER, ALEXANDRA LAGATDU, ROBIN HINKS (LOA)

RESIDENTIAL RELIEF STAFF

MELANIE BUTLER, RHONDA CRITCHLEY (LOA), BRANDON GILLAM & KEVIN STANLEY

RESIGNED

MARK ARMSTRONG, HOWARD HALL & JASMINE WOODLEY

**COMMUNITY BASED INTERVENTION PROGRAM**

DAPHNE O'KEEFE, MANAGER

PROGRAM FACILITATORS

CRYSTAL FORMANGER, ROBYN HINKS, SUZANNE BARRY-KROENING & CORRINE SLADE



RESIGNED

SAMANTHA SHEARS

**EMPLOYMENT SERVICES PROGRAM-STEPHENVILLE**

CHARLIE YOUNG, PROGRAM MANAGER

EMPLOYMENT PRACTITIONERS

LEANDA MORRIS

**LORETTA BARTLETT HOME FOR YOUTH**

DAVID PENNEY, COORDINATOR

COUNSELLORS

DANICA POWER, SHELDON O'NEILL, JANICE MAXWELL, PAULETTE BURRIDGE, WILLIAM SHORT,  
JANICE KERRIVAN & AMANDA POWER

RELIEF STAFF

CASSANDRA ETHRIDGE, LINDSAY COLLINS, CHRISTINA HEPDITCH, SONYA HOUSE, RANDI SELLARS,  
KATHLEEN SLAUNWHITE & JUDY SNELGROVE

**VOLUNTEER PROGRAMS**

**HER MAJESTY'S PENITENTIARY LIBRARY PROGRAM**

FLORENCE BARRON, VOLUNTEER COORDINATOR

VOLUNTEERS

JAYDEN BYRNE, SHANNON LAWLOR, KAYLA LUNDRIGAN & MARY MANOJLOVICH

**1-2-1 PRISON VISITATION PROGRAM**

DIANNA BROOKS, VOLUNTEER COORDINATOR

VOLUNTEERS

ALLAN CROKE, MELISSA HOSKINS, BOYD KELLY, NICOLE POWER, VICTORIA FEATHERSTON &  
RILEY STOYLES

## Provincial Office Locations

### Headquarters

342 Pennywell Road  
St. John's, NL A1E 1V9  
709-726-5500

### Corner Brook

278 Curling Street  
Corner Brook NL A2H 3J7  
709-785-7652

### Stephenville

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Stephenville, NL A2N 1J5  
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