



# ANNUAL REPORT 2020-21



**JOHN HOWARD**

THE JOHN HOWARD SOCIETY OF  
NEWFOUNDLAND & LABRADOR

# Table of Contents

<b>The Society</b> .....	1
<b>Mission</b> .....	1
<b>Values</b> .....	1
<b>Leadership Team</b> .....	1
<b>President’s Message</b> .....	2
<b>Executive Director’s Message</b> .....	3
<b>Regional Director’s Message</b> .....	5
<b>Employee Service Awards</b> .....	7
<b>Residential &amp; Supported Housing</b> .....	8
<b>Howard House</b> .....	9
<b>Garrison Place</b> .....	12
<b>West Bridge House</b> .....	14
<b>Home for Youth</b> .....	18
<b>Loretta Bartlett Home for Youth</b> .....	21
<b>Intervention, Employment &amp; Support</b> .....	23
<b>Learning Resources Program</b> .....	24
<b>Community Based Intervention Program</b> .....	29
<b>Cognitive Skills Training &amp; Employment Preparation</b> .....	33
<b>Horizons &amp; Linkages</b> .....	37
<b>Volunteer Programs</b> .....	39
<b>1-2-1 Prison Visitation Program</b> .....	40
<b>Her Majesty’s Penitentiary Library</b> .....	41
<b>Annual General Meeting Minutes</b> .....	42
<b>Financial Report</b> .....	45
<b>Appendix A – Program &amp; Service Descriptions</b> .....	46
<b>Appendix B - Staff and Volunteers</b> .....	49

**JOHN HOWARD SOCIETY** is a leading social services agency providing services to adults and youth who face barriers, including mental health challenges, addictions, poverty, homelessness, lack of employment, and criminal justice involvement.

**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

**Joan Dawson**

Secretary/Treasurer

**Bryan Purcell**

Past President

### Directors

**Joan Atkinson**

**Catherine Gogan**

**Kimberly Legge**

**Debbie Sue Martin**

**Anne Morris**

**Ches Parsons**

**Jason Power (replaced)**

**Paul Didham)**

**Michelle Short**

**Dick Spellacy**

**Michael Tobin**

### Nomination Committee

**Leslie MacLeod**

**Joan Dawson**

**Anne Morris**

**Michelle Short**

**Cindy Murphy**

(Ex-officio)

### Management

**Cindy Murphy**

Executive Director

**Charlie Young**

Regional Director

**Joanne Symonds**

Director of Finance

**Rod Harris**

Director of Operations

& Programs

### East Coast

**Melissa Noseworthy**

Manager of Programs,

LRP & C-STEP

**Val Flynn**

Residential Manager

Howard House & Garrison Place

**Lucretia Brown**

Acting Coordinator

Home for Youth

### West Coast

**Daphne O'Keefe**

Director of Programs, CBIP

**Shelley Garnier**

Residential Manager

West Bridge House

**David Penney**

Coordinator Loretta Bartlett

Home for Youth

## President's Message



Welcome to our 2020-2021 Annual Report. When the pandemic was announced on March 11<sup>th</sup>, 2020, we could not have predicted how the months would unfold. This has been an unprecedented time for all of us. As we look back on the year, it is clear that the board members, staff, volunteers, and participants of the John Howard Society of NL have done their very best to work together and move bravely forward through these uncharted waters.

On behalf of the Board of Directors, I extend heartfelt gratitude to our Executive Director, Cindy Murphy and her team for a job well done. You have proven yourselves over and over during this most trying year. As you read through the reports, I'm sure you will be pleased to see the scope, quantity, and quality of the work. All of our teams have done their best to provide valuable services, often in new and creative ways.

The success of our work also depends on many others, including our funders, donors, other like-minded community organizations, and municipal, provincial and federal governments. I extend a sincere thank you for your ongoing support, without which we would not be able to provide services to our communities.

Sadly, Past President Bryan Purcell (St. John's) passed away in January; and in March we lost Mike Tobin (Stephenville). Bryan and Mike were long standing, hard-working, dedicated volunteers who brought a great deal to the organization for many years. They are deeply missed.

During the year we welcomed RNC Staff Sergeant Jason Power (St. John's) and Kimberly Legge (Corner Brook) to the Board of Directors. We look forward to the continued renewal of our board and the work ahead of us in 2021-2022.

Although we weren't able to meet in person, board members quickly learned to zoom around our computers together. Our Constitution and By-Laws are living documents and we took time for a thoughtful review. Many thanks to committee members Debbie Sue Martin, Anne Morris, Donna Luther, and Cindy Murphy for their thorough work. We are pleased to be presenting an updated version of this document for consideration during the AGM. Debbie Sue Martin completed her very successful term as our representative on the John Howard Society of Canada Board of Directors and Joan Dawson has taken on this important role. Our organization continues to be very engaged on the national, regional, provincial level, and local level.

As we wrap up 2020-2021, we are hopeful that the year ahead will be less challenging but equally successful.

**Leslie MacLeod**, President

## Executive Director's Message



It goes without saying that 2020 was an extraordinary year. Like every other organization, we have faced substantial challenges as normal work routines and social structures were interrupted. Every one of our people felt some strain and stress but we have demonstrated, conclusively, that JHS-NL remains strong, stable, and capable of delivering for our participants, our employees, and our communities. Since the onset of the COVID-19 pandemic, our priority has been to look after our people, to help ensure their health and wellbeing, while enabling them to work productively to meet our participants' needs.

Despite the disruption, in our 70<sup>th</sup> year of operation, the Society continued to deliver high levels of service to our participants. For the periods throughout the year when participants were not able to be seen in person, our programs shifted to telephone or virtual interventions. Our management team efficiently worked with our employees to make the changes and participants experienced little disruption in service. All of our residential facilities however, continued to operate despite all the uncertainties and never dropped their steadfast commitment to those we serve. Of course, none of this would be possible without the strong leadership our Board of Directors and the expert and dedicated contributions of our employees. We are truly grateful to have such dedicated staff throughout the organization who continually found creative solutions to the many challenges we faced.

Despite the obstacles, the organization forged ahead with our Strategic Plan (2018-21). We introduced new best practice, evidence-based, intervention programs to address family violence, worked to complete a new sex offender program, which will be offered early in 2021, and introduced a new pre-employment program. While it required many modifications due to COVID-19, we were able to continue our partnership with JHS New Brunswick to deliver the anti- drug-driving program to students. These were among the many interventions and supports we continued to provide to more 1000 individuals last year. I encourage you to read the following individual program reports to see first-hand the excellent work accomplished in our various programs last year.

To help deepen current service impacts to ensure excellence in service, participant feedback mechanisms were introduced for all programs during 2020-21. Also, to enhance our information management and data collection, the Society began developing a new database which will be up and running in the new fiscal year. These, among other measures were designed to involve a more rigorous focus on evaluation and measuring impact, to strengthen our program capacity, and implement best practices to ensure our services are relevant and meeting participants' individual needs.

Throughout the past year, the organization worked collaboratively with our government partners and other community organizations to advance the needs of our participants.

The Housing and Homelessness Working Group was a great example of this collaboration. The group was critically important in addressing the needs of the community during the pandemic.

Other partnerships were also instrumental in meeting our goal for a more effective, just and humane criminal justice system. Some of those partnerships included the Atlantic Halfway House Association; Men's Expert Working Group on Intimate Partner Violence; the Steering Committee for the Transfer of Correctional Health Care; the National Youth Criminal Justice Network; and the Community Advisory Board with End Homelessness St. John's; and as always, our relationship with JHS Canada. This is by no means an exhaustive list however, as many of our staff participated on various committees keeping the organization connected to community resources while making many valuable contributions.

Towards the end of the year, we were very saddened about the passing of two long-term board members Bryan Purcell and Mike Tobin. Both Bryan and Mike made substantial contributions to the organization. Bryan served for many years and was both President of JHS-NL as well as President of the Board of Directors for JHS Canada. He gave his time so freely and was fully committed to making the organization the best it could be. Mike too was a long serving board member who passionately represented the Stephenville area and was always so supportive of the staff and programs on the West Coast. JHS-NL would cease to exist without the leadership and commitment of our volunteer board members and sadly, we have lost two of the best.

We are grateful our staff and participants have so far come through this pandemic crisis with few health effects and only hope that it can continue. As we look ahead, we hope for the end of the global health crisis and a return to a more normal service delivery for 2021-22.

**Cindy Murphy**, Executive Director

## Regional Director's Message



In my role as Regional Director, I provide leadership, guidance and is responsible for overseeing JHS-NL services and programming in Stephenville and Corner Brook. This year's message highlights a number of events, activities, developments and for detailed information please see individual reports on programs and services.

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, in moving forward, 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 non-profit organization, and we achieve good grades for the fantastic work we do with our participants for this, credit has to go to our well-trained, dedicated and committed staff. Staff are encouraged to attend training sessions offered in the community and online.

With the onset of COVID-19 the Society took extra measures to help protect the health and safety of our participants and staff. Staff education, social distancing, cleaning, staff working from home, safety PPE were among the measures implemented.

Over the past year we had a two changes to our management team. Regina Mitchell, Coordinator at the Loretta Bartlett Home for Youth (LBHFY) resigned. I wish her all the best in her future endeavors. David Penney who was in the position of Acting Coordinator for LBHFY the is now Coordinator. Good luck David! Other staffing changes can be found in individual program reports.

It was with great sadness that we lost a friend and board member in March 2021 when Mike Tobin passed away. He was very dedicated and had a long-standing involvement with the Society as a board member and served on the Admissions Committee at West Bridge House. He also served on several committees in the community and the province. I will miss Mike's visits to the office when he would drop by regularly for a chat and to catch up on anything new that was happening.

We are very grateful for all the support from Correctional Service Canada, Department of Justice and Public Safety; Department of Immigration, Skills and Labour; Department of Children, Seniors and Social Development; the Admissions Committee; and other community partners. Their support makes it is possible for the JHS-NL to deliver quality programs and services in the region. I would like to thank those agencies and individuals for all the help and assistance over the past year and look forward to our continued partnership into the next year.

## Regional Director's Message cont'd

---

I've personally enjoyed the past year with the JHS-NL. I am proud to be a member of a great organization and the rewarding work the Society does for our participants and the community.

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. Once again, I would like to say that I have a lot of admiration for all the board members who are willing to free up time to attend meetings and serve on committees for the purpose of setting the direction for our Society.

In the coming days, weeks and months it will be very challenging for us all due to the impact of COVID-19. With the great team we have at the JHS-NL I know we will come out as a better and stronger organization. I look forward to continuing to tackle the challenges ahead.

**Charlie Young**, Regional Director



# Employee Service Awards

---

## 30 Years

Bonnie Mogridge, HFY

## 25 Years

Nat Hutchings, HH

## 20 Years

Danica Power, LBHFY

## 10 Years

Val Flynn, HH

Judy Snelgrove, LBHFY

Christy Spracklin, LRP

## 5 Years

Suzanne Barry-Kroening, CBIP

Sherry Humber, WBH

## 3 Years

Kayla Bailey, HH

Laura Gibbons, HFY

Tracy Oakley, HO

Jessica Slade, LRP

Holly White, HH

Jill White, LRP



*Congratulations!*

Community Based Intervention Program – CBIP, Head Office – HO, Home for Youth – HFY, Howard House – HH,  
Learning Resources Program – LRP, Loretta Bartlett Home for Youth LBHFY, West Bridge House – WBH

# Residential & Supported Housing

## Adult

Howard House  
Garrison Place  
West Bridge House

## Youth

Home for Youth  
Loretta Bartlett Home for Youth



## Howard House

**H**oward House (HH) is a 16-bed community residential facility located in St. John's. This program provides reintegration support, structure and safety to promote successful transition of individuals back to the community from a period of incarceration and involvement in the criminal justice system. This year marked our 44<sup>th</sup> year in operation. Through individualized case plans and support of the team within HH, residents work toward present and future goals, building on the foundations that were laid during incarceration. This includes in house support as well as referrals to various programs and services including those offered through JHS-NL's Learning Resources Program and C-STEP. Community based referrals enable residents to re-establish themselves in the community personally, socially and financially. Residents of HH are completing various forms of release including Day Parole (DP), Full Parole (FP), Statutory Release (SR), and Statutory Release with residency (SRR), Temporary Absence (TA) and Probation (PR). Collaborative engagement with community partners Correctional Services of Canada (CSC) and Adult Corrections Division of the Department of Justice and Public Safety (DOJ) empowers individuals to reach personal goals, access vital community resources and programming inherent to successful reintegration.

During the past year, CSC had 40 clients reside at HH for a total of 3562 bed days, with the average of nine residents per month. This is a slight decrease in overall bed days from the previous year. A total of 105 referrals were made through CSC (see Table 1A), with a 60% acceptance rate (see Table 1B).

Adult Corrections had 38 clients avail of the program, utilizing 1151 bed days. This is a significant decrease in overall bed days with the average of three residents per month. In total, 56 referrals were made, which is a decrease over previous year with an acceptance rate of 73% (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.

During the year, 161 cases were presented to HH Admissions Committee for residency. Of these, 76% were accepted (see Table 1B). Of those residencies, 72% completed the program or were still ongoing at the end of the reporting period.

**78**  
Residencies  
during  
2020-21

Prior to admission, each case presentation is thoroughly reviewed for the individual's suitability and readiness for safe and successful community reintegration with resources that will be available the community. Public safety is also an imperative factor of acceptance into HH.

The impact of COVID-19 is undoubtedly reflected in the lowered acceptance and success rate this fiscal year. Mental health and addictions continues to be a significant contributor to engagement in criminal offending and thus is a focal area for intervention and support. In addition, individuals that were released back to the community found themselves in a very different environment. Additional support was often needed to facilitate a smooth and successful transition. This was completed in our adjoined housing complex, which features individual bachelor style units. In total, seven individuals were referred and four utilized this arrangement.

**Table 1A: CSC & DOJ Referrals 2020-2021**

CSC	Day Parole	Full Parole	SR	SRR	UTA	Hallway Back	LTSO	Total
Federal Referrals	63	1	8	20	1	2	1	96
Provincial Referrals	9	0	-	-	-	0	-	9
AC	Temporary Absence			Probation		Conditional Sentence		Total
Total	54			0		0		54

**Table 1B: Admission Committee Results 2020-2021**

Admission		Accepted	Denied	Total	Acceptance Rate
CSC		63	42	105	60%
60		41	13	54	76%
Probation		0	0	0	N/A
Total		104	55	161	65%

### Pandemic

As COVID-19 continued to make a profound impact globally, locally HH responded to ensure the safety and wellbeing of residents and staff and all recommendations of our Chief Medical Officer were embraced. We were helped in our efforts by CSC who provided additional funding to hire two residents to complete extra cleaning and disinfecting and EHSJ for support with personal protective equipment.

Much effort and focus was placed on being able to support programming opportunities virtually and by phone to maintain connectedness with community supports for overall health and well-being. This was not always easy when the community was at its highest risk times and increased lock-downs but thankfully, we were able to get through this time safely and without illness.

HH's longstanding volunteer program was unfortunately put on hold due to the pandemic. In an effort to minimize contacts within the facility and abide by public health guidelines, outside visitors were not encouraged. This did not stop our volunteers from showing their commitment through acts of kindness by donating money and treats through contactless delivery for our residents, calling to check in or to see if they could help during this challenging time. We are so grateful and are looking forward to having them return as soon as it is safe to do so. Also, when local schools closed in due to the pandemic HH and GP were fortunate to receive donations of food from the School Lunch Association, which would have gone unused but instead helped those most impacted by a reduction in services and supports at critical time.

### Community Involvement

JHS-NL's Annual Children's Christmas Party, in its 37<sup>th</sup> year and could not be stopped by COVID-19.

Santa became accustomed to the new virtual world and spent time with 28 children laughing, talking, reading stories and most importantly, instilling a little extra hope in the uncertain times the kids were in. His elves then delivered presents to their door and made the season a little brighter! We were so fortunate to have the continued support of many generous private and business community donors to make this happen.

Each year JHS-NL organizes and facilitates the annual Family Visit Program where family members visit with a loved one incarcerated in one of the five Federal Institutions in the Atlantic region. Last year, the planning process began in January with collecting applications and screening applicants however, due to the pandemic the visit had to be cancelled. At a later time, when it was deemed in person visits were not likely going to happen, JHS-NL staff became engaged in trying to facilitate virtual visits with family members in an effort to maintain connectedness. We are hopeful an in person visit can occur next year.

### Staffing

During the year, we welcomed Heather Alexander as relief staff as one relief staff moved on to new career opportunities. A staff member reached a huge milestone of 25 years of service with JHS-NL. Congratulations Nat Hutchings and thank you. We welcomed back, for a brief time, our colleagues from the Home for Youth. Their time with us was much appreciated and a great support during challenging.

### Professional Development

This past year, staff had the opportunity to participate in many professional development opportunities, mostly virtual, but some in person when able and safe to do so. These included self-care during the pandemic; virtual conferences including JHS National Conference; ASIST training; and Cultural Awareness Training which was postponed at the end of last year when the pandemic hit Newfoundland. HH is always a dynamic and multifaceted workplace.

### Acknowledgment

This past year, has been a challenging one without doubt for everyone both personally and professionally. The team at HH has been a critical aspect of the successes of this year. Each day, staff faced the challenges and uncertainties of COVID-19 on the front lines with professionalism and perseverance, quickly adapting to changes and needs of the environment and of the residents, and supporting each other. I am so grateful for all of their hard work, commitment and perseverance this past year. It is truly inspiring to see the way you have all continued to work toward assisting residents reach their goals in the face of such tumultuous times. Thank you. I would also like to recognize our Board of Directors and Executive Director, Cindy Murphy for the leadership and guidance during this past year. The support was well appreciated. I would also like to thank our community partners Correctional Services Canada and Department of Justice and Public Safety for the willingness and commitment to continued collaboration and bringing partnering to a new level to meet the needs of our residents. In addition, to our volunteers, our many community agency colleagues, private and public donors your support is greatly appreciated. We look forward to our continued work together and strengthened partnerships next year.

**Val Flynn**, Residential Manager

## Garrison Place

**G**arrison Place (GP) is our 10-unit supported housing complex for persons with a history of homelessness or at risk of homelessness. Based on Housing First philosophy, GP offers a supported environment and housing stability that empower tenants to set and work toward personal goals. This support is multifaceted and includes assistance with developing life skills, rehabilitative goals, advocacy, enhancing social skills, as well as supporting successful, independent community living.

Referrals to GP came primarily through Coordinated Access with End Homelessness St. John's (EHSJ) when it was operational. During this past year in its absence, we maintained partnership and connection which meant we were able to still able to support the communities most vulnerable with stable housing through alternate referrals process when appropriate candidates were identified. We were also fortunate to receive funding support from Newfoundland Labrador Housing Corporation and End Homelessness St. John's COVID-19 Emergency Funds initiative which facilitated ongoing support for the Housing Support Worker position.

During this fiscal year there were over 700 case management interactions, which were primarily housing retention focused, followed by health and mental health support. This included 60 referrals to external agencies and supports with a very diverse scope including mental health, food security, medical, employment, and rehabilitation etc. This is evidence of the supportive needs and complexity of the tenants we work with.

At fiscal year end, we are pleased to report that we have three of the 10 original tenants, six tenants who have resided for a minimum of the full year, and eight other individuals have been supported this fiscal year. The success of maintaining housing stability for six people this past year attests to the need and benefits of supported housing. When tenants outgrow our program, this is a positive outcome. Conversely, when tenants are no longer able to maintain their housing with GP, and eviction prevention was not possible, intensive efforts were made to safely rehouse individuals. This was especially challenging in the current pandemic environment.

In addition to the services provided to GP tenants, our housing support worker has connected with 30 JHS-NL participants in the community to assist with various housing support needs including housing searches, rental funding arrangements, providing information, landlord engagement liaison and other appropriate identified referrals. These efforts were sometimes hampered by reduction or lack of services, challenges in contacting landlords, and viewing housing opportunities etc. in the heights of COVID-19 restrictions. Nonetheless, every effort was made to support clients as able during this high need time.

As with all other organization and services, GP was challenged with the presence of COVID-19 in our community. While individual housing allows for social distancing, it creates a sense of extreme isolation for those with few close contacts and supports.

Significant time and focus were spent on ensuring tenants felt connected, had up to date information about the virus, how to protect themselves and others and all public health guidelines. In addition, resources that are sometimes heavily relied on by our tenants were no longer consistently available due to changing operational capacities.

On a positive note, GP tenants were fortunate to receive donations of food from the School Lunch Association which would have gone unused by the schools upon closure. The donation helped those most impacted by a reduction in services and supports at critical time. Thanks to United Way and EHSJ for funding and provisions of personal protective equipment (PPE) to ensure personal safety, particularly in communal areas of GP. Several other private donors made contributions over the past year, and we are grateful for you as well! Throughout this year, continued participation in current training and networking opportunities with community partners have helped strengthen our capacity to work effectively with our tenants and the complexities of the participants we serve, in these times.

We are pleased to be part of the solution to ending homelessness in our community. I thank the Board of Directors, and our Executive Director, Cindy Murphy for guidance and support. As well, we are fortunate to have forged positive relationships and partnerships with many community agencies over this past year and are grateful for this. We look forward to the coming year of working together. Last but not least, thank you to Caitlin Penton, our Home Support Worker who has strived to ensure our tenants are supported and stay well in these uncertain times. This year has been especially challenging and your commitment and compassion has been unparalleled. We are fortunate to have you.

**Val Flynn**, Residential Manager

# West Bridge House

**W**est 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 Department of Justice and Public Safety. All residents have to go through a review process by an Admissions Committee in order to be accepted for residency into the program.

## Program Description

WBH provides a supportive and structured environment to facilitate individual re-integration into society following a period of incarceration. 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 who provides necessary support through one-on-one counseling and offers ICPM Multi-Target and Sex Offender Community Maintenance Program to those residents who participated in this program while in prison. This past year our Senior Counsellor has started to facilitate the Integrated Correctional Program Model (ICPM) for those offenders who could not get programming while incarcerated. With many institutions putting programming on hold due to restrictions with the pandemic, offenders 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 offenders 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). The process of community re-integration is fostered by providing residents with assistance in budgeting, housing, employment searches and education.

## Admissions

This past year we had 2204 bed days for CSC clients released on DP, FP and SR compared to 3372 for the previous year (see Table 1A). There were 677 bed days used for clients from the Department of Justice and Public Safety, which is up from the 621 bed days in the previous year (see Table 1B).

49  
Residencies  
during  
2020-21

In total, 47 males and two female residents resided at WBH during the 2020-2021 fiscal year. CSC sponsored 34 and the other 15 were on a TA from the Province's Correctional Institutions.

## Admissions Committee

Admissions to the program are carefully selected by an Admissions Committee. This past year, due to COVID-19, admissions meetings were held via teleconference to ensure all provincial public health measures put in place were followed.



The committee in 2020-2021 were Janice Candow from the College of the North Atlantic (retired); Mike Tobin, Town Councilor and JHS-NL Board Member; Cathy Whitehead, Community member; John Butler, RCMP; Daphne O'Keefe, Director CBIP JHS-NL; Shelley Garnier, Residential Manager, WBH; and Charlie Young, Regional Director JHS-NL. We greatly appreciate the involvement and dedicated commitment from all the members of the Admissions Committee.

This past year, 27 meetings were held, and 85 inmate files were presented. The majority of the referrals came through CSC (Parole) with 61, and 24 applications came from the Department of Justice and Public Safety. Overall, the Committee accepted 74.1% of the cases presented; 22.4 % were denied and another 3.5% 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 West Bridge House 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 2020-2021**

CSC	Day Parole	Full Parole	SR	SRR	UTA	Total
Federal (Females)	183	0	0	0		183
Provincial (Females)	0	0	0	0		0
Federal (Males)	1669	43	172	0		1884
Provincial (Males)	137	0	0	0		137
<b>Total</b>	<b>1989</b>	<b>43</b>	<b>172</b>	<b>0</b>		<b>2204</b>

**Table 1B: Department of Justice and Public Safety Bed Days Usage 2020-2021**

	TA's	Probation	Total
Females	0	0	0
Males	677	0	677
<b>Total</b>	<b>677</b>	<b>0</b>	<b>677</b>

**Table 2: Admissions Results for 2020-2021**

Applications	Accepted	Denied	Deferred	Total
Females	5	1	1	<b>7</b>
Males	58	18	2	<b>78</b>
<b>Total</b>	<b>63</b>	<b>19</b>	<b>3</b>	<b>85</b>
<b>Percentage</b>	<b>74.1</b>	<b>22.4</b>	<b>3.5</b>	

### Community Involvement

WBH continues to play an active role within the community and as with most organizations this year has seen changes to how involvement is being done. Many activities have been cancelled or conducted virtually. Many committees have been set up to determine how best to serve our residents.

This year the annual Federal In-reach Program at the Federal Correctional Institutions in the Atlantic region had to be cancelled due to travel restrictions.

This program is very important to those inmates incarcerated in the Atlantic region and hopefully in the future this can continue when travel restrictions are lifted.

I attended the Atlantic Halfway House Association (AHHA) AGM via Zoom this year due to not being able to travel at this time. 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 the AHHA has been very beneficial for WBH allowing for the exchange of ideas and best practices in a safe and effective manner.

### Staffing

Rhonda Critchley resigned her part-time residential staff position but continued on as relief staff. Lorna Bungay joined the team in the part-time permanent residential staff position and Mark Armstrong joined as permanent residential relief staff. I would like to congratulate Sherry Humber for reaching her five years of service with JHS-NL. This year, due to Covid-19 restrictions, we were unable to have an awards ceremony for our service awards, however, I would like to acknowledge Sherry for her 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, however after advertising we did not get any applicants that followed through to the interview process. We hope we will be able to try again for the upcoming summer.

### In Remembrance

Towards the end of the year, we were very saddened to hear of the passing of our long-standing Admissions Committee member and JHS-NL board member Mike Tobin. Mike was a tremendous asset to our committee, and he will be greatly missed.

### 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 centre 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.

### 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 individuals, agency/organizations that provide services to our residents. Thank you to the fantastic staff at WBH for their commitment and support. 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, JHS-NL Regional Director for his dedication and guidance to staff and me this past year. It's a pleasure to be a part of the team that provides a very valuable service to our participants and the community. We take pride in providing guidance and assistance to our residents in helping them successfully reintegrate back into society.

This past year has been very unpredictable as staff and residents navigate through a pandemic. We have had to implement many changes within our facility to meet guidelines that public health has recommended. At times this has been challenging, however both staff and residents were very open to any and all changes that have had to be implemented to ensure the safety of all those at WBH.

We would like to acknowledge United Way for their generous funding that will help with the purchase of a generator for WBH. Unfortunately, due to the pandemic the shipment of the generator has been delayed but as soon as we are able to it will be installed.

A huge acknowledgement to the staff at WBH during this past year. Without their dedication and commitment during this difficult time we would not have been able to support our residents as we have. I am very thankful for all of the steady support 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

**H**ome 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 a number of 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 takes into account 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 take place. 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 two admissions. Both youth were male, and their custody sentences were for six to eight months with one youth still remaining in our home to date. Both youth came direct from the community with no prior custody dispositions.

**Admissions 2020-21**

	Admissions	Male	Female	Non-Binary
Youth	2	2	0	0
Bed Days	N/A	122	0	0

**Highlights**

During the past fiscal year, the HFY have been operating and continuously open despite some of the COVID-19 restrictions. Safety and maintaining daily operation have been paramount to ensure the continuous operation of this Open Custody facility.

Both residents, this past year, were transitioning to adulthood. Thus, programming was career and employment focused to help make the transition back to the community and into adulthood successfully. Our youth have availed of the Cogitative Skills Training Employment Preparation Program (C-STEP) with JHS-NL and more recently our youth has been approved to participate in the new In Motion and Momentum + program and the Atlantic Youth Challenge to Prevent Drugged Driving programs which are both offered through JHS-NL.

HFY staff also try to meet the individual needs of our youth. This past year, staff have offered music lessons to one of our youth, art focused programming, swimming and outdoor hiking adventures based on the youths needs and interests.

Our current youth was accepted into the Waypoints program. This program prepares young adults for the work force by offering them opportunities for certificate programs such as ASSIST, job readiness and on the job shadowing opportunities. The program has been very positive for our youth, and he continues to attend training for his work portfolio. HFY is looking forward to continuing this partnership and offering these services to our youth in the future. Bridging the gap for those youth who are transitioning to adulthood is paramount to helping them be successful adults in society.

**John Howard Week**

JHS-NL Week took place from February 14<sup>th</sup> to 20<sup>th</sup> 2021. A series of virtual speakers from various John Howard Society's across Canada, presented. These presentations provided valuable insight into across Canada initiatives with youth and adults in the correctional system for HFY staff. This year we had several service awards presented to staff at HFY ranging from 3-year awards to one of our senior staff receiving a 30-year award!! Congratulations Bonnie Mogridge and thank you. This speaks to the dedication of the HFY staff and expertise we have at our faculty.

**Staff Training**

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 First Aid; Mental Health First Aid; Naloxone Training; Applied Suicide Intervention Skills Training (ASSIST); and Non-Violent Crisis Intervention. These core competencies, in addition to other professional development opportunities, are offered on a regular basis at JHS-NL.

### Future Plans/ Renovations

The HFY have been planning renovations for the past year and due to COVID-19 restrictions and delays the renovations were put on hold. We are excited to be moving forward with these renovations in the coming months and providing highlights in the future!!

### Acknowledgments

The HFY has been in operation for over 40 years and would not be successful without the continued support and collaboration from the Department of Children Seniors and Social Development (CSSD).

We would also like to thank our community partners The Newfoundland and Labrador English School District; Horizon School; the Murphy Center; the Newfoundland and Labrador 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.

This year has been met with some challenges with COVID-19 restrictions however, we have been able to continue operation and maintain the highest standard of care for our youth.

**Lucretia Brown**, Acting Coordinator

## 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 18 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.

Counsellors at LBHFY are trained to meet the complex needs of our young people. They continue to avail of 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 quality 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 a total of three male residents at the LBHY for a total of 96 bed days.

### Admissions 2020-21

		Admissions	Male	Female	Non-Binary
Order to Reside		3	3	0	0
Open Custody		0	0	0	0
Bed Days		N/A	96	0	0

### New Program

This year we were excited to introduce a new program at LBHFY in partnership with CSSD. During the time we had no residents, we opened up our home twice a week to a local family in the community that used our facility for supervised family visits with CSSD. We were very happy to have them visit us and to use our facility for cooking homemade meals, playing pool, playing video games and also playing some good old fashion board games. We think this new program was a big success and the family always seemed very appreciative to be there. We are hoping we will see them all again in the future.

### Education

All youth that come to LBHFY are encouraged to attend school. Unfortunately, many arrive as non-attenders and have been attending school on restricted or modified hours. We work closely with schools to assist in the development of individual education plans that will support the integration of them back into school. Youth that are unable to integrate back into the school system, we encourage and support them to find meaningful volunteer and/or job opportunities to gain valuable life and social skills. In 2020-21, one youth attended Corner Brook Regional High as part of a modified program plan developed in partnership by the school, LBHFY and CSSD. Another youth was accepted into a community-based tutoring program recently developed by the YMCA.

We expect him to avail of this valuable service to work on core subjects like Math and English so that he can conclude the 2020-21 school year. We are excited to announce that another youth successfully transitioned out of the youth justice system and secured adult housing with community supports. We wish him all the best as he continues his journey learning how to become an independent young adult.

### Staff Service Awards

Each year we hand out our service awards to long serving staff of JHS-NL and it falls in conjunction with JHS-NL Week in February. This year, we celebrated our 70th anniversary. We were really looking forward to following up on our successful 2019 service awards get together where we learn the art of axe throwing but unfortunately, the COVID-19 pandemic chopped those plans down. We hope that 2021 is kinder to us and that we will all make it out of the pandemic all safe. Receiving service awards this year are Danica Power for 20 years and Judy Seagrove for 10 years. A big congratulation to them both for their dedication to JHS-NL LBHFY. Thank you for the great work you both do for our young people!

### Professional Development

In 2020-21, staff continued to receive training in a number of different areas to continue their professional development. Because of the pandemic, most of the training was online in a web-based setting. Staff renewed their First Aid/CPR; completed Workplace Hazardous Materials Information System (WHMIS) training; Naloxone Training; and also training that was specific to the pandemic on the impacts on mental health. The mental health training was training offered by the Canadian Centre for Occupational Health and Safety (CCOHS) and the Government of Canada. Recognizing it can be a very stressful time for everyone, we wanted to support our staff by giving them the tools required to deal with stressful situations and to help maintain positive mental health.

In 2021, counsellors will also be trained in Mental Health First Aid. Mental Health First Aid is the help provided to a person developing a mental health issue or 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 say that JHS-NL now has two facilitators who can offer this training to all staff in the organization.

### 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; Western Health; Community Youth Network; YMCA; Community Building Youth Futures leadership team; Western School District; Vine Place Community Centre; and the Royal Newfoundland Constabulary.

Finally, special thanks to Cindy Murphy, Executive Director; Charlie Young, Regional Director; Joanne Symonds, Director of Finance; Shirley Terry; Richard Lamb and Krista Barnes; CSSD; Paul Riley; Counsellor Corner Brook Regional High; Donna Jenkins, Accounting Administrator; and all of our hard-working staff. We appreciate your continued support and look forward to another successful year ahead!

**David Penney**, Coordinator



# Intervention, Employment & Support

## East Coast

Learning Resources Program

Cognitive Skill Training and Employment Preparation

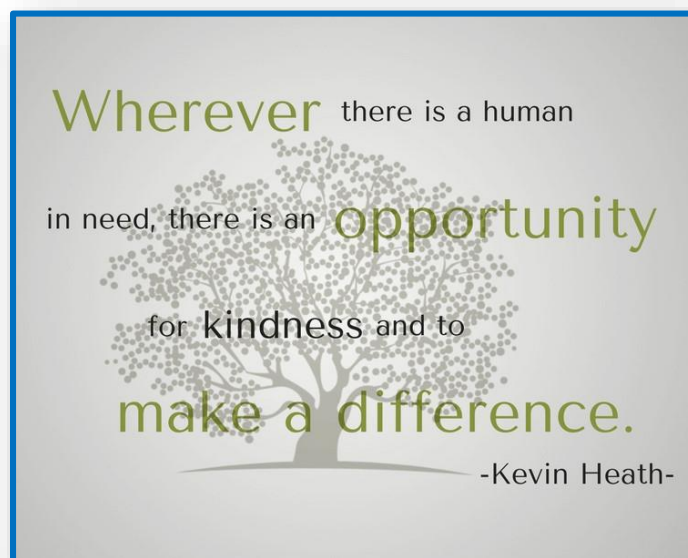
## West Coast

Community Based Intervention Program

Horizons & Linkages

*“I’m doing the IM&M+ program with JHS-NL and it’s been absolutely amazing so far. Anna has been so helpful. This group has actually gotten me motivated and definitely ready to get in motion! I’ve been scared of going back to work or school for years because of anxiety issues, but just like I do in class I make a commitment, I have to push through and keep going even if it is out of my comfort zone.”*

**In Motion & Momentum + participant**



## Learning Resources Program

**L**earning Resources Program (LRP) was first established with a goal is reducing recidivism rates through the delivery of various psychoeducational programs. The programs were designed to provide support, education and new coping strategies to participants referred within the criminal justice program. Today, there are nine programs under the umbrella of the LRP that address various learning needs including intimate partner violence, trauma and addictions, positive parenting, emotions management, positive non-criminogenic behavior, impaired driving awareness and sexual offending.

The LRP continues to be focused on best practice and therefore all programs are under constant review and evaluation. For the past couple of years, the program has been working towards creating a trauma informed practice model. The research has shown that there is a link between childhood exposure to trauma (physical, emotional and/or sexual) and adult psychological wellness including but not limited to, increased experiences of depression, anxiety, substance abuse, interpersonal struggles and self-regulation problems. In addition, research has also demonstrated a correlation between childhood trauma and adult criminal behavior.

The various programs offered by the LRP 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 2020-2021 (See Appendix A for program descriptions)**

- Anger Management
- Criminal Behavioral Awareness (CBA)
- Dads
- Impaired Driving Awareness (IDA)
- Options and Alternative Skills for Interpersonal Safety (OASIS) & OASIS for Family Violence Intervention Court
- Seeking Safety
- Pathway to Acceptance and Recovery (PAR)
- STABLE-2007 (assessments for sex-based offenses)
- Turning Points

### **Programming for 2020-2021**

This year programming was provided to participants referred to the LRP primarily by the Department of Justice and Public Safety (Probation), and Her Majesty's Penitentiary.

Due to contractual obligations, priority is given to individuals referred by these sources, however when capacity permits, referrals may also emanate from other community organizations. Often times, when participants complete a program they can self-refer or can be facilitator-referred to other programming for the benefit of additional support.

Where possible programming is offered in a group format. However, COVID-19 did challenge this process. In previous years, LRP would conduct groups of 8-10 individuals, with the focus on developing peer support and a sense of belonging and connection to others. This year, the LRP in adherence to public health guidelines, shut down in-person interactions from March 23<sup>rd</sup> to June 15<sup>th</sup>, 2020. During this period all participants who were active in a group were moved to individual sessions via telephone.

JHS-NL acquired donated cell phones for participants who did not have the means or access to telephones and activated them with monthly minutes so that participants would have support from their facilitators. Groups of four participants resumed in HMP on July 28<sup>th</sup>, 2020, and in community on September 3<sup>rd</sup>, 2020. A second wave of the Covid-19, shut down all in-person participation on February 11<sup>th</sup> to March 29<sup>th</sup>, 2021, causing additional disruptions in group delivery. During this shut down, all participants were moved to individual delivery via telephone and ZOOM technology.

While the goal is to offer group programming as much as possible, circumstances beyond the pandemic often exist whereby group sessions are not attainable for some individuals. Group participation is often precluded for individuals due to participant work schedules and/or a history of incompatibility with other group participants. For some programs, group-based programming is also not feasible due to inconsistency in the number of referrals at any given time. When any of these situations occur programming is provided in the community on an individual basis.

### Upcoming Programming Changes

Extensive research was completed this year on Intimate Partner Violence (IPV) programs and an evaluation of the current program, Options and Alternative Skills to Interpersonal Safety (OASIS). OASIS was initially developed in the 1990's. OASIS focuses on behaviours that men use to exert power and control and promotes changes to these behaviours. More current research now argues that the emphasis on gender roles and patriarchal system is too simplistic to adequately address the complex issues that lead to intimate partner violence. As a result, it has lead the LRP to the use of a new program titled Safety and Repair. This program is designed and developed by Tod Augusta Scott and uses principles of Narrative Therapy. Furthermore, it meets all five principles of trauma informed work. The program facilitators are scheduled to have training in the delivery of this program early in the next fiscal year.

For the past year, facilitators also participated in developing a new program to address sexual offending. A working committee was formed and using current research and consultation with experts in the field, a 36-session program was developed called Pathway to Acceptance & Recovery Program (PAR). This program also follows the five principles to trauma informed practice which include safety, trust, choice, collaboration, and empowerment. Also, to continue to ensure best practice, the PAR committee will continue to meet monthly, to discuss program development, feedback and case consultation.

## Learning Resource Program cont'd

### Participant Referrals and Outcomes 2020-21

Program	Referrals	Assessed	Group	Individual	Completed	Carried Over
	<b>Community</b>					
Anger Management	41	35		13	4	13
Criminal Behaviour Awareness	6	2	0	2	2	1
Dads	8	7	0	3	3	4
Clinical Counselling	6	6	0	8	1	16
Impaired Driving Awareness	8	7	4	0	4	0
Maintenance	23	21	0	35	3	33
OASIS - FVIC	22	22	0	29	21	8
OASIS – Regular Court	53	52	5	44	23	14
Seeking Safety	58	47	14	29	16	18
PAR	6	6	0	6	0	6
STABLE	3	6	0	6	6	0
Turning Points	3	3	0	3	2	0
	<b>Her Majesty's Penitentiary</b>					
Anger Management	34	28	4	0		0
Seeking Safety	31	25	20	0		5
STABLE	2	1	0	1	1	1
<b>Totals</b>	<b>348</b>	<b>312</b>	<b>47</b>	<b>219</b>	<b>107</b>	<b>157</b>

**Note:** Referrals were down 27% from the previous year due to the global pandemic

#### Programming limitations due to COVID-19 pandemic

- OASIS Community - two groups attempted.
- Anger Management Community – zero groups attempted as virtual sessions were unavailable.
- Anger Management HMP – one group attempted.
- Seeking Safety HMP – 12 individuals completed due to limited entry due to pandemic.
- Impaired Driving Awareness – one group completed.

#### Professional Development

Professional development allows individuals to extend their depth of knowledge and understanding that benefits the organization by ensuring that staff capabilities are keeping pace with current standards. Providing these opportunities to staff teams also demonstrates that team members are valued by the employing organization.

During the 2020-2021 facilitators have participated in the following professional development opportunities:

- Aboriginal Awareness Training (three staff attended)
- Spousal Assault Risk Assessment (SARA) Training (seven staff attended)
- Motivational Interviewing, (six staff attended)
- Acceptance and Commitment Therapy for Trauma (one staff attended)
- Responding to Addictions and Trauma: An ATSA Informative Conference (three staff attended)
- Naloxone Training (four staff attended)
- Coalition Against the Exploitation of Youth Training (one staff attended)
- Assessing and treating clients with complex clinical needs from within a four directions holistic framework (one staff attended)
- Supporting survivors of suicide loss (one staff attended)
- Making connections and mapping systems (NAVNET) (one staff attended)
- Addressing eating disorder behaviour by targeting emotional avoidance one1 staff attended)
- Recognizing and Treating Obsessive Compulsive Disorder (one staff attended)

### Community Initiatives and Involvement

LRP also participated in the 2<sup>nd</sup> annual Christmas card competition. The competition was extended to all correctional institutions in Newfoundland. Roderick Colson was the winner with a stunning hand-drawn winter scenic card. The card was then printed and used by JHS-NL to send Christmas greetings to community partners as well as distributed to inmates to spread Christmas joy home to their loved ones.

Staff also facilitated a Christmas picture program for more than 100 inmates at HMP and Bishop Falls Correctional Center to have a Christmas photo taken. The photographs were then printed and placed with a Christmas card from the Christmas card competition for inmates to send to their loved ones.

During Christmas, JHS-NL also prepared and distributed loot bags in HMP to inmates as well as gift bags for community participants. The staff facilitated delivery of the bags both to HMP as well as in community.

Due to the Covid-19 pandemic a staff appreciation lunch was held in the office. Staff voted on restaurant options and meals were ordered individually from two restaurants as well and dessert, tea and coffee.

This year three service awards were presented and congratulations to Christy Spracklin on her 10-year service award and Jessica Slade and Jill White on their 3-year service awards.

### Acknowledgment

This year has presented many challenges that required prompt preparation and planning. I would like to give thanks to our Executive Director, Cindy Murphy for her un-waivered support throughout the pandemic and all the changes that were required to keep staff and participants safe. Further, I would like to give thanks to Daphne O'Keefe, Manager of CBIP, for her support and consultation as we joined forces to explore program development and best practices.

I also want to show appreciation to the staff at the Department of Justice and Public Safety; the Family Violence Intervention Court; as well as our community partners, for their continued support as we moved through the pandemic.

## Learning Resource Program cont'd

---

Lastly, I want to personally thank the LRP team for their commitment to meeting and exceeding the needs of participants. The team stood up to the challenges presented by the Covid 19 pandemic and collaborated together to find resources for participants and learned new ways to deliver programming. Facilitators were in unfamiliar territory and tasked with meeting participants who did not have the technological means to continue programming. The team secured technology, acquired new skills and continued to support the participants needs everyday. In a time when the team were personally challenged by a global pandemic, they continued to reach participants and provide support. When the team were restricted to telephone/zoom sessions, they made collectively on average 80 calls a week to participants and community partners. This means that during weeks of uncertainty, 80 plus connections were made to offer support.

Once public health guidelines allowed face-to-face interactions, the team adapted to the pandemic plan quickly and effortlessly. This allowed the LRP to expand their programming again to reach more participants safely.

Further, during all the struggles the team collaborated to co-develop a new intervention program for participants changed with sexual related offences. Thank you to the staff for always putting your helping hand forward, being innovative, creative, and inspiring.

**Melissa Noseworthy**, Manager of Programs

## Community Based Intervention Program

**C**ommunity 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 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 2020-2021 (See Appendix A for program descriptions)**

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

### **Referral Characteristics**

Our referral sources in the Stephenville and Corner Brook regions include the Family Violence Intervention Court in Stephenville (FVIC), Department of Justice (Adult Corrections); West Coast Correctional Centre (WCCC); West Bridge House (WBH); and self-referrals. For the 2020-2021 year, CBIP had 32 clients continuing with services from the previous year and received 108 new referrals.

## Community Based Intervention Program cont'd

### Participant Referrals and Outcomes 2020-21

Program	Referrals	Assessed	Engaged	Completed	Carried Over
	<b>Community</b>				
Adult Diversion	18	17	17	15	2
Anger Management-CORE	10	10	10	10	3
Criminal Behaviour Awareness	2	1	1	1	0
Dads	2	2	2	5	0
Maintenance (Reg Court)	2	2	2	3	0
OASIS-FVIC (M)	4	4	4	4	3
OASIS-Regular Court (M)	19	16	16	12	9
Seeking Safety	14	15	15	11	4
Sexual Offending Recovery	2	0	0	0	2
Turning Points-FVIC	2	2	2	1	1
Turning Points-Regular Court	1	1	1	0	1
	<b>West Coast Correctional Centre</b>				
Anger Management	10	8	8	7	1
Criminal Behaviour Awareness	7	4	4	5	0
Dads	10	10	10	6	1
OASIS	5	3	3	2	1
<b>Totals</b>	<b>108</b>	<b>95</b>	<b>95</b>	<b>82</b>	<b>28</b>

**Note: Referrals were down 36% from the previous year due to the global pandemic**

### Staff Training

During 2020-21, CBIP staff took part in several professional training opportunities including the following: First Aid; Applied Suicide Intervention Skills (ASIST); Naloxone Refresher training; and joined the Learning Resources Program (LRP) staff for Spousal Assault Risk Assessment on-line training. All staff are now trained to use this assessment tool.

Throughout the year, CBIP staff worked with the staff of the LRP through virtual meetings to develop our new Pathway to Acceptance & Recovery Program (PAR): Green Light To Our Best Life. All staff are to be commended for a great team effort, hard work and dedication to this very important project. As well, many thanks go to Dr. Robin Wilson for his assistance and to the Manager of the LRP, Melissa Noseworthy, for leading this project, offering guidance and support every step of the way and for her many hours of editing the work.

Staff also attended several virtual presentations and webinars including Improving Pathways to Safety for 2SLGBTQ+ Survivors of Violence; Roots of Hope (Burin Peninsula Suicide Prevention Project); Technology Assistance Online, Mindfulness and the 5 Pillars of Learning for Mental Health in the Workplace; Mental Health for Support Staff, Taking Care of Yourself; Child Sexual Exploitation Material (CSEM) Offenders: Best Practices for Assessment, Case Formulation and Treatment; National Specialized Court Forum;



## Community Based Intervention Program cont'd

---

NL Specialized Courts presentations (FVIC, Drug Court, Mental Health Court); Addictions Treatment Services Association (ATSA) Conference: Responding to Addictions and Trauma; Trauma and Violence Informed Approaches; NL Aboriginal Women's Network (NAWN) Focus Group.

### Community Initiatives and Involvement

CBIP's community involvement throughout the year included attending WBH Admissions Committee meetings (teleconference) and regular attendance at Family Violence Intervention Court (FVIC)(Virtual). We were represented on the Community Drug Response Committee (Virtual) and FVIC Steering Committee meetings (Virtual). Staff gave presentations to participants of the Horizons and Linkages program participants on Healthy Relationships, Anger Management, Alcohol/Drug Awareness and Mental Health. Staff also assisted with interviewing participants for these work programs

Again, this year we used the staff jeans fund to give Christmas gifts to the women at the Bay St. George Women's Centre. Due to the pandemic, there were many events that did not take place this year or we could not attend as we did in previous years. However, it was very positive that many events still took place virtually.

Due to the COVID-19 pandemic, group programming was delayed at the WCCC until toward the end of the second quarter and a Dads program was started shortly afterwards. Sadly, in mid-February, again because of the pandemic, the WCCC could not permit community people to go inside the institution. This restriction continued until close to the end of the year, so no further group programming could be offered. Fortunately, CBIP continued to offer programming to inmates through phone sessions and we received feedback many times that this was very beneficial to inmates.

We were very relieved there were no restrictions at the WCCC in December. 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 the JHS-NL for so kindly taking on the role of photographer.

Since inmates of the WCCC were cut off from people outside the institution and they could not do many of their normal activities so often this year, we donated puzzle books, adult coloring books and playing cards to help them cope with all the changes and stress the pandemic was creating. These items were much appreciated.

The pandemic and the need to work from home in February also meant that JHS-NL Week was very different this year as well. 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. Also, our pancake breakfast for participants and our Annual Service Awards Lunch with staff of WBH had to be cancelled as well. John Howard Society of Canada did step up and provide a series of virtual events throughout JHS-NL week with the theme of *Today's COVID Crisis, Tomorrow's 'New Normal.'* We thank them for their support and the great effort they put into JHS-NL Week. The virtual presentations assisted staff with supporting participants during and after COVID-19 and also helped staff across the country to preserve through these difficult times.

## Community Based Intervention Program cont'd

---

Prior to having to work from home, we had prepared loot bags to give to participants in celebration of JHS-NL week and also prepared small gift bags for prize draws during the week. JHS-NL had also provided grocery gift cards for participants most in need. As soon as we returned to our offices for the second time in mid- March, we carried out these activities even though JHS-NL Week had long passed. It was a great way for staff and participants to return to our offices and it brought a lot of appreciations from our participants!

### Acknowledgment

As we say goodbye to this year, we are also saying goodbye to someone who was a great supporter of the JHS-NL and CBIP for many years. On March 6, Mr. Mike Tobin passed away. He was a long time JHS-NL board member and WBH Admissions Committee member. He also regularly dropped by our office just to say 'hello" and to see how everyone was doing. He is greatly missed.

It has been a year of many changes and often filled with stress and anxiety due to the pandemic. However, we are very grateful to our Executive Director, Ms. Cindy Murphy and our Regional Director, Mr. Charlie Young for leading the Society through this year safely but also with calmness, endless support and guidance.

We worked from home for the first quarter and again for another month starting in mid-February. They assisted managers and staff with facing the challenges and doing our best to continue to provide effective services to our participants. When we worked at home, programming was continued with phone sessions and when we were working in our offices, safety was of paramount importance so that staff and participants always felt safe and supported. Many thanks to them both!

For continued support throughout the year, we thank Melissa Noseworthy, Manager Learning Resource Program. We also express our appreciation to the staff of the Department of Justice and Public Safety, as well as to all our community partners.

I personally commend the program facilitators for their dedication and compassion all year. They continued to keep our participants as their top priority and provided effective programming and support to them on a daily basis, regardless of their working situation and their own anxiety due to the pandemic.

After a year like none before, we look forward to 2021-2022 with hope that society will be more 'normal' again. However, this past year has taught us that together we can survive great challenges, be very adaptable and learn new and better ways to serve our participants.

**Daphne O'Keefe**, Director

## Cognitive Skills Training & Employment Preparation

**C**ognitive Skills Training & Employment Preparation (CSTEP) is comprised of several services that are critical to the rehabilitation and reintegration of person's involved in the criminal justice system. C-STEP recognizes that employment has the potential to increase an individual's sense of self-worth, self-actualization, self-esteem, security and safety as well as independence. Further, employment can improve a person's access to basic needs such as food, clothing, and shelter. Employment has the potential to reduce recidivism rates, however, the type of job matters, participants need to have jobs that meet their skill sets, strengths and interests. Participants need to have longevity in their jobs and therefore, C-STEP's employment practitioners collaborate closely with participants to ensure job satisfaction. The program delivers pre-employment counselling and support, as well as employment readiness assessments, employment exploration and skills enhancement. Participants are assessed individually using the PRIME assessment tool to examine their pre-employability/job readiness, career decision making, skills enhancement, work search, employment maintenance and employability influences. The intent of this method of assessment is to support employment practitioners in evaluating individual strengths, needs and progress while linking participant needs to goal setting and service delivery.

### Services Provided:

The staff provide individual employment interventions and support that include, but are not limited to:

- resume writing
- building interviewing skills
- record suspension applications
- advocating for services and funding
- connecting with potential and existing employers
- presentations to employers
- community outreach presentations

### New Programs

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

JHS-NL in collaboration with the Canadian Career Development Foundation (CCDF) began the IM&M+. This program is a pre-pre-employment program designed to help participants build their self-esteem, confidence, hope, sense of contribution and sense of community. It allows participants the opportunity to experience the value of contributing to a community with the goal to help individuals harness their potential and build and strengthen their connections to the community.

While virtually anyone could benefit from this program, the program aims to develop interpersonal and intrapersonal skills in individuals who feel "stuck" or like they have been moving in a direction that is not right for them and have a desire to try something new.

## Cognitive Skills Training & Employment Preparation cont'd

The IM&M+ program had its first delivery with C-STEP in February of 2021. This first group is carrying over into the next fiscal year, however, C-STEP practitioners are receiving positive feedback from participants. The program aligns with the lens of trauma informed practice that is inherent within the JHS-NL organization. C-STEP will be offering two more deliveries in the next fiscal year.

### Atlantic Youth Challenge to prevent Drugged Driving

February 2020, C-STEP partnered with JHS New Brunswick to start an Anti-Drugged Driving social media campaign. This campaign targets high school youth and provides education around the dangers of drugged driving. Youth will participate in myth busting conversations of drugged driving and develop and share social media posts. These posts will be shared and voted on for prizes. The aim of this project is to develop peer support, education, and advocacy around the movement towards anti-drugged driving. This project runs until July 2021.

### Additional Services Provided: (see page 41 for Additional Service Descriptions)

- Tax Clinic
- Community Collaboration Workshops
- Record Suspensions
- Up Skills
- A Step Ahead
- ICPM

### Services & Outcomes 2020-21

Participants	
New referrals	101
Served	324
Active as of March 31, 2021	156
Initial assessments completed	152

PRIME Assessments	
Initials	27
Progress	8
Final	1

Case Files	
Closed showing employment	49
Closed showing return to school	8

Other Services	
Accessed computer equipment, fax, clothing and other office equipment	53

## Cognitive Skills Training & Employment Preparation cont'd

### Services & Outcomes cont'd 2020-21

A Step Ahead	
Training courses offered	50

In Motions and Momentum Plus (IM&M+)	
Started Group	9

ICMP-CMP	
Attended	28

Record Suspension	
Number of Record Suspension Referrals	76
Number of current open Record Suspension Clients	46
Number of Record Suspension files closed success	18

### Professional Development

Employment practitioners with C-STEP pride themselves on providing the highest quality service to JHS-NL participants. Keeping informed of best practices and training that is relevant to the field of employment is critical to staff who are carrying out this important work. During the fiscal year, C-STEP has participated in the following training opportunities:

- Aboriginal Cultural Awareness Training
- ARMS Refresher Training
- ASIST
- Career Development Certification Awarded – NBCDA
- Career Guidance for Adults in a Changing World of Work – CERIC
- CCA Meeting – Virginia Park Community Centre
- CCDF Pilot Exam Certification– CCDF
- CDP Certification Information Session PRIME Training –CCDF
- Connecting Career Development and Mental Health/Illness -CEC/CCDF
- End Homelessness St. John's – Supported Referrals: A Crash Course
- End Homelessness St. John's – Lunch and Learn – Ask Us Anything seminar
- In Motion and Momentum Plus Facilitation training
- Kerri Twigg: Career Stories Training – IMPACT Statements & Writing Resumes with Limited Experience
- Navigating LinkedIn – CEC
- NAVNET: Advocacy During COVID –HHNNL
- NAVNET: Housing and Homelessness presentation
- NLEC – OHS Committee Training

## Cognitive Skills Training & Employment Preparation cont'd

---

- PRIME Assessment Updates –CCDF/CEC
- Provincial Labour Market Information Presentation – CEC
- WRAP Prime Research– CCDF/CEC
- YWCA Launch Employment Program
- Thriving through the Chaos - CERIC
- Waypoints Presentation

### C-STEP Team Dedication

C-STEP is a small team of two full time employment practitioners. This year we have had the opportunity to also welcome Adam Power and Anna Lamswood in temporary positions to deliver the IM&M+ program as well as the Anti-Drugged Driving program. Both projects have had been immensely beneficial to C-STEP's participants. The full-time team consists of Flora Jackman and Ryan Holwell, who together are community resource bank for participants. They collaborate well with the community and are always enhancing how they work to meet participants needs. This past year, C-STEP has followed the public health advisories in regard to COVID-19 and on two occasions was moved to a work-from-home model. On both occasions the employment practitioners went above and beyond to assist participants to overcome various barriers. Telephone and virtual sessions were developed in real time and participants continued to receive high levels of engagement and their outcomes in PRIME assessments demonstrates the continued work by C-STEP practitioners. I would like to thank all the employment practitioners that worked with C-STEP this past year that helped participants continue to succeed. On behalf of our participants, I thank you.

**Melissa Noseworthy**, Manager of Programs

## Horizons & Linkages

**H**orizons 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 expectation, 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.

During the 2020-21 year, the Horizons program started in July 2020 and ended in February 2021. Five participants started and three successfully completed the program.

**L**inkages program started in October 2020 and will end May 2021. Two participants started and will successfully finish. Their goal is to attend post-secondary Education. This program targets youth living within the Bay St. George area that are aged 18 to 29 and Non-EI eligible.

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 each participant 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.

### **New Program**

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

In September 2020, JHS-NL entered into a contract with the Canadian Career Development Foundation to run a pre-pre-employment program (IM&M+) at our Stephenville and St. John's offices. This program was delivered all across Canada by various organizations and we were delighted to become involved.

Along with co-worker Corrine Slade, I attended a 40-hour training program in February 2021. Following the training, eight participants were recruited. We requested and were given approval to run the program for inmates at the West Coast Correctional Centre (WCCC) in Stephenville. This was a big milestone for us in that we were first in Canada to get started. As well, we were the only group to offer the program in a Correctional Centre.

The first two weeks of the program went really well, and we received quite a bit of positive feedback from the participants. However just before the third week was to begin there was a province wide COVID-19 alert and programming at WCCC was put on hold and unfortunately we were not able to continue.

### Employment Practitioner Report

The Employment Practitioner works closely with Parole, Probation, WBH and Community Partners. Over the past year there have been monthly prison visits and meeting participants on a daily basis. One Mental Health First Aid course was offered at the WCCC with eight participants. The goal is to offer this training at the WCCC several times a year. COVID-19 affected this year's stat numbers.

### Services & Outcomes 2020-21

College Applications – CONA/ABE/Funding	<b>4</b>
Community Referrals – Community Partners, Channel, Doorways, CYN, etc.	<b>12</b>
Employment- Resume/Job Search/ Labor Market Research/Interview Skills	<b>48</b>
Horizons/Linkages – Number of people on or inquired about Employment projects	<b>16</b>
IMM+ Eight clients at WCCC	<b>8</b>
Mental First Aid offered to WCCC	<b>8</b>
Prison Visits –One on one information session	<b>47</b>
Record Suspensions – Application process.	<b>8</b>
Other – Requested information Bankruptcy, Canada Pension, I.D, Social Insurance Numbers etc.	<b>8</b>

In conclusion, I really enjoyed working with the participants and participating employers. I would like to extend thanks to the Department of Immigration Skills and Labour, the businesses in and around Stephenville for all the support for our program, the WCCC and to all those who contributed to our workshops.

**Leanda Morris**, Employment Practitioner





# Volunteer...

Our appreciation for you  
and all these things you do  
grows and grows...

## 1-2-1 Prison Visitation Program

The 1-2-1 Program was created by the John Howard Society and has been in operation for over two decades at Her Majesty's Penitentiary. The purpose of 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 on Thursday evenings. A small group of volunteers meet with a group of inmate participants. 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.

As with most aspects of our lives during this past year, the manner in which we conduct the 1-2-1 program has also had to change significantly in order to ensure the safety of participants and volunteers throughout the ongoing COVID-19 pandemic. The program was paused in March 2020 owing to the onset of the pandemic. We were safely able to resume (albeit with modifications) in September 2020. These modifications include limiting the number of participants and volunteers who can attend each week (in order to ensure proper social distancing), and temporarily pausing our offerings of refreshments during the program. We were unable to host our annual 1-2-1 Christmas party for the participants this year, but we trust that they enjoyed our company throughout the holiday season none the less.

Certainly, the 1-2-1 program would not be possible without our dedicated group of volunteers, including Dianna Brooks (coordinator), Melissa Hoskins, Nicole Power, Francoise Girard, Boyd Kelly and Allan Croke. We were also delighted to add new volunteer Victoria Featherston to the group this past September and she has been a wonderful addition.

Between May 1<sup>st</sup> of 2020 and May 1<sup>st</sup> of 2021, an estimated 130 volunteer hours were dedicated to the 1-2-1 program by volunteers. Additionally, we would like to thank the dedicated staff of JHS-NL, including Executive Director Cindy Murphy, for their ongoing support and assistance. The 1-2-1 volunteers were especially thankful to have been offered the opportunity to receive the COVID-19 vaccine at the JHS-NL offices on May 7<sup>th</sup>, 2021. 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. Their support is always appreciated, especially now as we navigate through these uncertain times.

**Diana Brooks**, Coordinator

## Her Majesty's Penitentiary Library

2020-21 proved to be a challenging one for the library at Her Majesty's Penitentiary (HMP). Due to the global pandemic and for health and safety reasons, volunteers were not able to enter the institution throughout a large part of the year. We were fully supportive of the decision as those living in congregate settings are particularly high risk to contract the disease. When the volunteers were not able to go in, the institutional staff did their best to circulate some books to the units. Due to fewer openings last year, there were 441 visits to the library compared to 1077 the previous year.

For security reasons, each time the library is open, we are limited in the number of individuals who can come, and generally we have between 20 to 30 visits each week. Inmates report looking forward to our visits and really appreciate the service we provide. Thanks to the inmates who are assigned to the library from time to time to help out. This is a big help to us, and we really appreciate them coming. We also want to thank the staff at HMP for being so supportive of us and the program and all the assistance they provide.

Thanks to all the library volunteers including Kayla Lundrigan, Jayden Byrne and Victoria Ryan. Particular thanks to Shannon Lawlor who is a regular and steps in when I am away. I would also like to thank the John Howard Society for being so supportive of our needs and especially Tracy Oakley for all she does including collecting books, supplying copies of crossword, Sudoku, and word searches. Thanks also to The Herald, Buy & Sell and the Downhome for their donations as well as other members of the community who donated books.

Hopefully, next year we can get back to opening more regularly and continue to provide this important service.

**Florence Barron**, Coordinator

# Annual General Meeting Minutes

**Annual General Meeting  
September 17, 2020  
St. John's, Via Zoom  
St. John's, NL**

---

On Thursday, September 17, 2020, 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 2019 were reviewed and adopted.

**(Motion to adopt: Anne Morris/Debbie Sue Martin).**

## **Guest Speaker/Presentation**

The Executive Director welcomed Dr. Sulaimon Giwa who is an Assistant Professor in the School Social Work with a cross-appointment to the Department of Sociology - Police Studies at Memorial University. He is the Endowed Chair in Criminology and Criminal Justice at St. Thomas University and is an independent corporate antiracism, equity, diversity, and inclusion consultant. Dr. Giwa's professional experience includes research and policy work, antiracist community and organizational change, and direct practice in diverse contexts, including policing and corrections.

Dr. Giwa gave a presentation on "Building an Inclusive and Antiracist Organization". It included the importance of embracing diversity through identifying the unique differences in individuals and groups within the community, overcoming barriers both visible and invisible that could prohibit individuals accessing the same or similar services or opportunities as others and the benefits of doing so from an organizational perspective as well as individually. He spoke about what we as a Society can do differently to become antiracist and how make effect change through crafting policies to practice inclusiveness and evaluation metrics to measure its effectiveness within the organization and society.

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

The President tabled her report for 2019-20 and made the following comments: The Society has had another successfully year through programing and services, new partnerships, supportive housing and strong fiscal management. The COVID-19 pandemic created unique challenges to programs and services, however under the leadership of the Executive Director, participants continued to benefit from our programs and services. Ms. MacLeod thanked the Board of Directors for their hard work with special mention of newly elected members Ches Parsons and Paul Didham and the resignations of Paul Ludlow and Bryan Purcell after many years of dedicated service.

She thanked Paul and Bryan for their many years of service. She brought special attention to Bryan Purcell as being this year's recipient of the Jim MacLatchie Award for Exceptional Contributions to the field of Community Corrections from JHS Canada.

The President remarked on the amazing work being completed with adults and youth and she thanked Cindy Murphy and the staff and volunteers from all parts of the organization for their hard work and dedication to our participants.

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

The Executive Director tabled her report for 2019-20 and made the following comments: All the Society's programs and services were well maintained and all regular funding has been secured for the fiscal year as well as funding for two new employment programs. Evaluative work continues on programs and services.

A new partnership with Memorial University's Department of Psychology PhD students is proving to be helpful in this regard. The Society continued to advocate for individuals and on a systemic level regarding social policy and improved conditions in institutions. Ms. Murphy acknowledged the remarkable work of staff and management during COVID-19. She noted participant's needs were met and supported throughout the pandemic and thanked the staff and management for their hard work throughout this unprecedented time. She thanked the Board of Directors for their strong leadership and support; staff and volunteers for their continued dedication and hard work; and personally thanked Bryan Purcell for all his support throughout his many years as President.

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

The Regional Director tabled his report and made the following comments: The West Coast had another great year on par with previous years in programming and services in Corner Brook and Stephenville, however he noted disappointment in the lower number of residential referrals. Mr. Young remarked on the exceptional service and adjustments staff made during the COVID-19 pandemic in continuing services for clients and thanked the board for recognizing their hard work. In looking forward, he advised goals for the west coast include a generator for West Bridge House, a suitable property to house CBIP and affordable housing units. He acknowledged the support of community partners. He thanked the west coast staff for their hard work and dedication, and thanked the Board of Director's, the Executive Director and management team.

### **Treasurer's Report**

On behalf of Treasurer/Secretary Joan Dawson, Cindy Murphy, Executive Director, presented the Treasurer's Report.

The financial audit was completed by the accounting firm of Harris Ryan; the audited statements show the Society was in good financial position at year end. Ms. Murphy stated on behalf of Joanne Symonds, Director of Finance, the organization has a healthy liquidity and financial reports are available at head office upon request.

**(Motion to adopt: Ches Parsons/Anne Morris)**

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

A motion was tabled to appoint Harris Ryan as the auditing firm for the John Howard Society of Newfoundland and Labrador for 2020-21.

**(Motion to adopt: Bryan Purcell/Rod Harris)**

In relation to the appointment of auditors for 2021-22 a motion was tabled to have a call for proposals to ensure good value of auditing services.

### **Nominating Committee**

Joan Atkinson, chair of the Nominating Committee, presented the Nominating Committee Report for 2020. Those who were nominated and agreed to serve were: Kimberly Legge, Donna Luther and Bryan Purcell.

Ms. Atkinson advised there are two vacancies remaining; one from the RNC and the second for a Labrador Representative. Both will be filled through the nomination process at a later date.

**(Motion to adopt: Joan Atkinson/Bryan Purcell)**

**Motion to adjourn: Rod Harris**

**Recorder: Tracy Oakley**

# Financial Report

## Summary of 2021 Audited Financial Statements

### Condensed Statement of Financial Position

March 31, 2021	2021	2020
<b>Assets</b>		
Current assets	1,954,274	1,549,252
Investments	23,110	22,845
Capital assets	3,028,434	3,067,365
	<hr/>	<hr/>
	5,005,818	4,639,462
<b>Liabilities</b>		
Current liabilities	793,330	416,893
Long term debt	1,170,000	1,231,435
Deferred capital contribution	42,236	42,236
	<hr/>	<hr/>
	2,005,566	1,690,564
<b>Net Assets</b>		
Donated surplus	435,000	435,000
Net investment in capital assets	1,858,434	1,830,311
Restricted	503,810	503,545
Unrestricted	203,008	180,042
	<hr/>	<hr/>
	3,000,252	2,948,898
	<hr/>	<hr/>
	5,005,818	4,639,462

### Condensed Statement of Operations

Year ended March 31, 2021	2021	2020
Revenue	4,352,775	4,676,276
Expenses	4,395,824	4,602,423
	<hr/>	<hr/>
Excess (deficiency) of revenues over expenses from operations	(43,049)	73,853
Other Income	94,138	60,000
	<hr/>	<hr/>
Excess revenue over expenses	51,089	133,853

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

## Appendix A – Program & Service Descriptions

---

### **Programs 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.

#### **Options and Alternative Skills for Interpersonal Safety (OASIS) & OASIS for Family Violence Intervention Court**

The OASIS program was developed specifically for people who identify as male who exhibit physical violence and other types of abusive behaviors within intimate relationships. The length and intensity of the program varies based on risk for recidivism and aims to support individuals with understanding their respective behavior and accepting responsibility for their actions. Program content also utilizes a cognitive behavioral approach that provides learning opportunities for participants to identify and develop healthy, non-abusive relationship patterns, explore attitudes, beliefs, thoughts and feelings in relation to abusive behavior, and learning for non-abusive relationship strategies/skills.

#### **Turning Points**

Turning Points is a family violence program for individuals identifying as female and is a gender-specific intervention supported by evidence that the dynamics of female aggression in intimate relationships differs from male aggression in the same context. Research indicates that empowerment is the primary motivator for female violence in relationships, while power and control is the principal driving factor for men who use violence. Content of this program is reflective of these fundamental differences.

#### **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.

#### **Sexual Offending Actions, Recovery Program (SOAR)**

The SOAR 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.

### **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.

### **Additional Services Provided by C-STEP, St. John's**

#### **Tax Clinic**

Canada Revenue Agency has a volunteer that is committed to providing individual tax clinics to JHS-NL participants. The C-STEP 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**

C-STEP practitioners has liaised with community organizations to offer educational presentations to the community on topics such as record suspensions and employment readiness. C-STEP has provided these presentations at the Canadian Career and Rehabilitation and Works organization, Stella's Circle, the Murphy Center as well as YMCA.

#### **Record Suspensions**

A certificate of conduct is a commonplace request by employers, C-STEP works with individuals seeking assistance with processing a record suspensions application. C-STEP views this service as an important part of employment based work as it helps to remove significant barriers for individuals in obtaining gainful employment. As a result of staff efforts, 76 new individuals have been supported and assisted in the record suspension process during the past fiscal year.

**Up Skills**

Up Skills assists participants in the development of pre-employment skills and readiness. This program is completed in 3 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.

**A Step Ahead**

In September of 2019, JHS-NL NL received a donation from Canopy Growth Corporation. The program allows C-STEP'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. This year 50 courses were offered to C-STEP participants.

**ICPM**

The C-STEP 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.

## Appendix B - Staff and Volunteers

---

### Provincial

**Cindy Murphy**, Executive Director  
**Rod Harris**, Director of Programs and  
Operations

**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**  
**Leah Walsh**

#### Relief Staff

<b>Daniel Agbese</b>	<b>Robert Hogan</b>
<b>Heather Alexander</b>	<b>Rhonda Layman</b>
<b>Kayla Bailey</b>	<b>Mike Horning</b>
<b>Courtney Best</b>	<b>Justin Mahon</b>
<b>Natasha Boland</b>	<b>Jillian Tulk</b>
<b>Glen Gibbons</b>	<b>John-Fraser Purchase</b>

#### Volunteers

<b>Jayden Byrne</b>	<b>Shannon Lawlor</b>
<b>James Crawley (resigned)</b>	<b>Emily Roche</b>
<b>Allen Croke</b>	<b>David Rypien</b>
<b>Victoria Featherston (resigned)</b>	<b>Amanda Sullivan</b>
<b>Jordan Holmes (resigned)</b>	<b>Sylvia Walsh</b>
<b>Lorraine Hutchings (resigned)</b>	

#### Garrison Place

**Val Flynn**, Program Manager

#### Housing Support Worker

**Caitlin Penton**

### Learning Resources Program

**Melissa Noseworthy**, Manager of Programs

**Jill White**, Administrative Assistant

#### Program Services Coordinators

**Alex Asamoah**

**Bill Ranson**

#### Mental Health & Addictions Counsellor

**Hannah Sparkes**

#### Program Facilitators

**Amanda Antle**

**Jessica Slade**

**Tyler Gallant**

**Christy Spracklin**

**Robyn MacDonald**

### Cognitive Skills Training & Employment Preparation Program

**Melissa Noseworthy**, Manager of Programs

#### Employment Practitioners

**Ryan Holwell**

**Anna Lamswood**

**Flora Jackman**

**Adam Power**

### Home for Youth

**Lucretia Brown**, Coordinator (acting)

**Don Vincent**, Coordinator (LOA)

#### Counsellors

**Scott Conway**

**Bonnie Mogridge**

**Sean Fowlow**

**Paul Noftall (LOA)**

#### Overnight Supervisors

**Chris Keats**

**Dan Lidstone**

#### Relief Counsellors

**Jillian Avis**

**Ryan Lawlor**

**Nicole Aylward**

**Graham Lucas**

**Nicole Butt**

**Tina Neary**

**Laura Gibbons**

**Karen Pennell**

**Shane Hawco**

**Dave Vincent**

**Allyson Howse**

## Western Region

**Charlie Young**, Regional Director  
**Donna Jenkins**, Accounting Administrator

### West Bridge House

**Shelley Garnier**, Residential Manager

#### Residential Staff

**Lorna Bungay**  
**Sherri Chaulk**  
**Rhonda Critchley** (reigned)  
**Chantal Drake**  
**Robyn Hinks**  
**Blake Hynes**

#### Residential Relief Staff

**Lorna Abbott** (resigned)  
**Mark Armstrong**  
**Melanie Butler**  
**Rhonda Critchley**  
**Sherry Humber**  
**Jasmine Woodley**

### Community Based Intervention Program (CBIP)

**Daphne O'Keefe**, Director

#### Program Facilitators

**Crystal Formanger**                      **Samantha Shears**  
**Suzanne Barry-Kroening**

### Horizons, Linkages & IM&M

**Charlie Young**, Program Manager

#### Employment Practitioners

**Leanda Morris**                      **Corrine Tulk**

### Loretta Bartlett Home for Youth

**David Penney**, Coordinator

#### Counsellors

**Danica Power**  
**Sheldon O'Neill**  
**Janice Maxwell**  
**Paulette Burrige**  
**William Short**  
**Janice Kerrivan**  
**Amanda Power**

#### Relief Staff

**Cassandra Ethridge**  
**Lindsay Collins**  
**Christina Hepditch**  
**Sonya House**  
**Randi Sellars**  
**Kathleen Slaunwhite**  
**Judy Snelgrove**  
**Jasmine Woodley** (resigned)

## Volunteer Programs

### Her Majesty's Penitentiary Library Program

**Florence Barron**, Volunteer Coordinator

#### Volunteers

<b>Jayden Byrne</b>	<b>Kayla Lundrigan</b>
<b>John Collins (resigned)</b>	<b>Emily Roche (resigned)</b>
<b>Shannon Lawlor</b>	<b>Victoria Ryan</b>

### 1-2-1 Prison Visitation Program

**Dianna Brooks**, Volunteer Coordinator

#### Volunteers

<b>Allan Croke</b>	<b>Boyd Kelly</b>
<b>Francoise Girard</b>	<b>Nicole Power</b>
<b>Melissa Hoskins</b>	<b>Victoria Featherston</b>
<b>Lorraine Hutchings (resigned)</b>	<b>Samantha Penney</b>

# Notes

---

# 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

141-147 Main Street  
Stephenville, NL A2N 1J5  
709-643-5894

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

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

**Toll Free:** 1-877-726-5541

