

# John Howard

THE JOHN HOWARD SOCIETY OF  
NEWFOUNDLAND AND LABRADOR



## Annual Report

2016-17



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## ABOUT US

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### WHO WE SERVE

John Howard Society is a leading social service agency providing services to adult and youth who face many barriers including mental health challenges, addictions, poverty, homelessness, lack of employment, and criminal justice involvement.

### OUR MISSION

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

### OUR CORE VALUES

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

## Board of Directors

**Bryan Purcell, President**  
**Phonse Miller, Vice President**  
**Bonnie Abbott, Secretary/Treasurer**  
**Catherine Gogan, Past President**

## Board Members

**Joan Atkinson**  
**Donna Burke**  
**Paul Ludlow**  
**Donna Luther**  
**Leslie MacLeod**  
**Debbie Sue Martin**

**Jason Sheppard**  
**Michelle Short**  
**Dick Spellacy**  
**Mike Tobin**  
**Gwen Watts**

## Executive Committee

**Bryan Purcell**  
**Phonse Miller**  
**Bonnie Abbott**  
**Catherine Gogan**

## Personnel Committee

**Bryan Purcell**  
**Michelle Short**  
**Cindy Murphy**

## Scholarship Committee

**Joan Atkinson**  
**Catherine Gogan**  
**Cindy Murphy**

## Nomination Committee

**Leslie MacLeod**  
**Bryan Purcell**  
**Debbie Sue Martin**

## Presidents Report

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The year 2016-2017 was a very successful year for the Society on all fronts. All existing programs were sustained, and a number of new initiatives were undertaken.

The Society serves clients from all parts of the province from its program sites in the St. John's, Corner Brook and Stephenville areas. The Society is also currently researching the feasibility of expanding into Labrador, as outlined below. The reports of individual programs in this report will discuss our operations in more detail.

Financially and administratively, the Society continued to be on a very solid footing in terms of both current operations and long-term planning. The Society's budget for 2016-2017 grew to almost \$4.5 million dollars. Next year's budget will be sustained at a similar level. Through excellent financial management on the part of senior staff, the Board was able to take the decision in June to pay off one of the mortgages on its headquarters building at 342 Pennywell Road. This payment, in excess of \$600,000, resulted in an approximate 50% reduction in the amount owing on the building, allowing a significant reduction in interest costs.

Several members of the Board of Directors, whose terms had expired, were re-elected for renewed three-year terms. One long-time Board Member, Donna Burke, retired. We thank Donna for her many years of dedicated service to the Society. We wish her all the best in her future endeavors.

The Board continued to operate very effectively in governing the Society. We have always been fortunate in having a very talented Board, representing a broad spectrum of backgrounds and disciplines, but sharing a common dedication to the philosophy and goals of the Society.

The Society continues to be affiliated with the John Howard Society of Canada and with the 63 other John Howard Societies across the country. This affiliation is of great benefit in terms of addressing national issues which impact this province; providing access to research and best practices; accessing a national insurance policy and operational standards; and providing mutual support. One of the key initiatives of the John Howard Society of Canada during the year was participation in a court challenge to the extensive use of solitary confinement in Canadian prisons. This court challenge shows promise of a successful ruling. This will benefit all inmates, as the imposition of better and more humane standards at the federal level will have a positive impact on provincial policies and practices throughout the country.

As planned, Paul Ludlow completed his term as Newfoundland and Labrador board representative to the John Howard Society of Canada and was replaced by Debbie Sue Martin. The undersigned, after having served a three-year term as Vice President of John Howard Society of Canada, was elected President in October 2015.

Unfortunately, due to health reasons, I had to make the decision to resign from this position in August 2016.

This was a very difficult decision for me as I was, and continue to be, very committed to John Howard Society of Canada and what it stands for. Upon my resignation, Janis Aitkin, our Vice President and long-time board member from Nova Scotia, took over for the interim period until the October Annual General Meeting. Janis was then elected to the position of President. Janis will do an excellent job of representing our national interests and the interests of Atlantic Canada in particular.

John Howard Society Week was held in mid-February, with a number of events for staff, clients and the public. As is traditional prior to John Howard Society Week, a meeting was held with the Minister of Justice and Attorney General, the Honorable Andrew Parsons, who signed the official proclamation. This meeting also afforded an opportunity to discuss with the Minister and members of his senior staff a number of key issues for the Society and its clients. These kinds of meetings are very important in allowing the Society to put its issues forward to key decision-makers; to gain a better understanding of their perspectives and; to keep lines of communication open. They pay major dividends in terms of the current and future success of the Society.

The continued interest on the part of government in consulting with the Society on common issues is evidence that the Society is viewed as having a high level of expertise on correctional and related social issues. In this vein, a key development this past year was the Society's participation, through the Executive Director, in a review of solitary confinement practices in the province's prisons.

Garrison Place, the Society's 10-unit affordable housing complex, commenced construction in the early summer of 2016. Construction continued during the year and is scheduled to be completed in September 2017. York Developments of St. John's was awarded the contract after an open call for proposals. This proposal process proved to be very effective in ensuring a broad response. This enabled the Society to enter into a favorably-priced contract that left ample room for contingencies within the budget provided by Newfoundland and Labrador Housing Corporation. This proved to be critical in light of some of the challenges encountered during construction. One major modification was made necessary when construction began. While the design called for a two-story slab-on-grade building, the site was found to have unsuitable foundation material, as a result of a deep layer of rubble which had been dumped there after the Great Fire of 1892. This presented a challenge which, with the help of NLHC was turned into an advantage. Instead of removing and replacing the unsuitable material, we were able to add a full basement under the building. This enabled us to add offices, meeting rooms, and storage. This will benefit Howard House as well as the residents of Garrison Place.

A major part of the plan for Garrison Place included a link to Howard House, allowing accessibility improvements including a shared elevator and a number of other renovations within Howard House itself. This will ensure that Howard House is better prepared to serve its diverse clientele, especially an aging inmate population.

An opening ceremony for Garrison Place will be held in the fall, and first residents should be moved in by October.

This project has proven to be challenging, but very gratifying. It has helped the Society begin to meet a major goal in terms of providing decent, affordable housing for clients who face major obstacles in this regard. It is hoped that the Society can take on other similar projects in future.

Efforts continued during the year to sell the Society's former headquarters building at 426 Water Street. Owing to a downturn in the economy and a depressed commercial real estate market, interest in the building was limited. At year's end a viable offer was received. The Society accepted this offer, and the sale is scheduled to be completed in early June.

Efforts continued during the year to explore the feasibility of developing and delivering services in Labrador. Initial research had established very clearly that there exists a critical need to respond to the profound program challenges in this area of the province. During the year, further research and consultations with key stakeholders resulted in a proposal to engage the services of a consultant to: research the service needs of Labrador offenders in the context of their communities and cultures; prioritize identified needs and recommend initial service targets; recommend evidence-based approaches to meeting these needs in partnership with local community groups. The approximate budget for this proposal is \$50,000 and the length of the project will be approximately 6 months. This project is expected to be launched in the summer of 2017.

As we reflect on the past year, it is evident that the Society is functioning very well, enjoys a very good reputation among its community and government partners, and can look forward to sustained progress in the future. As an organization, we will continue to work towards our goals on behalf of the people we serve. As always, we recognize that our success is made possible through the incredible contributions of a highly dedicated and talented group of staff and volunteers. We extend our heartfelt thanks to them.

**Bryan Purcell, President**



## Executive Directors Report

I am very pleased to report on some of the Society's accomplishments for the past year.

The year proved to be a very successful one for the organization and with the support of our funders we were able to maintain all our programs ranging from residential services for adults and youth, to providing evidenced based programs focussed on reducing recidivism. None of which would be possible without the high level of commitment by our board of directors, staff and volunteers.

The construction of our new supportive housing complex kept us very busy throughout the year. Once completed, the facility will provide 10 permanent, supportive housing units for clients who require a more supportive environment in which they can flourish and be active members of our community. We anticipate the grand opening will take place in late fall of 2017. Special thanks to our building committee for all the time and effort they have provided to the project.

As with other provinces, Newfoundland and Labrador was not immune to the effects of the fentanyl crisis. The Society advocated to government around the need to provide more anti-overdose kits for opioids. The Society also purchased Naloxone kits for all our sites and trained all staff on how to administer in the event of an overdose. A key piece of the work with clients was providing education on the possibility of overdose, not using alone, and how to obtain take-home Naloxone kits provided by the Department of Health.

As with other regions, overcrowding in our provincial correctional facilities continued during the past year with the female correctional facility being no exception. Due to the large number of female inmates at the Clarenville Correctional Center for Women, the Department of Justice made the decision to move some inmates to the all-male facility in St. John's. JHS raised its objection, however, with no other suitable space available the women were transferred. What was deemed to be a temporary arrangement has now lasted several months. This move has caused additional issues for the male inmates as other issues as male inmates awaiting transfer from the various lock-ups are being held longer due to the lack of space at the correctional center.

Collaboration and partnership is so critical to the work of the Society and throughout the year we were able to partner with numerous other community organizations for the benefit of our clients. Additionally, we continued to serve on a number of working groups and committees to contribute to a more humane correctional system including the Atlantic Halfway House Association, the National Youth Justice Network, the Review Committee on the use of Disciplinary Segregation, the Justice Minister's Committee on Violence Against Women.

Presentations around the services of the Society were on-going throughout the year and were provided to Legal Aid, in schools and for other community organizations.

John Howard Society Week held in February every year, proved to be a challenging one due to a very stormy week. We were forced to postpone a number of events including a Community Fair planned for H. M. Penitentiary. We were able to hold the event a couple weeks later and had 20 agencies in attendance. All organizations were able to meet with inmates to provide information around services and supports available to them upon release.

Other events included Open Houses, meeting with Minister of Justice and Public Safety, staff and board luncheon, along with staff service awards presentations. Several staff were recognized for their service with the organization including Don Vincent, Coordinator with our Home for Youth program for 30 years of service, Janice Maxwell with the Loretta Bartlett Home for Youth for 15 years, while Amanda Antle and William Short received 10 year service awards.

In the spring of 2018 the Society will be co-hosting a provincial Mental Health and Addictions Conference with the Canadian Mental Health Association NL Chapter. The conference titled *“We’ll Rant and We’ll Roar: Collaborating for Meaningful Change*, will take place May 31 – June 1, 2018 in St. John’s. With planning well underway we are anticipating a great conference next year.

During the past year, JHSNL was invited by the NL Superintendent of Prisons to be part of a review committee to look at the current regulations and practices around the use of disciplinary segregation in the province. JHSNL along with two other community organizations has been working alongside correctional officials to complete the review. The final report is expected to be completed for submission in April 2017 and will contain recommendations to limit the use of disciplinary segregation along with alternatives to its use.

The high number of people on remand continues to be an issue in our provincial correctional centers. To help alleviate the issue, last year JHSNL submitted a proposal to government to establish a Bail Verification and Supervision program and we are pleased the Department, in cooperation with Memorial University, is currently undergoing a feasibility study. We are hopeful funding will be provided in next year’s budget to establish the program.

After another successful year, I would like to extend my sincere thanks and appreciation to all who contributed to the Society’s accomplishments. To the board of directors, staff, volunteers, and supporters along with all our funders, thank-you.

Cindy Murphy, Executive Director

## Howard House

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As Howard House celebrates its 40<sup>th</sup> year of operation, it proved to be another busy year. Howard House is a residential program giving up to 16 male ex-offenders a place to live while reintegrating back into the community in a supervised and supportive environment. Our residents are on various types of supervision including: day parole (DP), full parole (FP), statutory release (SR), statutory release with residency (SRR), temporary absence (TA) and Probation.

While living in Howard House, residents have the opportunity to access programs and services within John Howard Society, Correctional Services of Canada, and various community agencies. During their residency, Howard House residents have on site counselling as an integral part in merging release planning to action and reintegration.

In addition to the residential program, Howard House also oversees and implements several other programs. Two streams of our addictions program, Moderate Intensity Management of Offender Substance Abuse (MIMOSA) has moved to our head office location due to the development of John Howard Society's supportive housing initiative, Garrison Place, which is nearing completion. There is also a third stream of the MIMOSA program, a group at Her Majesty's Penitentiary.

Howard House is also the physical location for the Intensive Management Reporting Centre for Correctional Service of Canada, for community based clients whose individual case management plan necessitates more physical accountability while maintaining community supervision.

A final program under the umbrella of Howard House is the Family Prison Visit. This visit takes place annually and is a wonderful opportunity for family members to be able to visit loved ones incarcerated in federal institutions. Last year we were fortunate to be able to provide 13 family members the opportunity to visit with loved ones in various federal institutions in the Atlantic region. The visit went well, and we look forward to the upcoming scheduled visit June 2-5, 2017.

This year, Correctional Services Canada (CSC) had 53 clients reside at Howard House for a total of 3346 bed days, with the average of 9 residents per month. This is a decrease in overall bed days from the previous year, as a result of decreased numbers of releases to our community for a period of time this fiscal year (see Table 1A). Meanwhile, Corrections and Community Services (CCS) had 54 clients avail of the program, utilizing 1808 bed days, representing an increase of 298 bed days with the average of 5 residents per month. (See Table 1B). The overall average bed days were 13.9 for the fiscal year.

During the year, a total of 239 cases were presented to the Howard House Admissions Committee for residency. Suitability for Howard House, the viability of a case plan for the individual and the ability of the Howard House program to effectively manage the level of risk the individual poses to the community on release, are all considerations of this process.

Of these, 73% were accepted (see Table 1C). Overall, of the 107 clients residing at HH in 2016-17 fiscal year, 78% of residents successfully completed the program or were still ongoing at the end of the reporting period. Unfortunately, six individuals did become unlawfully at large in the reporting period. However, all of those individuals were later returned to custody. For the others who failed to complete the program, it was mainly due to technical violations.

Mental health and addiction issues appear to dominate the challenges experienced by many offenders and continue to be, arguably one of the most significant contributors to the criminal activity in our communities.

**Table 1A**

CSC	Day Parole	Full Parole	Statutory Release or Voluntary SR	Statutory Release with Residency	UTA	LTSO*	Total
Federal Referrals	62	2	10	22	3	1	100
Provincial Referrals	47	-	-	-	-	-	47

- Long-term supervision order

**Table 1B**

CCS	Temporary Absence	Probation	Conditional Sentence	Total
	90	2	-	92

**Table 1C**

Admission	Accepted	Deferred/Denied	Total	Acceptance Rate
CSC	106	41	147	72
TA	67	23	90	73
Probation	2	-	2	100
Total	175	64	239	73

Howard House's volunteer program continues to be a mutually beneficial program for the organization, Howard House residents and the volunteers alike. While developing skills and experience to take into their diverse future careers, volunteers assist staff with the day to day operations of the house as well as providing help to residents in job search, housing, development of social and life skills, and engage in special projects as well.

The most noted special project is the annual Children's Christmas Party and this year marked the 33<sup>rd</sup> year! Organized by Susanne Rendell, with the help of many generous private and business community donors at Howard House we saw our biggest party in some years.

Once again, the party was at Axtion and the visit from the man in the red suit did not disappoint!! This past year we had over 20 volunteers generously give their time to helping with the work we do and helping our residents move forward.

While many move on to their careers, we have had several long standing volunteers contribute their time and have just recently had 11 more join our volunteer team that we look forward to working with. We are grateful for the contributions of all of our volunteers!

Last but certainly not least, the Howard House staff are a team committed to helping residents move forward in their lives but also to upholding our role and responsibility in helping to create and maintain a safer community. This past year Howard House had 5 core residential staff, 3 program staff and 10 relief staff. The work we do is both challenging and rewarding and the staff are to be commended for their constant efforts and unwavering commitment. This year has been a busy one with much change but more importantly, progress. We are almost there! Howard House sincerely appreciates the many hands who help our clients in their reintegration journey. Many thanks to all.

**Val Flynn, Acting Director**

## MIMOSA (Moderate Intensity Management of Offender Substance Abuse)

The Moderate Intensity Management of Offender Substance Abuse (MIMOSA) program is a comprehensive 7-week substance abuse intervention that assists clients in addressing substance use behaviour that has contributed to negative outcomes in their lives, which has sometimes included criminal behaviour. MIMOSA encourages participants to reflect on choices and opportunities for change with substance use, which might enable them to reach personal rehabilitative goals.

The MIMOSA Community Program is comprised of residential and non-residential clients. Residents of Howard House on Temporary Absence, Probation or Parole participate in program while availing of support of a halfway house. As well, non-residential individuals living in the community, under community supervision, requiring help with their addiction, also avail of the program. Female clients are also able to complete the program, individually if the group intervention is deemed unsuitable or unavailable for these clients.

Offending behavior and addictions are often closely linked. We were fortunate to be able to continue to work with inmates within Her Majesty's Penitentiary (HMP) as well, while they complete their sentence or are on remand. Some individuals merge to the Community Program for completion while residing at Howard House and reintegrating back into the community. The support of Corrections and Community Services has enabled us to provide this bridge to rehabilitative effort.

During this reporting period, there were 159 referrals to the program and 133 assessments completed. On occasion, referrals may not evolve into an assessment or program start due to circumstances such as changes in a client status or situation, lack of contact with client, completion of supervision, or geographical changes etc. A total of 135 clients attended, or were still attending the MIMOSA program at year end. Overall, 68% of the clients who commenced MIMOSA successfully completed the program, or are ongoing. Table 1 outlines the MIMOSA Program participant composition and performance over this past year. At report period ending we had 6 clients continuing in the HMP MIMOSA group and 9 continuing in the HH MIMOSA group, and 8 females participating in MIMOSA intervention. We hope to provide service to even more clients in the coming year. With the support and collaborative efforts of our community partners, we can help create healthier and safer communities.

Once again, we express our sincere appreciation and gratitude to the staff of HMP and the Adult Probation Officers, for their continued support of our MIMOSA program. These partnerships are so important in meeting the needs of our clients and community. As well, a big thank you to the staff who deliver this program to the clients, with dedication and commitment to supporting their personal rehabilitative goals. Your support is vital to their motivation and perseverance to change.

**Table 1**

<b>MIMOSA</b>	<b>Referred</b>	<b>Assessed</b>	<b>Successful Completion</b>	<b>Discharge or Incomplete</b>	<b>Ongoing</b>
<b>CSC</b>	3	3	2	1	9
<b>TA</b>	21	21	12	6	
<b>Probation</b>	26	26	13	11	
<b>On Bail</b>	1	1	-	1	
<b>Conditional Sentence</b>	2	2	-	-	-
<b>Female</b>	23	18	10	5	8
<b>Unsupervised</b>	4	-	-	-	-
<b>HMP</b>	79	62	32	19	6
<b>Total</b>	159	133	69	43	23

Val Flynn, Acting Director

## C-STEP (Cognitive Skills Training and Employment Program)

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2016-2017 represented the Cognitive Skills Training and Employment Preparation (C-STEP) Program's 33<sup>rd</sup> year of operation. This year C-STEP received 438 referrals, which is a 15% increase over the last fiscal year. C-STEP works closely with each client to develop an individual employment action plan, with the goal of finding meaningful employment for each client or referring them to Advanced Education Skills & Labour if they want to return to school.

Also, in helping clients find and maintain suitable, meaningful employment, we offer various workshops such as: resume writing, interview skill building, traffic control and first aid. As well, we are finding many employers request a certificate of conduct, thus we are helping eligible clients obtain a Record Suspension (Pardon). Clients who receive a record suspension greatly increase their chances of finding employment. C-STEP also offers the Integrated Correctional Program Model – Community Maintenance Program (ICPM-CMP) to those clients on parole. This maintenance program helps reinforce the key skills learned while incarcerated and apply it to their daily lives in the community. Finally, clients also have the opportunity to brush up on their computer skills, through our volunteer computer tutoring program.

Establishing a positive rapport and building a supportive relationship with clients is essential to helping them achieve their goals. C-STEP firmly believes if that relationship can be started with the client while they are incarcerated and then continue upon release, then the likelihood of success is much greater. Thus, we feel it is important to offer employment workshops to inmates who are close to being released. They can start to create their resume and brush up on their interview skills and be ready to start looking for employment almost immediately after release. As we know, lack of education and/or employment is certainly one of the major risk factors associated with crime.

C-STEP also took part in a number of other employment initiatives such as the Employment Fair at HMP, where numerous community groups set up tables in the gym and provided information to the inmates about educational opportunities and employment options post release. As well, C-STEP staff meet with the Pre-Release group at HMP each quarter to provide an overview of our programs and services. There is no doubt that the increase in referrals is largely due to the staff presence at HMP, building supportive relationships with the clients and also promoting our programs and services to other community agencies.

C-STEP continues to offer the First Aid course to staff, clients and other professionals in the community. During the year, we were able to complete the course with 52 clients and 28 staff and other professionals outside of our own organization. Being able to provide this course and other courses such as traffic control helps our clients gain the skills to secure employment.



As well, this year we had two staff trained as trainers in Crisis Prevention Intervention (CPI), so they could train the rest of JHS staff with techniques to help diffuse potentially violent situations.

I would like to thank our funding partners over the past year for their support and personally thank our staff for all their hard work throughout the year. Their dedication to the clients of C-STEP was once again outstanding.

*The following table outlines the activities of C-STEP for 2016-2017.*

Program	Referred	Assessed	Started	Incomplete	Successful	Ongoing
Employment Counselling (Individual)	127	77	77	17	50	44
Youth Services Program	87	51	51	9	29	14
Record Suspensions	56	56	56	17	5	61
Linkages Employment Program	7	7	5	-	-	5
Employment Workshops	50	50	44	-	44	-
Traffic Control Workshop	8	8	8	-	8	-
First Aid	52	52	52	-	52	-
Computer Tutoring	3	3	3	-	3	-
ICPM-CMP	48	48	48	6	33	9
<b>TOTAL</b>	<b>438</b>	<b>352</b>	<b>344</b>	<b>49</b>	<b>224</b>	<b>133</b>

*\*Some clients continued from the previous fiscal year*

Rod Harris, Manager of Programs

## Learning Resources Program

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2016-2017 represented the Learning Resources Program's 23<sup>rd</sup> year of operation. Referrals have been steadily climbing for the last number of years and with approximately 40% increase in referrals, this year was no different. The LRP staff have played a significant role in helping increase referrals by working closely with the probation officers, social workers and other community groups to promote our programs and services. As well, they all have the ability and skill set to work with such dynamic, complex and challenging clients and quite often go beyond the call of duty to help the clients succeed.

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

Staff complete thorough assessments to ensure the offender is placed in the appropriate program based on his/her needs and if the client is a moderate or high-risk to re-offend. These assessments determine if the client requires a more lengthy and intensive program as most of our programs are structured to be either moderate or high intensity.

The LRP has continued the practice of offering most of our programs in both the community and Her Majesty's Penitentiary (HMP). One of our main goals is to establish a relationship with individuals while incarcerated and continue that relationship as they are released to the community.

Our programs include

- **Family Violence (Oasis/FVIC)** – This program targets male offenders who have been found guilty of assaulting or threatening family members.
- **Turning Points** – This program is for woman who have been found guilty of assaulting or threatening family members.
- **Anger Management** – This program is for those who have issues with anger/emotions management.
- **Criminal Behaviour Awareness (CBA)** – This program deals with a range of criminogenic risk factors common to all offenders which are not specifically offence-targeted.
- **Moderate Intensity Sex Offender Intervention Program (MISOP)** – This program targets offenders convicted of sexual related offences.

- **Intermittent Sentence Workshop (ISW)** – This program provides a two day educational information session for offenders who have been convicted of an impaired driving related offence.
- **Moderate Intensity Management of Offender Substance Abuse (MIMOSA)** – This addictions treatment program assists offenders in making informed lifestyle changes conducive to wellness and prosocial behaviour. The core MIMOSA program is offered at Howard House. However, the LRP offers it to those who are not able to participate in the larger group.
- **Caring Dads** – This program is to help fathers develop essential parenting skills.
- **Maintenance** – although not a program in itself, supplements group psychotherapy by reinforcing the knowledge, skills and positive changes in attitudes and behaviours acquired as part of the client’s self-management plan.

This year the LRP received a total of 513 referrals from various referral sources: Department of Justice – Probation Office (313), Her Majesty’s Penitentiary (136), Child Seniors Social Development (CSSD) (49), and Correctional Services Canada (3) and from other community organizations (07) and self-referrals (05). Clients no doubt work hard to achieve success in our programs and with approximately 85% of those who started the program either successfully completed or are on-going at the end of the year. Staff also help directly contribute to client success by providing such a holistic and safe learning environment and being so flexible and understanding of the client needs.

During the fiscal year, due to overcrowding some of the women were moved from Clarendville Institution to HMP. While the space was less than ideal, the LPR was able to provide our CBA program to the women twice during the year. The women reported they enjoyed the program and looked forward to our staff coming each week.

During JHS week we held the first Programs and Services Fair at HMP. This fair was designed to allow inmates the opportunity to see what programs and services are available to them while incarcerated and also what is available in the community upon release. There were approximately twenty tables set up in the gym and inmates were given the opportunity to come to visit each table collecting pamphlets and information about each program and service. Thank you to all the staff at HMP for helping make this possible as more than one hundred inmates, including the females, were able to visit the gym that day.

This past Christmas marked another first for the LRP and in collaboration with Heather Yetman at HMP, it was decided that the LRP would take a picture of every individual inmate next to the Christmas tree at HMP.

While some people initially thought we were crazy for even trying to attempt this, we persevered and with the help of HMP staff and security we were able to make this idea a reality for over 125 inmates.

The inmates were extremely delighted and thankful that they were given the opportunity to send a Christmas card and a copy of their picture home to their loved ones.

Finally, I would like to express my sincere gratitude to the staff for all their hard work and dedication. They have demonstrated many times their ability to be so flexible and constantly looking out for the needs of the clients. I would also like to thank the Department of Justice for their continued support and contributions during the year. I look forward to the New Year and the opportunities which await us.

**The following table outlines the activities of the LRP for 2016-2017.**

Program	Referrals	Assessed	Started	Incomplete	Successful	Ongoing
<b>Group Work</b>						
OASIS – Mod	48	42	38	7	25	5
OASIS – High	5	5	5	2	3	-
Anger Management	42	32	21	6	15	-
ISW	28	28	28	-	28	-
Caring Dads	56	42	31	5	19	7
OASIS (HMP)	7	7	6	2	4	-
Anger Management (HMP)	50	43	25	3	22	-
Caring Dads (HMP)	63	59	32	5	27	-
CBA (HMP –Female)	21	21	21	-	21	-
Sex Offender (Intervention)	5	5	5	-	3	2
Sex Offender (Assessments)	15	11	11	1	10	-
SARA (Assessments)	12	12	12	-	12	-
<b>Individual Work</b>	<b>Referrals</b>	<b>Assessed</b>	<b>Started</b>	<b>Incomplete</b>	<b>Successful</b>	<b>Ongoing</b>
OASIS	54	47	47	8	26	13
Anger Management	38	33	32	5	25	2
CBA	30	19	19	4	12	3
Turning Points	5	5	5	1	4	-
MIMOSA	23	18	18	5	10	3
Maintenance	11	10	10	1	9	-
<b>TOTALS</b>	<b>513</b>	<b>439</b>	<b>366</b>	<b>55</b>	<b>275</b>	<b>35</b>

Rod Harris, Manager of Programs

## Home for Youth

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The John Howard Society's Home for Youth (HFY) has completed its 38<sup>th</sup> year of operation. Throughout this period, HFY staff has strived to provide successful reintegration and rehabilitative programs for young people sentenced to Open Custody dispositions.

Once again the HFY has seen very inconsistent admissions during 2016-2017. There were a number of months and partial months with none or a low number of residents residing within the facility. However while these low numbers are concerning they are beyond the control of the HFY.

All referrals were made by the Provincial Department of Child, Youth & Family Services (CYFS) which is now the Provincial Department of Children, Seniors and Social Development (CSSD). Of the HFY's admissions, two youth were sentenced to Open Custody and arrived directly from Youth Justice Court. Five young people arrived from the Newfoundland and Labrador Youth Center as a result of a blended Secure and Open Custody sentence or as a result of a review of their secure custody disposition.

Admissions	Male	Female	Direct Court Referrals	Secure Custody Referrals	Other Referrals	Completed	Did not Complete	Current
7	6	1	2	5	-	6	1	-

## Community Involvement and Programming

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

The HFY residents were involved in the community and availed of social, recreational and formal educational activities with our community partners. These include the Eastern School District, The Works at MUN, Goodlife Fitness, Murphy Center, the Newfoundland and Labrador Youth Center, the Rowan Center, CONA, Choices for Youth, Stella Burry Community Services, Canadian Mental Health Association (NL and Lab Division), Thrive, Department of Children Seniors and Social Development, Eastern Health, Psychologists Randy Penney and Gary Burt, Waypoints and private sector businesses. The John Howard Society's Stephenville Office and C-Step Program assisted us this past year with various programs provided to our youth.

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

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

### Meeting with Department of Children, Seniors and Social Development (CSSD)

A meeting occurred this year between the John Howard Society and CSSD. This meeting was again in response to the low numbers of youth receiving Open Custody dispositions and a follow up to another meeting I reported on last year. Present at this meeting was Gina Eisenhour (Provincial Director of Youth Corrections), Robert Hodder (Youth Corrections Program Development Consultant), Shelly Butt (Program Manager Youth Services & Community Corrections), Sheri Thomas (Social worker Liaison between the HFY and CSSD), Cindy Murphy (Executive Director with JHS) and Don Vincent (Co-ordinator of The HFY). This meeting was held to discuss the current trends in youth custody across the province and country. Also it provided an avenue for JHS to present to the Department ideas for how we felt our HFY staff could be better utilized, especially when the numbers are low. Areas discussed were as follows:

- The signing of an operations agreement with the HFY and having the ability for our program to accept residents on an Order to Reside.
- HFY staff completing curfew checks on individuals with a court ordered curfew from Youth Justice Court. Contact would only be made via the telephone therefore this service could be provided outside of St. John's as well.
- HFY staff becoming involved in aided youth in their completion of Community Service Orders.
- The Department also expressed concerns over the lack of suitable housing for young people being funded through its Youth Services Program. JHS would certainly be open to any ideas and/or discussions in this area as well.

## Programming Initiatives

Recent trends have shown the young offender population in open custody to be lower than ever before. Due to lower incarcerations of youth it appears the Open custody facilities in Newfoundland are underutilized. Researching John Howard Society programs in other provinces gives some hope as to adapting the facilities and programming in a new direction with the ability to offer services to other at risk youth.

To ensure such changes could ever take place, the JHS would need to have the cooperation of government and community agencies. The JHS open custody facilities would accept youth at risk for day and evening programs as is the case in other provinces. Furthermore it is believed that the organization could engage in some educational and preventative measures in the schools, community centers, and boys and girls clubs.

The organization could help with community partners to identify those youth at risk through referrals. These referrals could then assist the JHS to develop programming, implement preventable measures and participate in restorative justice too.

These actions will help increase the self-esteem, see results in school work, increase participation in recreation and health, increase communication skills, and focus on those falling through the cracks like suspended students and those needing various assessments.

Some of the ideas used by other provinces that may be applicable here are:

- Attendance centers that serve as an alternative measure to custody. Obviously the youth justice courts have to be involved here. There needs to be information provided how these sentences can be delivered.
- Provide guidance and assistance for youth in transition. Youth coming out of care often need guidance, assistance where to live and a stable living environment. JHS could have staffing and or living accommodations for such. Also, often youth coming out of custody have no stable place to go, no future schooling or employment available. A life skills program, educational transitioning and pre-employment programs are ideas that could serve those most vulnerable.
- Drop in options. Youth in other provinces can avail of a comfortable safe environment for informal or formal counselling. JHS could partner with different departmental disciplines at Memorial University such as Education, Social Work and /or Psychology.

There are many other areas where disadvantaged youth can benefit, such as resume writing, homework assistance, and life skills training such as cooking and budgeting training.

- In other provinces there are programs using a portion of the beds for a certain curriculum. For example, there could be two beds at the HFY dedicated to a 6 week relapse prevention program for high risk offenders. Again these youth have to be identified and referred to the HFY by partnering community groups. These groups would have a defined age, criteria recognition and curriculum duration of a number of weeks.
- The community of Saskatoon has a JHS that offers a program to young people completing community service. The staff members organize and supervise the youth who have been sentenced to community service. This enables the Social workers to focus on other at risk youth. Again though the JHS has to have a cooperation of the community agencies to refer these kids for service.
- Another service offered by others is the concept of emergency shelters. Certainly the logistics would have to be ironed out by the Department and eligibility etc., but the need is certainly there.
- Another possibility is multiple agencies doing referrals for at risk youth and then JHS does support programs for those identified. Such programs would be drug awareness, anti-theft, cyber bullying and the like.
- Recreation education is an underutilized program option. In conjunction with agencies and community groups that have access to recreation facilities, JHS could run recreational activities in the off hours to provide life skills and use recreation to promote teamwork, dedication, sportsmanship and cooperation.
- It also seems that education in general is more widely used by other JHS programs in other provinces. Of course this requires the Department of Education to be a partner. An example would be schools identified for youth in at risk areas. JHS staff could go in to this school and offer a program such as the one in Grand Prairie Alberta called the Eureka Program. This is a two day course on alternatives behaviors to violence. The focus is on character building through conflict resolution as one method.



### A Special Tribute

On April 19<sup>th</sup>, 2016 the youth corrections community in this province lost two very valuable and special people. Shannon Pittman and Randy Ralph were tragically killed in a motor vehicle accident on the Trans-Canada Highway. Both were employed at the school in the Newfoundland and Labrador Youth Center (NLYC).

While I did not know Shannon personally, I understand he was a wonderful educator who was always a positive spirit in the life of anyone he touched! Randy Ralph was the Principal of the NLYC and over the years I got to know Randy very well. He was instrumental in bringing Open and Secure Custody closer together. He did this in a long list of ways, ideas and actions far too long to mention. Randy was a real leader in every sense of the way. Hopefully we will continue what you have started my friend. Thank-you!

Don Vincent, Co-ordinator

## 1-2-1 Prison Visitation Program

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

Held at Her Majesty's Penitentiary (HMP), volunteers meet with selected participants weekly. Topics of conversation range from plans for the future, favorite books, 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.

This past July we sadly said good-bye to one of our volunteers, Kyle Castelin, who was accepted to the RCMP. Prior to leaving, Kyle expressed that volunteering with 1-2-1 has been among the most rewarding experiences of his life. Both the volunteers and participants miss Kyle's presence and we enjoy receiving occasional updates from Kyle, who is now posted in northern Saskatchewan. We are hoping to be joined by a new volunteer in the coming weeks, who we imagine will become a valuable member of our group. Additionally, this past year we have continued to incorporate games and activities into our interactions with participants.

On December 15<sup>th</sup>, we held our annual Christmas party for our participants. In addition to having a meal, participants were pleased to receive small presents and cards, and also enjoyed a plethora of homemade holiday treats and festive music. For the third year in a row, volunteer Melissa Hoskins came wearing a Santa Claus costume for the occasion. The rest of the volunteers and participants wore festive reindeer ears and elf hats. As in previous years, we received many expressions of thanks to the John Howard Society from our participants; all of whom thoroughly enjoyed the evening.

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, and Boyd Kelly. Between May 1<sup>st</sup> of 2016 and May 1<sup>st</sup> of 2017, an estimated 712 volunteer hours were dedicated to the 1-2-1 program. Additionally, we would like to thank the dedicated staff of the John Howard Society, including executive director Cindy Murphy, for their ongoing support and assistance. We also recognize the smooth operation of the 1-2-1 program is made possible by the professional and courteous staff at HMP, who ensure the safety of all participants and volunteers each week. The 1-2-1 volunteers and participants look forward to another rewarding year with the 1-2-1 program.

Dianne Brooks, Volunteer Coordinator

## Prison Library Program

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For over 20 years, the Prison Library has successfully given inmates the opportunity to remain engaged in past and present literature, which is a resource the men greatly value.

The success of the library program is greatly influenced by book, magazine, and newspaper donations from the Arts & Culture Centre Library, The Downhome magazine, The Herald, The Telegram, and the general public. The inmates greatly appreciate these donations, which keep the men up-to-date with their hometown news, health, and new best-sellers.

Our group gained several new, dedicated volunteers who have worked extremely hard this year to completely overhaul the library to discard old, unused books and ensure numerous new books are placed on the shelves each week. Some of our volunteers yearn for future careers in the public or correctional service sector, while other volunteers simply want to help!

The library is open almost every Wednesday afternoon for 2 hours for the men to choose from a variety of books and magazines. We receive 20-40 inmates each time we open. On the weeks that we cannot open the library, we prepare boxes of books to send to each unit instead. Since there are now some female inmates located at Her Majesty's Penitentiary, we also began opening the library each week to the women prior to opening for the men. We have also sent boxes of books to the women's prison in Clarenville and the Courthouse downtown.

We would like to extend a warm thanks to the inmates who actively participate and support our program, dedicated volunteers, HMP guards and staff who ensure volunteer safety and supervise inmates in the library, and staff at the John Howard Society who continually support our ideas and initiatives.

[Florence Barron and Jenna MacKinnon, Volunteer Coordinators](#)

## Regional Director's Report –Western Region

The Regional Director is responsible for all the John Howard Society of Newfoundland and Labrador Inc. services and programming in Stephenville and Corner Brook. In 2016-2017 the John Howard Society provided a variety of services and programs to offenders and ex-offenders in the western region. This report highlights a number of events and activities as well as developments over the past year.

### Programs and Services

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

### Staff Appreciation

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

### John Howard Society Week – February 12 – 18, 2017

During John Howard Society week staff participated in a number of events that helped to raise the profile and visibility of our Organization. Some of the activities that staff was involved in included hosting an open house at the John Howard Society office on Main Street. During the open house, employees Rhonda Critchley and Donna Jenkins were presented with five year service awards. Loretta Bartlett Home for Youth also hosted an open house. During this event service awards were handed to Janice Maxwell for 15 years' service, Bill Short 10 years' service and Jana Hartson 5 years' service.

### Staffing

During the past year Christine Hepditch and Rebecca Bartlett were hired as Relief Staff for Loretta Bartlett Home for Youth; Melanie Butler was hired as Relief Staff at West Bridge House; Patrick Park-Tighe was hired as a Counsellor with the Community Based Intervention Program and Joan Shea was hired as House Director at West Bridge House. Kevin Pierce, CBIP Counsellor resigned his position to pursue another employment opportunity. We wish Kevin all the best in his new career.

### Occupational Health and Safety

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

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

### Summary and Concluding Remarks

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

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

I look forward to the challenges of the future.

**Charlie Young, Regional Director**

## West Bridge House

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West-Bridge House is a 14 bed co-ed community residential halfway house for adult offenders serving day parole, full parole, statutory release, temporary release, or a probation order. It is located in Stephenville. We accept referrals from Correctional Service of Canada and the Department of Justice and Public Safety. All residents have to go through a review process by an Admissions Committee in order to be accepted for residency into the House. This past year we had 2290 bed days for Correctional Service Canada (CSC) clients released on day parole and full parole compared to 2718 for the previous year. There were 380 bed days used for clients from the Department of Justice and Public Safety, which is down from the 427, bed day in the previous year.

Overall 52 clients resided at West Bridge House during the 2016-17 fiscal year. Thirty nine male and two females were sponsored by Correctional Service Canada and 11 were on Temporary Absence status from the Provincial Institutions.

### General Program Description

West-Bridge House provides a supportive and structured environment to facilitate individual re-integration into society following a period of incarceration. West-Bridge House 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. We have a full time Counselor who assists them in meeting this expectation and who provides necessary support through one-on-one counseling. We also offer ICPM Multi-Target Community Maintenance Program to those residents who participated in this program while in prison.

Those residents who require specialized intervention in areas such as addictions, family violence, respectful relationships, sexual behavior or employment assistance will be referred to the appropriate programs, many of which are offered through the John Howard Society's Community Based Intervention Program. The process of community re-integration is fostered by providing residents with assistance in budgeting, housing, employment searches and schooling.

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

## Admissions Committee

Admissions to our residential facility are carefully screened by an Admissions Committee. The Admissions Committee composition will include the West Bridge House Director, the Regional Director, a member of the John Howard Society Board of Directors, the John Howard Prison Liaison, representatives from the local RCMP and the community. To be accepted into West Bridge House, a potential applicant's file must be presented to our Admissions Committee. Presentations are made by Parole Officers from Correctional Service Canada, Classification Officers from the provincial penitentiaries and Probation Officers from the Department of Justice and Public Safety.

The Committee will consider applicants on behalf of male and female offenders who may be released on day parole, full parole, statutory release and temporary absence from both provincial and federal institutions. This past year, 21 meetings were held and 87 inmate files were presented. The majority of the referrals came through Correctional Service Canada (Parole) with 74. Thirteen applications came from the Department of Justice and Public Safety. Overall the Committee accepted 72 percent of the cases presented and another four percent was deferred for additional information. Those who were not approved were deemed either too high risk level 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.

Members of the Admissions Committee in 2016-17 were Nadine Humber and Janice Candow from the College of the North Atlantic, Mike Tobin, Town Councilor and John Howard Society Board member, Cathy Whitehead, Community member, John Butler, RCMP, Blake McBride - RCMP, Daphne O'Keefe John Howard Society, Chantal Drake Senior Counsellor at West Bridge House and Charlie Young, Regional Director of John Howard Society. We greatly appreciate the involvement and dedicated commitment from all the members of the Admissions Committee.

The following table speaks to the results of the Admissions activity.

### Admissions Results for 2016-17

Referrals	Admissions			
	Accepted	Denied	Deferred	Total
Females	1	-	-	1
Males	61	24	4	89
				90

Correctional Service Canada Bed Day Usage					
CSC	Day Parole	Full Parole	SR	SRR	Total
Federal (Females)	220	-	-	-	220
Provincial (Females)	-	-	-	-	-
Federal (Males)	948	49			997
Provincial (Males)	1037	36	-	-	1073

### Adult Corrections Bed Day Usage

	TA's	Probation	Total
Females	-	-	-
Males	380	-	-
Total	380	-	380

### Staffing

This past year we sponsored a work term placement at West Bridge House for a student enrolled in Community Studies program at the College of the North Atlantic. Melanie Butler, who completed the work term placement, was later hired as a staff member. We also partnered with Service Canada to provide an opportunity for a student to gain valuable work experience at West Bridge House through the Canada Summer Jobs program. In March 2017, Joan Shea was hired as new House Director. Also, I would like to congratulate Chantal Drake, Senior Counsellor for obtaining certification in the ICPM Multi-Target Community Maintenance Program.

### Special Events:

During Christmas, staff from West Bridge House and the Main Street office got together for a luncheon at the Day's Inn in Stephenville. As well we had our annual Christmas supper at West Bridge House for residents, staff and our invited guests from the Salvation Army. Following a nice meal there was singing of Christmas carols led by the Salvation Army Officers. Our appreciation to the Salvation Army for delivering gifts to all our residents. During this function a cash donation from the staff jeans day funds was presented to the Salvation Army.



## John Howard Society Week – February 12 – 18, 2017

This year West Bridge House staff participated in an Open House at the John Howard Society West office. This event was well attended by our Community partners and staff. West Bridge House employee Rhonda Critchley was given a five year service award. We also awarded the annual Terry Carlson Scholarship of \$250.00 to a former client who is attending school.

### Acknowledgment

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

It's a pleasure to be a part of the team that provides a very valuable service to our clients and the Community. We take pride in providing guidance and assistance to our clients, and helping them to successfully reintegrate back into society.

Thank you to the fantastic staff at West Bridge House for their commitment and support in providing a professional and caring service to our clients during their stay at West Bridge House. I would like to acknowledge our Executive Director, Cindy Murphy and the Board of Directors for your leadership and support throughout the year. To all other personnel of the John Howard Society we wish you the best. On behalf of the employees at West Bridge House, we look forward to and are committed to providing a quality service to our residents and community partners for many years to come.

Charlie Young, Regional Director

## Community Based Intervention Program

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The Community Based Intervention Program (CBIP) is offered through our Main Street office in Stephenville. It provides rehabilitative programming for adult offenders who are clients of the Department of Justice. Programs are designed to meet the criminogenic needs of the individual, with an overall goal to reduce the risk of recidivism through rehabilitative efforts. Programs address issues which contribute to criminal behavior and associated risks and help clients develop new skills to help prevent recidivism.

### The following programs are offered:

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

### Referral Characteristics (refer to Tables 1 and 2):

2016-17 was quite busy with much growth for the Community Based Intervention Program. Referrals more than doubled this year with 166 referrals compared to 75 last year and the number of clients who successfully completed programming also more than doubled this year. These were very significant increases.

Programming was delivered to clients from Stephenville and Corner Brook Probation Offices, with the majority of the referrals coming from the Stephenville office. It was envisioned that services to Port aux Basques would resume this year but unfortunately, services had to be put on hold due to lack of travel funds.

### Client Services

CBIP staff were quite pleased with the Government's decision to maintain the Family Violence Intervention Court (FVIC) in Stephenville during this fiscal year. We were able to continue to provide the treatment programs in the Bay St. George area for this specialized court. The court continues to strive to provide a timely, effective response to family violence.

Clients of the Family Violence Intervention Court who have completed programs through CBIP have given very positive feedback regarding the FVIC process and the treatment programs.

Several of the clients who completed their mandated programming requested further counselling at CBIP to deal with anger or substance abuse issues.

As well, we were recently informed that some clients who have been involved in traditional court have requested that they be transferred to Family Violence Intervention Court and CBIP programming. This speaks very positively regarding the FVIC process, as well as for the learning environment and programs available at CBIP for our clients.

The increase in referrals this year was definitely a reflection of the programs added to CBIP programs in the latter part of the previous year. The programs target offenders of Family Violence Intervention Court who have been found guilty of assaulting or threatening intimate partners. These are the *Options and Alternatives Skills for Safety Program* and the *Turning Points Program* for women. These programs are designed to hold offenders of family violence more accountable and to reduce rates of recidivism. The programs focus on assisting offenders to recognize that they can control their behaviours and to help them learn other behaviours that are conducive to healthy and safe intimate relationships.

Sex offender referrals have increased throughout the year with the addition of a Moderate Intensity Sex Offender Intervention Program which targets offenders of sexual related offences. As well, The Caring Dads program, designed to assist fathers in developing healthy parenting skills, was offered by CBIP for the first time this year. It was offered at the West Coast Correctional Centre (WCCC) in Stephenville and was deemed to be a big success.

This year marked the return of facilitating programs in the West Coast Correctional Centre by CBIP staff. This was excellent news as inmates are again able to avail of CBIP programming within the institution. Following the completion of Caring Dads program, an Anger Management program was offered. In consultation with the Classification Officer, we are deciding which of these programs will be offered next as there is interest from the inmates in participating in both. These programs not only help the inmates with their personal development while they are incarcerated but also assist with their transition back to the community and to their families.

### Professional Development Activities

The staff were involved in several professional development activities including: Mental Health Lunch and Learn meetings, training in Emergency First Aid, STABLE-2007/ACUTE-2007: Sex Offender Needs Assessment, Applied Suicide Intervention Skills Training (ASIST), and Documentation.

We sincerely thank Ms. Tracy Elliott of the LRP for providing training to our staff for the Caring Dads program. We also thank Ms. Jeannine Alexander of Mental Health and Addictions for providing all CBIP staff with training for Naloxone administration to assist clients of opioid overdose.

Thirdly we express our appreciation to Correctional Service of Canada for providing the ICPM (Integrated Correctional Model Program) training for one of our staff.

### Community Initiatives

CBIP staff provided educational sessions and contributed to community initiatives and programs by providing Anger Management, Healthy Relationships and Addictions presentations for Linkages and Horizons groups.

Informational presentations were provided for Community Studies Students of the College of the North Atlantic. CBIP staff continued to provide information sessions on the Family Violence Intervention Court to several community partners. Staff also attended FVIC court session on a regular basis.

We were very pleased to join several community partners for the proclamation signing to mark February as *Violence Prevention* month. This was another great opportunity for CBIP staff to again join other partners who work towards creating a violence – free community and who strive to ensure that the needs of victims and offenders are met.

Other involvements of CBIP staff included attending West-Bridge House Admissions Committee meetings; Union activities; the John Howard Society Week Lunch and Open House; and one staff person volunteered to assist with the Annual Family Prison Visit in Nova Scotia and New Brunswick.

During the fourth quarter, Honorable Mr. Andrew Parsons, Justice Minister along with Assistant Deputy Minister (Courts & Corporate Services), Mr. Robin Fowler and our local MHA, Mr. John Finn, took time from their busy schedules to meet with CBIP staff. We discussed details of the work we perform with clients of both the Family Violence Intervention Court and Traditional Court. They advised that they acquired a great deal of information and are very much in support of our programs and services continuing for the benefit of individuals, families and communities in our region.

### Conclusion

As always, we are very appreciative to so many for their continued support throughout the year including our Executive Director Cindy Murphy, Regional Director Charlie Young and staff of the Department of Justice and Public Safety. As well, many thanks to the staff of the Learning Resources Program, with a special thank you to Tracy Elliott, for always being available for guidance and training.

My personal thanks go to the staff of CBIP for their dedication to providing effective programming for offenders. They are always eager to do what they can to assist clients with having a successful reintegration into society. I look forward to another year of working with all John Howard Society staff and our many community partners. Together, we will eagerly face the challenges and future successes of the year ahead.

**Table 1: Statistical Information regarding Client Referrals and Outcomes 2016-2017**

Program	Carried Forward	New Referral	Assessed	Accepted	Terminated	Withdrawn	Completed	Carry Forward
Criminal Behaviour Awareness	2	6	5	5	-	2	1	5
Substance Abuse Awareness	2	17	14	14	7	5	4	3
Anger Management Core	2	12	6	5	-	4	2	8
Anger Management WCCC	-	41	32	19	1	16	6	5
Oasis-Regular Court (M)	2	22	15	14	1	3	5	14
Oasis-FVIC (M)	2	13	12	12	-	-	7	8
Turning Points-Regular Court	-	1	2	2	-	-	1	-
Turning Point-FVIC	-	3	3	3	-	-	-	3
Sex Offender Intervention Program	4	5	3	2	-	3	-	5
Shoplifters Awareness Program	2	-	1	1	-	1	1	-
MIMOSA	26	29	31	28	9	23	11	9
Caring Dads-WCCC	-	16	9	9	1	7	8	-
Caring Dads	-	1	1	1	-	1	-	-
IPVP (M)	10	-	1	1	3	3	4	-
<b>Totals</b>	<b>52</b>	<b>166</b>	<b>135</b>	<b>116</b>	<b>22</b>	<b>68</b>	<b>50</b>	<b>60</b>

Table 2: New Referrals

Referral Source	Stephenville	Corner Brook	Port Aux Basques	Total
Probation	32	8	7	47
Conditional Sentence	14	-	1	15
WCCC	57	-	-	57
Self-Referral	1	-	-	1
Parole	20	1	-	21
T.A	9	-	-	9
Bail (FVIC)	16	-	-	16
Total	149	9	8	166

Daphne O'Keefe, CBIP Director

## Horizons Program

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During the 2016-17 year, the Horizons program ran between April and January. Five participants started and successfully completed the program.

The Horizons 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 week job placement.

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

Participants 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.

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

**Leanda Morris, Employment Services Facilitator**

## Linkages

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The 2016-17 Linkages program ran from October 2016 to June 2017. Six participants started and it is anticipated four will finish. Their goal is to continue working or attend post-secondary Education.

The program targets youth living within the Bay St. George area who are aged 18 to 29 and non - E.I. eligible. This year two participants fell under the Linkages Pilot Project where the participants had to be E.I. 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 4 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 26 week job placement.

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

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

[Leanda Morris, Employment Services Facilitator](#)



## Loretta Bartlett Home for Youth

Many of the youth at the home have complex needs which require specialized intervention. Social workers, family doctors and our staff link our youth with professionals from Mental Health and Addiction Services. At our six bed Co-Ed facility, our staff provides guidance and support in helping our young people become independent and responsible individuals. The youth under our care will acquire the skills in part through education, employment, volunteer work, job skills programs, life and social skills training, role modelling, recreation and leisure programs.

- In 2016/17 we had a total of 12 youth. Ten youth on Order to Reside and two in Open Custody. Our average daily count was 2.2 youth. All referrals came from Children, Seniors and Social Development.
- Four residents attended school on a full time and/or part time basis. One resident completed community service at the local Salvation Army Thrift Store. The other residents didn't attend due to summer vacation or short term in residence. Three of our youth had part time jobs.
- Our community partners include Community Youth Network, YMCA, Salvation Army, Western School District, Western Health, and the RNC.
- During John Howard Society Week we had a luncheon with our community partners and presented three service awards to our staff.

With the support of my staff, Regional Director Charlie Young, Executive Director Cindy Murphy, the Department of Children Seniors and Social Development and Mike Kelly our facility social worker, this has been a rewarding and especially challenging year. Also, thank you to bookkeeper Donna Jenkins, and JHS Director of Finance Joanne Symonds.

Rosemary Mullins, Coordinator

## Annual General Meeting Minutes

### October 5, 2016

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On Wednesday, October 5, 2016, Bryan Purcell, President of the Board of Directors of the John Howard Society NL, welcomed approximately 35 people to the Annual General Meeting of the Society.

The previous minutes of the September 2015 AGM were reviewed and adopted. (***Motion adopted: Dick Spellacy/Don Vincent***)

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

The President reviewed and tabled his report for 2015-16 year. In reviewing his report, he brought attention to some main issues that occurred over the past year.

- The Society has been able to ensure the continuation of all core programs over the past year and has maintained key relationships with the federal, provincial and municipal governments.
- The construction of Garrison Hill, the 10-unit affordable housing complex next to Howard House, has begun. The completion date is expected to be late spring, early summer of 2017.
- With regard to the Society's commitment to explore the potential of establishing a service base in Labrador, there is hope that there may be some funding at the end of the year to do some planning and development work in Labrador. There is also the hope that the planning and development work will lead to a recognition by government to warrant long-term financial support in Labrador.
- With regard to the purchase of the new facility and downtown location, the Head office, LRP and C-STEP sections moved offices in March of 2015. The downtown location has still yet to be sold.
- During John Howard week, in addition to the regular events that take place, the boardroom at the new office facility was dedicated to the late Paul J. O'Neill who was a long-standing board member and Past President of the Society.
- The Society continues a positive affiliation with the John Howard Society of Canada as well as the other 64 John Hoard Society's across Canada.

In closing, the president reflected on the Society, its good financial position, the solid place the Society holds in the community and the positive possibilities for the coming year.

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

Executive Director Cindy Murphy tabled her report for 2015-16. Ms. Murphy commented on the existing programs that the Society offers as well as the expansion of the Employment Service Program and the Family Violence Intervention Court that was re-established in St. John's with a pilot project being tried in Stephenville, NL. Ms. Murphy also mentioned the move from the downtown location to the new office space on Pennywell Road and how beneficial the move was to both the staff and clients. The plans for the new construction of Garrison Place a 10 bed supportive living facility have begun and everyone is very hopeful for the future and what it will mean to the potential renters when they take up residency. Ms. Murphy mentioned the successful prison visit that took place in June and thanked the staff who graciously give their time to make this a successful weekend. In closing Cindy thanked the Board members and the volunteers who enrich many areas within the organization and the staff who have contributed to the success of the Society.

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

Charlie Young, the Regional Director of the West Coast programs tabled and reviewed his report. Mr. Young reviewed the programs and services that the West Coast has been offering and was very pleased to mention the addition of the pilot project of the Family Violence Intervention Court that was added in the third quarter of the past year. As a result of the added program and the hiring of the new staff, the west coast offices moved to a new location. Charlie reviewed John Howard Week activities and in closing he thanked the various departments and community partners for their continued support and helping the Society deliver quality programs and services to their clients. Mr. Young also thanked his dedicated employees for all that they give to the John Howard Society.

### **Treasurer's Report – Joanne Symonds on behalf of Treasure Bonnie Abbott**

Joanne Symonds presented the audited statements completed by the accounting firm Harris Ryan.

During the past fiscal year there was an increase in government funding from specific departments. There was a corresponding rise in expenses, mainly from salaries. Other notable increases included long term interest as a result of the mortgages for the purchase of the building at 342 Pennywell Road. Additional costs were incurred leading up to the Supportive Housing project now underway on Garrison Hill. The Society was, however, able to end the year with a modest surplus overall.

The Society ended 2015-16 in a strong cash position, which has allowed the Board to consider options for eliminating a substantial portion of the long term debt in the current fiscal year, therefore reducing interest expense going forward. The organization is currently enjoying healthy liquidity and manageable debt. ***(Motion to adopt: Dick Spellacy/Mike Tobin)***

## Resolutions

- **Appointment of Auditors: Harris Ryan**

Harris Ryan was appointed the Auditors for the John Howard Society NL for 2016-17.

***(Motion adopted: Dick Spellacy/Leslie MacLeod)***

- **Nomination Committee Report**

Leslie MacLeod, Chair of the Nomination Committee, conducted the nominations for the Board of Directors. Those who were nominated for a three year term were Debbie Sue Martin, Bonnie Abbott, Joan Atkinson and Mike Tobin. ***(Motion adopted: Leslie MacLeod/Cindy Murphy)***

***(Motion to adjourn meeting: Dick Spellacy)***

***Recorder, Susan Wight***

# HARRIS RYAN

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## INDEPENDENT AUDITOR'S REPORT

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To the Directors of The John Howard Society of Newfoundland and Labrador Inc

We have audited the accompanying combined financial statements of The John Howard Society of Newfoundland and Labrador Inc, which comprise the combined statement of financial position as at March 31, 2017 and the combined statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of combined financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

### Basis for Qualified Opinion

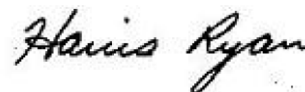
In common with many charitable organizations, the Society derives revenue from fundraising and bequests the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Society and we were not able to determine whether any adjustments might be necessary to donations and fundraising revenues, excess of revenues over expenses, current assets and net assets.

### Qualified Opinion

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the contributions referred to in the preceding paragraph, the combined financial statements present fairly, in all material respects, the financial position of The John Howard Society of Newfoundland and Labrador Inc as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

St. John's, Newfoundland and Labrador

July 11, 2017



CHARTERED PROFESSIONAL ACCOUNTANTS

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Suite 202 120 Stavanger Drive, St. John's, NL Canada A1A 5E8 Phone: (709)  
726-8324 Fax: (709) 726-4525

# JOHN HOWARD SOCIETY OF NEWFOUNDLAND AND LABRADOR INC

## Condensed Statement of Financial Position

March 31, 2017	2017	2016
<b>Assets</b>		
Current assets	1,299,334	1,480,228
Investments	20,427	20,051
Capital assets	2,327,220	2,162,323
	<b>3,646,981</b>	<b>3,662,602</b>
<b>Liabilities</b>		
Current liabilities	1,247,425	1,758,701
Deferred revenue	12,439	12,439
Accrued severance	244,231	216,400
Long term debt	17,719	22,765
Deferred capital contribution	249,456	
	<b>1,771,270</b>	<b>2,010,305</b>
<b>Net Assets</b>		
Donated surplus	435,000	435,000
Net investment in capital assets	1,003,435	403,811
Restricted	502,127	501,751
Unrestricted	(64,851)	311,735
	<b>1,875,711</b>	<b>1,652,297</b>
	<b>3,646,981</b>	<b>3,662,602</b>

## Condensed Statement of Operations

Year ended March 31, 2017	2017	2016
Revenue	4,576,293	4,267,684
Expenses	4,353,255	4,180,000
Excess (expenditures over revenue) revenue over expenditures	223,038	87,684

## Statement of Changes in Net Assets

Year ended March 31, 2017					2017	2016
	Net investment in capital assets	Restricted net assets	Donated surplus	Unrestricted net assets	Total	Total
Net assets, beginning of year	403,811	501,751	435,000	311,735	1,652,297	1,559,081
Excess revenue over expenditures	(84,559)			307,597	223,038	87,684
Endowments						5,000
Interest		376			376	532
Repayment of long term debt	684,183			(684,183)		
Net assets, end of year	1,003,435	502,127	435,000	(64,851)	1,875,711	1,652,297

## Staff and Volunteer List

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### Provincial Office Staff

Executive Director – Cindy Murphy  
Director of Finance – Joanne Symonds  
Administrative Coordinator – Susan Wight

### Howard House Staff

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

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

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

## **C-STEP Staff**

Employment Services Program Facilitator – Robin Smith  
Youth Services Program Facilitator – Ryan Holwell  
**C-STEP Volunteer** – Computer Skills Tutoring – Ben Heeley

## **Home for Youth Staff**

Coordinator – Don Vincent  
Senior Counsellor – Darren Pelley  
Full-time Counsellors – Ken Antle, Scott Conway, Bonnie Mogridge  
Part-time Counselors – Sean Fowlow, Paul Noftall  
Overnight Supervisors – Chris Keats, Dan Lidstone

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

## **Learning Resources Staff**

Director (Acting) – Rod Harris  
Senior Program Facilitator – Tracy Elliot  
Program Facilitator – Amanda Antle  
Program Facilitator – Susan Ball  
Program Facilitator – Julie Chafe  
Program Facilitator – Graham Lucas  
Program Facilitator – Ryan Holwell

## **Prison Library Program Volunteers**

Coordinator – Florence Barron  
Volunteers – Erin Cahill, Emily Dawe, Emily Martin, Lavina Neal

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

Coordinator – Dianna Brooks  
Volunteers – Kyle Castelin, Francoise Girard, Melissa Hoskins, Boyd Kelly, Nicole Power, Nicole Shea



## **West Coast Regional Director**

Charlie Young

## **West Bridge House Staff:**

House Director (Acting) – Charlie Young; Joan Shea in-coming House Director  
Senior Counsellor – Chantal Drake

Residential permanent staff: Sherrie Chaulk, Amy Peters, Shelly Duffett and Rhonda  
Critchley

Relief Staff: Blake Hynes, Vanessa Collier (on leave), Val Cornect, Sherry Humber and  
Melanie Butler

## **Community Based Intervention Program Staff**

Director - Daphne O'Keefe

Program Facilitator - Suzanne Barry-Kroening

Program Facilitator- Crystal Formaner

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

Coordinator Rosemary Mullins, Regina Mitchel, Sheldon O'Neill, Janice Maxwell, Danica Power,  
Paulette Burrige, William Short, Rodney Dyke, Janice Smith, Judy Snelgrove, Janna Hartson,  
Amanda Power, Rebecca Barrett, and Christina Hepditch.

### **Provincial Headquarters**

342 Pennywell Road  
St. John's, NL A1E 1V9  
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Email: [info@jhsnl.ca](mailto:info@jhsnl.ca)  
Website: [www.johnhowardnl.ca](http://www.johnhowardnl.ca)

### **Corner Brook Office**

278 Curling Street  
Corner Brook, NL A2H 3J7  
Phone Number: 709-785-7652

### **Stephenville Office**

141 – 147 Main Street, Suite 8  
Stephenville, NL A2N 1J5  
Phone Number: 709-643-5894