



# 2023

## YEAR IN REVIEW



# Table of Contents

About JHS-NL.....	1
Leadership Team.....	2
President’s Message.....	3
Executive Director’s Message.....	4/5
Our Values/Mission Statement.....	6
2022-23 Milestones .....	8/9
Programs	
Criminogenic Programs.....	10
Housing.....	11
Education & Employment.....	12
Financials.....	14
Thank you’s.....	15

# About JHS-NL

The John Howard Society began in Newfoundland in 1951 as a small, volunteer led, grass roots effort to provide support to prisoners leaving Her Majesty's Penitentiary in St. John's. Over time, and as the needs of prisoners have become more complex, a more comprehensive approach was required to meet the changing needs of people who have come into conflict with the criminal justice system. As the pathways to how people become involved in the justice system are vast and diverse, so are the solutions required to assist them to become successful members of our community.

Today, through our direct programs and services, we have evolved to meet the many challenges facing our participants by providing evidence-based, solution-focused interventions designed to produce more successful outcomes. These varied services include programs which focus on addressing the criminogenic factors which contribute to criminal behaviour such as substance abuse disorders and intimate and interpersonal violence.

Transitional housing is an important step as people transition from custody back to the community and to that end both Howard House in St. John's, and West Bridge House in Stephenville, provide stability, support, and supervision to adults to assist them prepare for independent living. Garrison Place provides 10 units of permanent supported housing for individuals who have experienced significant challenges with homelessness or risk of homelessness in the past.

Justice involved individuals often face significant employment challenges both during their immediate transition from incarceration and over the longer course of their careers. Recognizing these challenges, individual and group interventions are offered to assist in gaining re-entry into the labour market or prepare to enroll in advancing their education.

Having completed a period of incarceration should mean a person's sentence is complete, however, we know that is seldom the case as it often contributes to various forms of civic and social exclusion. Very often a criminal record is a significant barrier for individuals finding employment, securing housing, or returning to school. Individuals who meet the eligibility criteria can apply for a Record Suspension however, and through our Next Steps Employment Program, step by step assistance is provided to aid in the process.

As demonstrated above by some examples of the services currently provided, the Society will continue to evolve and change to meet the needs of the people we serve as we have done for over 70 years. We thank all who have contributed to our success and look forward to another year of assisting people to be contributing members of our communities while helping to build a safer community for all our citizens.

# Leadership Team

**Cindy Murphy** – Executive Director

**Joanne Symonds** – Director of Finance

## St. John's

**Valerie Flynn** – Residential Manager,  
Howard House & Garrison Place

**Melissa Noseworthy** – Program Manager,  
Learning Resources Program

**Lucretia Brown** – Coordinator, Home for Youth

**Adam Power** – Manager, Next Steps  
Employment Services

## Stephenville:

**Daphne O'Keefe** – Manager, Community Based  
Intervention Program

**Shelley Garnier** – Manager, West Bridge House

## Corner Brook:

**David Penney** – Coordinator, Loretta Bartlett  
Home for Youth



## Our Board of Directors

The John Howard Society of Newfoundland and Labrador is a community-based organization composed of, and governed by, individuals whose goal is to understand and respond to crime and its consequences.

**Joan Dawson** – President

**Donna Luther** – Vice President

**Dan Goodyear** – Secretary

**Ben Lewis** – Treasurer

**Leslie MacLeod** – Past President

**Joan Atkinson** – Director

**Jackie Compton-Hobbs**  
– Director

**Catherine Gogan** – Director

**Kimberly Legge** – Director

**Debbie Sue Martin** – Director

**Anne Morris** – Director

**Jason Power** – Director

**Michelle Short** – Director

**Dick Spellacy** – Director

# President's Message

Welcome to our 2022-2023 Annual Report. As you read through the document, you will see the many achievements and positive outcomes of the hard work and dedication of all those involved with John Howard Society of Newfoundland and Labrador (JHS-NL).

This was an exciting year as we moved beyond the COVID-19 pandemic and the difficulties it posed in delivering our services. Our teams returned to in-person provision of programming and service delivery and some expanded initiatives.

The Board of Directors resumed in-person meetings and fulfilled its governance functions.

All matters pertaining to the daily operation of the John Howard Society of Newfoundland and Labrador fell under the responsibility of our Executive Director, Cindy Murphy. Her administrative knowledge, experience and commitment continues to enable us to expand and thrive.

We are very thankful to our funding sources at the federal and provincial government departments.

JHS-NL is committed to our mission of effective, just, and humane responses to the cause and consequence of crime. I extend a sincere thank you to everyone associated with JHS-NL for their tireless commitment and dedication to delivering effective services and programs to participants and their families. It is a privilege to be associated with JHS-NL.

I encourage you to review this report to see how we achieve our mandate. I am sure you will be inspired by the work you see throughout.

**Joan Dawson**, President



# Executive Director's Message



It is my pleasure to report on some of the activities of the John Howard Society of Newfoundland and Labrador for 2022-23. Each year the Society strives to improve our capacity to deliver services that prevent crime, reduce poverty, and build self-sufficiency. I am pleased to report the past year was a successful one and meant that more than 1400 individuals received programs and services through our various offices.

As an organization that is heavily focused on direct service delivery, our efforts need always to be responsive to the changing needs of our participants. To keep pace with these changes we were able to introduce some new initiatives. In the fall of 2022, the Society opened a new office to house our Next Steps, Employment Services program in St. John's. Through funding from Public Safety Canada, a new office would give the program the additional space and capacity to assist eligible individuals who have criminal records apply for a record suspension.

The organization also furthered its ability to address intimate partner violence in the province. In partnership with the Provincial

Court's Intimate Partner Violence Intervention Court, the Society had been delivering a specialized program for many years in St. John's, Stephenville, and Corner Brook. The past year saw an expansion of court services and subsequent program delivery to include the Grand Falls-Windsor region. This allows people in the central part of the Island to engage in JHS-NL programs they would not have been able to access in the past.

Another important development occurred through a partnership with the Department of Justice & Public Safety (JPS) which saw the organization commence the delivery of an intensive case management program for individuals who are experiencing significant and persistent mental health issues. Case management commences while the individual is in custody, prepares them for release, and supports them with intensive services for a period up to 24 months post release. While the contract for service delivery was for a finite period, the Society has already submitted a proposal seeking the continuation of this important service.

Since the pandemic, the organization has been also able to expand its reach through the use of virtual programming. This has



meant JHS-NL can provide programming in two additional correctional centers in the province including Labrador which has not been able to avail of our services in the past.

Another bright spot last year was our continued partnership with JHS Atlantic which has been helpful creating enhanced opportunities for our respective regions. As we continue to work together, we look forward to meeting again in Halifax this fall.

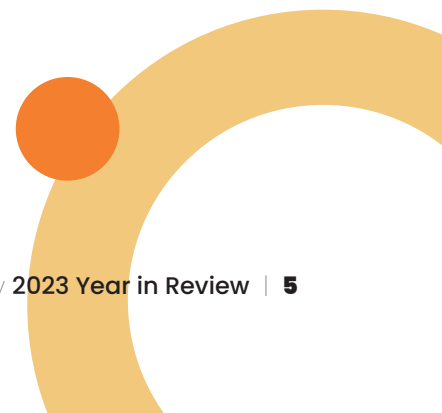
While there were many positives throughout 2022-23, there continued to be many challenges. The Society has been very concerned about the shortages of correctional staff in the provincial correctional centers which has caused considerable difficulty for prisoners and staff alike. It has reduced the amount of access JHS-NL, as well as other community organizations have had, and quite often this has disrupted our ability to deliver contracted services. It has regularly reduced the movement in the facilities and is keeping inmates confined to their units, with little recreation and virtually no outside time. Clearly, this is a troubling situation and one we will continue to monitor and to advocate for change.

Another significant concern is the on-going housing crisis. While its impacts have been felt by many, it is keenly felt by some of our

communities most vulnerable including those being released from custody into homelessness or, those having to rely on an already overtaxed shelter system. The lack of affordable and safe housing can have a compound effect especially those living with mental health and addictions. Coupled with the increase cost of living, we are seeing an increased demand for our services and as we strive to meet the many challenges, the need for services feels more urgent and important than ever.

With excellent leadership from our dedicated board of directors, our valued and skilled management team, staff, and volunteers, including the knowledge from our participants whose struggles have inspired and challenged us to bring our best, we were able to complete another productive year. Thank-you to our donors and the many government agencies who trust and support the work of the John Howard Society of Newfoundland and Labrador as we strive to make our community a safer place.

**Cindy Murphy**  
Executive Director



# Our Values

- People have the right to live in a safe and peaceful society as well as a responsibility implied by this right to respect the law.
- Every person has intrinsic worth and the right to be treated with dignity, equity, fairness and compassion without discrimination based on race, national or ethnic origin, color, religion, sex, age or mental or physical disability when involved with the criminal justice process.
- 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 process.
- Justice is best served through measures that resolve conflicts, repair harm, and restore peaceful relations in society.
- Independent, autonomous non-government voluntary organizations have a vital role in the criminal justice process.



## Mission Statement

Effective, just & humane responses to the causes & consequences of crime





Wellness Walk

Staff Service Awards during JHS Week.

Right: Robyn MacDonald

Below right: Crystal Formanger

Below: Melissa Noseworthy



# 2022-23

## MILESTONES

Total  
Participants  
Served

**1443**

Participants  
Received  
Criminogenic Programs

**552**

Residents  
Provided Transitional  
Housing

**137**

Tenants  
Provided Supported  
Housing

**15**

Participants  
Who Received Housing  
Intensive Case  
Management Services

**20**

Individuals  
Provided Housing  
Support

**110**

Number of  
Meals provided

**24,966**

Number of  
Participants Who  
Received Record  
Suspension Assistance

**196**

Number of  
Participants Who  
Received Employment  
and/or Education  
Services

**375**

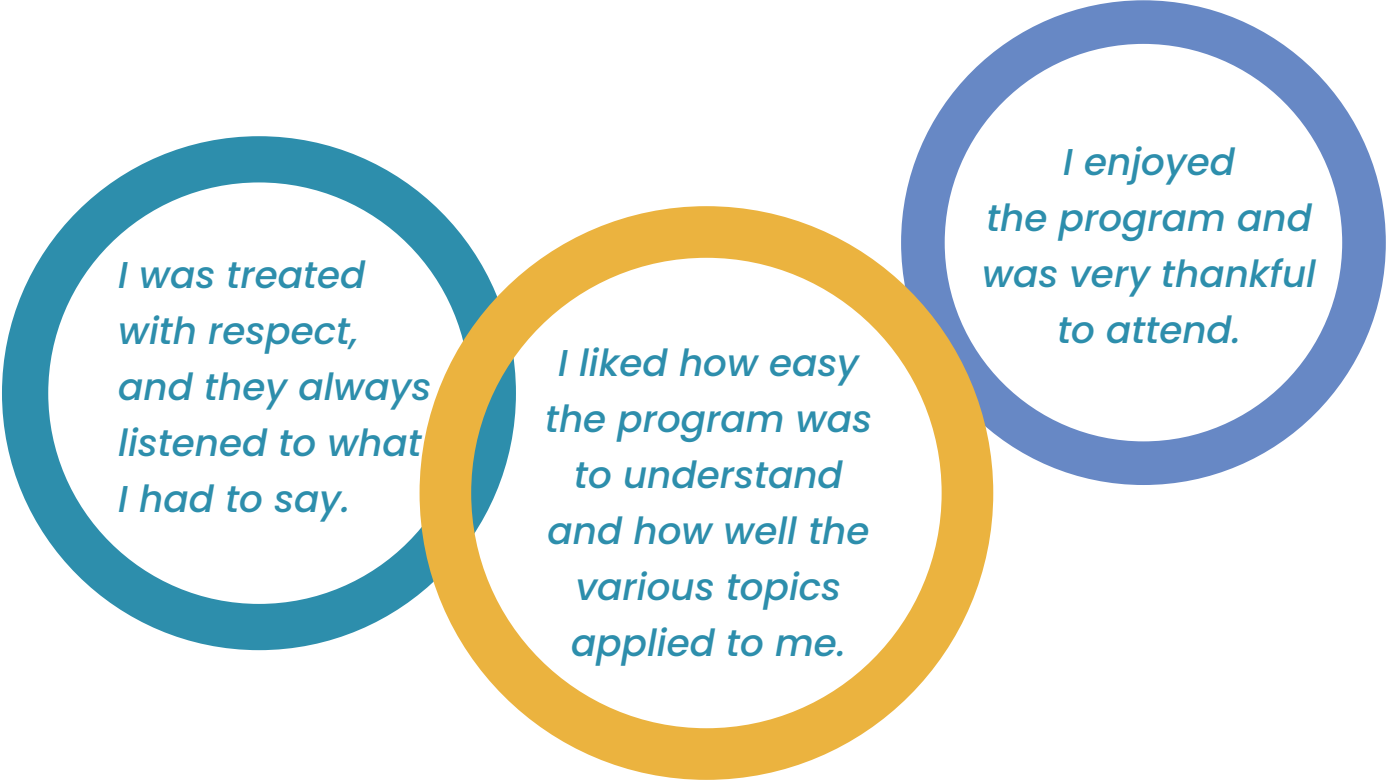
Number of  
Participants  
Supported by Intensive  
Case Management

**13**

# Criminogenic Programs

JHS has two offices that offer criminogenic focused programs. The Learning Resources Program (LRP) in St. John's and Community Based Intervention Program (CBIP) in Stephenville. Both Programs understand the positive correlation between childhood trauma and adult experiences of mental illness, intimate partner violence, substance use and criminal justice involvement and therefore has made it priority to assist participants in understanding themselves through a trauma-informed lens. The various programs are designed to provide support, education, and new coping strategies for addressing intimate partner violence; trauma and addictions; positive

parenting; emotional regulation; positive non-criminogenic behavior; impaired driving awareness; and sexual offending. In the 2022-2023, the LRP and CBIP conducted over 300 needs assessments. More than 100 people participated in addictions and trauma programming, and 146 people attended trauma-informed intimate partner violence programming. Additionally, 13 participants were supported with Intensive Case Management to aid in positive community integration. All programs assist participants to heal from their past and develop healthy coping strategies to become emotionally responsive and use positive communication thus reducing individual risk of recidivism.

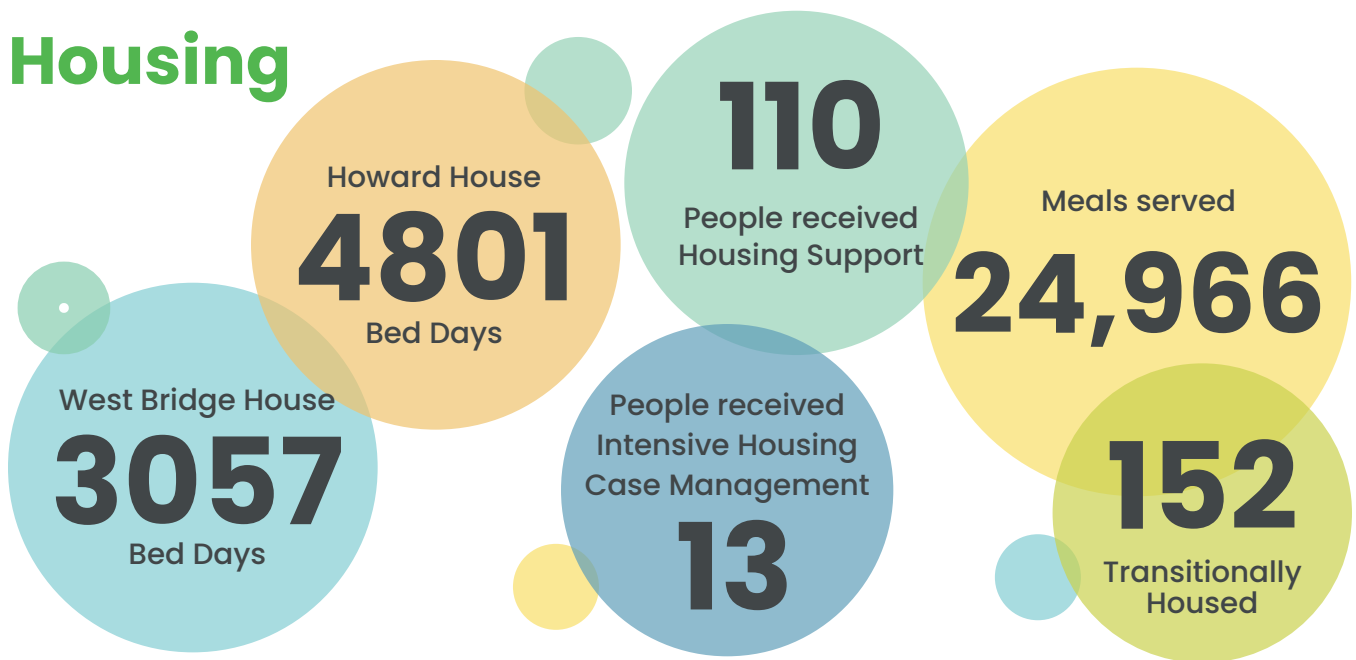


*I was treated with respect, and they always listened to what I had to say.*

*I liked how easy the program was to understand and how well the various topics applied to me.*

*I enjoyed the program and was very thankful to attend.*

# Housing



Today, as we continue to experience a housing crisis in Canada and more specifically in the province, it is more important than ever to be able to provide a range of options for justice involved individuals. The Society's housing options including transitional, supported and Open Custody facilities for youth. All programs offer a supportive environment and subsequent services that foster residents to set and work towards personal goals.

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

The Home for Youth in St. John's and Lorretta Bartlett Home for Youth in Corner Brook

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

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

Even with the housing options above, the need for more safe, affordable housing is significant problem in many of our communities. Community organizations must continue to lobby and work in partnership with the various levels of government to address the housing crisis as housing affordability and availability should be a right not a privilege.

# Employment

Number of  
Individuals Who  
Received Employment  
Services

375

Number of  
Individual Needs  
Assessments  
Performed

244

Number of  
People Who Received  
Return to School  
Assistance

10

Number of People  
Who received Record  
Suspension Assistance

196

Number of  
People Who  
Participated in  
Employment Programs

78

During 2022-2023, the Employment Services division of JHS-NL undertook a new name: Next Steps. This name change exemplifies the range of services offered by the program, all in the pursuit of assisting participants plan for a brighter future. Next Steps grew from a two-person operation to a staff of six employees throughout the year, which led to the opening of a dedicated employment office on November 1st, 2022. The Next Steps team now operates out of 702 Water Street in St. John's, while our west coast staff continues to operate out of 141 – 147 Main Street in Stephenville. This year has been a phenomenal year of growth and expansion for employment services, allowing us to increase our capacity to offer assistance to participants in the realm of career counselling, record suspension assistance, return to school planning, group programming, tax filing support and life skill building.

**NEXT**  **STEPS**  
EMPLOYMENT SERVICES



Ugly Christmas sweater day



RNC Mounted Unit visit JHS offices

Head Office and LRP National Child Day



CBIP National Child Day



HMP Inmate Support Fair

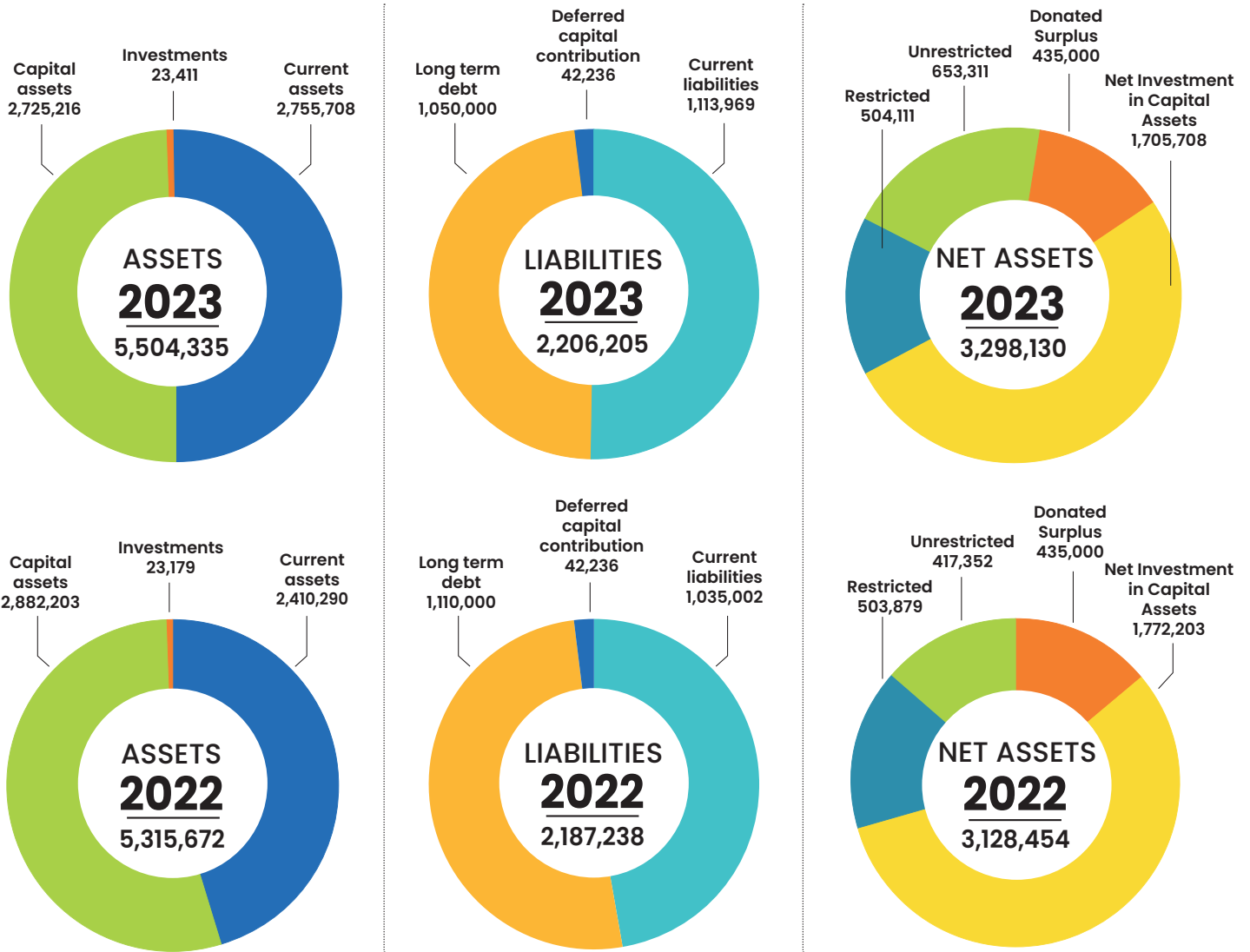
JHS-NL Week - Meeting with Justice Minister John Hogan



Congratulations on your retirement Charlie Young

# Financial Summary

Summary of 2023 Audited Financial Statements, March 31, 2022



## Condensed Statement of Operations Year ended March 31, 2022

	2023	2022
Revenue	4,967,157	4,665,020
Expenses	4,857,693	4,597,769
Excess (deficiency) of revenues over expenses from operations	109,464	67,251
Other Income	60,000	60,862
<b>Excess revenue over expenses</b>	<b>169,464</b>	<b>128,113</b>

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





# Thank you to our Funders and Donors

## Federal Departments

Correctional Service of Canada

Public Safety Canada

Service Canada

## Provincial Departments

Justice and Public Safety

Childrens, Seniors, and Social Development

Immigration, Population Growth & Skills

---

## Other Funders and Donors:

Canadian Career Development Foundation

Community Foundation of Canada

End Homelessness St. John's

NL Housing

John Howard Society of Canada

United Way

Main Street Medical

Bank of Montreal

Sisters of Mercy

The Canadian Online Giving Foundation

Charity Aid foundation

Pay Pal Giving Fund

And the many individual donors who support the work of the Society throughout the year.

Thank-you!

# From our participants

Very helpful and helped me get back on track.

HFY staff taught me more than just how I need to respond to stress but that doing new things is great and helped me to see another life on the outside.

I liked the staff, the way they ran things. The other residents treated me like a family.

Feels like a real home - its safe.

"It gave me time to sit and talk to someone who wasn't judging me and was there to talk and help me become a better person. He never made me feel uncomfortable at all in doing the program. I enjoyed and looked forward to going there."

The facilitator made me feel very safe and comfortable to talk.

They were very nice and made sure I was able to understand the information.

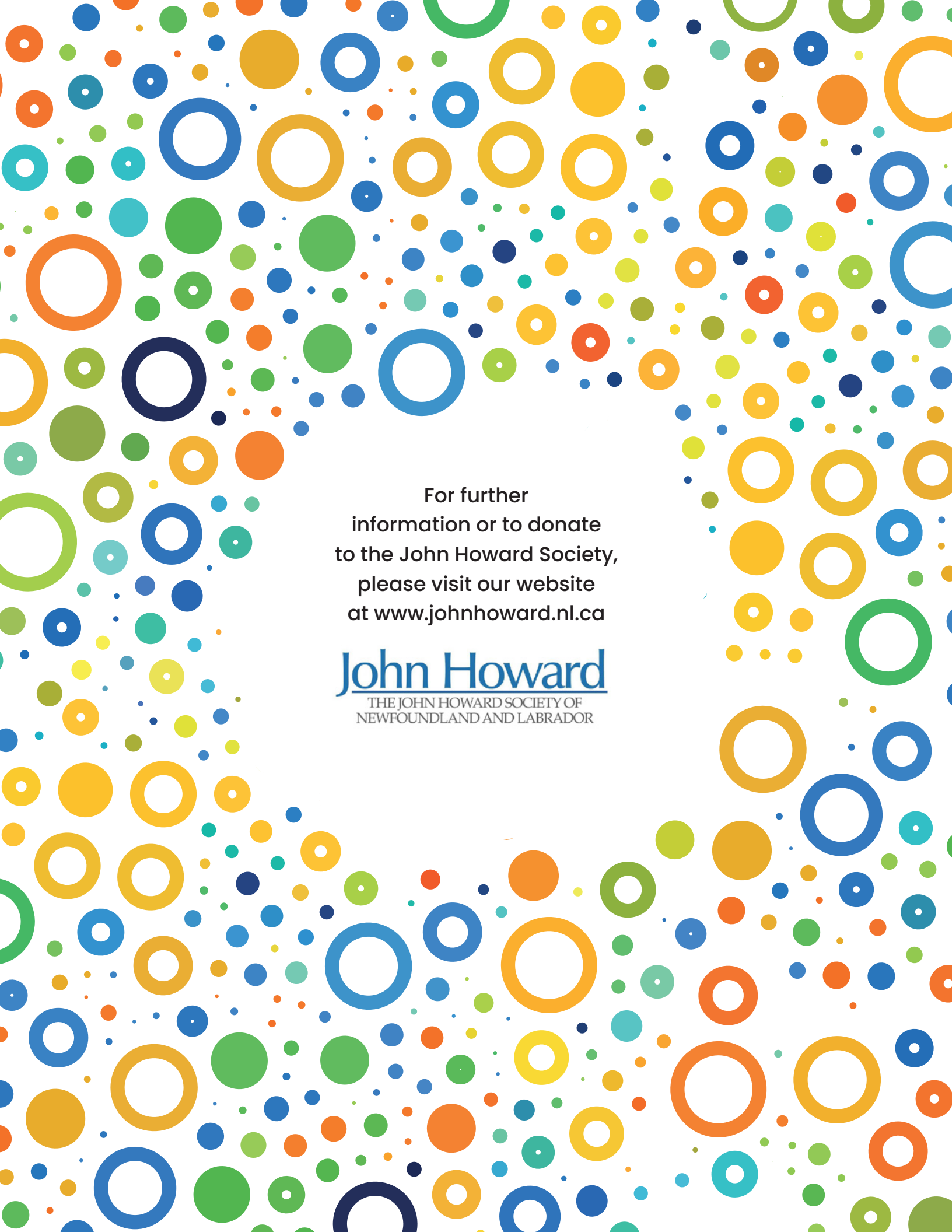
I just spent 6 months at Loretta Bartlett, it was a long time but they helped me to stay in touch with my grandparents and my girlfriend and it helped me a lot.

All the staff were good with me and helped me a lot and how to move on with my life and improve it in a positive way ... really good people.

John Howard provides a great service, and we are lucky to have it.

It's a wonderful place to get yourself in order.

They went above and beyond for me and I will be forever grateful. I will recommend John Howard to everyone I know!



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

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