



2024

YEAR IN REVIEW



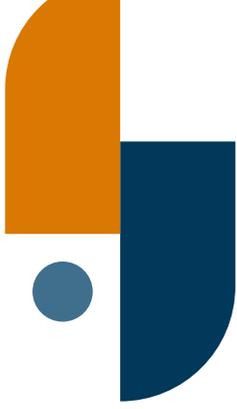
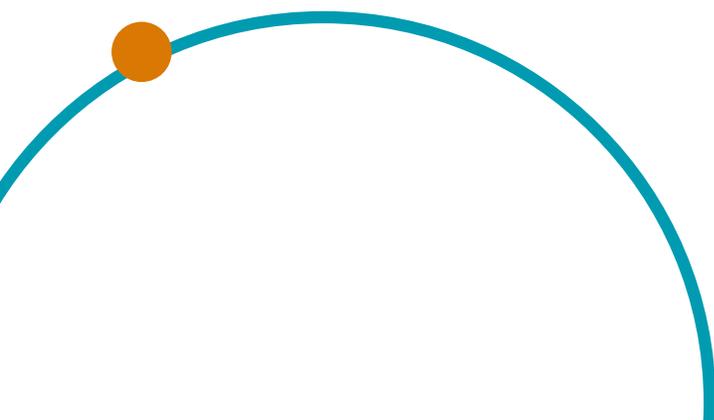


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Who we are....

The John Howard Society of Newfoundland and Labrador is a registered charity who is comprised of people whose goal is to understand and respond to problems of crime, to work with people who have come into conflict with the law, to review, evaluate and advocate for changes in the criminal justice process as well as to engage in public education on matters involving criminal law and its application.

With offices in St. John's, Stephenville and Corner Brook, the Society fulfills its mission of "effective, just and humane responses to the causes and consequences of crime", through the provision of a wide array of programs and services that focus on prevention, intervention and support for its service users. Steeped in our core values which includes the fundamental belief that every person has intrinsic worth and the right to be treated with dignity, fairness and compassion, services center around the needs of our participants to assist them to become contributing members of our communities. The Society's services include transitional and supportive housing; criminogenic programs designed to reduce risk; intensive case management, mental health counselling; and education and employment services.



Leadership Team

Cindy Murphy - Executive Director

Joanne Symonds - Director of Finance

St. John's

Valerie Flynn - Manager of Adult Residential Services, Howard House & Garrison Place

Melissa Noseworthy - Program Manager, Learning Resources Program and New Day Program

Lucretia Brown - Coordinator, Home for Youth

Adam Power*, **Mara Hayward** - Manager, Next Steps Employment Services

Stephenville

Daphne O'Keefe - Program Manager, Community Based Intervention Program

Shelley Garnier - Residential Manager, West Bridge House

Corner Brook

David Penney - Coordinator, Loretta Bartlett Home for Youth

*Adam Power resigned in April 2024



Board of Directors 2023-24

Joan Dawson | Board President

Donna Luther | Vice president

Ben Lewis | Treasurer

Dan Goodyear | Secretary

Leslie MacLeod | Past President

Debbie Sue Martin | Director

Joan Atkinson | Director

Michelle Short | Director

Dick Spellacy | Director

Anne Morris | Director

Kimberely Legge | Director

Jason Power | Director

Jackie Compton Hobbs | Director

Sulaimon Giwa | Director

President's Message

I am pleased to report that 2023-2024 was a very successful year for the John Howard Society of Newfoundland and Labrador (JHS-NL). All operations and programs were sustained, and new initiatives were implemented. The Society successfully operated within our budget thus ensuring accountability and control of expenditures.

In October 2023, the John Howard Society of Canada held its Annual General Meeting and Conference in St. John's. The primary focus of the meeting was on the *Federal Framework to Reduce Recidivism* and ways to raise awareness about the Act and its implementation. A highlight of this meeting was the presentation of the national *Jim MacLatchie Award for Exceptional Contribution to the Field of Community Corrections* awarded to our Executive Director, Cindy Murphy. The award was presented in recognition of her many contributions to JHS-NL and for enhancing the role of the provincial Society consistent with the John Howard Society of Canada mission. In presenting the award, it was noted that: "Cindy has spent her entire working career with John Howard NL and is largely responsible for its current professionalism and status in the local and national community." Her sound leadership and extensive advocacy for improved conditions at Her Majesty's Penitentiary have been outstanding.

During JHS-NL Board of Directors meeting in February, Cindy announced she will be retiring in March 2025 and she will be sorely missed. A search committee has been established to begin the process of selecting a new Executive Director.

We also want to say a special thank you to longtime JHS-NL board member Catherine Gogan who retired from the board during the past year. Catherine involvement with the Society spanned three decades during which she served in the role of both provincial and national president. Her dedication to the Society was unmeasured and we are thankful for her loyalty to upholding the values and the mission of the Society during her long tenure.



In terms of programming, all our programs operated fully during the past year including our *Next Steps* Employment Services program which was successful expanding its services. We also launched our *New Day* program on January 26th, 2024. This program provides intensive case management for individuals involved in the justice system who have a history of mental illness. To date, the program is very busy and has garnered much interest from the community.

In closing, I would like to say a big thank you to the many staff, volunteers and community partners who have made this past year very successful. Through our joint efforts, JHS-NL is a highly respected and prominent voice in the justice field and the broader Newfoundland and Labrador community.

Joan Dawson, President

Executive Director's Message



The past year has been a busy and productive one for the John Howard Society of Newfoundland and Labrador (JHS-NL). We maintained all existing programs and were able to expand in some areas to meet the changing needs of our service users. While we like to believe the pandemic is fully behind us, unfortunately we still see many of its social impacts they continue to have for the vulnerable people in our communities. The housing crisis, the lack of access to health care, including mental health and addictions services, and challenges with other social systems continue to create significant hardship for our participants, resulting in more people arriving at our doors with more acute and complex needs than ever before.

The instability that continues in the labour market has also created challenges for our programs to attract staff especially for our programs and services providing twenty-four-hour staffing. These same labour shortages are also being keenly felt within the provinces correctional institutions and have negatively impacted prison conditions for staff and residents. Residents are experiencing more lock downs, increased confinement, cancelled in-person visits, delayed doctor's appointments, and inconsistent program delivery by community organizations such as JHS-NL. All of which do little to help prepare people for re-entry to the community. The impact to correctional staff is also evident and does little to help attract new people to the profession. Throughout the year, we have spoken publicly



about these, and other criminal justice matters in an effort to provide public education while working to improve the conditions of confinement.

Despite the challenges, we have remained focused on our New Strategic Plan which sets a clear vision for the next three years.

The four priorities are as follows:

- Effective Program Service Delivery and Development
- Promote Community-based Criminal Justice Responses and Resolutions
- Enhance Organizational Resiliency and Sustainability
- Advocacy and Public Education

While there are many challenges facing our criminal justice system, we have no doubt we have the people, the organizational culture, and the partners to work together towards meeting the needs of our service users while enhancing the safety and well-being of our community.

Collaboration continues to be the cornerstone to our success. This was evident in the past year as we worked together with community, JHS Canada, JHS Atlantic and others to develop opportunities for our participants. One positive example of this is a new initiative with the John Howard Society of New Brunswick. Through this partnership we were successful in securing new funding from Economic and Social Development Canada to provide job readiness and wage subsidy job placements for folks seeking to enter

the labour market. Another positive development for the organization was receiving sustained funding from the Provincial Department of Justice and Public Safety for intensive case management (ICM) services for justice involved individuals with significant and persistent mental health concerns. This program provides the much-needed supports to service users while incarcerated at Her Majesty's Penitentiary and continued assistance as they transition back to the community.

As we conclude another successful year, I offer my warmest thanks to everyone who contributed to the Society in 2023-24 including our board of directors for their leadership, our committed staff, and volunteers as well as our funders and other community organizations. For more information on the individual program outcomes for the previous year, I encourage you to visit our website where you will find our detailed Annual Report.

We look forward to the future challenges and meeting them head on to better serve our participants and the wider community.

Cindy Murphy, Executive Director

Mission Statement

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

Our Core Values

Principles emanating from the John Howard Society's Core Values are contained in the full Statement of Principles available at John Howard Society offices.

- 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.
- 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.
- 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.

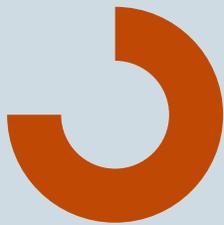


2023-24 MILESTONES



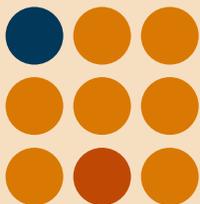
TOTAL PARTICIPANTS SERVED

1269



PARTICIPANTS COMPLETED
CRIMINOGENIC PROGRAMS

313



TRANSITIONAL HOUSING
BED DAYS PROVIDED

5483

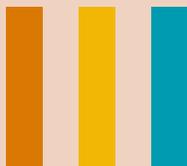
MEALS PROVIDED

16,499



INDIVIDUALS
PROVIDED
INTENSIVE CASE
MANAGEMENT

49



HOUSING

TRANSITIONAL
HOUSED

117

48 PEOPLE PROVIDED
HOUSING SUPPORT

44 WERE RAPIDLY
REHOUSED

30 RECEIVED
INTENSIVE
HOUSING
CASE MANAGEMENT

TENANTS
PROVIDED
PERMANENT
SUPPORTED HOUSING

12

Criminogenic Programs

The Society offers a variety of programs which are trauma-informed and person-centered for individuals who are 18 and over currently involved in the criminal justice system or are at risk of future involvement. The programs address such needs as addictions and trauma, healthy relationships, problem solving and emotional regulation, criminal offence cycles, impaired driving, sexual offenses as well as paternal parenting.

These services are offered at 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. All programs assist participants to heal from their past and develop healthy coping strategies to become emotionally responsive, and to use positive communication to reduce the individual risk of recidivism.

PROGRAMS DELIVERED IN 2023-2024

Seeking Safety for Substance Abuse Disorders & Trauma

Anger Solutions

Criminal Behavioral Awareness

Dads

Impaired Driving Awareness (IDA)

Intimate Partner Violence Intervention (IPV Court)

Safety and Repair for Department of Justice and Public Safety (IPV)

Pathways to Acceptance and Recovery (PAR)

STABLE-2007 (assessments for sex-based offenses)

Employment

Employment is a key factor that helps reduce reoffending rates among individuals with criminal records. However, formerly incarcerated people struggle to find work, and experience higher unemployment rates than the overall population, despite often being more active in seeking jobs than non-formerly incarcerated unemployed individuals. As many of our participants require assistance with finding an employment, preparing to enter the labour market, or upgrading their education, the Next Steps program provides a variety of programs and services to meet the needs.

**PARTICIPANTS WHO RECEIVED
EMPLOYMENT SERVICES**

407

164

**INDIVIDUALS WHO RECEIVED
RECORD SUSPENSION
ASSISTANCE**

64

**PEOPLE
SUPPORTED
WITH TAX
PREPARATION**

207

**PARTICIPANTS
COMPLETED
INDIVIDUAL NEEDS
ASSESSMENTS**

16

**PEOPLE ASSISTED TO
RETURN TO SCHOOL**

71

**INDIVIDUALS WHO
PARTICIPATED IN
EMPLOYMENT PROGRAMS**

Housing



As the housing crisis remains a significant barrier for those seeking safe, affordable housing, we are seeing more people leaving custody facing homelessness. Homelessness overlaps with a number of social determinants of health, and it places people at a greater risk of involvement in the criminal justice system. For precariously housed individuals, conflict with the law leads to further challenges such as loss of wages or social assistance benefits, and loss of housing and personal belongings. It worsens mental health issues and disrupts any established treatment for both mental and physical health conditions. Jobs, housing, and any other form of stability lost due to contact with the justice system are not easily replaced. Systemic barriers are erected once a person has a criminal record. Justice involvement,

and jail in particular, deepens dislocation and disadvantage, setting people up for an ongoing cycle of release, homelessness, re-arrest and jail.

The Society works to create housing stability for participants through the following: provision of transitional housing for adults and youth, permanent supportive housing, housing supports and housing intensive cases management services. However, even with the Society's current housing initiatives, the needs are so great we continue to see more homelessness than ever before. We must remain committed to work collaboratively with our government and community partners to enhance safe, affordable housing options for our communities most vulnerable.

Memorable Events



Cindy Murphy receiving the 30 Years Service Award



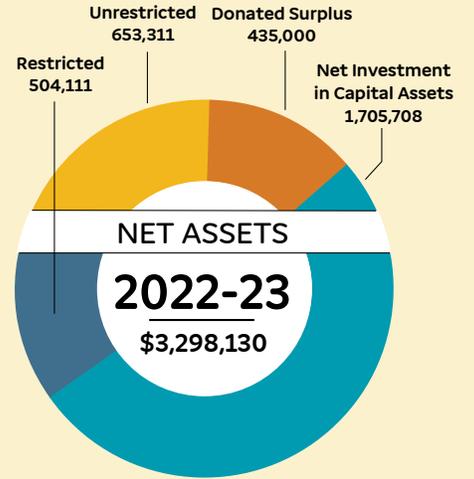
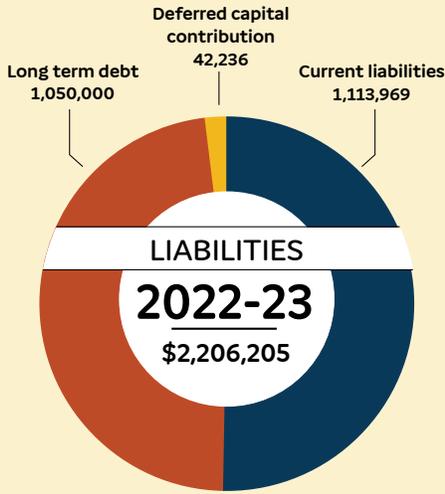
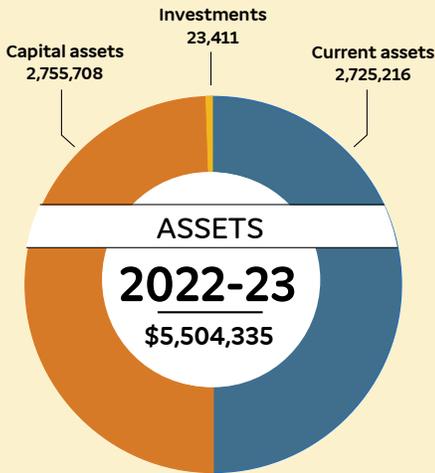
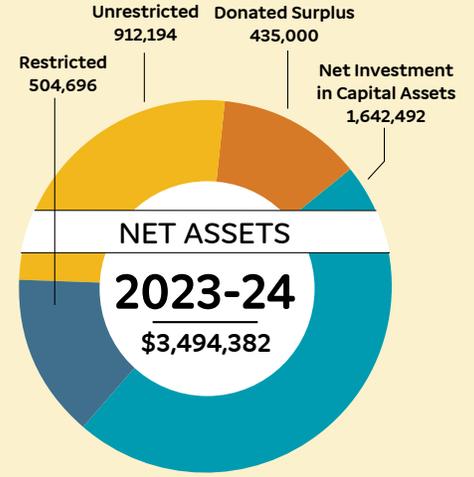
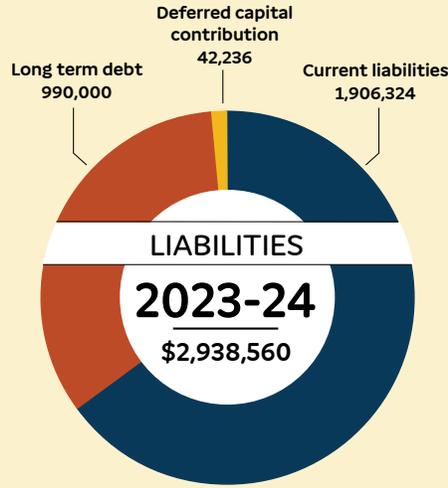
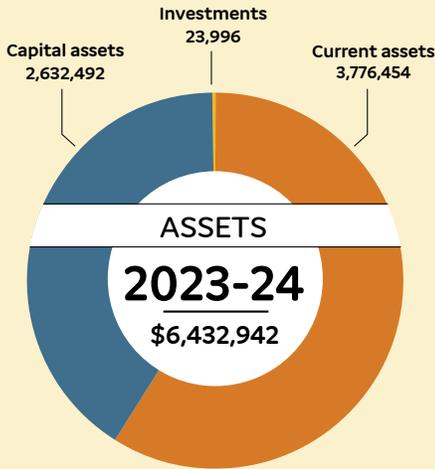
Residential staff & management attending the AGM at Lesters Farm Chalet



Learning Resources Program Staff attending the AGM at Lesters Farm Chalet

Financial Summary

Summary of the 2023-24 Audited Financial Statements, March 31, 2024



Condensed Statement of Operations Year ended March 31, 2024

	2024	2023
Revenue	5,174,137	4,967,157
Expenses	5,038,469	4,857,693
Excess (deficiency) of revenues over expenses from operations	135,998	109,464
Other Income	60,000	60,000
Excess revenue over expenses	195,668	169,464

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

Some Images From The Past Year



Staff of the Learning Resources Program for Bell Let's Talk



Community Based Intervention Program Violence Prevention Month- Proclamation Signing



Howard House Staff Christmas Breakfast



Tracy, Dan and Melissa at the Participant Christmas Breakfast



Community Based Intervention Program Staff Christmas Picture



Learning Resources Program Staff Preparing Participant Christmas Loot Bags



Loretta Bartlett Home for Youth Christmas Dinner



Loretta Bartlett Home for Youth Staff Service Awards



West Coast Correctional Centre IM&M+ group Halloween Party Community Project



Howard House Staff attending the Society's Christmas Luncheon

Thanks to all our Funders and Donors Including:

Federal Government Funding

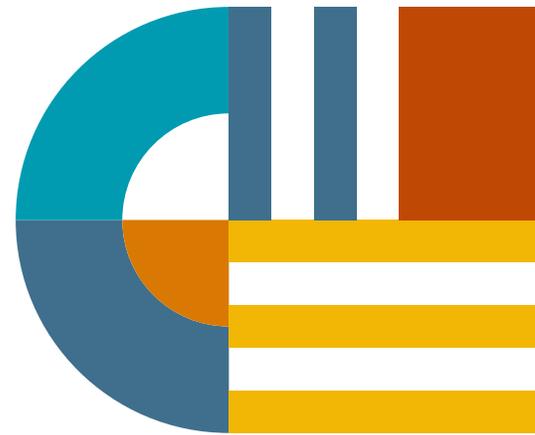
Correctional Service of Canada
Public Safety Canada
Service Canada
Employment and Social Development Canada

Provincial Government Funding

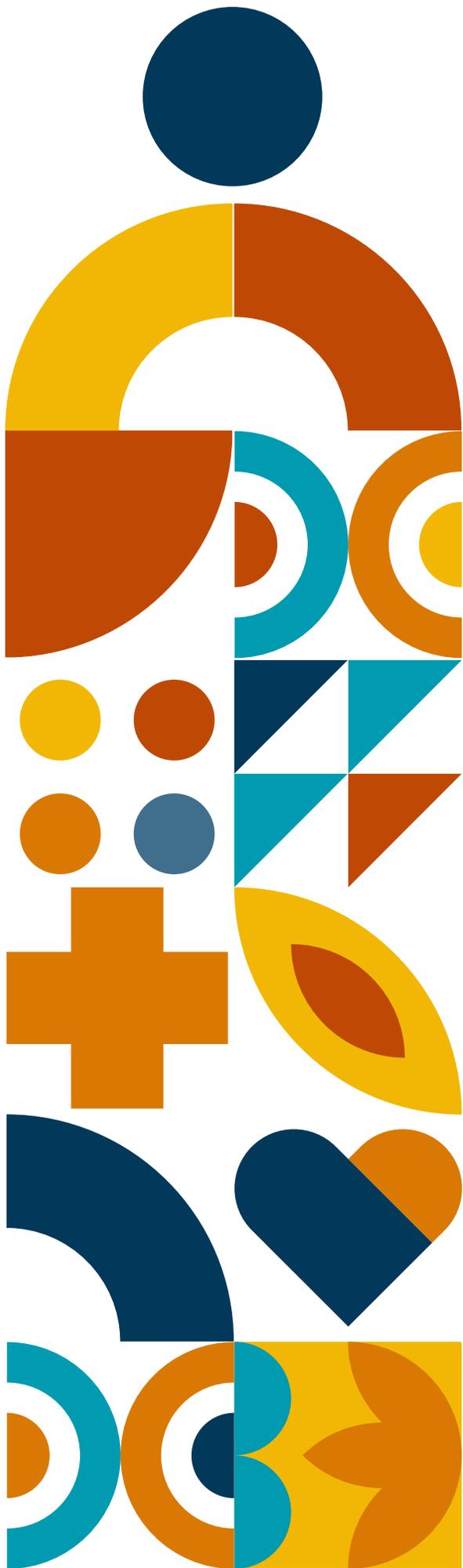
Justice and Public Safety
Children, Seniors and Social Development
Immigration, Population Growth and Skills
NL Housing Supportive Living Program
NL Department of Women and Gender Equality

Other Funders/Supporters

End Homelessness St. John's
United Way of Newfoundland and Labrador
The Canadian Career Development Foundation
Canopy Growth
Crime Prevention
Carnell's
Bay St. George Ministerial Association
Salvation Army
The Benevity Community Impact Fund
Gower Street United Church
Knights of Columbus, Archbishop Neil McNeil Council
Responsible Sharing Committee - Congregation Sisters of the Sisters of Mercy
Sullivan Breen
Carnell's Funeral Home
Neighbourhood Pharmacy
CUPE
Canadian Online Giving Foundation



A special thanks to the many individual donors and supporters that help us every year to be able to do the work we do.



For further information or to
donate to the John Howard
Society, please visit our website
at www.johnhoward.nl.ca

John Howard
THE JOHN HOWARD SOCIETY OF
NEWFOUNDLAND AND LABRADOR