

ANNUAL REPORT

2024-25

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PRESIDENT'S MESSAGE

JOAN DAWSON



It is an honor to present the 2024-2025 Annual Report on behalf of the John Howard Society of Newfoundland and Labrador. This year has been characterized by transition as our longtime Executive Director, Cindy Murphy, winds down her time with the organization. Cindy's legacy of dedication and passion for the principles of the John Howard will continue to be a standard of excellence for all of us. We extend best wishes to Cindy on her retirement.

We are excited to announce that Melissa Noseworthy – who has been with the JHS-NL for five years has accepted the position as our new Executive Director. She has been an invaluable member of the organization, and we look forward to seeing her excel in her new role with us.

Another transition this year has been the retirement of Dick Spellacy from the Board of Directors. Throughout his more than 20 years on the board, Dick provided us with unique and valuable perspectives that have greatly contributed to the success of JHS-NL over the years. We want to extend our heartfelt thanks to him and wish him all the best.

A major focus this year has been the initiatives which support the transition of individuals from corrections to the community. A significant announcement by the provincial government of a 10-unit transitional housing project will address some of the urgent needs of individuals leaving custody and exiting into homelessness. Construction is scheduled to begin in summer 2025.

Throughout the year we had some successful events including our Annual General Meeting, John Howard Week, and the board development workshop in March. As we have a few vacancies on the board, we look forward to welcoming some new members next year.

This biggest challenge to everyone in the organization continues to be the appalling conditions at HMP. Overcrowding, crumbling infrastructure, staffing shortages and program cancellations continue. There is a lack of information about plans and construction of a new facility, so we remain hopeful of an update on future plans for the new facility.

Thank you to all our staff, volunteers and board members who contributed to our successful year. Your contributions continue to make JHS-NL a success in the community.

JOAN DAWSON, BOARD PRESIDENT

EXECUTIVE DIRECTOR'S MESSAGE

CINDY MURPHY



It has been another busy year for the John Howard Society of Newfoundland and Labrador and as a result we have much to celebrate. We were pleased to be able to expand the scope and reach of our programs and services to better respond to the needs of our communities across the province. As executive director, I have been so fortunate to be supported by a terrific management team as well as staff who are so responsive to the ever-changing needs of the people we serve. With strong leadership from our

Board of Directors we continue to be the leading community voice in the province on issues relating to the criminal justice system as we promote a more effective, just, and humane system of justice in Newfoundland and Labrador.

Throughout the past year we forged ahead in a number of key areas. Through a partnership with Lifewise and the Department of Women and Gender Equality, we obtained our first peer support position. Through lived experience, this position serves to enhance the relationships participants have by helping to break down barriers and establish trust for increased program participation while at the same time assisting them to achieve their individual goals.

As the housing crisis continued to be a major barrier for many of our participants, we were incredibly pleased to enter into discussions with government around collaborating to create transitional housing for individuals leaving custody. The planning for what we hope will be 10 new microunits is well underway and we anticipate in the coming year we will be able to add the new units to our existing housing options.

As identified by the Auditor General of Newfoundland and Labrador in a report on Adult Custody and Community Corrections in December 2022, it was identified that government needed to “ensure that rehabilitation programming is available and accessible to all offenders”. To help address the many identified gaps in program delivery, the Society submitted a comprehensive proposal to the Department of Justice to expand services, and we hope to hear more on the proposal in the coming year.

Another positive development that found its roots in 2024-25 is the Society’s relationship with the education system. Horizons Academy located in St. John’s, is an alternative school for junior high and high school aged students who are not able to learn in the traditional school setting.



Through funding provided by Office of Women and Gender Equality, JHS-NL will deliver a prevention program, specifically intimate partner violence program in the coming year. We are very excited about this new partnership as it represents an opportunity to forge new partnerships in the education system.

Another significant opportunity arose late in the year will extend training and employment opportunities for participants. The Society will enter into a three-year contract with the Department of Immigration, Population Growth and Skills which will create new avenues for justice involved individuals to enter into the skills trades. This funding will serve to help address the skilled labour shortages in the province as well as reduce barriers to employment for those who have had criminal justice involvement. While the organization continued to expand during the past year, there is still much work to be done.

Crowding in our provincial correctional facilities continues to be a significant problem creating many operational issues affecting both staff and those incarcerated. Over-crowding contributes to increased tension, competition of existing health resources, including mental health and addictions services, and reduced opportunities to participate in programs designed to address risk factors to re-offend. With the majority of people provincially incarcerated on remand status - meaning they have not been convicted for the charge for which they are being held, coupled with courts delays and postponements, only contributed to an already over-burdened system of justice. Chronic and persistent staff shortages in our correctional facilities continue to compound the many problems including staff morale, the increased use of sick leave and the inability to conduct normal daily operational activities. Frustrations are felt by those in custody as they are subjected to more cell time, and reduced access to the very programs, services, and supports required for their successful re-entry back into the community.

Throughout the past year we experienced some changes to the management team. We bid farewell to Joanne Symonds who retired from the Director of Finance position and welcomed her replacement, Steve Pearce. We also welcomed Cory Brake the new Acting Coordinator for the Loretta Bartlett Home for Youth. Cory replaced David Penney who left to pursue other opportunities. We want to extend our sincere appreciation to both Joanne and David for their dedicated service to the Society.

As this will be my last annual report before retiring, I wanted to convey my gratitude for being given the privilege to lead this wonderful and important organization. To be able to use my voice to advocate on behalf of those who do not always have the opportunity has been an honor.

I want to thank the members of the board, both past and present, for the faith and trust they placed in me, as well as to all the staff over my many years with the Society for their dedication and commitment to always strive to provide the best services to the individuals we serve. Special thanks to Tracy Oakley, our administrative coordinator for her steadfast commitment. Her help, assistance and support has been invaluable to me as well as to the entire organization.

Partnerships are what allows us to do the work we do and so there are many to thank. Thanks to John Howard Society of Canada for their leadership along with the other provincial JHS offices across country who continue to innovate, support, share ideas and best practices. I value the many friendships I made and will always look back fondly on our time together. To our government partners and other community organizations, thank you for your support and the recognition of the work we do to support some of our communities most vulnerable.

Finally, I am very pleased to announce the Society has selected Melissa Noseworthy as my replacement. With her competent leadership and demonstrated commitment to the Society, along with our dedicated board, staff, and volunteers, I am leaving knowing this important work will continue for those who are so deserving of our services.

CINDY MURPHY, EXECUTIVE DIRECTOR

HOWARD HOUSE

RESIDENTIAL FACILITY

HOWARD HOUSE (HH) provides residential services and reintegration support to adult males exiting incarceration who are endeavouring to move past criminal justice involvement. In its 47th year of operation, this 16-bed facility offers its residents opportunities to work toward goals equipped with insight, skills and tools obtained through therapeutic and individually based case plans. The time living in HH prepares for independence and reintegration into community and reduces propensity for recidivism. The goal of HH is to enhance ability to navigate current and future barriers to successful reintegration, develop personal resilience, and to promote pro-social participation, inclusion and creating a safer community for all members of it.

“...staff and counsellor are great people you can reach out to...”

Anonymous Participant

Through our collaborations with residents and community and correctional partners, Correctional Service of Canada (CSC) and Adult Corrections Division of Department of Justice and Public Safety (JPS), individual case plans are developed to meet compliance with correctional plans and individual's goals, while serving portions of their sentences under supervision of HH.

Types of releases include Day Parole (DP), Full Parole (FP), Statutory Release (SR) as well as Temporary Absence (TA), Electronic Monitoring Temporary Absence (EMTA), Intermittent Temporary Absence (ISTA) and Probation (PR).

We are pleased to report growing partnerships with community and government agencies who have provided support to individuals enabling them to avail of HH residential services and other JHS-NL programs following completion of their sentence. This allows for effective and sustained support for residents when needed to complete program and avoid living situations which may be harmful to progress made during release to HH. The Nunatsiavut Government and Newfoundland Labrador Housing Corporation (NLHC) have been instrumental in this ongoing support, and it is wonderful to be able to collaborate with them for the benefit of our residents and the broader community.

“...made me feel like a person and not a number.”

Anonymous Participant

ADMISSIONS

This year, 189 individuals were presented to the HH Admissions Committee for residency and of these, 82% were accepted (see Table 1). Lower acceptance rates for CSC referrals are attributed to the level of risk and need which is inherent in some cases, and it is deemed the risk is not manageable with the resources and supports available in our program.

Table 1: Admissions 2024-24

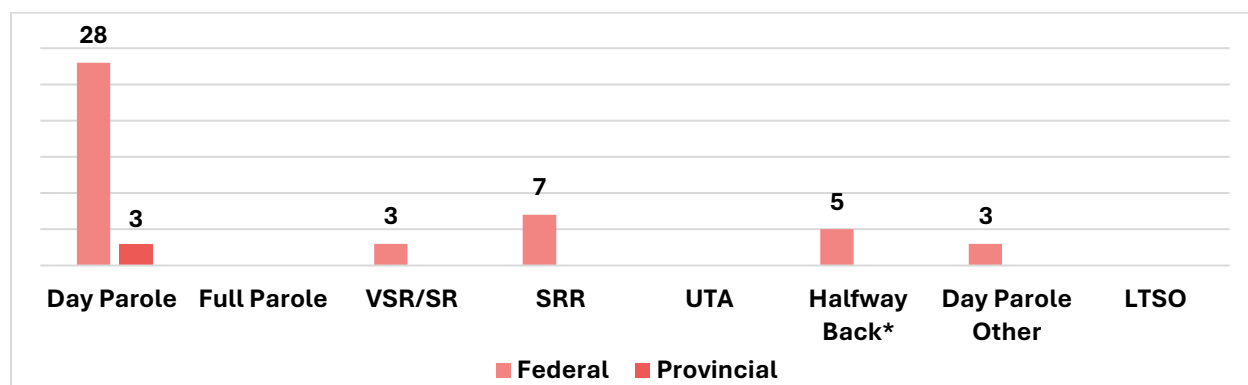
	Referrals	Accepted	Denied	Defer	Acceptance Rate
CSC	146	91	55	5	66%*
JPS	102	100	2	0	98%
Total	248	191	57	5	82%*

*Inclusive of individuals who were presented in more than one category, and multiple stays.

CSC REFERRALS & BED DAY USAGE

CSC referrals resulted in 46 residents (see Chart 1) accounting for 3,548 bed days (see Table 2), which represents an increase of 1,000 bed days compared to the previous year and an average of 10 residents per month.

Chart 1: CSC Referrral Results 2024-25



*Inclusive of individuals who were presented in more than one category, and multiple stays.

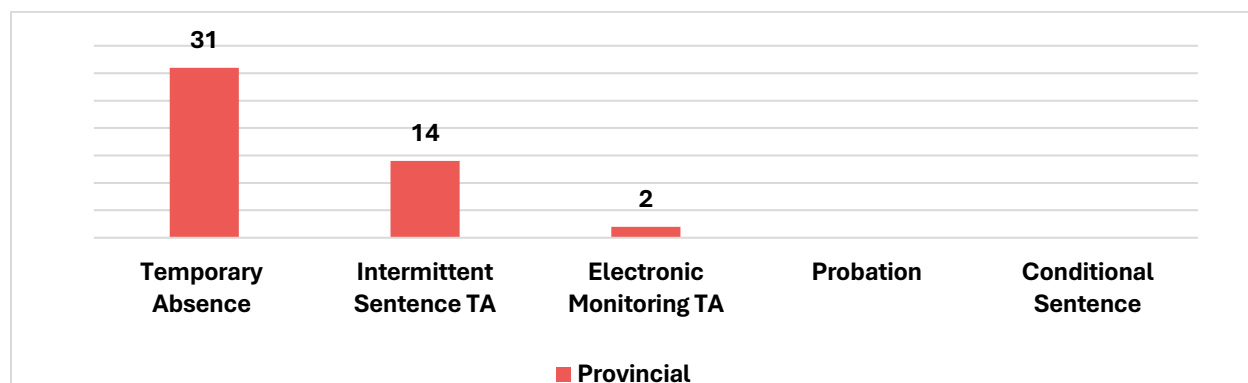
Table 2: CSC Bed Day Usage 2024-25

	Day Parole	Full Parole	VSR/SR	SRR	HWB	UTA	Total
Federal (Males)	2745	0	108	179	368	0	3400
Provincial (Males)	148	0	0	0	0	0	148
Federal (non-binary)	0	0	0	0	0	0	0
Total	2893	0	287	0	368	0	3548

JPS REFERRALS & BED DAY USAGE

JPS referrals resulted in 47 residents (see Chart 2) accounting for 1,140 bed days (see Table 3), reflecting a small decrease in bed days than in previous year and an average of three residents per month.

Chart 2: JPS Referral Results 2024-25



**Reflects individuals who were represented weekly for duration of TA*

Table 3: JPS Bed Days Usage 2024-25

	Temporary Absence	Intermittent Sentence TA	Electronic Monitoring TA	Probation	Conditional Sentence	Total
Total	759	198	183	0	0	1140

During the last half of the fiscal year the program experienced a significant reduction in JPS bed days. This appeared to be related to a significantly higher remand population in custody in the province, effecting eligibility for release to the community.

NEW PARTNERSHIP REFERRALS & BED DAY USAGE

An additional 222 bed days were resourced through growing partnerships. This included residents who were required or elected to remain in the structured environment, or required more intermittent support for a period to enhance stability to maintain progress.

Table 4: New Partnerships Bed Days Usage 2024-25

	Nunatsiavut Government	NLHC	Total
Total	192	30	222

2024-25 TOTAL BED DAY USAGE

With combined resources and funding support, those who were accepted and resided at HH contributed to a significant increase in overall bed days, marking a positive trend this year. In total, **4910 bed days** were utilized resulting in over 1,200 additional bed days compared to the previous year.

It is noted that 77% of TA's and 63% of CSC residents successfully completed the program or were ongoing during the end of this reporting period.

The decrease in the success of CSC resident releases, may be attributed to increased incidences of higher need and higher risk individuals with extremely complex challenges, contributing to unsuccessful releases. Where possible, efforts are made to maintain an individuals release but it is not always possible. In these instances, the significant majority of these individuals were safely returned to custody prior to becoming at large in the community and without any known reoffending.

In addition to the individuals residing at HH, the program provides supervision through Intensive Management Reporting Centre (IMRC) to individuals residing in the community under CSC jurisdiction but needing extra supervisory check-in's during traditional nonworking hours such as weekends/holidays. Under this contract, individuals report to HH and complete a short check in with staff on site, who will provide necessary updates to the parole officer or National Monitoring Centre (NMC) as required. One individual was required to complete this supervisory contact, for a total of 11 visits this reporting period.

VOLUNTEER PROGRAM

JHS-NL volunteers provide great support to people who've experienced involvement with the criminal justice system. Volunteers join us for numerous reasons such as personal development or fulfillment, contribution to community, or career experiences. Whichever the reason, we are happy to have them and the support they bring to our programs and the people we work with. We have five long-standing volunteers, as well as five new: two for HH and three joining the 1-2-1 program in HMP. We would love to see more volunteers next year!

HOLIDAY FESTIVITIES

December 4, 2023, marked the 41st JHS-NL Christmas party! Sixteen children and their families joined us at the Whee Playground for a fun afternoon of activity, pizza, and of course Santa! This party always brings a special smile to the hearts of children and create special holiday memories. Our private donors, businesses and volunteers make this event possible and memorable and we are grateful for all ongoing support.

Showcasing festive attire and bringing messages of cohesive community and brighter futures for all JHS-NL staff, family, friends, and pups, participated in the St. John's Downtown Santa Claus Parade! We were grateful to be selected to partake in this fun annual event to celebrate the community and the amazing work we do.



*JHS-NL Staff at the Downtown
Santa Clause Parade*

FAMILY SERVICES

The Family Services Program enables family members to visit loved ones currently completing the institutional portion of their sentence in one of the five Federal Institutions in Atlantic Canada. JHS-NL staff facilitate, coordinate and support family members on this journey once each year. Applications for the visit are distributed prior and this past year 20 were received. Applications are reviewed, prioritized and approvals from the institution are then sought before being formalized.

The visit took place April 19-22, 2024, for 10 family members and two accompanying staff. Unfortunately, within days of travel one family member advised she was unable to travel. While this was disappointing, we were pleased to be able to support the family members and the loved ones waiting to see them. This opportunity necessitates significant collaboration and communication between families, institutional staff, and the visit coordinator to ensure applications are completed, security clearances are processed, and visits are scheduled and planned effectively. We are, once again, grateful for the support and cooperation to enable us to fulfill this opportunity for family members. Planning and preparation for the 2024-2025 visit was well underway and slated for April 11-14, 2025!

STAFFING

During this past year, we experienced some changes to our staffing compliment, and we welcomed several new relief staff. Some other staff have moved on to other opportunities and were wished well in these ventures. Once again, we were fortunate to have the support of a youth through the Canada Summer Jobs program.

This year, we received funding through End Homelessness St. John's to retain our Housing Access Worker and Housing Case Manager positions. Staff work tirelessly to secure safe stable housing for folks experiencing homelessness through a housing first philosophy. Efforts to support some of our communities most vulnerable is deeply appreciated.

PROFESSIONAL DEVELOPMENT

Throughout the year many learning opportunities and resources were shared and offered to staff to enhance knowledge and skills to enable them to deliver effective and best practice services to our participants. Staff were able to engage in the following this past year:

- Mandatory Certifications
- Anxiety Awareness Session
- Harm Reduction Webinar
- Change it Up
- JHS Staff Conference
- JHS Week Presentation Series

SERVICE AWARDS



This year we celebrated three Service Awards of our Residential Team! Residential Staff (HH) (From left to right) Val Flynn, 15 years, Stacey Powell 5 years, and Housing Support Worker (GP) Leah Walsh 5 years. Each day great contributions are made, as we move toward the next milestones!

ACKNOWLEDGMENT

Our program could not deliver the services and foster growth toward better futures for our participants without the dedication of our team and the belief in resilience and intrinsic potential of our participants. Always seeking to enhance our program, rising to meet challenges, the HH team models and promotes wellness and optimism for better futures for our participants and the community. I am grateful for all the hard work and commitment demonstrated daily.

I would like to extend appreciation to our Board of Directors for their leadership and commitment to the organization. As well, I would like to extend my deep appreciation and thanks to Cindy Murphy, our Executive Director, in her final year of service to JHS-NL for her leadership, guidance, vision and support. I feel fortunate to have been part of your team, you are leaving an admirable legacy created throughout your career. Enjoy your well-deserved retirement!

Finally, I thank our community partners Correctional Services Canada and Department of Justice and Public Safety for continued engagement toward safe, effective reintegration. Partnerships with End Homelessness St. John's, Nunatsiavut Government, Newfoundland, and Labrador Housing Corporation continue to grow and strengthen, attesting to the building of community we are all deeply invested in. I look forward to continuing to foster these relationships.

To our volunteers, community partnerships, private and public donors, we are grateful for your support always. I look forward to our continued work together.

VAL FLYNN, MANAGER OF ADULT RESIDENTIAL SERVICES

WEST BRIDGE HOUSE

RESIDENTIAL FACILITY

WEST BRIDGE HOUSE (WBH) is a 14-bed gender inclusive adult community residential facility located in Stephenville. The program accepts referrals from Correctional Service of Canada (CSC) and the Department of Justice and Public Safety (JPS). Types of releases include Day Parole (DP), Full Parole (FP), Statutory Release (SR), Statutory Release with Residency Clause (SRR) and Unescorted Temporary Absence (UTA).

Admissions are carefully selected by an Admissions Committee in order to determine suitability for residency into the program. This year the committee consisted of Janice Candow, Community Member; Dave Cooke, RCMP; Daphne O'Keefe, Director CBIP; Charlie Young, Community Member, Shelley Garnier, Residential Manager, and John MacPherson, member of the CSC Community Advisory Committee. We appreciate the commitment from all members of the committee.



Handmade lanyard by an indigenous resident and gifted to WBH.

This year we have taken residencies on an emergency basis for individuals being released from West Coast Correctional Centre (WCCC) needing an overnight stay before proceeding to their final destination, individuals who are serving intermittent sentences and from Newfoundland and Labrador Housing Corporation (NLHC) requiring emergency shelter.

“Thank you for everything, you guys helped change my life in a lot of ways.”

Anonymous Participant

The primary purpose of WBH is to provide supportive and structured environment to facilitate individual reintegration into the community following a period of incarceration. The process of community reintegration is fostered by providing residents with assistance in life skills, budgeting, housing, employment supports and education. The program operates on a Responsibility Model with an in-house living skills component and access to a variety of community services. Residents are expected to use their time constructively by participating in programming and/or pursuing their educational or employment goals. The program has a full-time on-site counsellor who assists residents in meeting this expectation and who provides necessary support through one-on-one counselling. Residents who require specialized interventions in addictions, intimate partner violence, respectful relationships, sexual behavior, or employment support are referred to appropriate programs, many of which are offered through the JHS-NL's Community Based Intervention Program (CBIP).

ADMISSIONS

This year, the committee met 35 times and 116 individuals were presented for residency with 83.62% being accepted (see Table 1). Those who were not approved were deemed either too high risk for community supervision, had complex intense needs that WBH could not effectively meet, or did not have a viable case plan at the time of presentation.

Table 1: Admissions 2024-25

	Total	Accepted	Denied	Deferred	Acceptance Rate
Females	14	10	4	0	71.43%
Males	102	87	13	2	85.29%
Total	116	97	17	2	83.62%

CSC REFERRALS & BED DAY USAGE

CSC referrals resulted in 75 residents (see Chart 1) accounting for 2155 bed days (see Table 2) which is an increase from 1234 bed days from the previous year.

Chart 1: CSC Referral Results 2024-25

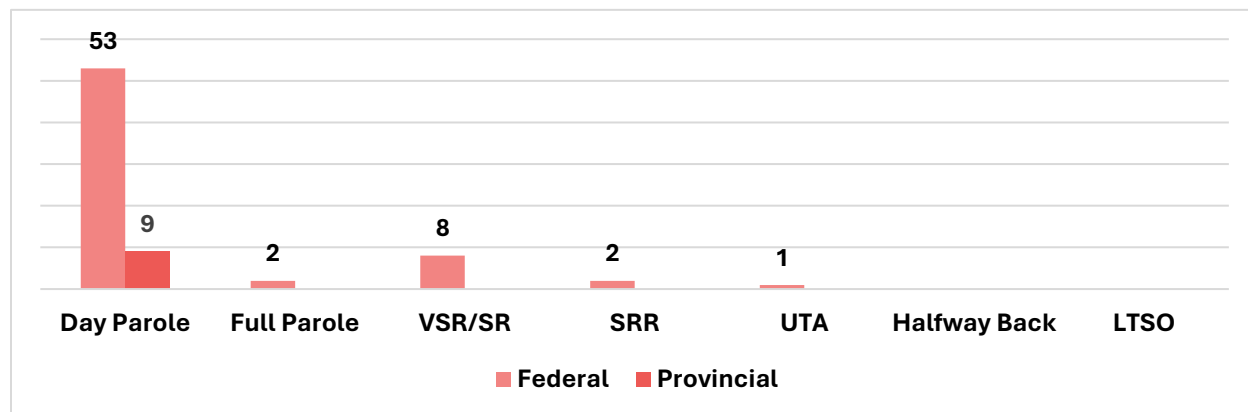


Table 2: CSC Bed Day Usage 2024-2025

	Day Parole	Full Parole	SR	SRR	UTA	Total
Federal (Females)	239	0	0	0	0	239
Provincial (Females)	171	0	0	0	0	171
Federal (Males)	1158	6	52	149	0	1365
Provincial (Males)	380	0	0	0	0	380
Total	1948	6	52	149	0	2155

JPS REFERRALS & BED DAY USAGE

JPS referrals resulted in 41 residents (see Chart 2) accounting 1647 bed days for individuals released on Temporary Absence and Intermittent Sentence (see Table 3).

Chart 2: JPS Referral Results 2024-25

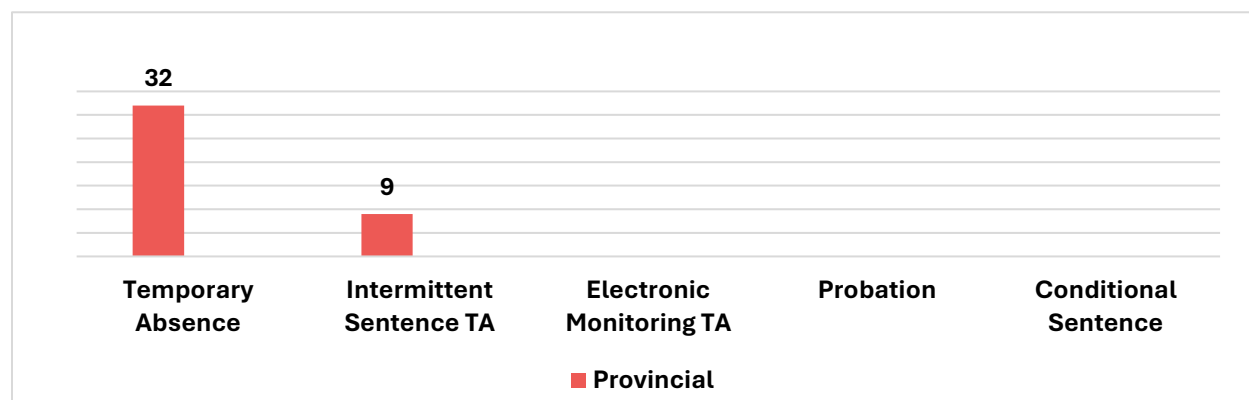


Table 3: JPS Bed Days Usage 2024-2025

	TA's	Intermittent TA's	Total
Females	0	3	3
Males	1602	42	1644
Total	1602	45	1647

NEW PARTNERSHIP REFERRALS & BED USAGE

There were 14 bed days sourced through growing partnerships consisting of unsheltered individuals needing a one-night stay to be able to make their way home the next day following release from WCCC. Under Emergency Housing, 61 bed days were for shelter cases.

Table 4: New Partnerships Bed Days Usage 2024-2025

	Unsheltered	NLHC	Total
Total	14	61	75

2024-25 TOTAL BED DAY USAGE

In 2024-25, 102 males and six females resided at WBH. CSC sponsored 38 individuals, 66 individuals were released on TA and an additional four individuals under the Emergency Housing Program. A total of **3877 bed days** were utilized from various agencies.

The bed day numbers are a marked increase from previous years. Early in the year, we worked with CSC to house inmates from other Atlantic Provinces who had been granted parole but had to remain incarcerated due lack of bed space in their initial approved location.

This had a two-fold effect which ensured that inmates could start their parole without further delay, and we could utilize our facility while we had space available. We also partnered with NLHC to help house those individuals that were homeless and needed somewhere to stay temporarily until they could set up housing in another location.

“I thank the West Bridge House with all my heart for everything and so much more. They have done a great job teaching me new ways and I appreciate that.”

Anonymous Participant

INTEGRATED CORRECTIONAL PROGRAM MODEL (ICPM)

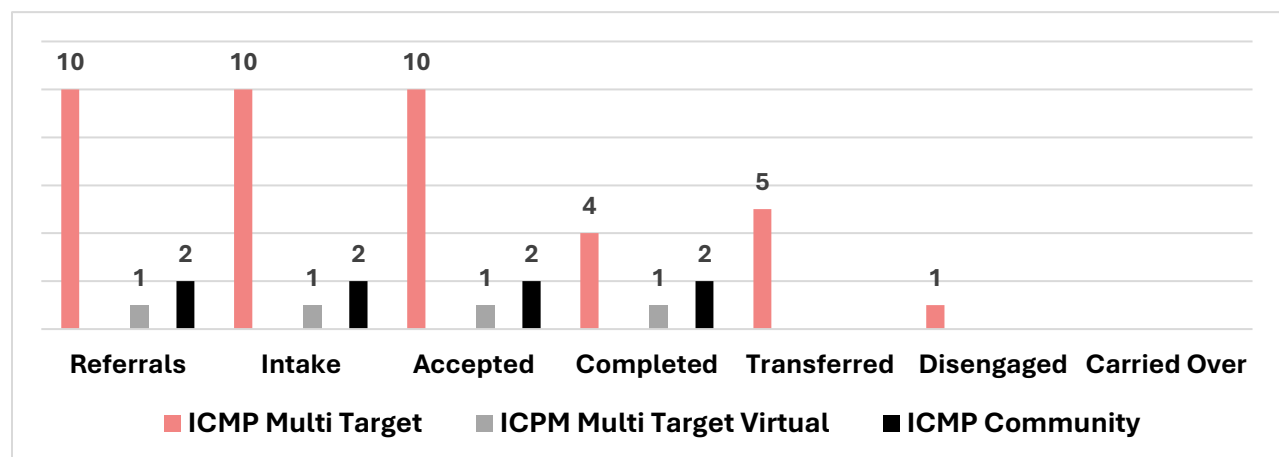
ICPM MULTI-TARGET AND SEX OFFENDER COMMUNITY MAINTENANCE PROGRAM

WBH delivers the CSC ICPM Multi-Target and Sex Offender Community Maintenance Program. The past year, WBH had 11 in-persons and virtual referrals all of which participated in the program. Out of these 11 referrals five successfully completed program, while five did not complete as they were transferred to another facility, and one failed to report. One of the referrals was a parole client who was released from custody but needed the program to which it was delivered virtually.

ICPM COMMUNITY PROGRAM

WBH also provided the full Integrated Correctional Program Model (ICPM) Community Program through a contract with for individuals who could not gain access to the program while incarcerated. During this year we had two participants in this program, and both successfully completed.

ICMP MULTI TARGET & COMMUNITY PROGRAM OUTCOMES 2024-25



COMMUNITY INVOLVEMENT

WBH Residential Manager continues to play an active role in community involvement.

Provincial In-Reach at the WCCC took place to meet with inmates to discuss our programs and services that can help with their reintegration. Unfortunately due to unforeseen circumstances the scheduled federal In-Reach was cancelled this year, however we are planning to continue in the upcoming year.

This year the Atlantic Halfway House Association (AHHA) Annual General Meeting was held in Saint John, NB. The event allowed residential managers and representatives from halfway houses in the Atlantic region, including WBH, to meet and work towards meeting the needs of individuals who are being released from incarceration. This meeting with our AHHA partners is beneficial as it allows for the exchange of ideas, best practices, gathering of information and strategies to bring to our facilities. This year attendees met with regional officials from CSC to discuss some challenges that we were experiencing through this time with attendees expressing similar issues; this time spent discussing shared experiences was definitely needed.

A visit to the Colleen Ermen House took place and it was such a great experience. They have a wonderful facility, and it is always a good experience to see how other community based residential facilities operate.

John Howard Society Staffing Day Conference took place in Moncton, NB. The two-day conference was a great opportunity to meet other members of JHS from across the region and attend some very important training sessions. Some highlights were presentations on Prevention of Abuse and Neglect, Healthy Boundaries and Prevention of Abuse, and Trauma Informed Care. Each of these training sessions are vital in working residents and/or participants and being trained in the most up to date techniques is very important.



WBH hosted a visit from CSC's Atlantic Regional Deputy Commissioner Johanne Charest, District Director Nicole Smith, Regional Manager of Indigenous Initiatives Crystal Apthorp and Area Director Renee Spurrell. It was a great opportunity to have these individuals tour our facility and meet with staff to gain a better understanding of their services.

STAFFING

Staffing changes this year included Melanie White taking the position of part-time residential staff and Tanner Quick, Stephanie Budden and Natasha Beaton joining relief staff.

This past summer, through the assistance of the Canada Summer Jobs Program, we were awarded one summer job position, and became successful in hiring Tanner Quick who did a fantastic job and then joined our relief list as Residential Staff. WBH is lucky to have such a great group of staff to help residents in their journey to a stable life after supervision.



This year's service awards were presented to (left to right) Blake Hynes, 10 years, Shelley Garnier, 5 years, Lorna Bungay 5 years, and Alex Lagadtu, 3 years (missing). Congratulations to all, you are very much appreciated along with all WBH staff.

STAFF & RESIDENT ACTIVITIES

This past year staff have been able to get together a few times to connect and spend time together. We hosted a barbeque in the summer, and we also celebrated Christmas with a luncheon. Staff were happy to enjoy some much-needed time with one another.



Residents had an in-house celebration during the holiday season and were joined by staff and members of the Salvation Army who provided music and entertainment. All residents had a wonderful time and were very thankful for time spent with the people from the Salvation Army.



ACKNOWLEDGMENT

I would like to acknowledge our community partners: Correctional Service of Canada; Department of Justice and Public Safety; Royal Canadian Mounted Police; Department of Immigration, Population, Growth and Skills; Emergency Housing NL; the dedicated members of our Admissions Committee; and the individuals and agency/organizations that provide services to our residents. We would like to thank the United Way for their continued support with a grant to purchase bedroom furniture and bedding for our residents.

I would like to acknowledge our Executive Director, Cindy Murphy, and the Board of Directors for your continued leadership and support throughout the year.

Finally, I would like to acknowledge the great staff at WBH as without their dedication and commitment we would not have been able to support our residents as we have. I am very thankful for their contributions, and I look forward to working together in the year ahead.

SHELLEY GARNIER, RESIDENTIAL MANAGER

HOME FOR YOUTH

OPEN CUSTODY FACILITY

HOME FOR YOUTH (HFY), located in St. John's, is a four-bed gender inclusive open custody home that provides 24-hour care to youth ages 12 - 18 years who are sentenced under the Youth Criminal Justice Act (YCJA).

ADMISSIONS

Admissions to the HFY are either through sentencing by a youth court judge or through a transfer from the Newfoundland and Labrador Youth Centre (NLYC). All youth who are admitted to Open Custody are recommended by the Department of Children Seniors and Social Development (CSSD).

Youth in custody often present with complex needs, which include co-occurring mental health and addictions issues, family instability with little to no supports, homelessness, and trauma. HFY staff strive to meet the individual needs of each youth in a structured environment while the youth complete their sentence. All programs and interventions at the HFY model are strengths-based, trauma informed approaches with a goal to help reduce recidivism rates and promote the best possible outcomes for youth after they return to their community.

“Being here has helped me realize that I can change my future.”

Anonymous Participant

This past year, HFY had three admissions. One youth was sentenced to open custody for eight months directly from court. Two other youth had a blended sentence with a period of secure custody served at NLYC followed by open custody with one youth having a six-month open custody sentence and the other with 50 days. Three of the youth were over the age of 17 with one youth being 21 at the time of sentencing.

ADMISSIONS 2024-2025

Total Bed Days		348
Non-Binary	0	
Female	0	
Male	3	

PROGRAMS/EDUCATION

Staff work with each youth to identify obtainable short and long-term goals. Goals focus on healthy choices of living, education, employment, applying for financial aide and searching for affordable and safe housing.

Core programming for open custody include Weekly Case Management, Group Discussion, Point System for Resident Evaluation (PSRE) and FEEL Well Program. (See Appendix B for Program Descriptions).

Emphasis is on education, work programing, life skills, coping strategies, addiction issues and counselling for trauma and mental health. This is often achieved by planning and participating in pro-social activities in the house and community. Youth participate in bowling, basketball games, swimming, hiking, skating, walks, board games, music lessons, art, and other interests that each youth may have. Youth attend counselling in the community during their stay at HFY.

Youth attend school where appropriate either in the regular school system or a modified schooling program such as Horizon Academy or Discovery Centre. The HFY and the NLYC work collaboratively together to ensure that youth who are being transferred from Secure Custody to Open Custody have continuity in their education. This is achieved through case conferencing and advanced planning before the transfer takes place. Currently we have one youth attending full time schooling and another attending a modified program in the community.

Youth 18 years or older participate in pre-employment and employment programs offered through Choices for Youth and JHS-NL Next Steps Employment Services. One resident this past year, was accepted to Impact Construction on the job training and attended monthly meetings with an employment practitioner with the Next Steps Program which helped the youth to obtain employment.

***“Being sentenced to HFY saved my life,
I now have a future to look forward to when I am released.”***

Anonymous Participant

JOHN HOWARD WEEK

JHS Week took place from March 3-7, 2025. Guest speakers from across Canada presented on various topics throughout the week and were offered to all JHS employees across Canada and partnering agencies. An integral part of JHS week is to recognize that we could not be successful without the dedication of our employees.

A staff luncheon and service award ceremony took place to recognize the dedication of employees at the HFY in which service awards were presented to (left to right):



Chris Keats, 35 years
Graham Lucas, 30 years
Scott Conway, 15 years
Dan Lidstone, 15 years
and Lucretia Brown, 5 years.

STAFF EVENTS

This year we said goodbye to Karen Pennell who worked for the HFY for 30 years in various roles and positions. Staff held a dinner to recognize her dedication and wished well in her future endeavors.



August 16, 2024 marked our first JHS-NL Staff Family BBQ at Topsail Beach. It was a beautiful day and staff and their families, participated in corn hole, painting, and several games including an outdoor scavenger hunt!

Our annual Christmas luncheon took place again this year at Bally Haly Golf Club. This event is anticipated every year and gives the management team the opportunity to thank all the dedicated employees at JHS-NL.



PROFESSIONAL DEVELOPMENT

HFY counsellors are continuously availing of professional development opportunities and training to meet and exceed standards in working with youth at risk. All staff are trained in the following core competencies:

- Emergency First Aid
- Mental Health First Aid
- Naloxone Training
- Applied Suicide Intervention Skills Training (ASSIST)
- Non-Violent Crisis Intervention
- Anger Solutions
- Webinars related to youth, the justice system, mental health, and addictions.

NATIONAL YOUTH JUSTICE COMMITTEE

The Coordinator of HFY attended the National Youth Justice Committee meeting this year in Calgary, where guest speakers discussed youth crime and emerging adult trends across Canada.

Programs and ideas were shared, and action plans were implemented by the committee to help partner with the Federal Government in future talks of emerging adults in the criminal justice system.

ACKNOWLEDGMENTS

I would like to thank all our dedicated staff who go above and beyond when working with our youth in open custody. The diversity and skills each youth counsellor brings to our team is what makes our facility a continued success in helping youth reintegrate back into the community successfully. A special thank you to our Executive Director, Cindy Murphy, and the Board of Directors for your leadership in upholding the highest ethical standards for our organization.

The HFY would like to thank the Department of Children Seniors and Social Development for their continued support and partnership. This partnership is an integral part of why we have been in operation for 45 years. Our community partners are also key to our operation: The Newfoundland and Labrador English School District; Horizon School; the Murphy Center; the Newfoundland and Labrador Whitbourne Youth Center; Waypoints, the Rowan Center; College of the North Atlantic; Choices for Youth; Thrive; the Connect Team; Eastern Health Mental Health and Addictions Team; and private counselling providers.

LUCRETIA BROWN, COORDINATOR

LORETTA BARTLETT HOME FOR YOUTH

OPEN CUSTODY FACILITY

LORETTA BARTLETT HOME FOR YOUTH (LBHFY), located in Corner Brook, is a gender inclusive facility that provides 24-hour care to youth ages 12 - 18 years who are sentenced under the Youth Criminal Justice Act (YCJA) or placed on an Order to Reside by the Department of Children, Seniors and Social Development (CSSD).

The LBHFY also works with community partners to help reduce risk in our community youth by supporting needs through various programs and volunteer opportunities. Counsellors at LBHFY are trained to meet the complex needs of our young people. They continue to avail of core professional development opportunities as noted in this report.

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

ADMISSIONS

Over the past year, LBHFY had no residents under Open Custody or Order to Reside. However, LBHFY continued to serve the community such as by delivery of the Anger Solutions program, a 10-week program designed to assist high-risk youth with their development of healthy self-regulation and coping skills. Over the past year, CSSD referred three youth to the program of which LBHFY had one successful completion.

EDUCATION

All youth that come to LBHFY are encouraged to attend school. We work closely with schools in the development of individualized plans to best support youth needs and successful integration. Youth unable to integrate back into the school system are encouraged and supported to find meaningful volunteer and/or job opportunities to gain valuable life and social skills.

PROFESSIONAL DEVELOPMENT

In 2024-25, staff continued to receive training in a number of different areas to continue their professional development.

Staff completed:

- Emergency First Aid
- Mental Health First Aid
- Applied Suicide Intervention Skills Training (ASIST)
- Anger Solutions - Facilitator Training
- Non-Violent Crisis Intervention (CPI)
- Naloxone Administration

We are fortunate to have training facilitators within JHS-NL that can offer certain training to our staff and also fortunate to have some great community partners like the YMCA, Community Youth Network, Vine Place Community Centre, Community Mental Health Initiative (CMHI), and the Canadian Mental Health Association (CMHA) who offer training and always welcome us to participate.

STAFF SERVICE AWARDS

We recognize the long serving staff at the LBH FY and present service awards in conjunction with JHS-NL Week. Receiving service awards this year are Janice Kerrivan and Sonya House. Staff got together for lunch to celebrate and recognize Sonya for five years of service and Janice for 15 years! Congratulations to them all for their dedication and thank you for the great work you all do for our young people!



*Janice Kerrivan
15-year service
award.*



*Sonya House
5-year service
award.*

ACKNOWLEDGMENTS

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

A special thanks to JHS-NL West board members Donna Luther and Kim Legge, JHS-NL; Cindy Murphy, Executive Director; Joanne Symonds, Director of Finance (retired); Steve Pearce Director of Finance; Donna Jenkins, Accounting Administrator; all the JHS-NL senior managers; and all of our hard-working staff. We appreciate all our partners and their continued support and look forward to a productive and successful 2025-26.

CORY BRAKE, ACTING COORDINATOR

GARRISON PLACE & COMMUNITY HOUSING

GARRISON PLACE (GP)

The housing crisis in our community continues to be a significant challenge and impacts individuals from all sectors. The population that our organization as well as many other community organizations serve face many barriers which makes the accessibility of safe and affordable housing exceedingly difficult to obtain. Now in operation for more than seven years, Garrison Place (GP), provides a greatly needed opportunity for a small portion of those individuals to have a place they can call home.

Using a Housing First framework, tenants have an opportunity to build their future, on their terms with access to supports to assist them in achieving success. This success may be in developing personal goals of employment or education, life skills, building healthy relationships, recovery from past trauma, engaging in harm reduction or maintaining substance free lifestyle.

Tenants are selected through careful consideration of the program's ability to meet their needs and goals. Referrals are sourced primarily through Coordinated Access to Homes (CAH) in partnership with End Homelessness St. John's (EHSJ) and affiliated community agencies. Selection is carefully made to ensure, we are able to provide an avenue for support that will set them up for success and positively impact their future. We are pleased to report that seven individuals have successfully maintained their tenancies over this past year, achieving varying milestones on their journey of housing stability. For one individual the past year marks the longest period of stability they have had in many years and represents seven years with GP. Another individual has achieved six years, and most others have passed two-year housing milestones.

This past year GP staff provided over 1000 in person contact supports, and over 700 phone or electronic points of contact. In addition, collaborative and consultative efforts with community resources and agencies neared 300 to support housing stability and promote well-being. Unfortunately, economic challenges, food insecurity, mental health and addictions continue to persist as barriers to daily life in our program, but these areas are now supported in meaningful ways and have resulted in successful housing stories.

In addition, JHS-NL participants with an identified need for housing related support are offered same through our Housing Support Worker (HSW). This year, 32 individuals were referred for housing support, and received services toward this goal, and three were housed.

Newfoundland Labrador Housing Corporation (NLHC), through the Supportive Living Program (SLP) again provided some financial support through partial funding for our full-time HSW position within GP. This dedicated support is a critical component of participant success. We greatly appreciated this support, and it is our hope this relationship and support will continue to strengthen in the coming years.

COMMUNITY HOUSING SUPPORT (CHS)

We were proud to partner again this year with End Homelessness St John's, hosting two full time positions of Housing Access Worker (HAW) and Housing Focused Case Manager (HFCM). These positions work closely together to support individuals experiencing homelessness, at risk of homelessness or precariously housed individuals in finding safe, stable housing. From initial entry to the HAW case load whose role ensures individuals are housing ready, have adequate financial supports to enter rental arrangements, completes housing searches and landlord connectivity, the process evolves. Once housed, the HFCM provides follow-up supports to promote longevity in housing stability, reducing risks of re-entering homelessness. This may entail regular contact to ensure the arrangement is going well, support with day-to-day needs around food security, crisis management, guest management, harm reduction, landlord tenant relations and eviction prevention. This work is very challenging, given the limited affordable housing available in private market and in government programs. Through this work, 50 participants have been supported, and 16 housing arrangements were achieved between those positions, most of whom have remained stable in their housing. To achieve this, over 2800 supportive contacts, interventions, and collaborative efforts have occurred, inclusive of all supports feasible and available. Collaboration is required and essential for success in this work.

Unfortunately, these services focus on voluntary engagement in services and for some individuals they were unwilling or unable to utilize the supports available at a given time and will be re-referred for service if needed. This opens opportunity for another person to engage and receive supports.

This front-line work can feel very rewarding and simultaneously discouraging at times, as success cannot be achieved for all participants. The team are to be commended for their dedication and perseverance supporting individuals, often at some of their lowest points in their lives, to assist in effecting positive change. The work they do is pivotal to changing lives for the better and we will continue to work with our community to reduce experiences of homelessness. Again, I thank our Board of Directors, and our Executive Director, Cindy Murphy, for continued leadership and support.

VAL FLYNN, MANAGER OF ADULT RESIDENTIAL SERVICES

LEARNING RESOURCES

PROGRAM

THE LEARNING RESOURCES PROGRAM (LRP) delivers compassionate, trauma-informed services to adults aged 18 and older who are currently involved in the justice system or face a heightened risk of becoming involved. Rooted in a person-centered approach, the program offers both prevention and intervention initiatives that support participants in addressing a range of complex issues such as addiction, trauma, emotional regulation, healthy relationships, cycles of criminal behavior, impaired driving, sexual offenses, and paternal parenting.

Staffed by skilled facilitators, program coordinators, and a mental health and addictions counselor, the LRP operates with primary funding from the Department of Justice and Public Safety (DOJ), and more recently, from Women and Gender Equality (WAGE) as part of a national strategy to end gender-based violence.

Programs are offered in-person at the Pennywell Road community location, online, and within Her Majesty's Penitentiary. Participants are typically referred through various justice and social service channels, including probation officers, classification officers, temporary absence supervisors, and Children's Senior's and Social Development (CSSD) social workers. Facilitators aim to present program material in a way that speaks to participants lived experiences, encouraging personal connection, self-reflection, and meaningful change.

"I feel this program has taught me to slow down and notice warning signs and evaluate the situation properly"

Anonymous Participant

Participants in the LRP continue to face significant barriers, with access to safe and affordable housing remaining one of the most pressing challenges. This issue is especially acute for individuals with current or past involvement in the criminal justice system. Securing housing through the private market is particularly difficult due to the high needs of this population.

While housing is not a direct component of the LRP's mandate, it plays a critical role in participants' ability to engage meaningfully in intervention programming. Without stable housing, it becomes significantly harder for individuals to focus on their personal development and rehabilitation.

DELIVERY MODALITY

The LRP delivers in-person services at its primary location on Pennywell Road in St. John's. All core intervention programs are available in this format, ensuring participants can access consistent, face-to-face support.

To enhance accessibility across the province, LRP also offers virtual programming for Safety and Repair and Anger Solutions. This remote option has expanded significantly, allowing individuals from communities across Newfoundland and Labrador to engage in programming regardless of geographic location. Originally introduced in response to the launch of the Intimate Partner Violence Intervention Court in Grand Falls-Windsor, the virtual delivery model has since grown through a new collaboration with CSSD, enabling province-wide access for CSSD-referred participants. This expansion has been made possible through the support of Women and Gender Equality (WAGE) and funding from the Gender-Based Violence National Action Plan (GBV-NAP).

Facilitators use a participant-centered approach, considering factors such as learning style, safety, criminogenic risk level, and individual needs to determine the most appropriate mode of delivery. While group programming is preferred where appropriate to offer the added benefit of peer support and a sense of community, some participants may require individual sessions or a blended model of group and individual work to meet their unique goals.

PROGRAMS DELIVERED IN 2024-2025 *(see appendix B for program descriptions)*

- Seeking Safety
- Safety and Repair
- Anger Solutions
- Pathways to Acceptance & Recovery (PAR)
- Criminal Behavioral Awareness (CBA)
- Dads
- Impaired Driving Awareness (IDA)
- STABLE & Acute 2007
- Maintenance

PARTICIPANT REFERRALS AND OUTCOMES 2024-2025

Referrals to the LRP are received from Adult Corrections; Children, Seniors, and Social Development (CSSD), internally through other JHS-NL programs, community organizations, and self-referral when capacity exists. This year, the LRP successfully delivered a range of services aimed at supporting individuals through assessment, programming, and ongoing support.

The following provides a summary of key achievements and outcomes:

Participant Referrals and Engagement:

- At the beginning of the 2024-25 fiscal year, 104 participants continued programming, and an additional 297 new participants enrolled throughout the year.
- 538 referrals were received (including 81 carried forward and 457 new referrals).
- Of these, 141 referrals were withdrawn due to various factors including program ineligibility, participant relocation, release or re-incarceration, significant mental or physical health concerns, or instability in housing and other basic needs. In some cases, work schedules could not be accommodated within the program's available hours, necessitating withdrawal and re-referral at a later time.
- Of the 401 individuals who actively engaged in programming during the year, 164 successfully completed the program. An additional 101 participants remained active at year-end and will continue into 2025-26.

Individual Engagements:

- 308 individual assessments were completed.
- 1,271 one-on-one program sessions were delivered.
- 402 group sessions were conducted across community settings, Her Majesty's Penitentiary (HMP), and virtual platforms.

Group Program Delivery

- Seeking Safety (continuous group for both community and HMP)
- Safety and Repair In-Person - 3 groups
- Safety and Repair virtual - 5 groups (one group was female identified participants only). A group is ongoing into the next fiscal
- Anger Solutions In-person - 3 groups, a group is ongoing into the next fiscal
- Anger Solutions Virtual - 3 groups, a group is ongoing into the next fiscal
- Anger Solutions HMP - 1 group (Anger solutions was placed on hold after this group due to low institutional staff)
- Dads Community - low referrals, one group attempted however did not complete due to low attendance
- IDA - two groups completed
- Integrated Correctional Maintenance Program, Multi-Target (ICMP) Community - continuous group
- Maintenance Program - continuous group met weekly

HMP Program - Group Delivery

Programming within HMP faced considerable challenges due to staffing shortages that limited institutional access.

The Safety and Repair program was initiated on three separate occasions but could not be completed due to these limitations. Across all HMP programs, 85 group sessions were cancelled because of these ongoing staffing issues.

Drop-In Services

A total of 209 drop-in service interventions were provided which included access to hygiene products, printing/faxing services, internet, telephone use, crisis support, and referrals to external community resources.

“What I liked most about this program (Safety and Repair) is the new skills and coping mechanisms that I learned, the opportunity to express my feelings and discuss my emotions.”

Anonymous Participant

ONGOING CHALLENGES

Despite the gains, attendance remains an area of concern. Contributing factors include instability of basic needs, (such as housing and food insecurity), mental health challenges, substance use, and competing demands such as employment. Missed appointments not only hinder participant progress but can also limit facilitator availability, increasing barriers for others awaiting service. These challenges highlight the ongoing risk of recidivism for individuals reintegrating into the community without consistent support.

YEAR-OVER-YEAR COMPARISONS AND IMPROVEMENTS

The current fiscal year demonstrated a measurable increase in service delivery when compared to 2023-24, as referrals and participant intake increased by 15% and program completion rates rose by 18%.

2023-2024 saw a notable decrease in missed appointments from 674 in the previous year to 377 this year. This improvement can be attributed in part to targeted collaboration with the Adult Probation Office (APO).

In June, the LRP and APO jointly explored strategies to reduce missed appointments, which can impact service efficiency and increase wait times for other participants. This partnership has been instrumental in improving access and responsiveness.

LRP PARTICIPANT REFERRALS & OUTCOMES 2024-25	Carried Over 2024	Awaiting Assessment	Referral	Referral Withdrawal	Assessed	Group	Individual	Completed	Disengaged	Awaiting Assessment	Awaiting Program Start	On Hold	Carried Forward
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COMMUNITY

Safety & Repair	11	7	44	11	32	17	18	18	12	6	6	0	10
Safety & Repair IPVIC SJ	13	2	28	0	31	5	41	29	2	0	1	0	8
Safety & Repair GFW IPV	3	0	9	0	9	3	7	7	0	0	0	0	5
Safety and Repair CSSD	0	0	37	4	30	20	5	9	5	2	7	0	8
Safety & Repair GFW	3	3	14	2	15	10	0	9	2	0	3	0	2
Seeking Safety	29	7	99	37	44	31	8	18	38	19	5	2	12
Anger Solutions	6	6	46	8	34	15	11	12	12	10	7	2	8
Anger Solutions CSSD	0	3	26	6	22	19	1	9	5	1	2	1	4
Dads	0	3	15	11	3	1	0	0	0	4	2	0	1
Mental Health & Addictions	34	10	53	17	26	0	28	20	5	20	0	0	37
CBA	0	0	2	0	1	0	1	1	0	1	0	0	0
PAR	0	0	1	0	0	0	0	0	0	0	1	0	0
STABLE & ACCUTE 2007	0	2	7	0	9	0	9	8	0	0	0	0	1
Maintenance	2	1	8	1	6	0	6	4	0	2	1	0	2
IDA	0	0	13	3	10	10	0	10	0	0	0	0	0

HER MAJESTY'S PENITENTIARY

Anger Solutions	0	15	4	13	6	15	0	4	11	0	0	0	0
Safety & Repair HMP	0	0	19	10	11	0	0	0	0	0	0	0	0
Seeking Safety	3	22	32	18	19	16	0	6	10	15	0	0	3
IDA	0	1	0	0	0	0	0	0	0	0	0	0	0
TOTALS	104	81	457	141	308	162	135	164	102	80	35	5	101

PROGRAM ENHANCEMENTS

During this reporting period, the LRP made significant strides in enhancing service accessibility and participant support. Most notably, virtual program delivery was expanded province-wide for participants referred through CSSD. This initiative led to the addition of a new program facilitator to the LRP team, enabling broader delivery of Anger Solutions and Safety and Repair in both individual and group formats.

This expansion addresses a critical service gap for individuals in remote or underserved communities who may otherwise lack access to specialized programming. To mitigate barriers related to technology access, LRP purchased 30 tablets, which are borrowed by participants for the duration of their program. CSSD staff and Adult Probation Officers (APOs) have also provided invaluable support to participants without reliable internet access, helping to ensure continuity of care.

In partnership with Lifewise and WAGE, LRP has also introduced a peer support component to the Intimate Partner Violence (IPV) programs. A staff member with lived experience now provides support to participants at both the entry and delivery stages of programming. This initiative has proven particularly impactful for participants navigating feelings of shame, guilt, or hesitation in seeking help.

UPCOMING PROGRAMMING CHANGES

Recognizing the growing need for more focused emotional regulation interventions, the LRP committed to the development of a Dialectical Behavior Therapy (DBT) program. All program facilitators completed a three-day DBT certification course, and in October 2024, a dedicated committee was formed to lead the development of a 13-session DBT-informed curriculum. This new program will launch its first group session in June 2025, marking the beginning of its delivery in the 2025-2026 fiscal year.

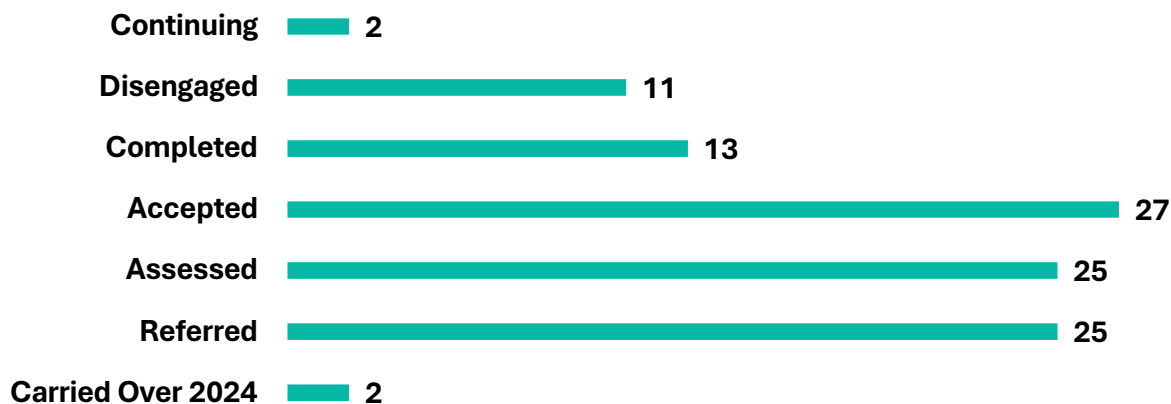
Additionally, with support from WAGE, a new partnership was formed between LRP and Horizons Academy. Under this agreement, LRP will provide Safety and Repair and Anger Solutions programming to students at Horizons Academy over the course of one year. Up to 24 students will have the opportunity to access each program. To support this expansion, a new facilitator will be hired in the 2025-2026 fiscal year.

LRP also continues its longstanding collaboration with HMP, with a renewed focus on integrating peer support into institutional programming. By involving individuals with lived experience in recruitment and engagement efforts, the program aims to increase attendance in healthy relationship programming, ultimately contributing to reduced rates of recidivism related to intimate partner violence.

INTEGRATED CORRECTIONAL MAINTENANCE PROGRAM, MULTI-TARGET (ICPM)

The LRP delivers the Community Maintenance Program (CMP) under contract with Correctional Services Canada. This year, 25 individuals were referred, assessed, and 27 participated (including two carryovers from last year). Thirteen completed the program, 11 disengaged, one transferred to the west coast, and two remained active at year-end.

ICPM PARTICIPANT REFERRALS & OUTCOMES 2024-25



PROFESSIONAL DEVELOPMENT

Professional development allows employees expand their knowledge and skills. The LRP supported opportunities for staff to take part in different professional development:

- Mental Health First Aid
- An Overview of Narrative Therapy
- Annual Substance Use Conference
- Pathways to Prevention: Anti-Exploitation Free Event
- Webinar: Sustaining the Sector: Systemic Change to Address GBV Worker Wellbeing
- Narrative training WLU June 2024
- 3 Day Dialectical Behavior Therapy Certification
- Polyvagal Theory for Embodied Trauma Recovery
- First Light Indigenous Cultural Awareness Training
- Lifewise Hack-a-thon
- Safety and Repair Training w/ Tod Augusta Scott
- Lifewise- Implementing Peer Support
- Personality and Parenting
- Harm Reduction and Addiction by college of social workers and NLHS
- JHS Canada on Bail reform
- JHS Canada on Mental Health
- EMDR Basic Training

COMMUNITY INITIATIVES AND INVOLVEMENT

The LRP actively participates in various community committees and collaborative initiatives that are critical for building networks, advocating effectively, and ensuring participants have access to the appropriate resources. Staff engagement in these efforts includes participation in the following committees and round tables:

- Sisters in Spirit - Supporting the planning of the annual vigil honoring missing and murdered Indigenous women and girls
- Youth Outreach Committee
- Men's Mental Health Round Table
- Release Radar Committee - Her Majesty's Penitentiary (HMP)
- End Homelessness St. John's - Coordinated Access Table

In addition to committee involvement, the Manager of Programs for the LRP provides professional development presentations to community partners and organizations which included:

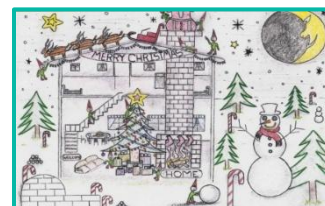
- Anger Solutions Certification Training - Loretta Bartlett Home for Youth
- LRP Information Sessions with CSSD - Delivered virtually on three occasions
- Building Resilience and Reducing Re-traumatization - Presented to provincial classification officers
- Trauma-Informed Practice delivered in Moncton through JHS Atlantic
- Intensive Case Management for Emerging Adults-Presentation to the Federal-Provincial-Territorial (FPT) working group
- Positive Outcomes in IPVIC Court delivered to provincial court staff



Melissa Noseworthy presenting at JHS Atlantic Conference

Each year, the LRP helps to organize a range of community engagement activities for program participants. This year, highlights the first Family BBQ hosted during the summer, allowing participants to enjoy a day with their loved ones, including games and prizes for all ages.

A Christmas breakfast was organized for participants, and a lasagna dinner during JHS Week 2025. The Annual Christmas Card contest is now in its sixth year which encourages inmates to submit original, hand-drawn artwork for consideration as the design for JHS-NL Christmas card. This year, 27 submissions were received and anonymously voted on at JHS-NL Head Office. This tradition brings holiday cheer to both participants and staff.



2024 Christmas Card Contest Winner



**HMP Christmas
Loot Bags**

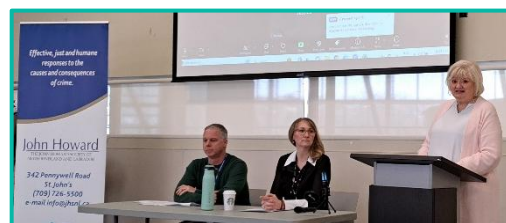
LRP staff visited HMP during the holiday season to take Christmas photos of inmates wishing to send a picture and card home to their families. A total of 107 photos were taken, printed, and delivered along with holiday loot bags, offering a meaningful connection between inmates and their loved ones during the festive season.

JHS-NL prepared and distributed approximately 240 Christmas Loot Bags at HMP and 10 gift bags for community participants at Christmas time

STAFF RECOGNITION ACTIVITIES

The LRP looks to connect with other programs/facilities at JHS-NL a few times a year in a social capacity. These events offer support and appreciation to the employees for the work they do day in and day out. In August, the staff of all St. John's locations were invited to the Topsail Beach for games, prizes, BBQ and smores on the beach. This event allowed the various shops to come together and get to know each other outside of professional consults. In October the staff attended the Annual General Meeting at the Bally Haly Golf Course for a day of professional development and catered lunch. Then in December staff were invited back to Bally Haly Golf Course for a holiday meal and appreciation lunch.

This year during John Howard Week, Crystal Northcott, the Provincial Operations Manager, and Brad Hunt, Manager/Program Coordinator for Correctional Health Services presented to JHS-NL on processes and initiatives in health in the correctional institutions for NL. This presentation was valuable to the work being done with people incarcerated.



**Brad Hunt, Crystal Northcott and Cindy
Murphy at the Paul Reynolds Centre for
JHS Week**

CONGRATULATIONS



Celebrating 5-years of service (left to right) were Alexander Asamoah, Clinical Program Coordinator, and Robyn MacDonald, Program Facilitator, and Melissa Noseworthy, Program Manager. Congratulations on reaching a 5-year milestone. On behalf of the entire team, I want to extend a sincere

thank you for your dedication, hard work, and commitment over the past five years.

During this reporting period, Christiane Murdey from the LRP completed her practicum placement for Master's in Counselling Psychology. Steven Dubec, who began his practicum during the last fiscal year, also completed his practicum placement for Master's in Counselling Psychology. Congratulations to both Steven and Christiane

STAFF APPRECIATION

I want to take a moment to recognize and sincerely thank each member of the LRP for the compassion, resilience, and dedication you bring to your work every single day. Supporting individuals facing challenges such as addiction, homelessness, food insecurity, and mental health issues is not easy work, yet you meet it with open hearts, steady hands, and an unwavering belief in the potential of every person who walks through the doors.

Your ability to listen without judgment, advocate fiercely, and show up in ways big and small makes a lasting difference in the lives of those we serve. Please know that your efforts do not go unnoticed. Thank you for standing on the front lines of change and for continuing to show up especially when it's hard.

Special thanks and appreciation to the Executive Director, Cindy Murphy, who will be retiring in the next fiscal year. Cindy's unwavering dedication, compassion, and leadership have left an indelible mark on the organization and the community. Over the years, Cindy's commitment to JHS-NL mission has not only advanced our goals but has also inspired countless others to join in the work of making a meaningful difference. On behalf of all of us at the LRP, we would like to express our heartfelt gratitude and appreciation to Cindy as she prepares to retire.

Lastly, I would like to acknowledge and thank the Board of Directors, management team and volunteers of JHS-NL, the staff and management at Probation; Intimate Partner Violence Intervention Court; Her Majesty's Penitentiary; Howard House; Correctional Services Canada; Lifewise, Children, Seniors and Social Development, Woman and Gender Equality and the community organizations whom we work with daily to help our community members receive the programs and services they need to keep our community safe.

MELISSA NOSEWORTHY, MANAGER OF PROGRAMS

COMMUNITY BASED INTERVENTION

PROGRAM

The Community-Based Intervention Program (CBIP) is administered through our Main Street office in Stephenville. This program provides rehabilitative services for adult individuals who are involved in or at risk of involvement with the criminal justice system in the Stephenville, Corner Brook, and Port aux Basques areas. It addresses issues contributing to criminal behavior and associated risk factors.

The various programs offered are specifically designed and delivered to support participants in reducing recidivism rates by fostering a sense of safety, building trust, and assisting them in developing new skills and making healthy choices in their relationships and interactions with others. Facilitators operate within the framework of the four R's of trauma-informed practice: recognizing that trauma can have extensive effects on individuals and communities, resisting re-traumatization, recognizing trauma symptoms, and responding appropriately to individuals experiencing these challenges.

“I have learned so much about repairing and moving forward in a positive and loving way. Thank you so much. You helped me more than you will ever know.”

Anonymous Participant

PROGRAMS DELIVERED IN 2024-2025 (see appendix B for program descriptions)

- Seeking Safety
- Anger Solutions
- Criminal Behaviour Awareness (CBA)
- Dads
- Impaired Driving Awareness (IDA)
- Adult Diversion
- Pathways to Acceptance & Recovery Program (PAR)
- STABLE & ACUTE-2007
- Safety & Repair
- Maintenance

REFERRAL CHARACTERISTICS

Our referral sources in the Stephenville, Corner Brook and Port aux Basques regions include the Intimate Partner Violence Intervention Court in Stephenville (IPVIC), Department of Justice (Adult Corrections); West Coast Correctional Centre (WCCC); West Bridge House (WBH); and self-referrals.

For the 2024-2025 year, CBIP had twenty-six participants continuing with services from the previous year and received 158 new referrals, with twenty-three participants continuing with services at year end.

PARTICIPANT REFERRALS & OUTCOMES 2024-25	Carried Over	Referrals	Accepted	Engaged	Completed	Carried Forward
COMMUNITY						
Adult Diversion	3	23	23	26	23	1
Anger Solutions	2	10	10	12	7	0
CBA	1	8	7	8	4	0
Dads	1	4	3	4	2	1
Maintenance	1	4	3	4	1	0
Seeking Safety	2	45	33	35	15	10
PAR	1	2	0	1	0	0
Safety & Repair – IPVIC	4	12	12	16	10	6
Safety & Repair Reg Court	3	21	16	19	5	5
IDA	0	0	0	0	0	0
WEST COAST CORRECTIONAL CENTRE						
CBA	8	14	11	19	13	0
Anger Solutions	0	0	0	0	0	0
Dads	0	0	0	0	0	0
Seeking Safety	0	15	13	13	4	0
TOTALS	26	158	131	157	84	23

“It made me realize that just easy day to day tools can change my life for the better and made me feel in a better head space every session.”

Anonymous Participant

STAFF TRAINING

During 2024-25, CBIP staff continued to meet with the Learning Resources Program (LRP) staff through virtual meetings to focus on facilitation and effective programming for Safety and Repair and Anger Solutions programs. Alex Asamoah and Jessica Slade, LRP Program Services Coordinators, led the virtual sessions, and their continued support and guidance are greatly appreciated by all CBIP staff. We all send many thanks to each of them.

PROFESSIONAL DEVELOPMENT

CBIP staff took part in several in person and virtual professional training/development opportunities including:

- First Aid
- Naloxone Refresher
- Stable and Acute Assessment
- Indigenous Awareness Training
- Applied Suicide Intervention Skills Training (ASIST)
- MADD Canada Virtual Monthly Support Group
- Enhancing Victim Support through Innovative Case Management & Survivor Centric Technology
- What is Victim Centred Restorative Justice and What does it look like in Practice?
- What makes a Court a Drug Treatment Court?
- Assessing High Risk – High Needs Individuals
- Therapeutic Use of Drugs
- Using RNR Principles to Guide Practice
- Serving & Retaining Unhoused Clients
- Suicide Prevention
- Provincial Alcohol Action Plan
- Emergency Planning and Mental Health
- Culture and Healing
- Harm Reduction and Services
- Peer Support and Substance Use
- Hope Valley Treatment Centre
- Trauma-Informed Care and Approaches
- Harm Reduction Approaches in Healthcare: An Ethical Way Forward
- Seeds of Possibility: Understanding Alternative Justice Practices in the Gender-Based Violence Sector
- Working Opportunities Program – A Solution for Skills Building & Economic Growth
- Claire's Law
- Bail Reform
- Sentencing
- Community Corrections
- Institutional Corrections
- The Sons: A National Film Board Documentary

COMMUNITY INITIATIVES AND INVOLVEMENT

CBIP's community involvement throughout the year included attending WBH Admissions Committee meetings; Intimate Partner Violence Intervention Court (IPVIC); IPVIC Steering Committee meetings; WCCC Community Services Fair; attending Violence Prevention Month Proclamation signing at our Town Hall. Presentations were also given to participants of the community Horizons program and the In Motion & Momentum+ (IM&M+) program at the WCCC regarding Healthy Relationships, Anger Management & Alcohol/Drug Awareness.

WEST COAST CORRECTIONAL CENTRE (WCCC)

During the fourth quarter and for the first time, CBIP facilitators offered the 21-session Seeking Safety Program at the WCCC as the Classification Officer identified substance use issues as the highest need among inmates. Due to Remand numbers being high, and some other participants being granted a Temporary Absence (TA) to WBH, several participants left the program prior to completion. However, these participants were given the opportunity to complete the program either through our community Seeking Safety group, which could be done on an individual basis, virtually or by telephone if they lived outside our service areas. This is one of the great ways that CBIP staff works so closely with the WCCC, WBH and Adult Corrections to offer effective programming to all eligible participants in a way that works best for each individual.

CBIP facilitators also took part in the Community Services Fair at the WCCC. The theme, "We Ain't All Bad" was created by the IM&M+ participants who also hosted the Fair. It was attended by several community partners and CBIP facilitators provided information to those and all inmates regarding the programs and services we provide within the WCCC, as well as in the community.



We Ain't All Bad Service Fair hosted by WCCC IM&M+ participants

Staff joined the IM&M+ coordinator, Ms. Leanda Morris, and the IM&M+ participants for the second WCCC Halloween event. It was again amazing to see the support that was received from community agencies and individuals.



WCCC - Halloween Event hosted by IM&M+ participants

This support indicates that many people believe that inmates need more than just being 'locked up' to get through incarceration as positively as possible and to have a greater chance of successfully reintegrating back into society upon their release.

Again, this year, we did Christmas picture taking at the WCCC for inmates to send to loved ones. We thank JHS-NL for providing the cards and loot bags with lots of treats for all inmates. We also send our appreciation to the staff and management of the WCCC for allowing this to happen and for providing postage for all the cards.

STAFF DONATIONS

CBIP staff donated \$1.00 per week to our Staff Fund. In November, staff chose to donate to a Community Christmas Lunch which helped to provide a free hot meal to 300 individuals of all ages.



**Recovery Centre
Donation**

Another donation by staff took place in December when they decided to give a very generous donation to the Recovery Centre which is owned and run by one individual in the community with lived experience. He aims to help people with alcohol and drug problems as much as he can by providing a safe place for them to meet for healthy and safe social interactions. He provides snacks and healthy leisure activities including pool, darts, guitar playing, cards, games, etc. CBIP staff are very grateful for this free service, and all our participants who can benefit from it are encouraged to attend during their free time. When they do, they always have very positive comments about their time there.

Such actions by CBIP staff show that part of the reason they are such fantastic JHS-NL program facilitators is because they are very concerned and empathetic individuals who have a strong desire to help people in need, even when they are not getting paid to do so. They have given several donations to different charities, and they are always quick to want to donate whether it is for children, adults, or seniors in need. They are definitely a team with big hearts and a lot of compassion.

STAFF SERVICE AWARDS



During JHS Week, we gathered with WBH staff to have our annual Staff Service Awards. This year, CBIP celebrated Daphne O'Keefe for 30 years of service. Congratulations Daphne and to the staff of WBH for their awards! We also thank all staff for their dedication and commitment to the goals and values of JHS-NL and all the important work they do with JHS participants on a daily basis.



**CBIP & Next Steps Staff
Daphne, Leanda,
Michelle, Haley &**

ACKNOWLEDGMENTS

We cannot end this wonderful year without continuing our many thanks to those who deserve it most.

For her program development work, support, guidance and for the hundreds of questions she answers whenever she is called or emailed, we sincerely thank Ms. Melissa Noseworthy, LRP Program Manager. Many thanks to Donna Jenkins, Accounting Administrator, for all her daily office support and to Tracy Oakley, Administrative Coordinator, who is unbelievably supportive whenever she is asked for assistance and often even before she is asked.

As always, we extend our thanks to all JHS-NL staff, the staff of the Department of Justice and Public Safety, the Intimate Partner Violence Intervention Court and all our community partners.

I give my personal thanks to CBIP program facilitators for the excellent services they provide to our participants. The wonderful evaluations they receive from participants show how much their work is appreciated and how much it helps participants to move forward in their lives.

While it is not yet time for us to say goodbye, but we all know that this will be our last time extending our year-end thanks to our Executive Director, Ms. Cindy Murphy. She will be retiring at the end of June and that is such a short time away and leaving will be a great loss to JHS-NL as she has been such a professional, dedicated, strong and positive leader. She always keeps JHS-NL participants her top priority, as well as her best to ensure staff feel valued and appreciated.

Cindy, we wish you the very best for the future; and we all thank you for your great leadership, guidance and support throughout the years. As one quote says and you are so deserving of: May you be proud of the work you have done, the person you are and the difference you have made.” We hope you realize you have done so many great things for JHS-NL and that you will be greatly missed.

As this year quickly comes to an end, we all look forward to 2025-26 and working with present and new JHS-NL staff, our community partners, and all present and future participants. We know that it will be another year of great work that will help to improve the lives of many individuals and families in the Stephenville, Corner Brook and Port aux Basques areas.

DAPHNE O'KEEFE, MANAGER OF PROGRAMS

NEW DAY

PROGRAM

New Day is a high-impact intensive case management program that provides both in-reach services at Her Majesty's Penitentiary (HMP) and comprehensive community support for individuals involved in the criminal justice system who live with severe and/or persistent mental illness or concurrent disorders.

Using a trauma-informed, client-centered approach, our Intensive Case Managers (ICMs) collaborate with participants to co-create individualized support plans that promote stability, reduce recidivism, and improve overall quality of life.

New Day addresses critical service gaps at the intersection of mental health and justice, supporting successful community reintegration and reducing the long-term social and economic costs of incarceration and untreated mental illness.

With continued support, New Day will sustain measurable outcomes and lasting change for one of our community's most vulnerable and often overlooked populations.

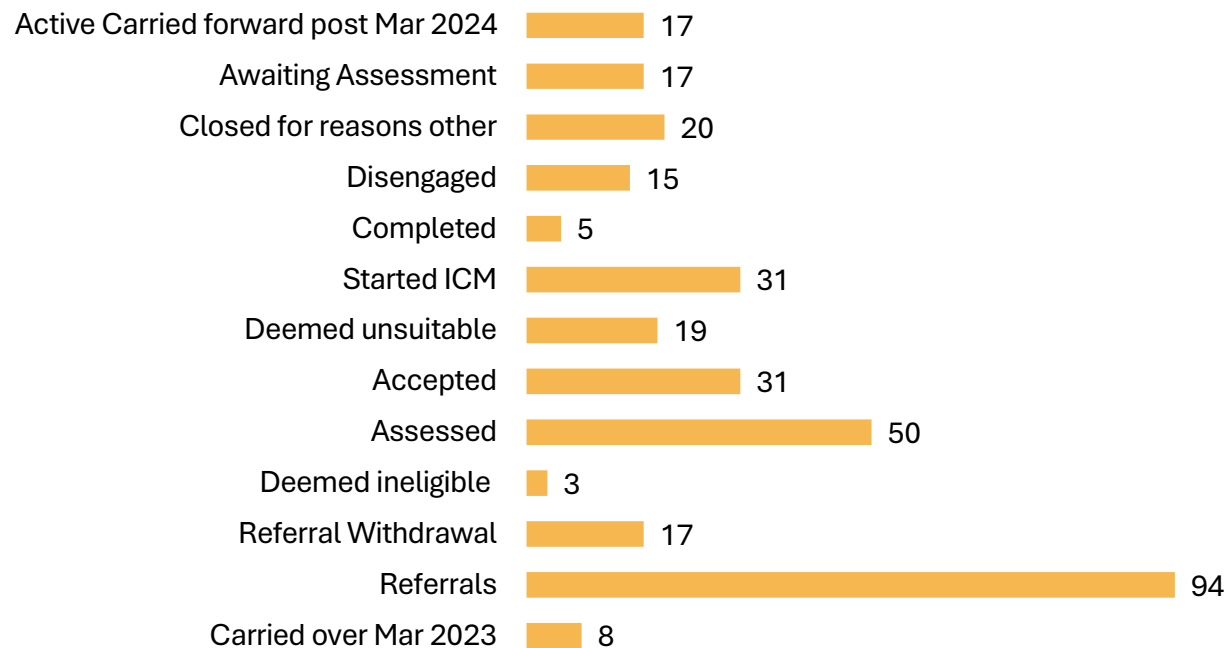
"You don't even know how much I appreciate New Day support."

Anonymous Participant

REFERRALS & OUTCOMES 2024-25

- eight participants remained active from March 31, 2024, and continued into this reporting period
- 94 new referrals were received
- 20 referrals were either withdrawn or found ineligible
- 50 individuals underwent assessment, with 19 deemed unsuitable for ICM
- 31 participants were accepted and started the program
- five participants completed the 12 to 18-month program with goals met
- 15 participants disengaged from the program
- 17 individuals await assessment
- 17 participants remained active as of March 31, 2025

PARTICIPANT REFERRALS AND OUTCOMES 2024-25



SUPPORTING PARTICIPANTS OVERCOMING BARRIERS TO STABILITY& INDEPENDENCE

New Day participants often experience overlapping barriers, including limited access to basic needs such as food, shelter, hygiene, and clothing. ICMs play a critical role in helping participants access these essential resources and build long-term self-sufficiency.

Transportation remains a significant barrier. Many participants lack personal transportation, and public transit often proves difficult due to cognitive or physical challenges, safety concerns, or unfamiliarity. ICMs not only help participants attend essential appointments but also build their confidence to navigate transit independently.

During this reporting period, the New Day team traveled 7,115.9 kilometers to support participants in accessing medical appointments, probation check-ins, housing services, shelters, and pharmacies.

The team recorded 1,997 interventions in the JHS-NL Accountability and Records Management System (ARMS), reflecting the breadth of support provided from in-reach at HMP to crisis intervention, counseling, and life skills development.

These figures demonstrate both the demand for services and the team's deep commitment to each participant's journey toward independence.

ADDRESSING HOMELESSNESS: A FOUNDATIONAL STEP TOWARD STABILITY

Homelessness remains the most pressing and persistent barrier faced by New Day participants. While stable housing is a vital step toward recovery and reintegration, it remains difficult to secure due to the housing crisis and complex needs.

To address this, New Day staff attend bi-weekly meetings with End Homelessness St. John's (EHSJ) to identify housing opportunities. The team also provides monthly housing status updates to EHSJ, enabling a more coordinated response.

In response to EHSJ's long waitlist, our Community Support Worker (CSW) took a proactive role in the third quarter by assisting with housing searches. Over six months, the CSW contacted 152 rental listings, received 72 responses, arranged eight viewings, and successfully secured housing for two participants.

These early outcomes highlight both the urgent need for housing-focused supports and the effectiveness of dedicated case management in navigating a complex housing landscape.

"The program offered me the support I needed at a challenging time in my life."

Anonymous Participant

LIFE SKILLS WORKSHOPS

New Day has developed a comprehensive series of life skills workshops designed to support participants in building practical, everyday competencies. The program includes both individual one-hour sessions and group workshops lasting two and a half hours, covering a wide range of essential topics such as Financial Literacy (spending plans, smart shopping, financial safety), Self-Regulation, Critical Thinking and Information Skills, Teamwork and Time Management, Housing Readiness, Food Safety and Security, Setting Healthy Boundaries, and Building Positive Relationships.

To accommodate diverse schedules, workshops are offered with flexible timing, including evening sessions. Over the past year, 46 invitations were extended to participants, with five individuals successfully completing one or more workshops. While participation numbers have room to grow, we see this as an opportunity to strengthen engagement strategies.

As we move into the new fiscal year, we are actively reviewing the program to enhance accessibility, increase motivation to attend, and better align content with participant's interests and needs. This includes exploring new outreach methods, potential incentives, and participant-informed scheduling. We are committed to expanding impact and look forward to sharing progress as we evolve this vital component of our support services.

INTEGRATING PEER SUPPORT THROUGH STRATEGIC PARTNERSHIPS

Through a meaningful collaboration with Women and Gender Equality Canada, HMP, and Lifewise, JHS-NL has established a new peer support position designed to enhance services for individuals and families impacted by the criminal justice system. This initiative is funded by WAGE as part of the National Action Plan to End Gender-Based Violence.

In November 2024, Mitchell Wall, a peer with lived experience, was hired to work both inside HMP and alongside the New Day team. His role involves delivering individual and group peer support to those on the Intensive Case Management (ICM) caseload—creating a unique and trusted point of connection for participants who often face systemic barriers and stigma.

This peer support role has been instrumental in building trust and rapport with participants, particularly considering limited institutional access due to staffing challenges at HMP. Mitchell's presence has helped bridge that gap: once participants engage with him, they are more likely to re-engage with the New Day program and work toward their personal goals.



*Melissa Noseworthy
& Mitchell Wall*

This collaboration has not only strengthened the impact of New Day's services but has also brought a valued and trauma-informed layer of support to a population that often struggles to find safe, relatable, and consistent help.

PROFESSIONAL DEVELOPMENT

Staff are encouraged to participate in workshops and training opportunities to build competency and confidence in their skills. This year the team participated in the following:

- Dialectical Behavioral Therapy Certification (Three day training)
- Comprehensive DBT Webinar - NLCS
- NLCSW Webinar: Harm Reduction & Addiction
- TGP Mercy House Referral Overview
- NLCSW - AI Ethics
- Rental Tenancy Act Training for Community
- Indigenous Cultural Diversity Training with First Light

COLLABORATIVE CASE PLANNING THROUGH COMMUNITY PARTNERSHIPS

The New Day team actively participates in several interagency roundtables to advocate for participants, coordinate care, and strengthen individualized case planning. These collaborative spaces are essential to the Intensive Case Management (ICM) process, enabling the team to engage directly with community partners, identify available resources, and develop integrated support strategies tailored to each participant's unique needs.

Participation in these roundtables ensures New Day remains deeply connected to the broader system of care, improving access to services and promoting timely, coordinated responses to complex barriers. Key roundtables include:

- Coordinated Access - End Homelessness St. John's (EHSJ): A strategic forum focused on identifying housing solutions and prioritizing access for those most in need.
- Release Radar - Her Majesty's Penitentiary (HMP): A collaborative initiative to support individuals transitioning from custody back into the community, with the goal of reducing recidivism and improving outcomes post-release.

These partnerships are a cornerstone of New Day's work, helping to break down silos and ensure participants receive consistent, wraparound support as they navigate reentry, recovery, and reintegration.

PUBLIC ENGAGEMENT

ICM Team Lead, Riley Hunt, co-presented with JHS-NL/Lifewise peer supporter, Mitchell Wall as part of the "Building Safer Communities" panel discussion. This discussion was centered around what skills and resources are needed in the community effort to address systemic barriers. Additionally, Riley presented the New Day's Intensive Case Management program to JHS Canada during JHS Week.

MENTORSHIP

During this reporting period Melanie Smith completed a BSW practicum with the New Day team. Congratulations to Melanie for a placement well done.

ACKNOWLEDGING THE TEAM BEHIND NEW DAY'S SUCCESS

As New Day completes its first full year operating under JHS-NL, I want to extend my heartfelt appreciation to the dedicated team who made this year not only possible - but impactful.

To Riley Hunt (ICM Team Lead), Jennifer Connolly (ICM), and Jacob Riche (Community Support Worker) thank you for your unwavering commitment, resilience, and innovation. This work is not without its challenges, but your dedication has been instrumental in supporting participants as they pursue meaningful change in their lives. The role of ICM is complex and often demanding, but the moments when participants meet their goals are a testament to the incredible work you do every day.

Special thanks as well to Tracy Oakley for her behind-the-scenes support, updating program documents, creating outreach materials, and managing our online presence. Your contributions have helped shape the public face of New Day and increase community awareness.

I would also like to express my sincere gratitude to Cindy Murphy, Executive Director, for her steadfast leadership, guidance, and ongoing consultation throughout the year.

I would like to extend our heartfelt congratulations to Joanne Symonds, our Director of Finance on her retirement. Joanne's leadership, dedication, and financial stewardship have left an indelible mark on this organization.

Finally, our work would not be possible without the collaboration and support of our extended partners. Thank you to the Board of Directors of JHS-NL, the staff and management of JHS-NL, the staff and management at Her Majesty's Penitentiary, including Susan Green, Manager of Institutional Programs, Howard House, NL Health Services, and the many community organizations that contribute to individualized case management planning. Your partnership is deeply valued and essential to the success of our participants.

Together, we are building pathways to possibility.

MELISSA NOSEWORTHY, MANAGER OF PROGRAMS

NEXT STEPS EMPLOYMENT SERVICES

PROGRAM

NEXT STEPS EMPLOYMENT SERVICES (NSES) is dedicated to supporting individuals in their journey to reintegrate into the labor market. Meaningful employment is closely linked to self-autonomy, economic stability, and reductions in recidivism, as well as positively correlating with various social determinants of health. Individuals with prior involvement in the criminal justice system face numerous challenges when re-entering the labor market. These challenges may include extended gaps in work experience due to incarceration, a lack of post-secondary education, and stigma from employers. Next Steps assists individuals in navigating these barriers through personalized support, group programming, and virtual assistance. Employing a trauma-informed and person-centered approach, our employment practitioners foster an inclusive environment that enables individuals to achieve their employment and educational goals.

PROGRAMS COMPLETED 2024-2025

In Motion & Momentum Plus (IM&M+)

JHS-NL began delivering the IM&M+ program in 2021 and continued to implement it throughout 2024. This year, we transitioned from a randomized control trial of the program to youth program delivery. Through funding and coordination from the Canadian Career Development Foundation (CCDF), we offered two youth cohorts of IM&M+, consisting of thirteen participants in the metro area and facilitated the program at the West Coast Correctional Centre, reaching 16 participants.

As part of IM&M+, the participants complete a community project at the West Coast Correctional Centre (WCCC). Leanda Morris, Employment Facilitator, helped organize a community fair for all residents of WCCC in the spring and fall. It was attended by many community organizations and was a great day for all those who participated. Community collaboration is the backbone to the work we do and we want to greatly thank both Leanda and all of those who attended or donated items and those who continue to support.



Community Organizations and Correctional Staff participating in the WCCC IM&M+ Spring Fling

Horizons

This year, the program selected five participants, three of whom successfully completed the program. Participants were from the Bay St. George area, over the age of 29, had prior criminal justice involvement, and demonstrated low levels of literacy and job skills. The three successful participants are currently employed. We extend our gratitude to the employers in the Bay St. George area for their ongoing support of this program, and we look forward to offering the Horizons program again in the coming year.

Net-Work

Next Steps delivered virtual employment programming during the 2024-25 year, funded by the provincial government's Department of Immigration, Population Growth and Skills. The online group Net-Work aimed to support individuals in rural parts of the province, who are often underserved compared to those in larger areas. We are excited to have connected with participants from across Newfoundland and Labrador and to have strengthened partnerships with community organizations.

“My employment practitioner was just outstanding. She went above and beyond to help in every possible way.”

Anonymous Participant

Reconnect

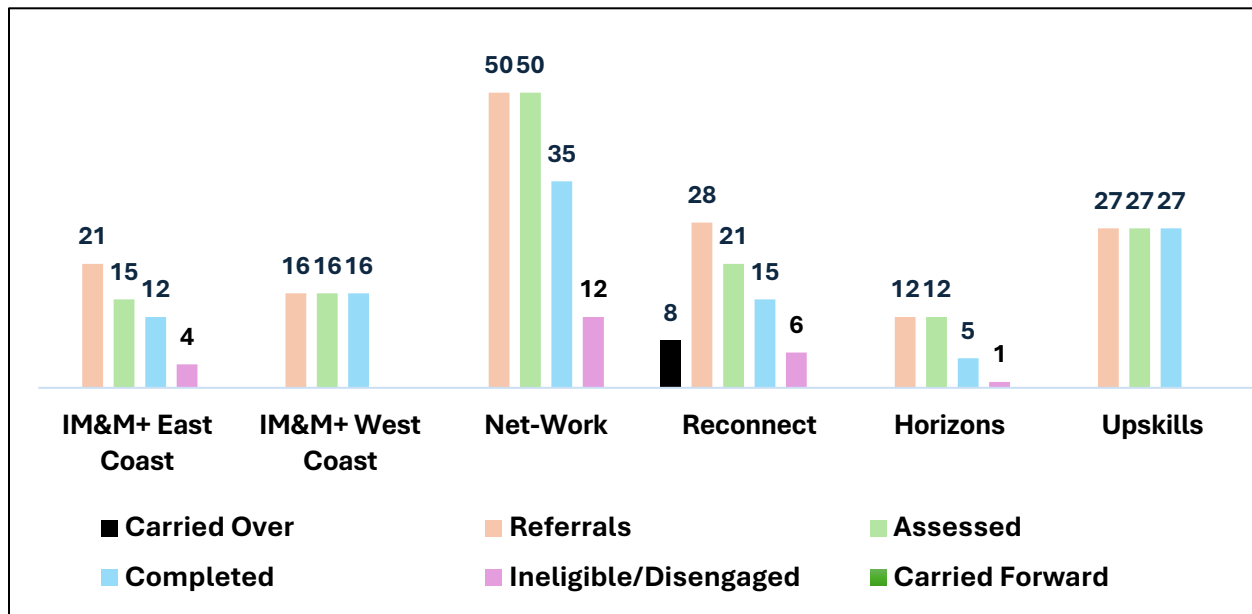
The program commenced late 2024 with two successful cohorts within the fiscal year. This program is a multi-sectoral partnership led by the John Howard Society of New Brunswick and is designed for individuals who identify as having a permanent or recurring mental or neurodevelopmental disability that restricts their ability to obtain meaningful and sustained employment. In 2024-25 year, we assisted 15 participants with their employment and education goals and established strong partnerships with private employers willing to hire our participants. We thank all employers who collaborated with us during the year and anticipate continuing these partnerships in the upcoming year.

Upskills

Upskills is a series of workshops aimed at helping learners ac

quire essential employability and life skills for entry into the labor market. This program was facilitated at the WCCC in 2024-25, engaging 27 participants across two groups, including one specifically for inmates from the Labrador Correctional Centre (LCC) during their stay at WCCC due to construction. Workshop topics included Motivation, Attitude, Accountability, Presentation, Teamwork, Time Management, Adaptability, Stress Management, Confidence, Thinking Skills, Reading and Writing Skills.

PROGRAM REFERRALS & OUTCOMES 2024-25



SERVICES COMPLETED 2024-25

Record Suspension Service

JHS-NL maintained the support of two dedicated staff members focused exclusively on Record Suspension assistance resulting in reduced wait times and increased the number of participants we can assist. Funded by Public Safety Canada record suspensions are essential for those no longer engaged in criminal behavior to progress in their lives.

This year, we received 140 referrals and provided individualized support to 105 new participants throughout the Record Suspension process. The program also disseminates information to the broader community regarding the process.

Employment Services

Utilizing a person-centered approach, Next Steps acknowledges that there is no one-size-fits-all solution and strives to provide optimal support through individual or group sessions. Assisting participants with their employment goals involves a variety of individualized options, including:

- Career planning, identifying employment goals
- Resume building & mock interview preparation
- Support and education on online job searches
- Weekly job lists sent to JHS-NL participants
- Record Suspension application support
- Funding application support

- Creating relationships with prospective employers
- Community referrals, outreach & collaboration
- Assistance with post-secondary applications
- Group-based programming
- Increasing access to information
- Income Tax filing support
- ID support
- Funding for short term trainings
- Items to meet basic needs

SERVICES REFERRALS & OUTCOMES 2024-25	Carried Over	Referrals	Assessed	Completed /Served	Ineligible/ Disengaged	Carried Forward
SERVICES - EAST COAST						
Employment Preparation	66	237	147	111	42	58
Training Courses	0	56	56	51	5	0
Employed	0	0	50	50	0	0
Return To School Preparation	0	18	18	18	0	6
Enrolled - Education	3	0	0	12	0	0
Record Suspensions	75	140	105	56	30	76
Tax Preparation Assistance	0	62	55	48	6	0
Walk-Ins	0	94	94	94	0	0
SERVICES - WEST COAST						
Employment Preparation	4	67	61	61	4	5
Training Courses	0	44	44	44	0	0
Employed	0	12	5	3	0	0
Institutional Visits	0	48	48	188	3	25
Record Suspensions	2	12	6	4	3	1
Other Supports	3	19	19	19	0	3
TOTALS	153	809	708	759	93	174

PROFESSIONAL DEVELOPMENT

Continuous training for Employment Practitioners is recognized by Next Steps as an essential requirement to best serve the evolving needs of the population we serve. Our staff continue to take part in training and education to stay up to date on effective strategies, information and new opportunities available to participants. Staff have completed the following training and education sessions:

- St. John's First Aid and CPR
- Introduction to Early and Safe Return to Work
- OHS Representative Training
- Preventing Musculoskeletal Injuries Training
- Community Engagement Collaboration Sessions
- Career Development Practice: Building a New Era- CCDF
- Refugees and Trauma: Understanding and Supporting Resilience- AMAL
- Trauma Informed Care workshop
- Prevention of Abuse and Neglect workshop
- IM&M+ Facilitation Training
- Naloxone First Aid and Recognizing signs of Overdose- SWAP NL
- Webinar: Understanding Neurodiversity
- IBM Skills Build Training
- Dare to Dream: Exploring Risk, Choice and Opportunity in Inclusive Employment
- Using Our Disability Confidence Toolkit for Employers
- Crisis & Trauma Resource Institute (Online) - Seasonal Affective Disorder
- Crisis & Trauma Resource Institute (Online) - Narcissistic Personality Disorder
- Discrimination and Human Rights – John Howard Society of Ontario
- Careers in Hospitality (Webinar)
- Clare's Law Information Session

COMMUNITY ENGAGEMENT

Community engagement is vital to the work that we do. Attending community events to share information, supporting other organizations in their work and identifying new participants is an on-going activity for Next Steps Staff. In the 2024-25-year, staff attended a variety of events including open houses at Stella's and Employment Options, a Community Engagement Collaboration Planning session, Community Building hosted by Avalon Employment, the Pottle Centre's community event, and St. John's Pride Parade.

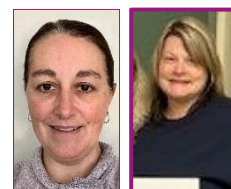


St. John's Pride Parade, Next Steps Staff - Melissa Morales, Cody Joy & Racheal Pike

Furthermore, community engagement has been supported by participants taking part in the IM&M group. In addition to the community fairs hosted at WCCC, community projects in St. John's included a group clean-up at Victoria park as well as food donation to the Gathering Place.

STAFF ACKNOWLEDGEMENT

It has been an exciting year at Next Steps and has been my privilege to continue to manage the Next Steps Employment Services team. This year we welcomed Emily Dyer to facilitate 1:1 support and group programming as well as Abbey Quinlan as our new Reconnect Facilitator. Laura Strong received her three-year service award, and Leanda Morris reached the milestone of 15 years. It is your experience and expertise that allows us to continue to grow and provide relevant services to our community. The knowledge and commitment of this team in supporting participants has been inspiring to witness. The front-line work they do is both compassionate and impactful, and I'm proud to be part of the work they do.



ACKNOWLEDGEMENTS

I would like to express my sincere gratitude to Cindy Murphy, Executive Director for her guidance and advocacy throughout her career with the Society. I am grateful to have been able to begin my position under your leadership. Your willingness to help was invaluable and I will always appreciate your prioritization of the people that we serve. I also want to thank and add a note of appreciation to all the managers at JHSNL for your support and contributions over the last year.

Lastly, I would like to acknowledge our community partners who help make this work happen, including Immigration, Population Growth and Skills, Public Safety Canada, John Howard New Brunswick, John Howard Society of Ontario, Canadian Career Development Federation, Department of Justice and Public Safety and all organizations who are committed to supporting our community. Further, the many private employers who worked with us to help people get back into the workforce, you continue to help us build a stronger community together.

MARA HAYWARD, MANAGER OF NEXT STEPS EMPLOYMENT SERVICES

HER MAJESTY'S PENITENTIARY 1-2-1 VISITATION

PROGRAM

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

The 1-2-1 is held on a weekly basis at Her Majesty's Penitentiary (HMP) where a small group of volunteers meet with individuals referred by classification. During our time together we get to engage in meaningful conversations which range from plans for the future, favourite books and movies, and everything in between. Participants often bring works of art (drawing, poems, songs etc.) that they have created to share with the volunteers. Additionally, they sometimes bring pictures of their family (children, partners, pets, etc.) to show us, which we appreciate seeing. We also have a variety of games that participants enjoy playing with our volunteers – Monopoly Empire being one of their favourites.

Unfortunately, institutional challenges (low staffing levels) at HMP have continued to impact programming and we have not been able to hold 1-2-1 as consistently as we have in the past. Additionally, since late 2024, the Classification Officer working with the Department of Justice is no longer in her role, and the government has not yet hired a replacement. This means no one has been able to add participants to our waiting list, and as a result, the number of participants in our program has been declining when participants are released from or transferred out of HMP. We hope that someone will be hired to fill this role soon so that more individuals can avail of this program.

The 1-2-1 program is entirely volunteer based and would not be possible without the dedication of all our volunteers. We are so grateful for their commitment to improving the lives of our participants. We would also like to thank the dedicated staff of the JHS-NL, including Executive Director Cindy Murphy, for their ongoing support and assistance. We also recognize the smooth operation of the 1-2-1 program is made possible by the professional and courteous staff at HMP, who ensure the safety of all participants and volunteers each week. We look forward to another year with our participants and volunteers.

NICOLE POWER, COORDINATOR

HER MAJESTY'S PENITENTIARY LIBRARY

PROGRAM

The Library Program at Her Majesty's Penitentiary (HMP) has been in operation since 1993 and it relies solely on the good will of volunteers and the community to supply the books and reading materials. It is a valuable service for the residents however, staffing shortages at the prison continue to limit our ability to provide the service consistently. As HMP continued to try and recruit additional correctional officers, it meant programs including the library, were very restricted and not often able to open due to having no staff available to supervise. On the occasions when the library did open, we would hear from the residents how grateful they were to be able to have some reading material. Knowing the importance of having a library service, we will continue to advocate to ensure the program continues.

Once again, we want to thank Florence Barron, our long-term volunteer coordinator for her commitment to the library especially under the challenging circumstances over the past year and her steadfast commitment to trying to support the service. Thanks also to JHS-NL Administrative Coordinator Tracy Oakley for her coordination of book donations and providing administrative support to the Florence and the library. We remain optimistic the year ahead will allow for better access to the facility and a more consistent service for the residents.

CINDY MURPHY, EXECUTIVE DIRECTOR

ANNUAL GENERAL MEETING

MINUTES

October 3, 2024
Bally Haly Country Club, 100 Golf Course Road
St. John's, NL

On Thursday, October 3, 2024, Joan Dawson, President for the Board of Directors of the John Howard Society of Newfoundland and Labrador, welcomed approximately 45 people in attendance to the hybrid Annual General Meeting.

Previous Meeting Minutes

The Minutes of the AGM of 2023 were noted and access to the full document is in the 2023-24 Annual Report on the website.

(Motion to adopt: Debbie Sue Martin/Dick Spellacy).

President's Report – Joan Dawson

Joan Dawson tabled her report for 2023-24 reporting all the Society's operations and programs were sustained. She reflect the meaningful expansion of the Society's programs and services, the addition of the New Day program and the residential facilities for having a successful year.

She additionally reported on the continued affiliation with JHS Canada and the Federal Framework to Reduce Recidivism and extended congratulations to Cindy Murphy upon receiving John Howard Canada's National Jim Maclatchie Award for Exceptional Contribution to the Field of Community Corrections for her longstanding dedication and service.

Ms. Dawson thanked the Board of Directors, Cindy Murphy, the staff and volunteers for their many contributions, hard work and dedication over the past year. She extended well wishes and thanked board member Catherine Gogan on her retirement from the board and announced a board committee is working to seek out a new Executive Director as Ms. Murphy has announced her retirement for 2025.

Executive Director's Report – Cindy Murphy

The Executive Director tabled and reviewed her 2023-24 report. Cindy reported during the past year, the Society successfully maintained and expanded existing programs, services and residential facilities.

She highlighted the Society's newest program New Day and ongoing work to advance virtual programming to rural communities within Newfoundland and Labrador.

Ms. Murphy reflected on the social impacts that remain due to the pandemic and noted the housing crisis, the lack of access to health care including mental health and addictions services, and the challenges with other social systems that continue to create significant hardship resulting in more people seeking out services with more acute and complex needs.

Ms. Murphy thanked government and community partners and the Board of Directors for their continued leadership and support. She further extended a thank you to staff, management and volunteers for their hard work and commitment to the Society and its participants.

Treasurer's Report

Ben Lewis, Treasurer of the Board of Directors, presented a brief summary of the audited Financial Statements highlighting and explaining some of the variances from the previous year. Again, this fiscal year reflects a small surplus, and a net asset increased of \$200,000.00. Mr. Lewis noted Harris Ryan identified no concerns or discrepancies with the audit, and adequate controls are in place. He additionally stated the full Financial Statements are available in the 2023-24 Annual Report on the website or available at head office upon request.

(Motion to adopt: Kimberly Legge/Lucretia Brown).

Resolutions: Appointment of Auditors 2023-24

A motion was tabled to appoint Harris Ryan as the auditing firm for the John Howard Society of Newfoundland and Labrador for 2024-25.

(Motion to adopt: Kimberly Legge/Anne Morris).

Presentation of Directors/Nominating Committee

Anne Morris, co-chair of the Nominating Committee, presented the Nominating Committee Report for 2024. Those who were nominated and agreed to serve for a three-year term were Kimberley Legge, Leslie MacLeod, Jason Power and Richard Spellacy.

(Motion to adopt: Anne Morris/Joan Dawson).

Ms. Morris advised of one remaining vacancy to be filled at a later date.

Motion to adjourn: Joan Dawson

Recorder: Tracy Oakley

FINANCIAL STATEMENTS

2025 AUDIT SUMMARY

Condensed Statement of Financial Position

March 31, 2025	2025	2024
Assets		
Current assets	4,657,961	3,776,454
Investments	24,872	23,996
Capital assets	2,512,390	2,632,492
	7,192,223	6,432,942
Liabilities		
Current liabilities	2,279,976	1,906,324
Long term debt	930,000	990,000
Deferred capital contribution	42,236	42,236
	3,252,212	2,938,560
Net Assets		
Donated surplus	435,000	435,000
Net investment in capital assets	1,582,391	1,642,492
Restricted	505,572	504,696
Unrestricted	1,420,048	912,194
	3,943,011	3,494,392
	7,195,223	6,432,942

Condensed Statement of Operations

Year ended March 31, 2025	2025	2024
Revenue	5,764,997	5,174,137
Expenses	5,377,245	5,038,469
Excess (deficiency) of revenues over expenses from operations	387,752	135,668
Other Income	60,000	60,000
Excess revenue over expenses	447,752	195,668

Complete audited financial statements are available on request at 709-726-5500

APPENDIX A - JOHN HOWARD SOCIETY

WHO WE ARE

OUR MISSION:

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

OUR 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.

EXECUTIVE COMMITTEE

Joan Dawson, President
Donna Luther, Vice President
Leslie MacLeod, Past President
Ben Lewis, Treasurer
Dan Goodyear, Secretary

DIRECTORS

Joan Atkinson
Jackie Compton-Hobbs
Sulaimon Giwa
Kimberly Legge
Debbie Sue Martin
Anne Morris
Jason Power
Michelle Short
Dick Spellacy

NOMINATION COMMITTEE

Leslie MacLeod
Joan Dawson
Debbie Sue Martin
Anne Morris
Michelle Short
Cindy Murphy (Ex-Officio)

SENIOR MANAGEMENT

Cindy Murphy, Executive Director
Steve Pearce, Director of Finance
Joanne Symonds, Director of Finance (Retired)

PROGRAM MANAGMENT

Melissa Noseworthy, Manager Learning Resources Program, St. John's
Daphne O'Keeffe, Manager Community Based Intervention Programs, Stephenville
Mara Hayward, Manager Next Steps: Employment Services, St. John's

RESIDENTIAL MANAGMENT

Val Flynn, Manager Adult Residential Services, Howard House, Garrison Place
& Community Housing, St. John's
Shelley Garnier, Residential Manager West Bridge House, Stephenville
Lucretia Brown, Coordinator Home For Youth, St. John's
Cory Brake, Acting Coordinator Loretta Bartlett Home For Youth, Corner Brook
David Penney, Coordinator Loretta Bartlett Home For Youth, Corner Brook (LOA)

APPENDIX B – PROGRAMS & SERVICES

DESCRIPTIONS

LEARNING RESOURCES PROGRAM & COMMUNITY BASED INTERVENTION PROGRAM INTERVENTIONS

SEEKING SAFETY

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

SAFETY AND REPAIR

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

JOURNEY TO TRANSFORMATION – ANGER SOLUTIONS

The program is offered to participants who have difficulty responding to intense emotions related to anger. The program utilizes multiple therapeutic modalities including but not limited to Rational Emotive Behavioral Therapy, Reality Therapy, Cognitive Behavioral Therapy, and Dialectical Behavioral Therapy to support participants with emotional awareness, skill acquisition and application for effectively expressing intense emotions. Over a period of 10 sessions, participants are guided through a trauma informed lens to understand their own emotional responses and are provided opportunities to acquire new skills and put them into practice. Offered in Community as well as HMP.

CRIMINAL BEHAVIORAL AWARENESS (CBA)

The CBA program is a generalized program that utilizes cognitive behavioral strategies to address risk factors for reoffending. This program consists of six – two-hour sessions that focuses on the stages of change and mapping the offense cycle with participants.

Other critical program components involve learning coping strategies to cope with stress and identifying problem solving techniques.

PATHWAYS TO ACCEPTANCE AND RECOVERY (PAR)

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

DADS

Dads is a 10-session program offered once a week for 10 weeks in a group setting. Dads focuses on helping fathers understand the realistic expectations for their children's different developmental stages and helps navigate discipline and parenting approaches for children who have experienced trauma. This program teaches skills of positive communication and co-parenting, assists fathers in processing their own guilt and shame, and teaches fathers about how to avoid common pitfalls in parenting and discipline.

IMPAIRED DRIVING AWARENESS (IDA)

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

STABLE-2007 (ASSESSMENTS FOR SEX-BASED OFFENSES)

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

MENTAL HEALTH AND ADDICTIONS COUNSELLING

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

DULT DIVERSION PROGRAM

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

ICPM

The Employment Services Program operates an Integrated Correctional Program Model – Community Maintenance Program for individuals presently on parole.

This program provides participants with reinforced learning of skills taught during incarceration and assists with incorporating these skills into community living.

NEXT STEPS - EMPLOYMENT SERVICES PROGRAMS, SERVICES & SUPPORTS

IN MOTION & MOMENTUM+

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

RECORD SUSPENSIONS

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

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

TAX CLINIC

Canada Revenue Agency has a volunteer that is committed to providing individual tax clinics to JHS-NL participants. The Employment Practitioner gathers participants tax information, and the volunteer files on behalf of the individual. This is an on-going service throughout the year with continuous intake.

COMMUNITY COLLABORATION WORKSHOPS

Employment Practitioners has liaised with community organizations to offer educational presentations to the community on topics such as Record Suspensions and Employment Readiness.

HORIZONS

The program provides a four-week orientation training as well as a job placement. This program provides valuable assistance towards the rehabilitation of persons involved with the criminal justice system and contributes to the likelihood of a positive transition back into the workforce.

RECONNECT

This is a new program beginning in 2024. Reconnect helps participants reattach to the workforce through training, mentoring and work experience. Participants complete 12 weeks of training provided by an Employment Practitioner followed by a 12-week wage subsidized job placement.

NET-WORK

Net-work is an online pre-employment program to aid in job readiness for rural participants. Over the course of 10 weeks, participants develop an action plan, work on job skills including job searching skills, building resumes, healthy boundaries, and communication skills.

HOME FOR YOUTH PROGRAMS, SERVICES & SUPPORTS

WEEKLY CASE MANAGEMENT MEETING

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

THE POINT SYSTEM FOR RESIDENT EVALUATION (PSRE)

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

WEEKLY GROUP DISCUSSIONS

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

FEEL WELL PROGRAM

The objective of this ***strengths-based*** motivational wellness program is to promote a balanced approach to healthy living with focus in **three** specific areas:

1. Fitness/Exercise

This would include any sort of activity that would promote overall ***physical*** health. This may include (but not limited to): playing a sport, walking, running, hiking, biking, strength training, swimming, bowling, etc. The goal here is to engage in any exercise that increases heart rate and provides benefit to the physical self. Activities can be completed both in-house and in the community.

2. Education

This would include any sort of ***learning*** activity that would provide increased knowledge and understanding on a very broad range of topics. This activity would be optionally completed and take place outside of any required/mandatory educational learning programs that a resident is expected to complete (school, “Group,” counselling, etc.)

3. Lifestyle

This would include any sort of ***experiential*** activity that promotes overall positive mental health and can be classified as personal “self-care” – “the practice of taking an active role in protecting one’s own well-being and happiness, in particular during times of stress.” The focus here should be on doing an activity that makes you happy and/or reduces anxiety. Examples may include (but not be limited to): reading, writing, drawing, coloring, playing an instrument, cooking, working out, playing a sport, completing an outdoor activity, etc.

APPENDIX C - STAFF & VOLUNTEERS

2024-2025

HEAD OFFICE

Cindy Murphy, Executive Director
Tracy Oakley, Administrative Coordinator

FINANCE

Steve Pearce, Director of Finance
Joanne Symonds, Director of Finance (retired)
Donna Jenkins, West Coast Accounting Administrator

LEARNING RESOURCES PROGRAM

Melissa Noseworthy, Manager of Programs
Jill White, Administrative Assistant

Program Service Coordinators

Alexander Asamoah & Jessica Slade

Program Facilitators

Taylor Cassell, Rob Channing, Caitlin Dillon (resigned), Anna Lamswood, Robyn MacDonald, Christiane Murdey, Taedy O'Rourke, Caitlin Penton, Abbey Quinlan (lay off) & Christy Spracklin

Students

Stephen Dubuc - Masters of Counselling Psychology, Yorkville University , Christiane Murdey - Masters of Counselling Psychology, Yorkville University & Melanie Smith – BWS, Memorial University

NEW DAY PROGRAM

Melissa Noseworthy, Manager of Programs
Jill White, Administrative Assistant

Riely Hunt, Intensive Case Manager, Team Lead
Jennifer Connolly, Intensive Case Manager
Jacob Riche, Community Case Manager

COMMUNITY BASED INTERVENTION PROGRAM

Daphne O'Keefe, Manager of Programs

Program Facilitators

Michelle Humber, Haley Young, Robyn Zenz, Crystal Formanger (resigned), Janie Young (contract ended)

NEXT STEPS, EMPLOYMENT SERVICES

Mara Hayward, Manager Employment Services

Jill White, Administrative Assistant

Employment Practitioners

Emily Dyer, Melissa Morales, Leanda Morris, Racheal Pike, Abbey Quinlan, Laura Strong, Kenny Illyas(resigned) & Cody Joy (resigned)

HOWARD HOUSE

Val Flynn, Manager of Adult Residential Services

Karina Marsden, Administrative Assistant

Senior Residential Counsellor

Gina Green, & Kayla Smith (M/L)

Residential Staff

Nat Hutchings, Julia Snook, Kayla Stratton & Kelsie Parsons (lay off), Courtney Best (resigned), Tracey Lowe (resigned)

Relief Staff

Gina Green (Moved to HH Residential Counsellor), Stacey Powell, Rhonda Layman, Isobel McMahon, Harsha Ajith, Nikki Shave & Courtney Best (resigned)

Canada Summer Jobs Students

Faith Caul

GARRISON PLACE

Val Flynn, Manager of Adult Residential Services

Housing Support Worker

Leah Walsh, Miles Power (Moved to Housing Case Manager), Gina Green (Moved to HH Relief Staff)

COMMUNITY HOUSING

Val Flynn, Manager of Adult Residential Services

Miles Power, Housing Case Manager

Alex Sullivan, Housing Support Worker

WEST BRIDGE HOUSE

Shelley Garnier, Residential Manager

Senior Residential Counsellor

Chantal Drake

Residential Staff

Blake Hynes, Sherry Humber, Julie Caines & Melanie Butler

Residential Relief Staff

Lorna Bungay, Alexandra Lagatdu, Melanie Butler, Tanner Quick, Stephanie Budden, Natasha Beaton, Kevin Stanley (resigned) & Bethany Russell (resigned)

LORETTA BARTLETT HOME FOR YOUTH

Cory Brake, Acting Coordinator
David Penney, Coordinator (LOA)

Counsellors

Danica Power, Sheldon O'Neil, Janice Maxwell, Paulette Burrridge, Bill Short, Janice Kerrivan & Amanda Power

Relief Staff

Judy Snelgrove, Christina Hepditch, Sonya House & Kathleen Slaunwhite (resigned)

HOME FOR YOUTH

Lucretia Brown, Coordinator

Counsellors

Scott Conway, Greg Dodge, Sean Fowlow, Chris Keats, Dan Lidstone, Bonnie Mogridge & Mike Barrow (LOA)

Relief Staff

Angela Dunne, Nicole Aylward, Kelly Bennett, Laura Gibbins, Rob Channing, Darlene Dickenson, Angela Dunne, Graham Lucas, David Vincent, Perry Woodward & Taylor-Avery-Greg (resigned)

IN-REACH VOLUNTERS

HMP Library

Florance Barron, Volunteer Coordinator

1-2-1 Visitation Program

Nicole Power, Volunteer Coordinator & Dianna Brooks, Volunteer Coordinator (LOA)

Volunteers

Greg Dunne, Melissa Hoskins, Leslie Marsh, Vanessa Mpiana (resigned), Andrea Penney, Maddison Reid & Alex Stone

NOTES

2024-25



Provincial Office Locations

Headquarters

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

Corner Brook

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

Stephenville

141-147 Main Street
Stephenville, NL A2N 1J5
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Email: info@jhsnl.ca

Toll Free: 1-877-726-5541