

2025 YEAR IN REVIEW





TABLE OF CONTENTS

Who we are.....	1
Mission & Values	1
Leadership Team	2
Board of Directors.....	2
President’s Message	3
Executive Director’s Message	4
Who We Are.....	5
2023-24 Milestones	6/7
Programs	
Criminogenic Programs.....	8
Employment.....	9
Housing.....	10
Financials	11
Images from the Past Year	12
Funders and Donors	13





MISSION STATEMENT

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

OUR CORE VALUES

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

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



LEADERSHIP TEAM

Cindy Murphy – Executive Director

Joanne Symonds*, **Steve Pearce** – Director of Finance

ST. JOHN'S

Val Flynn – Manager of Adult Residential Services, Howard House and Garrison Place

Melissa Noseworthy – Program Manager, Learning Resource Program and New Day Program

Lucretia Brown – Coordinator, Home for Youth

Mara Hayward – Manager, Next Steps Employment Services

STEPHENVILLE

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

Shelley Garnier – Residential Manager, West Bridge House

CORNER BROOK

David Penney*, **Cory Brake** – Acting Coordinator, Loretta Bartlett Home for Youth

*Joanne Symonds retired June 2024

*David Penney, leave of absence November 2024

BOARD OF DIRECTORS 2024-25

Joan Dawson – Board President

Donna Luther – Vice President

Ben Lewis – Treasurer (resigned February 2025)

Dan Goodyear – Secretary

Leslie MacLeod – Past President

Debbie Sue Martin – Director

Joan Atkinson – Director

Michelle Short – Director

Dick Spellacy – Director

Ann Morris – Director

Kimberely Legge – Director

Jason Power – Director

Jackie Compton-Hobbs – Director

Sulaimon Giwa – Director

PRESIDENT'S MESSAGE

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 for 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 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 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

This past year has been one of growth and progress for the John Howard Society of Newfoundland and Labrador. We expanded our programs and services to better meet the needs of communities across the province, thanks to the dedication of our staff, management team, and the leadership of our Board of Directors.

Key developments included our first peer support position through a partnership with Lifewise and the Department of Women and Gender Equality, aimed at building trust and increasing program engagement. We also began planning ten new microunits of transitional housing for individuals leaving custody, addressing the ongoing housing crisis.

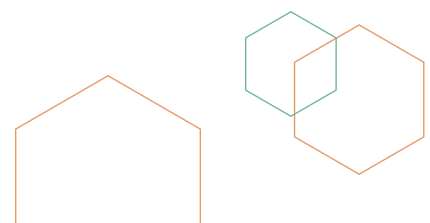
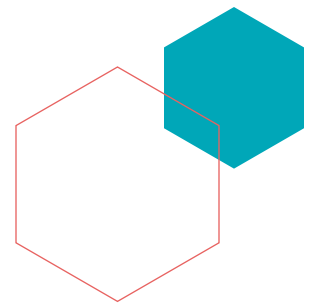
In response to gaps identified by the Auditor General in rehabilitation programming, we submitted a proposal to the Department of Justice to expand services. We also launched a new partnership with Horizons Academy to deliver an intimate partner violence prevention program, and secured a three-year contract with the Department of Immigration, Population Growth and Skills to support justice-involved individuals entering skilled trades.

Despite these advances, challenges remain. Overcrowding and staffing shortages in correctional facilities continue to impact operations and access to essential services. These issues highlight the need for continued advocacy and reform.

We welcomed new team members, including Steve Pearce as Director of Finance and Cory Brake as Acting Coordinator for the Loretta Bartlett, Home for Youth program, and bid farewell to Joanne Symonds and David Penney with gratitude for their service.

As I prepare to retire, I am deeply thankful for the opportunity to lead this organization. I extend my heartfelt appreciation to our board, staff, volunteers, and partners for their unwavering support. I'm proud to announce Melissa Noseworthy as the incoming Executive Director, confident in her leadership and commitment to our mission.

Cindy Murphy,
Executive Director



WHO WE ARE....

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

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

2024/25 MILESTONES

1731

Participants Served

Criminogenic Programs
Completed

342

7413

Transitional
Bed Days

Meals

22,239

48

Individual Intensive
Case Management

HOUSING

288

People
Transitionally
Housed

Individual
Housing Support

32

50

Individual Housing
Case Management

Maintained Permanent
Supported Housing

11

16

Individuals
Rapidly Rehoused

CRIMINOGENIC PROGRAMS

In the past year, the Society continued to deliver trauma-informed, person-centered services to adults aged 18 and older who are either currently involved in the justice system or at elevated risk of involvement. Through a blend of prevention and intervention initiatives, the program supported participants in navigating complex challenges including addiction, trauma, emotional regulation, healthy relationships, cycles of criminal behavior, impaired driving, sexual offenses, and paternal parenting.

Programs were delivered in person at the Pennywell Road community location (Learning Resource Program), Stephenville community location (Community Based Intervention Program), online, and within Her Majesty's Penitentiary and West Coast Correctional Centre. Facilitators worked to ensure that each session resonated with participants' lived experiences—fostering personal connection, self-reflection, and meaningful change.

One participant reflected on their journey, saying:

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

This quote captures the heart of the Society's mission: empowering individuals to make thoughtful, informed choices that support long-term well-being and accountability.

CRIMINOGENIC PROGRAMS

(to reduce risk to reoffend)

PROGRAMS DELIVERED IN 2024-2025

- Seeking Safety for Substance Abuse Disorders
- Anger Solutions
- Adult Diversion
- Criminal Behavioral Awareness
- Dads
- Impaired Driving Awareness (IDA)
- Intimate Partner Violence Intervention (IPV Court)
- Safety and Repair for Department of Justice and Public Safety (IPV)
- Pathways to Acceptance and Recovery (PAR)
- STABLE-2007 (assessments for sex-based offenses)

NEXT STEPS – EMPLOYMENT SERVICES PROGRAM

In 2024-2025, Next Steps Employment Services (NSES) continued its commitment to helping individuals with criminal justice involvement overcome barriers to employment. Recognizing that meaningful work contributes to autonomy, financial stability, and reduced recidivism, NSES provided trauma-informed, person-centered support through one-on-one coaching, group workshops, and virtual services. Participants faced challenges such as employment gaps, limited education, and stigma, but with tailored guidance, many made significant strides toward their goals.

One participant shared:

“I am so thankful for the work I’ve done with Next Steps. You have really helped me get my life back on track, helped me get an income, doing my taxes, which has helped my family and myself so much and I really can’t thank you enough.”



HOUSING: ADDRESSING URGENT NEEDS AMID A GROWING CRISIS

In 2024-2025, the housing crisis continued to pose a major barrier for individuals seeking safe, affordable shelter—particularly those exiting custody. Increasingly, people are being released into homelessness, a condition that intersects with multiple social determinants of health and significantly heightens the risk of re-involvement in the justice system.

For precariously housed individuals, justice involvement often leads to devastating consequences: loss of income, housing, personal belongings, and access to health care. The disruption to mental and physical health treatment, combined with the stigma of a criminal record, creates systemic barriers that are difficult to

overcome. Incarceration deepens dislocation and disadvantage, perpetuating a cycle of release, homelessness, re-arrest, and incarceration.

In response, the Society continued its efforts to promote housing stability through transitional housing for adults and youth, permanent supportive housing, and intensive housing case management services. Despite these initiatives, the demand far exceeds available resources, and homelessness remains at an all-time high.

This year reinforced the urgent need for sustained collaboration with government and community partners to expand safe, affordable housing options for our most vulnerable populations.

SOME IMAGES FROM THE PAST YEAR



Head Office staff gave cards to Florence Barron, HMP Library Volunteer Coordinator, during the Canada Post strike to help her keep her Christmas Tradition



Cindy, Faul, Val and Kartina helping with the Children's Christmas Party



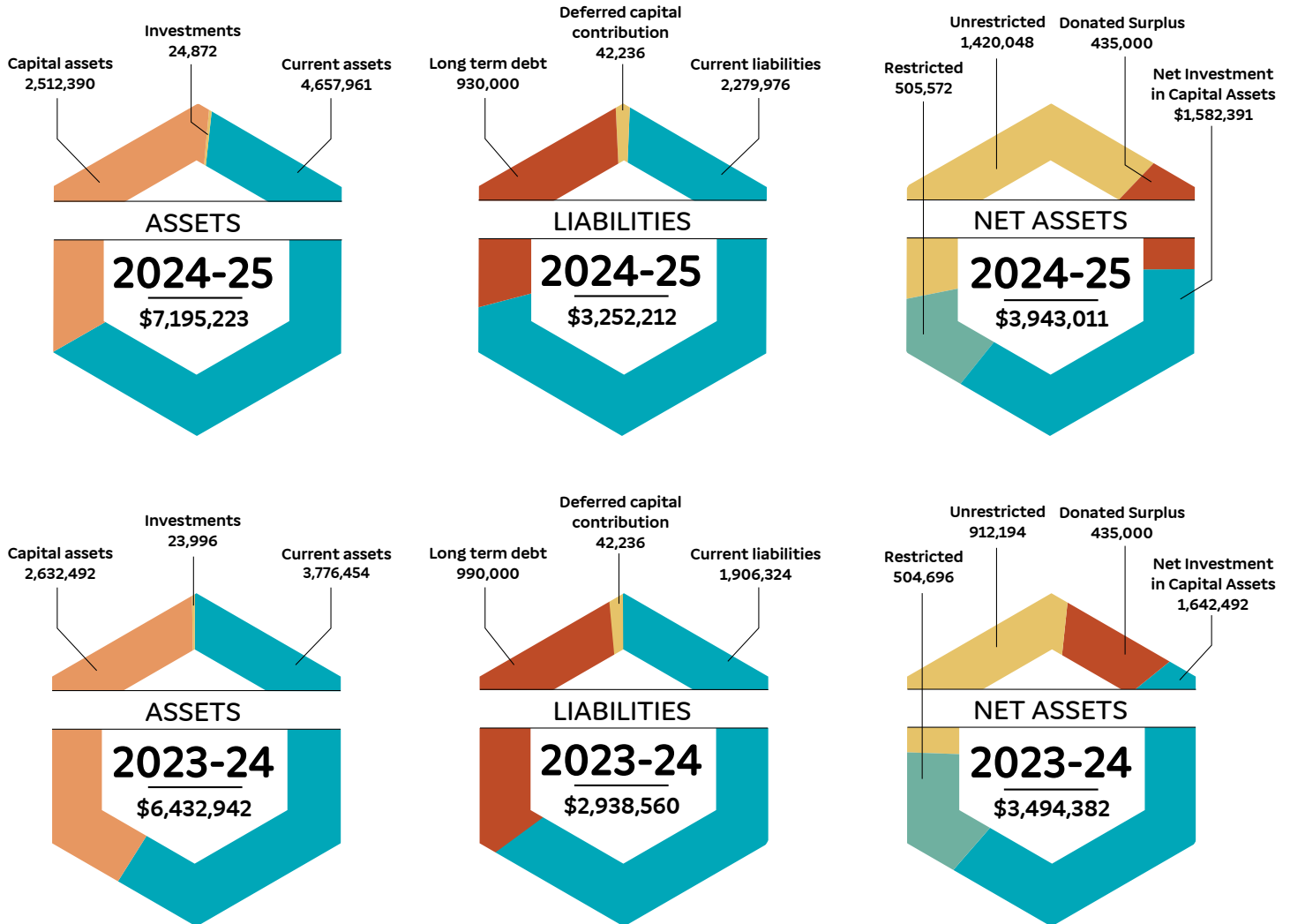
JHS NL staff participating in the 2024 Santa Clause Parade



2024 Christmas Card Contest Winner

FINANCIAL SUMMARY

Summary of the 2024-25 Audited Financial Statements, March 31, 2025



Condensed Statement of Operations Year ended March 31, 2024

	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

SOME IMAGES FROM THE PAST YEAR



John Howard Week with Minister Davis signing the proclamation to begin JHS-NL Week 2024



Melissa Morales, Cody Joy and Racheal Pike attending the Pride Parade



Donation from the United Way



Lifewise visit to head office



IM&M Program's Halloween event at the West Coast Correctional Centre with staff from Next Steps and CBIP



LBHFY Staff volunteering in the community



Nicole Aylward attending the Pride Parade



Haly Young at West Coast Correctional Centre delivering loot bags

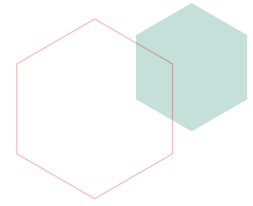


JHS-NL Board of Directors attending Board Development Training Day



Celebrating Joanne Symonds Retirement

THANKS TO ALL OUR FUNDERS AND DONORS INCLUDING:

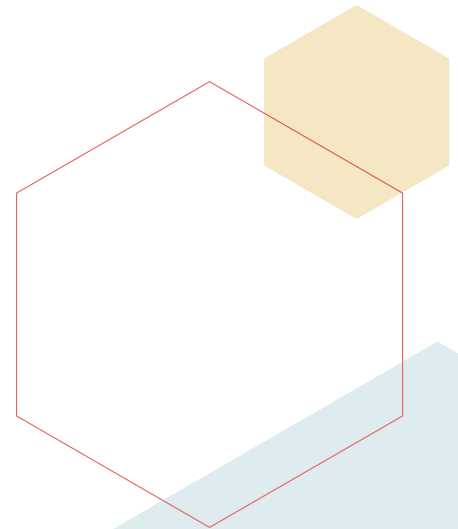


FEDERAL GOVERNMENT FUNDING

Correctional Service of Canada
Public Safety Canada
Service Canada

PROVINCIAL GOVERNMENT FUNDING

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



OTHER FUNDERS/SUPPORTERS

End Homelessness St. John's
United Way of Newfoundland and Labrador
The Canadian Career Development Foundation
O'Neill Foundation
Newfoundland and Labrador Liquor Corporation
St. John's Regional Probation Office
Cenovus Energy Inc.
Sullivan Breen
Neighborhood Pharmacy
CUPE

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





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

