

John Howard
THE JOHN HOWARD SOCIETY OF
NEWFOUNDLAND AND LABRADOR

ANNUAL **REPORT**

2025-26

WWW.JOHNHOWARDNL.CA



Table of Contents

Message from our President	1
Message from our Executive Director	2
Howard House	4
West Bridge House	11
Home for Youth - Open Custody Facility	19
Loretta Bartlett - Open Custody Facility	24
Garrison Place	28
Community Housing Support.....	31
Learning Resources Program	33
Community Based Intervention Program	42
New Day Program	49
Next Steps Employment Services	54
HMP 1-2-1 Visitation Program	61
HMP Library Program	62
Annual General Meeting	63
Financial Statements	65
Appendix A – John Howard Society NL	66
Appendix B – Programs and Services	63
Appendix C – Staff & Volunteers	69

Message from our President

Joan Dawson, President



As we enter the 75th anniversary of the John Howard Society of Newfoundland and Labrador (JHS-NL), we extend our sincere appreciation to our dedicated staff, volunteers, management team, and Board of Directors. Their continued commitment to the principles and mission of our organization remains the foundation of our work.

This year marked a significant leadership transition as our new Executive Director, Melissa Noseworthy, stepped seamlessly into her role, guiding the operations of JHS-NL with confidence and vision.

We also began major renovations to our building in St. John's, a project that will soon allow all St. John's programs and services to operate at one location, strengthening collaboration and accessibility.

Our focus on employment initiatives continued to grow. The new Pathways Program is eight-week employment readiness initiative designed to support individuals with a criminal justice background in accessing opportunities within the trades industry. The three years of federal funding received will carry the program through 2027.

Both youth homes remained consistently occupied, with the St. John's Home for Youth operating at full capacity since last fall. Looking ahead, we are preparing to launch the Youth-Focused Intensive Case Management Program, an expansion that will enhance support for young people in the coming years.

The Board of Directors engaged in a development workshop focused on establishing an Advisory Committee composed of individuals with lived experience. This committee will provide valuable insight and representation, ensuring that the voices of those we serve help shape the direction of the Society.



Board of Directors Advisory Committee Workshop

As we celebrate our 75th year, we remain committed to service, advocacy, and the pursuit of a more effective, just, and humane justice system in Newfoundland and Labrador.

Joan Dawson

Message from our Executive Director

Melissa Noseworthy, Executive Director



It has been a year of growth, innovation, and impact for the John Howard Society of Newfoundland and Labrador (JHS-NL). Across the province, we continued to strengthen programs and services that support individuals involved in, or at risk of involvement with, the criminal justice system. As I reflect on my first year as Executive Director, I am filled with gratitude for the opportunity to lead such a dedicated and compassionate organization.

Every day, I am inspired by the commitment of our staff, volunteers, community partners, and Board of Directors, whose collective efforts help create safer, healthier, and more inclusive communities.

Throughout the year, JHS-NL's intervention, employment, residential, housing, and intensive case management programs supported more than 850 individuals across Newfoundland and Labrador. Through services focused on rehabilitation; mental health; housing stability; employment; education; and community reintegration; participants were provided with opportunities to build skills, strengthen resilience, and create positive pathways forward. Howard House and West Bridge House provided a combined 7,475 bed days of residential support, while Garrison Place delivered more than 3,500 interventions focused on housing stability and independence.

This year was also marked by important leadership transitions. After more than 35 years of dedicated service, Cindy Murphy retired as Executive Director. Cindy's vision, compassion, and unwavering commitment to social justice helped shape JHS-NL into the respected and innovative organization it is today. We remain deeply grateful for her remarkable legacy. We also extend our sincere appreciation to Mara Hayward for her leadership of Next Steps Employment Services and wish her every success in her future endeavours. At the same time, we were pleased to welcome Anna Lamswood as Manager of Next Steps Employment Services and Riley Hunt as Manager of Programs, overseeing the Learning Resources Program and New Day. Their knowledge, enthusiasm, and commitment to participant success will help advance these important services into the future.

A significant milestone this year was the launch of the expansion of our Head Office at 342 Pennywell Road. Renovations to the lower level will enhance our capacity to deliver wraparound supports, creating 12 new offices and three additional program spaces to better serve participants and community partners. This investment reflects our continued commitment to innovation, growth, and meeting the evolving needs of our communities.

We are especially grateful to the City of St. John's Capital Grant Program for its financial contribution toward this important project. Their support demonstrates a shared commitment to strengthening community services and creating spaces where individuals can access the programs and supports they need to achieve positive outcomes.

While there is much to celebrate, challenges remain. Housing shortages, increasing service demands, correctional overcrowding, and the growing complexity of participant needs continue to affect individuals, families, and communities across the province. Despite these challenges, I remain optimistic. Every day, I see examples of resilience, hope, and positive change that remind me why this work is so important.

I would like to extend my sincere appreciation to our staff, volunteers, Board of Directors, funders, and community partners for their unwavering support and dedication. I am also grateful to the John Howard Society of Canada and our Atlantic John Howard Society colleagues for their ongoing collaboration, leadership, and shared commitment to strengthening communities. A special thank you goes to Tracy Oakley, our Administrative Coordinator, whose support, and unwavering dedication have been invaluable throughout my first year as Executive Director.

Most importantly, I thank the individuals and families who place their trust in us. Their courage, resilience, and determination inspire our work and reinforce our belief that everyone deserves the opportunity for a second chance. Together, we will continue creating opportunities, strengthening communities, and building a more inclusive Newfoundland and Labrador.

Melissa Noseworthy

Howard House

Val Flynn, Manager of Adult Residential Programs

HH

HOWARD HOUSE (HH) provides community based residential services and reintegration support to adult men exiting incarceration who are working to move beyond criminal justice involvement. In its 48th year the 16-bed facility offers residents the opportunity to pursue personal goals using the insight, skills, and tools developed through therapeutic and individualized case plans. The team supports residents in strengthening independence, community reintegration, and reduced risk of recidivism through accessing community supports, therapeutic and/or correctional programming, active participation in developing daily living skills and personal accountability. Residents are expected to actively participate in their individual case plan and make meaningful contributions to the day-to-day operations of the facility through household duties and helping with meal preparation. The program's goal is to strengthen residents' ability to navigate current and future barriers, build resilience, and engage in pro-social, inclusive participation that contributes to a safer community for everyone.

"I met some good people who shared their stories and how I can stay out of this lifestyle."

Anonymous Participant

ADMISSIONS

HH works with individuals completing various community releases including Day Parole (DP), Full Parole (FP), Statutory Release (SR), Temporary Absence (TA), Electronic Monitoring Temporary Absence (EMTA), Intermittent Temporary Absence (ISTA), and Probation (PR). In collaboration with residents, community partners, and correctional justice agencies including the Correctional Service of Canada (CSC) and the Adult Corrections Division of the Department of Justice and Public Safety (JPS), we engage residents in case plans that meet their personal goals and correctional requirements under HH supervision.

Relationships have been forged with other community partners who support vulnerable individuals after involvement in criminal justice system which provides consistent support to residents to avoid living situations that could jeopardize progress made during their release to HH. The Newfoundland and Labrador Housing Corporation (NLHC) through its Emergency Shelter Service and Nunatsiavut Government have been growing partners to this ongoing support. We value collaborating with them for the benefit of our residents and the wider community.

Admission to HH was based on a comprehensive assessment to ensure that an individual's risk could be safely managed within the community, their reintegration needs could be effectively supported through the program and available community resources while residing at HH. During the year, 108 individuals were presented to the Admissions Committee and 79% were accepted.

ADMISSIONS 2025-26

	Referrals	Accepted	Denied	Defer	Acceptance Rate
CSC	94	62	32	5	66%*
JPS	24	23	0	1	96%
Totals	108	85	32	6	79%*

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

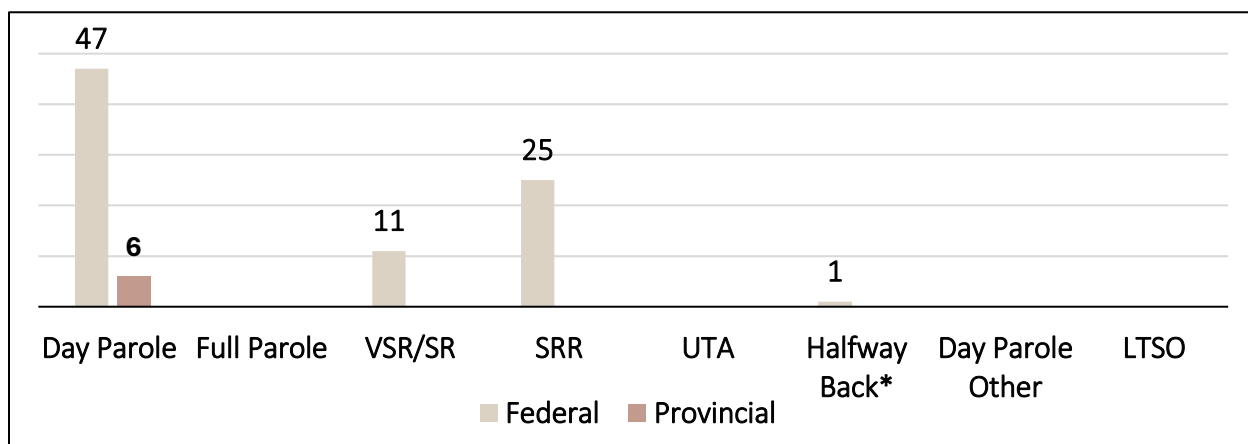
YEAR-END RESIDENTIAL SUMMARY

During this fiscal year HH accepted 85 residents. This equated to 4091 bed days being utilized representing an approximate 20% decrease from the previous year. The province's high rates of remand, the willingness or readiness of individuals to engage in their correctional plan contributed to lower referrals and overall bed days.

CSC REFERRALS & BED DAY USAGE

Referrals from the CSC resulted in 37 residents accounting for 3,080 bed days. This represented a decrease of approximately 500 bed days compared to the previous year, with an average of eight CSC residents per month.

CSC REFERRAL RESULTS 2025-26



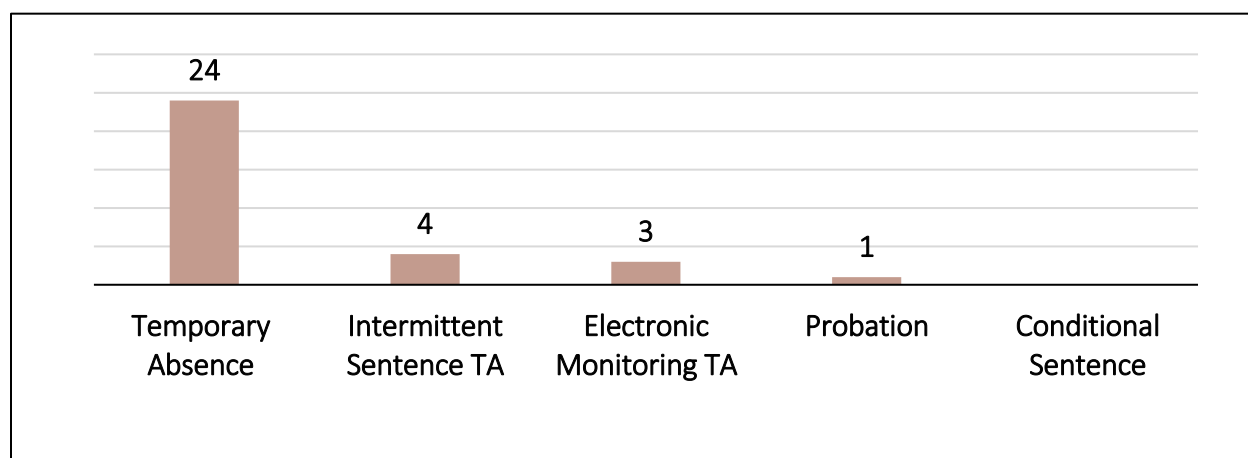
**Inclusive of those who were presented in more than one category, and multiple stays.*

CSC BED DAY USAGE 2025-26

	Day Parole	Full Parole	VSR/SR	SRR	HWB	UTA	Total
Federal (Males)	1822	0	7	789	67	0	2685
Provincial (Males)	395	0	0	0	0	0	395
Federal (non-binary)	0	0	0	0	0	0	0
Totals	2217	0	7	789	67	0	3080

JPS REFERRALS & BED DAY USAGE

JPS referrals resulted in 26 residents accounting for 846 bed days, reflecting a significant decrease in bed days than in previous years and an average of two JPS residents per month.

JPS REFERRAL RESULTS 2025-26

**Reflects individuals who were represented in more than one category and weekly TA's.*

JPS BED DAYS USAGE 2025-26

Temporary Absence	Intermittent Sentence TA	Electronic Monitoring TA	Probation	Conditional Sentence	Total
739	7	80	20	0	846

ADDITIONAL HOUSING PARTNERSHIPS

165 bed days were resourced through growing partnerships. This included residents who were required or elected to remain in a structured environment while accessing community-based programs and supports. These arrangements provided additional stability and helped residents maintain the progress achieved during their time at HH.

NEW PARTNERSHIPS BED DAYS USAGE 2025-26

Nunatsiavut Government	NLHC	Total
67	98	165

INTENSIVE MANAGEMENT REPORTING CENTRE (IMRC)

HH provides supervision through IMRC to individuals residing in the community under CSC jurisdiction and who require additional supervisory check-in's during traditional nonworking hours such as weekends/holidays. Through this service, individuals report to HH to complete brief check-ins with staff, who then provide updates to the assigned Parole Officer or the National Monitoring Centre (NMC). This program was not utilized this reporting period.

VOLUNTEER PROGRAM

Volunteers support the Society's programs and services in a variety of meaningful ways, and their time and contributions are greatly appreciated. During the year, HH was supported by three volunteers who provided valuable assistance in areas such as supervision, cooking, baking, recreation, and companionship.

Volunteers come to HH for many reasons, including personal fulfillment, a desire to respond to community needs with kindness and empathy, or to gain career-related experience. Regardless of their path, their contributions are valued and make a meaningful difference in the lives of residents. In addition, four volunteers contributed to supporting individuals within custodial settings through the Her Majesty's Penitentiary (HMP) Library and the 1-2-1 Visitation Program, which provides individual support to incarcerated individuals. Work is ongoing to recruit and strengthen the volunteer team for the coming year.

"Thanks for the support and the advice along the way."

Anonymous Participant

FAMILY SERVICES

The Family Services Program, delivered through a contractual agreement with CSC, support family members who wish to visit a loved one serving a federal sentence Atlantic Canada. JHS-NL Residential Managers, during scheduled in-reach visits, at the Atlantic institutions provide information about the Family Visit Program and applications to NL inmates to start the application process. Once an application has been received staff review applications and coordinate and all aspects of the approval and travel process. JHS-NL staff accompany family members during travel to offer guidance, assistance and connect them with ongoing family support services upon their return as needed.

This year, 15 applications were received, and nine family members were selected for travel. Applications were reviewed and prioritized, with final approval obtained from the respective institutions prior to travel arrangements being finalized.

Three participants were unable to attend due to unforeseen circumstances, six family members travelled to Halifax on April 11-14, 2025. Three individuals participated in Private Family Visits and three engaged in daily visits with their loved ones.

Appreciation is extended to institutional staff for their ongoing cooperation and support in facilitating these visits, which continue to be meaningful for participating families. Planning and preparation for the next visit is well underway, with travel scheduled for May 1–4, 2026.

CHILDREN'S CHRISTMAS PARTY



Children's Christmas Party

On December 11, 2025, the Society celebrated the 42nd Annual Children's Christmas Party. Fourteen children and their families gathered at the JHS-NL head office to enjoy a reptile show by Jellybean Entertainment. Children also had the opportunity to have their photos taken with Santa, received personalized gifts and Christmas stockings.



Children's Christmas Party

This cherished event brings joy to children and families each year, creating special holiday memories that last a lifetime. We are deeply grateful to the private donors, businesses, and volunteers whose generosity and support make this celebration possible and help create a memorable experience for all.

Special thanks to Tracy Oakley, Administrative Coordinator, for her outstanding planning, organization, and preparation of the event. We also extend our appreciation to Employment Practitioner Barry Smith for generously stepping into the role of Santa Claus with only a few hours' notice, helping to ensure the magic of the season was not missed. Finally, thank you to all JHS-NL staff who assisted with gift wrapping and attended the event, helping to create a warm, festive, and memorable evening for every child and family in attendance.

STAFFING

The HH team experienced several changes throughout the year. Most notably, long-serving staff member Nat Hutchings retired after 30 years with the organization. His departure marked the end of an important chapter, and he leaves behind a lasting legacy. He is greatly missed, and best wishes are extended to him for a fulfilling and well-deserved retirement.



Nat Hutchings

During the year, HH welcomed several new team members in both full-time and casual roles, while also supporting staff who transitioned to new opportunities. Through funding from Canada Summer Jobs, a youth employee joined the team and has since become a valued member of staff.

HH also supported student learning by providing a career placement opportunity for one student from the College of the North Atlantic's Mental Health and Addictions program. The team remains proud to offer meaningful learning and experiential opportunities for individuals preparing to contribute to this important work within the community.

PROFESSIONAL DEVELOPMENT

Throughout the year, a variety of learning opportunities and resources were made available to staff to enhance their knowledge and skills and support the delivery of effective, evidence-based services. In addition to maintaining mandatory certifications, staff participated in a range of professional development activities, including Indigenous training, the John Howard Society National Conference, the JHS Week Presentation Series, and the JHS-NL Annual General Meeting and Conference.

SERVICE AWARDS

This year, three members of the residential and community team were recognized through Service Awards. HH Residential Staff Kayla Stratton, Karina Marsden, and Alex Sullivan each celebrated three years of service. Their ongoing contributions, dedication, and compassion are greatly valued, and their commitment continues to make a meaningful difference for both the team and the individuals supported through HH.

FACILITY AND SERVICE ENHANCEMENTS

This year, HH was fortunate to receive funding from United Way in support of the Rising Up program. This initiative primarily supports individuals who are newly housed by providing essential items to assist with their transition to stable housing. In addition, the funding contributed to supporting residential needs within the HH program.

Through the National Infrastructure Contribution Program (NICP), funding was received to complete important facility upgrades, including the replacement of the back door. Further enhancements were made through a second contribution, which supported upgrades and improvements to exterior security systems at both HH and Garrison Place.

Additional property improvements were completed by Rex Passion, who undertook needed window repairs at the front of HH. His work was completed to a high standard, and sincere appreciation is extended for his expertise and time.

ACKNOWLEDGMENT

Our program's ability to deliver meaningful services and support participants in achieving positive, sustainable futures is made possible by the dedication of our team and our shared belief in the resilience and potential of the individuals we serve. Through tireless commitment, the HH team consistently models and promotes wellness, optimism, and growth for both participants and the broader community.

I feel fortunate to work alongside such a skilled and compassionate group of people, and I am truly grateful for all that you do.

I would also like to acknowledge our valued community partners, including the Correctional Service of Canada and the Department of Justice and Public Safety, for their continued collaboration in supporting safe and effective reintegration. Our partnerships with End Homelessness St. John's, the Nunatsiavut Government, and the Newfoundland and Labrador Housing Corporation continue to strengthen, reflecting our shared commitment to building a supportive and connected community. I look forward to further developing these important relationships in the year ahead.

To our volunteers, and private and public donors, we extend our sincere appreciation for your ongoing support. We look forward to continuing this important work together.

Finally, I would like to extend a sincere thank you to our Executive Director, Melissa Noseworthy, and the Board of Directors for their leadership and steadfast commitment to ensuring the work we do remains ethical, relevant, and responsive to the needs of our participants and the community.

Val Flynn

West Bridge House

Shelley Garnier, Residential Manager

WBH

WEST BRIDGE HOUSE (WBH) is a 14-bed, gender-inclusive adult community residential facility located in Stephenville. The program accepts referrals from Correctional Service 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), Unescorted Temporary Absence (UTA) and Halfway Back (HWB).

PROGRAM DESCRIPTION

WBH provides a structured and supportive environment designed to facilitate individual long-term successful community reintegration following periods of incarceration. The WBH team help residents address barriers and to build necessary long-term skills. Reintegration efforts are supported through focused individualized assistance in the development of essential life skills, budgeting, securing and maintaining housing, employment readiness, and educational advancement.

The program is delivered by a dedicated team, including a full-time on-site Residential Manager, a Senior Residential Counsellor, and 24-hour residential support staff. Together, staff provide guidance, mentorship, one-on-one counselling, and ongoing support to assist residents in meeting program expectations.

Operating within a Responsibility Model, the program emphasizes in-house development of daily living competencies and active engagement with a wide range of community-based services. Residents are encouraged to make constructive use of their time by participating in program activities and pursuing meaningful educational and employment opportunities.

“I would recommend West Bridge House to anyone to help better themselves.”

Anonymous Participant

Residents requiring specialized interventions—such as support related to substance use, intimate partner violence, respectful relationships, sexual behaviour, or employment readiness are referred to appropriate services. Many of these services are provided through the JHS-NL’s Community-Based Intervention Program (CBIP). WBH also continued to strengthen collaborative relationships with community and government partners to enhance service delivery and improve access to stable housing supports.

In addition to ongoing partnerships with the Department of Justice and Public Safety (JPS) and Correctional Service Canada (CSC), WBH worked closely with the West Coast Correctional Centre (WCCC) to support individuals experiencing transitional challenges, as well as with Newfoundland and Labrador Housing (NLHC) to facilitate emergency shelter placements whenever possible. These partnerships have significantly enhanced WBH's capacity to respond to emerging community needs while ensuring that residents have access to safe, stable housing and the necessary supports to transition toward permanent accommodations. Collectively, these efforts contribute to providing residents with meaningful support, stability, and opportunities for positive change.

ADMISSION PROCESS AND COMMITTEE

Admissions to the WBH program are carefully reviewed and approved by the Admissions Committee through videoconference meetings. Over the past year, WBH restructured its Admissions Committee model to better align with practices across other residential facilities in Newfoundland and Labrador. The committee members are Shelley Garnier, John MacPherson, and Dave Cooke. The organization extends its sincere appreciation to former committee members Janice Candow, Daphne O'Keefe, and Charlie Young for their invaluable contributions, expertise, and commitment to the admissions process. Their efforts played a significant role in supporting informed, fair, and responsible decision-making.

ADMISSIONS

During the 2025–2026 fiscal year, the Admissions Committee convened for 44 meetings and reviewed a total of 144 inmate files. Of these, 59 referrals originated from CSC while 59 applications were submitted through JPS (provincial). Overall, 92% of cases were approved for admission, while 8% were declined.

Applications that were declined presented a level of risk beyond the scope of community supervision, requiring supports exceeding operational capacity, or lacking a viable case management plan.

ADMISSIONS RESULTS FOR 2025-2026

	Accepted	Denied	Deferred	Total	Acceptance Rate
Females	7	0	0	7	100%
Males	125	12	0	137	91%
Total	132	12	0	144	92%

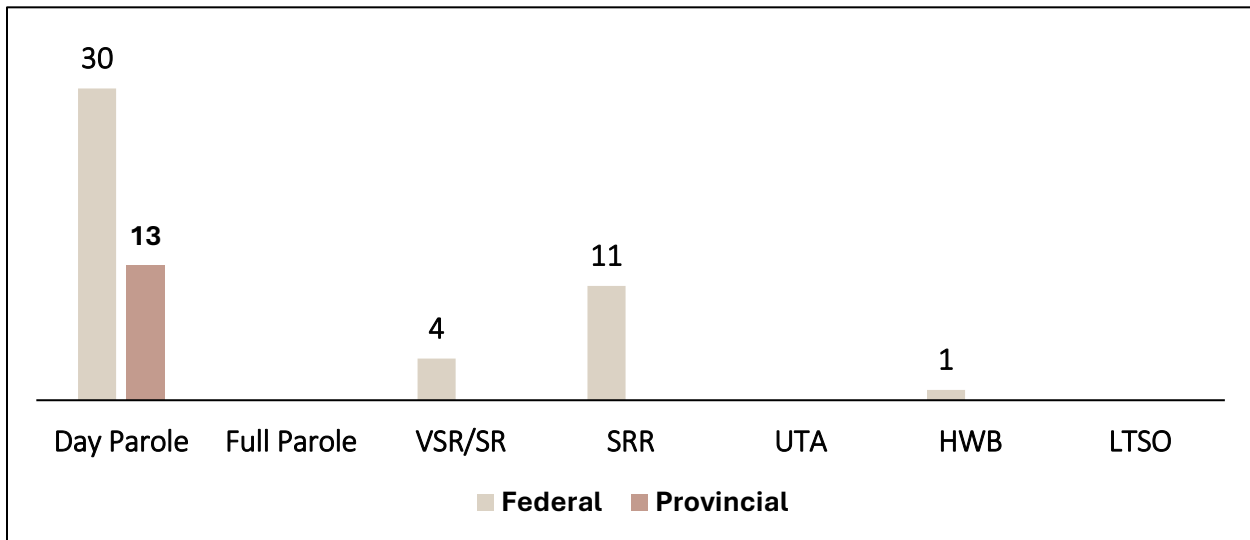
YEAR-END RESIDENTIAL SUMMARY

During the 2025-26 fiscal year WBH accepted 113 males and 8 females for a total of 121 residents. This equated to a total of 3,384 bed days across multiple referral streams and partner agencies. This reflects the organization's ongoing commitment to community reintegration, responsive service delivery, and strong collaboration with justice and housing partners.

CSC REFERRALS & BED DAY USAGE

Referrals from CSC resulted in 31 residents accounting for a total of 1,619 bed days compared to 2,155 bed days in the previous fiscal year. This reflects a 24.9% decrease in bed days from the previous year.

CSC REFERRAL RESULTS 2025-26

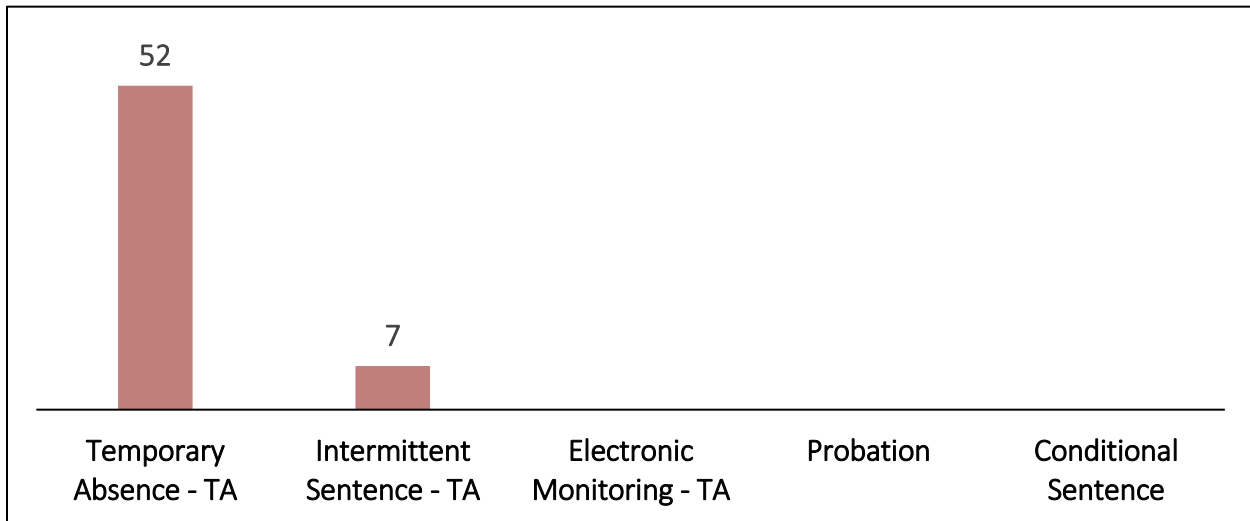


CSC BED DAY USAGE 2025-2026

	Day Parole	Full Parole	SR	SRR	UTA	Total
Federal (Females)	12	84	0	0	0	96
Provincial (Females)	70	0	0	0	0	70
Federal (Males)	706	289	0	218	0	1212
Provincial (Males)	240	0	0	0	0	240
Total	1028	374	0	218	0	1619

JPS REFERRALS & BED DAY USAGE

JPS referrals resulted in 59 TA residents accounting for 1,723 bed days compared to 1647 bed days in the previous fiscal year. This reflects a 4.4% increase in bed days from the previous year.

JPS REFERRAL RESULTS 2025-26**JPS BED DAYS USAGE 2025-2026**

	Temporary Absence	Intermittent Sentence TA	Electronic Monitoring TA	Probation	Conditional Sentence	Total
Females	62	15	0	0	0	77
Males	1590	56	0	0	0	1646
Total	1652	71	0	0	0	1723

ADDITIONAL PARTNERSHIPS

A total of 31 residents were housed during the fiscal year. Through partnership with Newfoundland and Labrador Housing (NLHC) five individuals who were experiencing homelessness were supported by providing temporary emergency accommodations while permanent housing were secured. Twenty-six individuals who needing transitional housing and awaiting transportation home following release from WCCC were housed.

ADDITIONAL PARTNERSHIPS BED DAYS USAGE 2025-26

Transitional (JPS)	NLHC	Total
26	16	42

INTEGRATED CORRECTIONAL MAINTENANCE PROGRAM (ICPM)

ICPM Multi-Target and Sex Offender Community Maintenance Program

WBH continued to deliver the Integrated Correctional Maintenance Program (ICPM) Multi-Target and Sex Offender Community Maintenance Program under contract with the Correctional Service of Canada (CSC).

During the 2025–2026 fiscal year, WBH received 16 referrals to the program. All referred individuals completed the assessment process and were accepted into programming. Of these participants, five successfully completed the program, while six disengaged due to various factors, including suspensions.

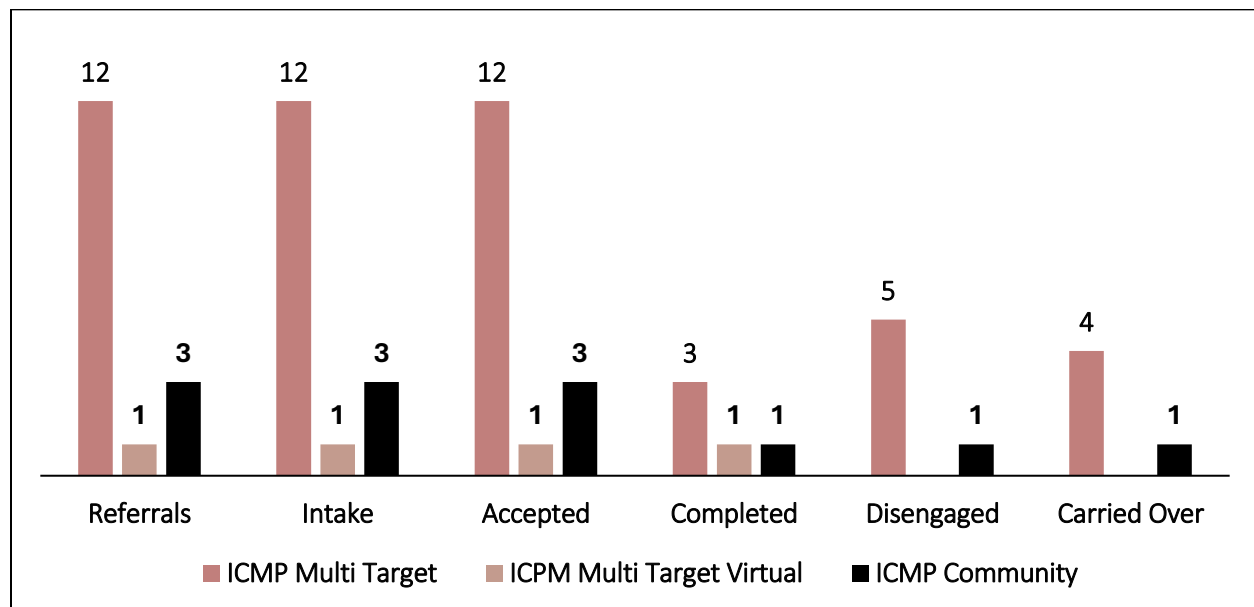
One participant, a parole client residing in the community, required access to programming following release. To ensure continuity of care and support, WBH facilitated virtual program delivery for this individual.

Integrated Correctional Program Model (ICPM) Community Program

WBH also delivered the Integrated Correctional Program Model (ICPM) Community Program under contract with CSC. This program supports individuals who were unable to access required correctional programming while incarcerated, ensuring they receive essential rehabilitative services during their transition into the community.

During the reporting period, three participants were enrolled in the program. Of these, two successfully completed the program, while one participant was suspended.

ICMP MULTI TARGET MAINTENANCE & COMMUNITY PROGRAM OUTCOMES 2025-2026



COMMUNITY INVOLVEMENT

WBH maintains an active presence within the community and the correctional system. This year, Residential Manager Shelley Garnier conducted regular in-reach sessions at the West Coast Correctional Centre (WCCC), meeting with inmates to provide information on WBH programs and services that support successful reintegration. In-reach efforts increased during the reporting period to ensure that all interested individuals had access to information about available supports and services and opportunities to ask questions.

“I am very grateful for my stay here, it helped me so much, I’ll forever be thankful.”

Anonymous Participant

Residential Manager Shelley Garnier attended the Atlantic Halfway House Association (AHHA) Annual General Meeting in Moncton, New Brunswick. The event brought together managers and representatives from halfway houses across Atlantic Canada to collaborate on strategies supporting individuals transitioning from incarceration to the community. Continued engagement with AHHA partners remains highly beneficial, enabling the exchange of ideas, best practices, operational approaches, and shared experiences. The AGM also provided an opportunity to meet with regional CSC officials to discuss common challenges across the sector.

During the year, representatives from Atlantic Region halfway houses participated in a release fair at Atlantic Institution in Renous, New Brunswick, the region’s only maximum-security institution for men. The event provided inmates with valuable information to support release planning, including housing and community-based services. Participating halfway houses shared information about their programs and responded to questions to help individuals make informed decisions about their transition plans.

Senior Residential Counsellor Chantal Drake attended the National John Howard Society Conference in British Columbia alongside delegates from across Canada. The conference provided valuable opportunities to learn about innovative programs and emerging practices. We are grateful Chantal could bring this knowledge back to support WBH residents.

On March 20, 2026, WBH hosted a Super Clinic for current residents, former residents, and community members. The clinic offered assistance with income tax filing, Service Canada applications, Social Insurance Numbers (SIN), Dental Care Plans, Disability Benefit applications, Employment Insurance (EI), Canada Pension Plan (CPP), and Old Age Security (OAS). The event was well received, and participants expressed appreciation for the individualized support provided.

In recognition of John Howard Society Week, Chantal Drake and Sherry Humber visited WCCC to host an information session focused on community connection and reintegration supports. During the session, staff outlined how WBH assists individuals following release through safe housing, practical supports, identification assistance, and community referrals. The session encouraged meaningful discussion and engagement, helping participants better understand the supports available to them upon release.

STAFFING

WBH experienced several staffing changes throughout the year. Melanie White accepted a Full-time Residential Staff position, Natasha Beaton a Permanent Part-time Residential Staff, and Lorna Bungay a Temporary Part-time Residential Staff position. Through the Canada Summer Jobs Program, WBH received funding for one summer student position and welcomed Tanner Quick to the team. Tanner made a valuable contribution during the summer months.

WBH benefits from a dedicated and compassionate team committed to supporting residents as they work toward stability and successful reintegration.

PROFESSIONAL DEVELOPMENT

Throughout the year, staff participated in a variety of professional development opportunities, including:

- John Howard Society Staff Conference
- John Howard Society Week Presentations
- Naloxone Recertification
- First Aid Training
- Professional Development Webinars

SERVICE AWARDS

This year marked Sherry Humber's 10-year service milestone with WBH. WBH extends sincere congratulations and appreciation to Sherry for her dedication and longstanding commitment to both staff and residents.

STAFF & RESIDENT ACTIVITIES

During the reporting period, WBH staff participated in several opportunities to connect outside the workplace and strengthen relationships across programs.

Several staff members attended a summer social hosted in Corner Brook at the Loretta Bartlett Home for Youth. The event provided an opportunity to connect with colleagues from other JHS-NL programs and foster stronger professional relationships.



West Coast Staff Summer Event - Shelley Garnier, Melissa Noseworthy, Cory Brake and Daphne Walsh

Staff also marked the holiday season with a Christmas luncheon held jointly with John Howard Society CBIP staff. The gathering provided an opportunity to reconnect and recognize the dedication and hard work demonstrated throughout the year.



WBH Staff Christmas Luncheon

Residents participated in an in-house holiday celebration attended by WBH staff and members of the Salvation Army, who generously provided music and entertainment. The event was well received, and residents expressed appreciation for the opportunity to celebrate together and for the support and companionship provided during the holiday season.

ACKNOWLEDGEMENTS

WBH acknowledges and thanks its valued community partners, including the Correctional Service of Canada; the Department of Justice and Public Safety; the Royal Canadian Mounted Police; the Department of Social Supports and Well-Being; Emergency Housing NL; the dedicated members of the Admissions Committee; tax volunteer Cynthia Downey; and the many individuals, agencies, and organizations that provide essential support services to residents.

WBH also extends sincere appreciation to the Correctional Service of Canada for funding provided through the National Infrastructure Contribution Program (NICP), which supported important upgrades to the facility's exterior camera system.

Special thanks are extended to Salvation Army volunteers who helped make the holiday season memorable for residents through music, entertainment, and fellowship. WBH also gratefully acknowledges the generosity of community members who donated clothing, gifts, and essential items to support residents during their transition back into the community.

I would like to recognize our Executive Director, Melissa Noseworthy, and the Board of Directors for their continued leadership and support throughout the year. Melissa's guidance and encouragement have been invaluable in navigating the challenges and successes of operating a residential facility.

Finally, I would like to recognize the exceptional staff at WBH. Their dedication, compassion, and professionalism have been instrumental in supporting our residents and one another throughout the year. I am sincerely grateful for their ongoing commitment and look forward to continuing this important work together in the year ahead.

Shelley Garnier

Home for Youth - Open Custody Facility

Lucretia Brown, Coordinator

HFY

HOME FOR YOUTH (HFY) is a four-bed, gender-inclusive Open Custody home that provides 24-hour care to youth aged 12 to 21 years in St. John's. Under the Youth Criminal Justice Act (YCJA), a youth is defined as an individual between the ages of 12 and 17; therefore, eligibility for Open Custody admission requires that the offence was committed prior to the age of 18.

Admissions are through sentencing by a youth court judge or through a review hearing while a youth is residing at the Newfoundland and Labrador Youth Centre (NLYC). All admissions are recommended by the Department of Social Supports and Well-Being (SSWB).

Youth admitted often present with complex needs, which may include co-occurring mental health and substance use challenges, as well as a history of unstable home environments with limited supports. HFY staff are committed to building supportive and trusting relationships with youth, enabling the delivery of effective, evidence-based interventions tailored to individual needs.

Programs and interventions at HFY are grounded in a strengths-based approach that focuses on reducing recidivism and promoting positive outcomes for youth as they transition back into their communities. This approach provides a structured and supportive environment where youth are encouraged to build essential life skills, pursue educational and employment goals, and participate in counselling and modified behavioural programming. These services help youth develop healthier coping strategies, improve decision-making skills, and respond to challenging situations in a calmer and more constructive manner.

“During my stay in open custody, I was doing better than I have in a long time. I miss all the staff; they helped me a lot.”

Anonymous Resident

PROGRAM

Supporting youth in developing achievable short and long-term goals remains a central focus. Upon admission, staff work collaboratively with each youth to establish individualized plans that emphasize healthy lifestyle choices, education, employment readiness, access to financial supports, and preparation for safe and stable housing upon release.

One-on-one interventions play a critical role in helping youth develop effective coping strategies, supporting a successful transition back to the community and into adulthood.

ADMISSIONS

Admissions to Open Custody increased significantly over the past year, nearly doubling compared to previous years. This upward trend aligns with patterns observed across Canada, where more youth are being sentenced to custody.

Several factors have contributed to this increase, including the growing complexity of needs among youth. These include mental health and substance use challenges, family instability, experiences of homelessness, trauma within the youth and their families, as well as the influence of social media and gang-related activity.

In addition, there has been a noticeable increase in the severity of offences among youth admitted to Open Custody. During the year, youth were sentenced on multiple charges that included aggravated assault, possession of a weapon for a dangerous purpose, theft under \$5,000, making child pornography, and assault of a peace officer, among others.

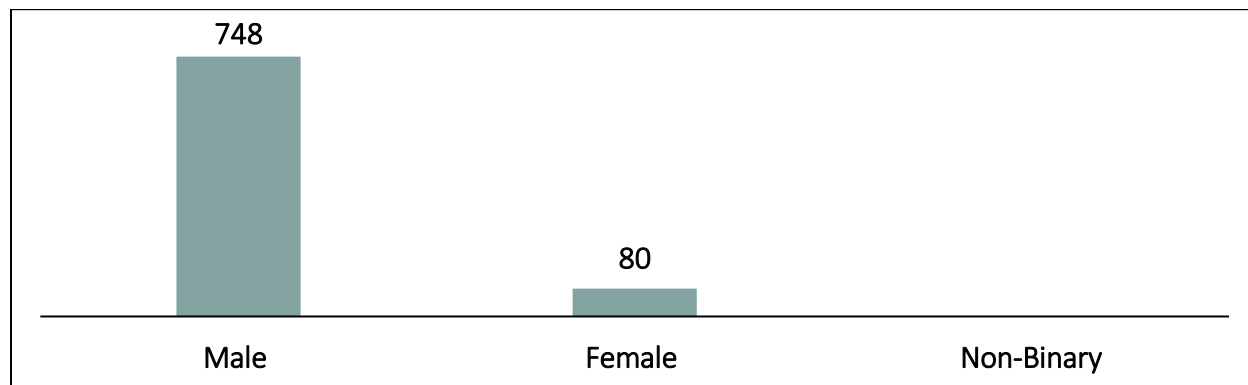
During the year, Home for Youth (HFY) recorded a total of 10 admissions, including nine males and one female accounting for 828 bed day usage.

Of these, three youth were sentenced directly from the community, two were transferred from secure custody through mandatory reviews, and the remaining youth were sentenced and transferred from remand. Sentences ranged from four to eight months in length, and youth admitted to the program ranged in age from 15 to 21 years.

ADMISSIONS 2025-2026

	Male	Female	Non-Binary	Total
Open Custody	9	1	0	10

OPEN CUSTODY BED DAYS 2025-26



EDUCATION AND EMPLOYMENT

Education and employment programming continue to be key priorities at HFY. Youth are supported in identifying pathways toward brighter futures, whether through traditional schooling or alternative education programs. Options include Horizon Academy for youth under 18, as well as the Discovery Centre and the College of the North Atlantic Adult Basic Education (ABE) program for older youth.

HFY, in partnership with the Newfoundland and Labrador Youth Centre (NLYC), continues to offer modified schooling for youth transitioning from secure to open custody.

This approach ensures continuity in education and supports youth in maintaining progress toward high school completion without interruption.

The partnership with Horizon Academy, a modified school designed for youth who are unable to attend traditional school settings, continues to be highly effective. Youth in Open Custody attended this program either through individualized instruction in the community or directly at the school. During the year, three youth graduated from high school through this program.

In addition, two youth attended programming through Thrive, a non-profit organization that provides adult education for older youth. HFY staff supported these efforts by providing daily transportation and academic assistance, helping youth remain engaged in their studies while in custody.

"I have learned how to regulate my emotions and not lash out at staff when I am upset during my time in open custody. Staff really cared and have tried to help me."

Anonymous Resident

JHS WEEK

JHS-NL Week took place from March 1 -7 , with the theme "Stronger Together." Throughout the week, a variety of activities were offered to staff, including wellness-focused events such as bowling, an escape room, and trivia. In addition, JHS Canada hosted a series of webinars covering topics related to both youth and adult involvement in the criminal justice system.



*Bonnie Morgridge &
Lucretia Brown*

An important component of JHS Week is recognizing that the organization's success is made possible through the dedication and commitment of its employees. At Home for Youth (HFY), staff gathered for a luncheon to celebrate the week and recognize service milestones. A 35-year Service Award was presented to Bonnie Morgridge in recognition of her longstanding dedication to JHS-NL and her meaningful contributions to supporting youth in Open Custody throughout her career. In addition, 3-year Service Awards were presented to Greg Dodge, Kelley Bennett, and Darlene Dickenson. These milestones reflect the commitment, compassion, and professionalism demonstrated by staff, and their contributions continue to make a positive and lasting impact.

STAFF EVENTS/TEAM BUILDING

Throughout the year, management and staff at JHS-NL organized several team-building events aimed at fostering connection and collaboration. A summer BBQ was held at Topsail Beach, with strong attendance from staff and their families, and featured a variety of activities that supported team engagement.

JHS-NL also hosted its annual Christmas luncheon at the Bally Haly Country Club, providing an opportunity for staff to come together and celebrate the holiday season.



*Nicole Aylward, Graham
Lucas, Scott Conway, Chris
Keats, Perry Woodward,
Lucretia Brown
& Greg Drodge*

PROFESSIONAL DEVELOPMENT

HFY counsellors continue to engage in ongoing professional development to enhance their knowledge and skills in working with youth at risk and to meet best practice standards in service delivery. All staff maintain core competencies through training in First Aid, Mental Health First Aid, Naloxone Administration, Applied Suicide Intervention Skills Training (ASSIST), and Non-Violent Crisis Intervention.

During the year, one HFY staff member attended the John Howard Society National Conference, held in Kelowna, British Columbia on November 5–6, 2025. The conference provided two days of learning through presentations on a range of topics, including mental health, homelessness, incarceration, gang involvement, and broader issues affecting youth and adults involved in the justice system.

I also had the opportunity to participate as a panel speaker at the Youth Criminal Justice Knowledge Exchange hosted by Justice Canada in Ottawa in February 2026.

This event brought together professionals from across the country to share information and perspectives on increasing youth crime rates, the rise in more serious offences, and both the strengths and areas for improvement within the Youth Criminal Justice Act (YCJA).

In addition, I attended the National Youth Justice Annual Meeting, held February 18–20, 2026, where representatives from across Canada shared emerging trends and collaborated on priorities aligned with the upcoming strategic plan. Staff also continued to expand their knowledge through participation in online webinars and training sessions focused on youth, the justice system, mental health, and addictions.

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 individual 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, Melissa Noseworthy, and the board of directors for their leadership in upholding the highest ethical standards for our organization.

Also, HFY would like to thank the Department of Social Supports and Well Being for their continued support and partnership. This partnership with JHS-NL is an integral part of why we have been in operation for 45 years.

HFY community partners are also key to our operation: The Newfoundland and Labrador English School District; Horizon Academy; the Murphy Center; the Newfoundland and Labrador Whitbourne Youth Center; Waypoints, the Rowan Center; CONA; Choices for Youth; Thrive; the Connect Team; Eastern Health Mental Health and Addictions Team; and private counselling providers.

Lucretia Brown

Loretta Bartlett - Open Custody Facility

Cory Brake, Coordinator

LBHF

LORETTA BARTLETT (LB) is a gender-inclusive open custody residential facility situated in Corner Brook. The facility provides continuous, 24-hour care to youth between the ages of 12 and 18 who are admitted under the Youth Criminal Justice Act (YCJA) or through Order to Reside issued by the Department of Social Supports and Wellbeing (SSWB).

LB maintains a strong commitment to collaboration with community organizations, working proactively to reduce risk factors among youth by offering structured programming and meaningful volunteer opportunities. Counsellors are trained to respond to the complex and evolving needs of the young people in our care and remains dedicated to ongoing training and professional growth, as reflected throughout this report.

“I really appreciate you all and what you did for me. I learned a lot in a short time and feel I can do much more on my own now.

I wish I could stay longer.”

Anonymous Resident

PROGRAM

Programming is designed to promote personal growth, accountability, and self-sufficiency. Youth are supported in developing essential life skills while engaging in educational, vocational, and community-based experiences. Through these efforts the program strives to equip youth with the tools, confidence, and resilience necessary to make positive contributions and achieve long-term success within their communities. All youth participated in life skill development in varying capacities and showed positive progress in relationship skills, maintaining family contact, cooking and cleaning, independence, and emotional regulation.

EDUCATION

All youth admitted to LB are encouraged to engage in educational programming. The facility works collaboratively with local schools to develop individualized plans that support each youth’s unique needs and promote successful reintegration into the educational system.

This past year, one resident accomplished full-time attendance at Corner Brook Regional High School and the Stephenville High School provided modified online correspondence within the facility for another resident.

EMPLOYMENT AND VOLUNTEERING

For youth who face barriers to re-entry into traditional school settings LB gave support in identifying and pursuing meaningful volunteer and employment opportunities. These experiences are intended to foster the development of essential life-skills, enhance social competencies, and support positive personal growth.

ANGER SOLUTIONS PROGRAMMING

Program participants are those having difficulties responding to intense emotions related to anger and are referred by the Department of Children, Seniors and Social Development. Referrals are for individuals 12 years of age and older. Participants are guided through a trauma informed lens to understand their own emotional responses and are provided opportunities to acquire new skills for resolving anger. The program was facilitated twice this year for two youth, with one participant successfully completing.

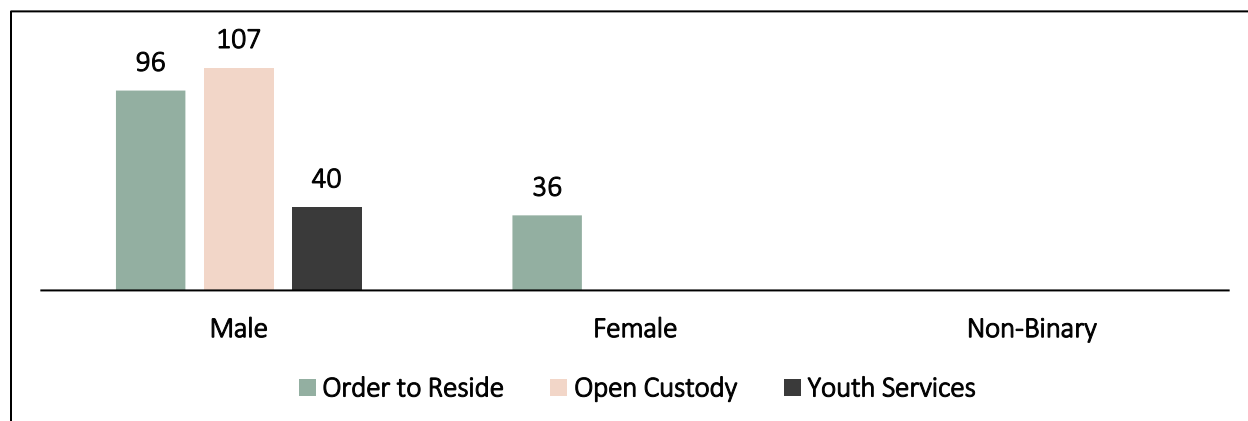
ADMISSIONS

During this reporting period, LB recorded seven resident admissions. Of these, three youth were admitted under an open custody order, three under Order to Reside, and one youth was placed for emergency housing through Youth Services. The seven youth residents resulted in 279 bed days.

ADMISSIONS 2025-26

	Male	Female	Non-Binary	Total
Order to Reside	2	1	0	3
Open Custody	3	0	0	3
Youth Services	1	0	0	1
Total	6	1	0	7

BED DAYS USAGE 2025-26



SUPPORTED FAMILY VISITS

Beyond the residential mandate of LB, the facility remained actively engaged in supporting the community through providing a safe and structured environment for 78 supervised family access visits.

COMMUNITY PARTICIPATION

LB counsellors, Bill Short, provided ongoing support to the local community SPCA, assisting in animal care and facility upkeep and Janice Kerrivan, assisted with the Pasadena Salvation Army Thrift Store.

“I really enjoyed going on hikes with you all. I really appreciate everyone.”

Anonymous Resident

PROFESSIONAL DEVELOPMENT

During the 2025–2026 reporting period, staff at LB continued to strengthen their professional competencies through targeted training and development opportunities. Training completed during this period included:

- Emergency First Aid
- Applied Suicide Intervention Skills Training (ASIST)
- Naloxone Administration
- JHS-Canada conference in British Columbia (one counsellor)

LB benefits from internal training capacity within JHS-NL enabling timely and relevant learning opportunities for staff. The organization also values its strong partnerships with community organizations, including the YMCA, Community Youth Network, Vine Place Community Centre, Community Mental Health Initiative (CMHI), and the Canadian Mental Health Association (CMHA). These partnerships enhance access to high-quality training and support ongoing staff development.

JHS WEEK

JHS Week is held in the first week of March across Canada to recognize the contributions of the John Howard Society in advocating for effective, humane, and just responses to the causes and consequences of crime. This week also celebrates the accomplishments, hard work and contributions of staff, participants, residents, tenants, and community supports.

This year, LB hosted an open house on March 3, 2026, inviting community partners and serving food and beverage in celebration and engagement in discussions regarding community supports, various programming and initiatives, and recognition of contributions.

STAFF SERVICE AWARDS



*Dancia Power &
Cory Brake*

LB takes pride in recognizing the dedication and commitment of its long-serving staff through service awards presented in conjunction with JHS Week. This year, recognition was given to Danica Power for 25 years of service and Judy Snelgrove for 15 years of service.

Staff gathered to mark these significant milestones and celebrate their contributions. LB extends its sincere



*Judy Snelgrove &
Cory Brake*

appreciation and congratulations to both for their service and ongoing dedication to supporting the young people in our care.

STAFF EVENTS

Loretta Bartlett hosted a number of staff events to promote relationship development, teamwork, and to show appreciation for staff's continued dedication and support.

These events included a team appreciation dinner, a social and games day event during JHS week and a Christmas Dinner. LB hosted a summer social where team members from the Stephenville Community Based Intervention Program, West Bridge House and Head Office came to the LBHY facility for a team social involving games and BBQ.



Staff Christmas Lunch

ACKNOWLEDGMENTS

LB is fortunate to benefit from the strong support and collaboration of its community partners, whose contributions are essential to the success of our work. We value these partnerships and look forward to continued collaboration in the year ahead.

LB extends sincere appreciation to the Department of Social Supports and Wellbeing; Department of Justice & Public Safety; Vine Place Community Centre; Western Health; Corner Brook Regional High; Corner Brook Intermediate; Community Youth Network; YMCA; Community Building Youth Futures Leadership Team; Community Partners Committee; Community Mental Health Initiative (CMHI); Canadian Mental Health Association (CMHA); Choices for Youth; Royal Newfoundland Constabulary; and the Royal Canadian Mounted Police.

Thank you to JHS-NL Board of Directors; Executive Director Melissa Noseworthy; Steve Pearce, Director of Finance; Donna Jenkins, Accounting Administrator; the JHS-NL senior management team; and all LB staff for their dedication and ongoing commitment.

Cory Brake

Garrison Place



Val Flynn, Manager of Adult Residential Programs

GP

Communities across the province continue to face significant challenges in accessing safe and affordable housing. These challenges are often intensified for individuals whose life experiences include complex needs, trauma, and unstable housing histories creating additional barriers to securing and maintaining stable housing. Garrison Place (GP) strives to foster a welcoming and inclusive environment where tenants feel safe, valued, and connected.

Garrison Place (GP) in its ninth year of operation, is a 10-unit permanent supported housing program for individuals whose barriers are prohibitive to securing private market housing and have experienced chronic or episodic homelessness or are at risk of homelessness.

REFERRALS

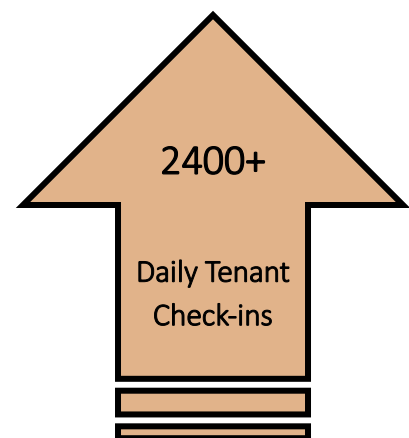
Referrals are primarily received through Coordinated Access to Homes (CAH) in partnership with End Homelessness St. John's (EHSJ) and other community agencies. Tenancies are selected based on the program's ability to meet identified needs and goals, support tenants in overcoming barriers to stable housing, and maintain a successful communal environment.

2025-2026 OCCUPANCY

At year end, GP maintained full occupancy. Of the 10 tenants, three were approaching one year of stable housing, while seven had maintained tenancy for over two years. Notably, two individuals reached significant milestones of seven and eight years in stable housing. This is a tremendous accomplishment for those who have experienced prior chronic homelessness and validates the positive impact of having a supported environment. A strong focus is on building relationships which is essential to being able to navigate through challenging times, alongside celebrating successes, which look different for everyone.

SUPPORTIVE INTERVENTIONS & SERVICES

The Housing Support Worker (HSW) provides on-site case management through support and connections to community resources, providing opportunities to tenants to stabilize and thrive. This person-centered approach guides all aspects of service delivery, with opportunities for tenants to develop life skills and to pursue rehabilitative goals.

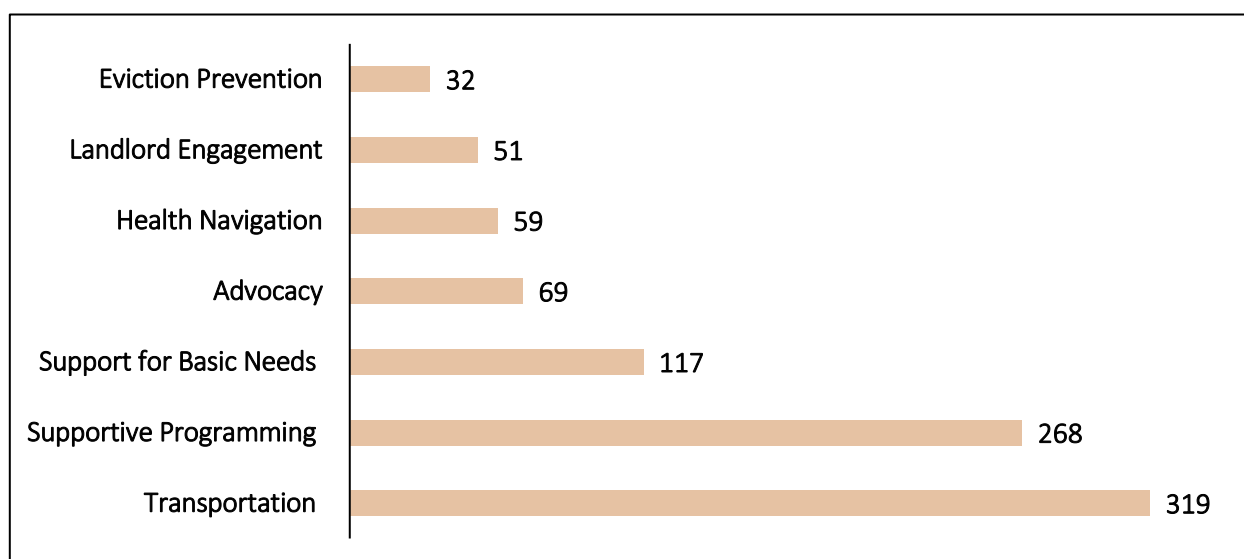


Throughout the year, more than 3,500 supportive interventions and services were documented with over 2400 daily tenant check-ins. Additional supports are provided in social skill development, conflict resolution, mediation, crisis intervention, and home safety.

Tenant engagement activities play an important role in building community and promoting inclusion. Throughout the year, events such as holiday celebrations, tenant meetings, shared meals, movie nights, and seasonal activities were offered to strengthen relationships and encourage the development of pro-social support networks.

These case management activities support tenants in accessing resources, navigating systems, and strengthening their capacity to maintain housing. Combined with strong, supportive relationships, these interventions contributed to empowering tenants and supporting their continued progress within the broader community. A summary of key service activities is outlined in Table 1.

SUPPORTIVE INTERVENTIONS & SERVICES 2025-26



HOUSING SUPPORT

In line with our commitment to supporting vulnerable community members, our HSW also endeavored to assist JHS-NL participants with identified needs for administrative and practical housing related support when time and resources permit.

This year 29 individuals were referred for housing support and 11 were successfully housed in the community. We appreciate the opportunity to partner with Newfoundland Labrador Housing Corporation through the Supportive Living Program over the past year and value the collaboration that has contributed to this successful endeavour.

We look forward to continuing to strengthen and develop this partnership in the coming year to ensure sustainability in providing a supported environment, protecting the stability that tenants have demonstrated, and prevent re-entry to the cycle of homelessness.

PROPERTY IMPROVEMENTS

Through the National Infrastructure Contribution Program (NICP), security cameras enhancements and upgrades for adjoined Howard House were made possible for the exterior premises of both Howard House and Garrison Place. We are also grateful for all other private and corporate donors who further the work of our organization through donations and services in kind.

ACKNOWLEDGMENT

I extend my sincere appreciation to Leah Walsh, our Housing Support Worker, who is driven with genuine compassion and dedication to supporting tenants each and every day. Their lives have been enriched through your support and we all thank you.

Val Flynn

Community Housing Support

Val Flynn, Manager of Adult Residential Programs

CHS

Through the Community Housing Support Program (CHS) JHS-NL was pleased to continue our partnership with End Homelessness St. John's (EHSJ) supporting two full-time positions: Housing Access Worker (HAW) and Housing-Focused Case Manager (HFCM). These roles work collaboratively to assist individuals experiencing homelessness, at risk of homelessness, and who are precariously housed in securing safe and stable housing.

HOUSING PROCESS

The process begins with the HAW who supports individuals in becoming housing-ready by ensuring access to

- appropriate financial resources
- conducting housing searches
- facilitating connections with landlords.

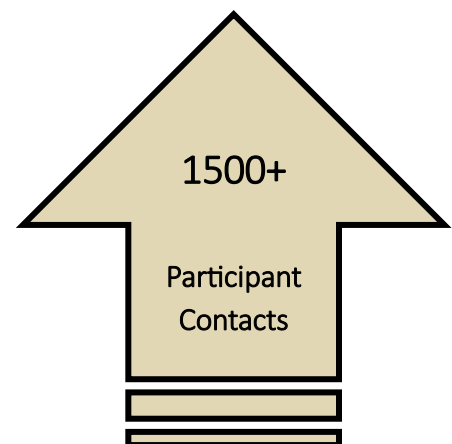
As individuals secure housing, support transitions to the HFCM, who provides ongoing follow-up to promote long-term housing stability and reduce returning to homelessness.

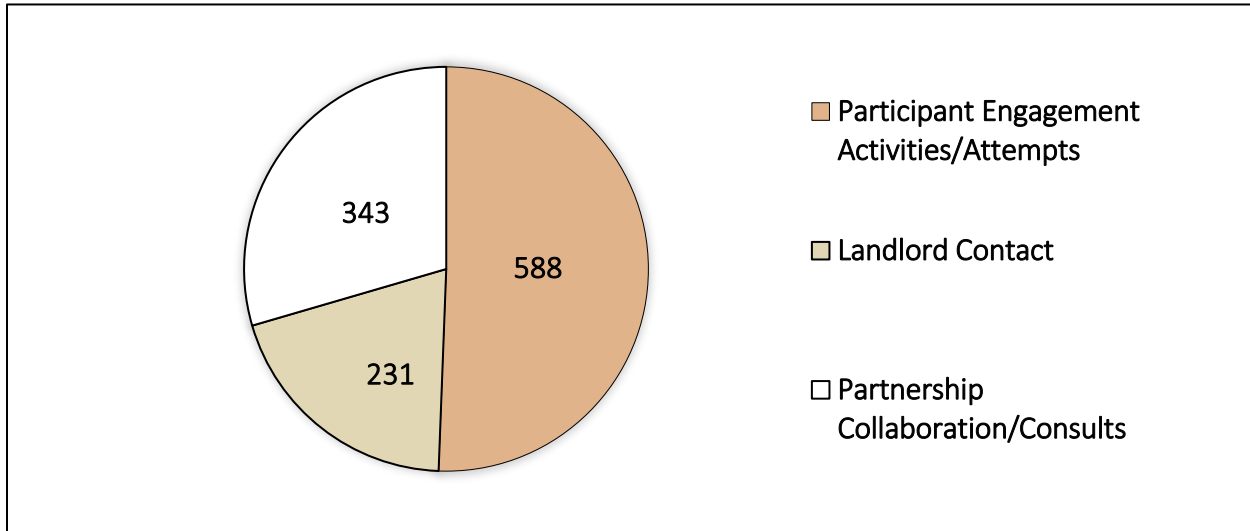
Follow-up support includes regular check-ins to ensure tenancies are progressing well, as well as assistance with day-to-day needs such as food security, crisis intervention, guest management, harm reduction, landlord-tenant relations, and eviction prevention.

SECURED HOUSING & SUPPORTIVE INTERVENTIONS 2025-26

This CHS work is highly challenging, particularly given the limited availability of affordable housing within both the private market and available subsidy programs. Despite these challenges, significant progress has been made. Through the HFCM and HAW, 26 participants were supported, resulting in 13 successful housing placements, with the majority sustaining stability.

Achieving these outcomes required over 2600+ supportive contacts, interventions, and collaborative efforts utilizing all available resources including 588 attempts to connect with persons who indicated a need for housing support. Collaboration continues to be essential to the success of this work and remains a cornerstone of the programs approach. A summary of key service activities is outlined in the following graph.



SUPPORTIVE INTERVENTIONS AND SERVICES 2025-26**NEW FUNDING**

This year we were also fortunate to receive a grant from United Way for our “Rising Up” program which primarily will provide newly housed individuals much needed basic amenities to support transition to stable housing.

ACKNOWLEDGEMENTS

I extend my gratitude to EHSJ for choosing us to be part of this great initiative in reducing homelessness in our community and the valuable support to the team. We are proud of what we are accomplishing together.

The contributions of the CHS team is critical to improving lives and strengthening our community, and we remain committed to working collaboratively to reduce experiences of homelessness. It can be deeply rewarding and challenging as positive outcomes are not always achievable for every participant and systemic barriers persist. Alex Sullivan, Miles Power, and Jasmine Martin are to be highly commended for their dedication, compassion and perseverance. They consistently support individuals who are struggling to find a place to call home while often experiencing some of the most difficult periods of their lives. Their contributions facilitate meaningful and lasting positive change.

I also to extend my sincere appreciation to our Board of Directors and our Executive Director, Melissa Noseworthy, for their ongoing leadership, guidance, and support.

Val Flynn

Learning Resources Program

Riley Hunt, Manager of Programs

LRP

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, LRP 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 offences, and paternal parenting.

Staffed by skilled facilitators, program coordinators, and mental health and addictions counselors, the LRP operates with primary funding from the Department of Justice and Public Safety (JPS), 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 Pennywell Road, Her Majesty's Penitentiary (HMP) and virtually. 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.

Participants continue to face significant barriers, with access to safe and affordable housing remaining one of the most pressing challenges. It is especially acute for individuals with current or past involvement in the criminal justice system. Securing private market housing is particularly difficult due to the high needs of this population. While housing is not a direct component of LRP's mandate, it plays a critical role in participants' ability to engage meaningfully in programming to focus on their personal development and rehabilitation.

**"The group taught me new skills to use in my relationships and
thank you to John Howard for the support."**

Anonymous Participant

DELIVERY MODALITY

The LRP delivers programming through consistent, face-to-face support at our location at Pennywell Road in St. John's which provides in-person delivery of all intervention programs, offering a safe and welcoming environment where participants can receive support and focus on their personal development.

To determine the most effective delivery method, facilitators rely on a participant-centered assessment, evaluating factors like learning style, safety, criminogenic risk, and individual needs. While group settings are generally preferred to foster peer support and community, individual sessions (or in some cases, a blended approach) are utilized when necessary to help participants reach their unique goals.

"I wish I had done this program a long time ago, the skills will be helpful in my relationships moving forward."

Anonymous Participant

ONGOING CHALLENGES

Consistent attendance remains an area of concern. Participation is frequently interrupted by acute challenges, including housing instability, mental health crises, and employment conflicts. These disruptions impede individual rehabilitation. The service gaps highlight the link between unmet basic needs and the risk of recidivism during community reintegration.

PROGRAM ENHANCEMENTS

The Dialectical Behaviour Therapy (DBT)-Informed Program is a 13-week program developed and implemented by an in-house committee of facilitators, mental health and addictions counsellors and management. The program's specialized therapeutic support is tailored to our participants' needs with all eight participants completing. Through partnerships with WAGE, the Newfoundland Labrador Youth Centre (NLYC), and Horizons Academy, youth under the age of 18 and involved or at risk of involvement with the justice system successfully participated in the Anger Solutions and Safety and Repair programs for the first time in the history of the LRP. Demonstrating the adaptability of LRP programming to a younger demographic.

PROGRAMS DELIVERED IN 2025-2026 (Appendix B - Program Descriptions)

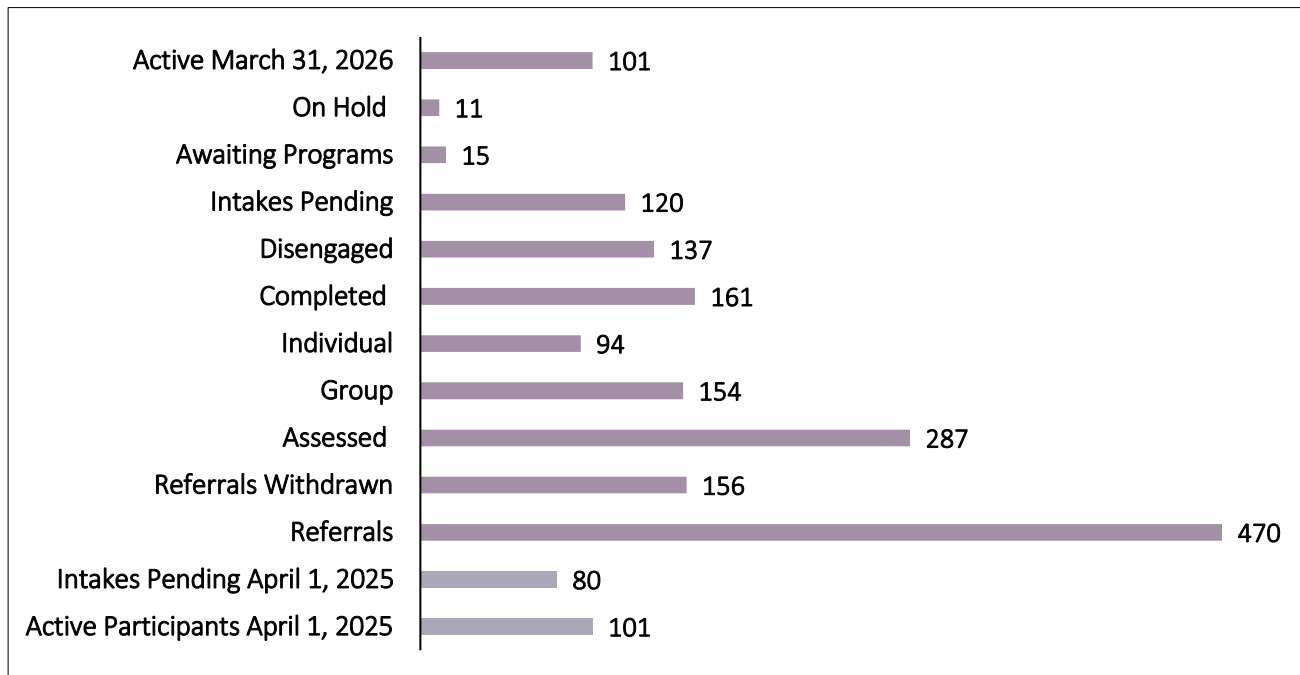
- Seeking Safety
- Safety and Repair
- Journey to Transformation Anger Solutions
- Pathways to Acceptance & Recovery (PAR)
- Criminal Behavioral Awareness (CBA)
- Dads
- Impaired Driving Awareness (IDA)
- STABLE & Acute 2007
- Maintenance & DBT

LRP maintained a robust referral network through Adult Corrections; Social Supports and Well-Being (SSWB); Newfoundland and Labrador Youth Centre (NLYC); Horizons Academy; internally through John Howard Society Newfoundland and Labrador's other programs; community-based organizations; and self-referrals (when capacity allows).

PARTICIPANT REFERRALS AND ENGAGEMENT

- Enrollment and Retention: The 2025-26 fiscal year began with 101 continuing participants, with an additional 226 new enrollments throughout the year.
- Referral Volume: A total of 534 referrals were managed, consisting of 454 new inquiries and 80 carried forward from the previous period.
- Withdrawals: 154 referrals were withdrawn. Primary factors included program ineligibility, participant relocation, changes in legal status (release or re-incarceration), acute health concerns, or housing instability. Additionally, some withdrawals were necessary due to program hours and participant work schedules.
- Program Success: Of the 243 individuals who actively engaged this year, 158 successfully completed their programming. At year-end, 101 participants remain active and will transition into the next fiscal year.
- Individual Assessments: 280 individual assessments were finalized.
- One-on-One Support: 860 individual program sessions were delivered.
- Group Programming: 589 group sessions in community settings, HMP, and virtually.
- Completed Groups: Safety and Repair: Adult - 2 in-person, 3 virtual (including one female-only cohort), and 1 HMP group. Youth - 2 Horizons groups and 1 general group are continuing into the next fiscal year. Anger Solutions: Adult - 1 in-person, 1 virtual (female-only). Youth - 1 at the NLYC and 1 Horizons Academy group remain active. Dialectical Behavioral Therapy program: 1 in-person group. Dads: 1 in-person community group. IDA: 1 in-person community group.
- Ongoing and Continuous Programming: Seeking Safety: continuous group for both community and HMP participants. Integrated Correctional Maintenance Program, Multi-Target (ICMP) Community: continuous community group.
- HMP Program - Group Delivery: Programming within HMP faced considerable challenges due to staffing shortages limiting institutional access. At HMP, 73 group programs sessions were cancelled because of these ongoing staffing issues.
- Drop-In Services: A total of 155 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.

LRP PROGRAM REFERRALS & OUTCOMES 2025-26



LRP PARTICIPANT REFERRALS & OUTCOMES 2025-26

2025				2026								
April 1, 2025	Intakes Pending	Referrals	Referrals Withdrawn	Assessed	Group	Individual	Completed	Disengaged	Intakes Pending	Awaiting Program	On Hold	March 31, 2026

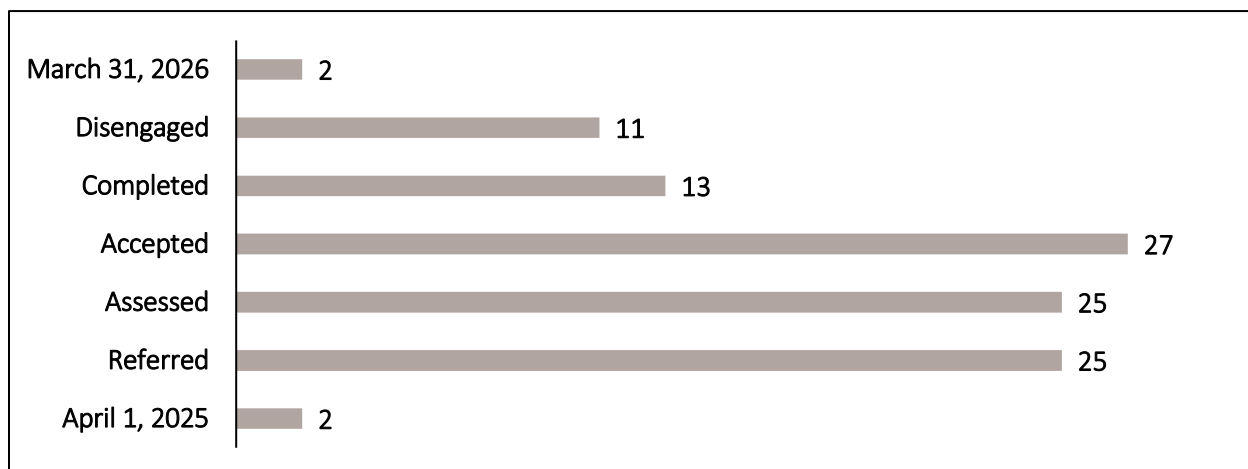
Safety and Repair													
Community	10	6	44	9	36	13	15	23	24	8	5	3	4
HMP	0	15	10	0	10	10	0	7	3	0	0	0	0
SSWB	8	2	14	6	10	10	5	10	7	2	0	0	4
IPVC - St. John's	8	0	24	0	23	7	23	22	0	1	0	1	12
IPVC Grand Falls-Windsor Central	2	0	16	0	15	2	11	11	1	1	0	0	2
Virtual Grand Falls-Windsor Central	5	0	8	1	8	7	0	6	2	1	0	0	0
NLYC	0	0	2	0	2	2	0	0	0	0	0	0	2
Horizons Academy	0	0	9	0	10	9	1	6	2	0	0	0	2
Totals	33	23	127	16	114	60	55	85	39	13	5	4	26

LRP PARTICIPANT REFERRALS & OUTCOMES 2505-26 con't	2025				2026								
	April 1, 2025	Intakes Pending	Referrals	Referrals Withdrawn	Assessed	Group	Individual	Completed	Disengaged	Intakes Pending	Awaiting Program	On Hold	March 31, 2026
Seeking Safety													
Community	12	19	102	53	48	29	11	17	42	19	0	2	10
HMP	3	0	59	35	25	22	0	8	18	5	0	0	4
Totals	15	19	161	88	73	51	11	25	60	24	0	2	14
Journey to Transformation Anger Solutions													
Community	8	10	40	12	25	7	7	10	10	15	8	2	7
HMP	0	0	1	0	0	0	0	0	0	2	0	0	0
SSWB	4	1	24	13	11	5	0	4	5	8	2	0	4
NLYC	0	0	17	2	13	9	1	2	1	0	0	0	8
Horizons Academy	0	0	6	0	6	6	0	0	0	0	0	0	6
Totals	12	11	88	27	55	27	8	16	16	25	10	2	25
Additional Programming													
Clinical Counseling	37	20	37	12	19	0	12	20	10	34	0	2	35
CBA	0	1	0	0	1	1	0	1	0	0	0	0	0
Dads	1	4	18	3	5	7	0	2	5	14	0	1	0
IDA - Community	0	0	4	3	3	3	0	3	0	0	0	0	0
IDA - HMP	0	0	0	0	0	0	0	0	0	4	0	0	0
Maintenance	2	2	6	1	5	0	6	1	2	0	0	0	0
PAR	0	0	1	1	0	0	0	0	1	1	0	0	0
STABLE Assessments	1	0	12	3	5	0	2	5	2	5	0	0	1
DBT	0	0	16	2	7	5	0	3	2	0	0	0	0
Totals	41	27	94	25	45	16	20	35	22	58	0	3	36

INTEGRATED CORRECTIONAL MAINTENANCE PROGRAM, MULTI-TARGET (ICPM)

The LRP continues to deliver the Community Maintenance Program (CMP) through its contractual partnership with CSC. Throughout this reporting period, 13 individuals were referred and assessed for the program. Including two participants carried over from the previous year, the program supported a total of 15 individuals. Of these, five successfully completed their requirements, while eight disengaged and two remain active.

ICPM PARTICIPANT REFERRALS & OUTCOMES 2025-26



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
- First Light Indigenous Cultural Awareness Training
- Safety and Repair Training w/ Tod Augusta Scott
- FASD 101
- Webinar: The Justice System
- Standard First Aid
- JHS Canada on The Intersection Between Criminal Justice and Homelessness
- JHS Canada on Incarceration Nations Network Across the Globe
- JHS Canada on Individuals Involved in the Justice System and the Role of Emotions
- International Corrections and how it can inform Canadian Corrections
- Mental Health & Addictions National Action Plan on Criminal Justice System
- Alternatives to incarceration: Presentations on restorative justice
- JHS PEI on Tech-enabled Justice
- JHS Nova Scotia on Growing Capacity Through Housing
- JHS Victoria on Transitional Rehabilitative Housing

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

The Manager of Programs facilitates community outreach and education to strengthen regional partnerships. This year, presentations were delivered to Victim Services and Adult Probation fostering a deeper understanding of the LRP's programs referral coordination.



**Winning
Christmas Card**

This year marked the seventh annual Christmas Card Contest, which encourages incarcerated individuals to submit original, hand-drawn Christmas themed artwork for the official JHS-NL Christmas card. This year 52 submissions were received from institutions across the province and an anonymous voted select a winner. Staff visited HMP to provide a

Christmas photo opportunity allowing inmates to send a Christmas themed picture of themselves along with a Christmas card home to their families and loved ones. LRP also distributed 280 holiday gift bags at HMP and 10 gift bags for community participants. Community participants were invited to join us for a Christmas dinner at head office which is a tradition that provides meaningful support for everyone. LRP staff demonstrated their commitment to inclusivity and community solidarity by participating in the annual St. John's Pride Parade. Staff highlighted the organization's dedication to fostering a safe and supportive environment and reinforcing the importance of diversity and representation within the broader justice and social service sectors.



STAFF RECOGNITION ACTIVITIES



Topsail Beach

Social gatherings provide a vital opportunity for team members to build rapport with staff from other JHS-NL St. John's programs/facilities. In July, staff from all St. John's programs and facilities gathered at Topsail Beach for a team-building afternoon, barbecue and recreational activities.

In September staff gathered for JHS-NL's Annual General Meeting at Lester's Farm, which integrated essential professional development with staff engagement. The year concluded with a Christmas luncheon for the staff, volunteers and Board of Directors at the Bally Haly Golf Course to begin the holiday season.

A major highlight of the year was taking part in the Hackathon hosted by Lifewise, where our team proudly secured first place through innovative thinking and collaborative problem-solving. We look forward to building on this momentum and achieving even more success together.



*Bonnie Mugridge,
Emily Dyer, Robyn
MacDonald
& Taedy O'Rourke*

During John Howard Week, the atmosphere was energized by two distinct and high-impact presentations. Professional speaker and athlete Linh Huynh captivated the team with her story of remarkable perseverance, focusing on the grit and determination required to conquer massive challenges. HMP Security Captain Adam Woodrow gave an enlightening presentation and unveiled the design for the upcoming HMP replacement.

CONGRATULATIONS



Taylor Cassell

Celebrating 3-years of service was Taylor Cassell. On behalf of the entire team, I want to extend a sincere thank you to Taylor for his hard work, dedication, and the consistent commitment. Congratulations, Taylor, on reaching this three-year milestone. Reed Tremblett from the LRP completed his practicum placement for the Memorial University Bachelor of Social Work program and Donna Mahoney completed the first half of her Master's in Counselling Psychology placement. Congratulations to you both.

STAFF APPRECIATION

The strength of the LRP lies entirely in the people who carry out its mission. I want to extend my deepest appreciation to our staff for the profound empathy, tenacity, and heart you bring to your work every day. Working alongside individuals navigating the intersections of housing instability, substance use, and mental health crises is a significant undertaking, yet you approach every interaction with dignity and an unshakable conviction that change is always possible. Your commitment to providing a non-judgmental space and your relentless advocacy for those often overlooked by society are what make this program a cornerstone of support in our community. Whether through a major breakthrough or a small moment of connection, the impact of your work is immeasurable. Thank you for your endurance, your passion, and for showing up with purpose, even on the most challenging days.

I would like to extend my sincere appreciation to our Executive Director, Melissa Noseworthy, for her exceptional guidance and unwavering support throughout this past year. Her strategic vision and deep commitment to the John Howard Society's mission have been instrumental in the continued growth and success of the LRP's initiatives. Beyond her leadership, her steady encouragement provides the foundation that allows our team to navigate complex challenges with confidence and purpose. We are incredibly grateful for her dedication to both our staff and the individuals we serve.

In closing, I would like to extend my sincere gratitude to the Board of Directors, management team, and dedicated volunteers of JHS-NL for their foundational support. Our work is made possible through vital partnerships with Adult Probation, the Intimate Partner Violence Intervention Court, and the staff and management at Her Majesty's Penitentiary and Howard House. We also value our ongoing collaboration with Correctional Service Canada, Lifewise, and our provincial partners within the departments of Social Supports and Well-being, and Women and Gender Equality. Finally, thank you to the many community organizations we engage with daily; it is through these collective efforts that we ensure our community members receive the essential programs and services required to foster a safer, more supportive environment for everyone.

Riley Hunt

Community Based Intervention Program

Daphne O’Keefe, Manager of Programs

CBIP

COMMUNITY-BASED INTERVENTION PROGRAM (CBIP) provides rehabilitative services to 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 regions.

CBIP delivers programs that address factors contributing to criminal behaviour and associated risks, including addiction, trauma, emotional regulation, intimate partner violence, parenting, and sexual offending. The program supports participants in reducing recidivism by fostering a sense of safety, building trust, and developing the skills needed to make healthy choices in their relationships and interactions. Programs are delivered in-person at the Stephenville and Corner Brook offices, virtually and at the West Coast Correctional Centre (WCCC), ensuring accessibility for participants across the region.

“I enjoyed every session. I always left feeling confident and at peace.”

Anonymous Participant

PROGRAMS DELIVERED IN 2024-2025 (Appendix B - Program Descriptions)

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

DELIVERY MODALITY

CBIP delivers programming through consistent, face-to-face support at its primary location on Main Street in Stephenville. Limited programming is also offered at the West Coast Correctional Centre. In some individual cases, virtual and/or telephone-based intervention programming may be provided. These arrangements are determined on a case-by-case basis, in consultation with the Adult Probation Office.

The Main Street location provides in-person delivery of all core intervention programs in a safe and welcoming environment where participants can receive support and focus on their personal development. To determine the most effective delivery method, facilitators use a participant-centred assessment process that considers factors such as learning style, safety, criminogenic risk, and individual needs. While group programming is generally preferred because it fosters peer support and community connection, individual sessions or, where appropriate, a blended approach may be used to help participants achieve their unique goals.

“I learned new skills to cope with my emotions and how to deal with them effectively.”

Anonymous Participant

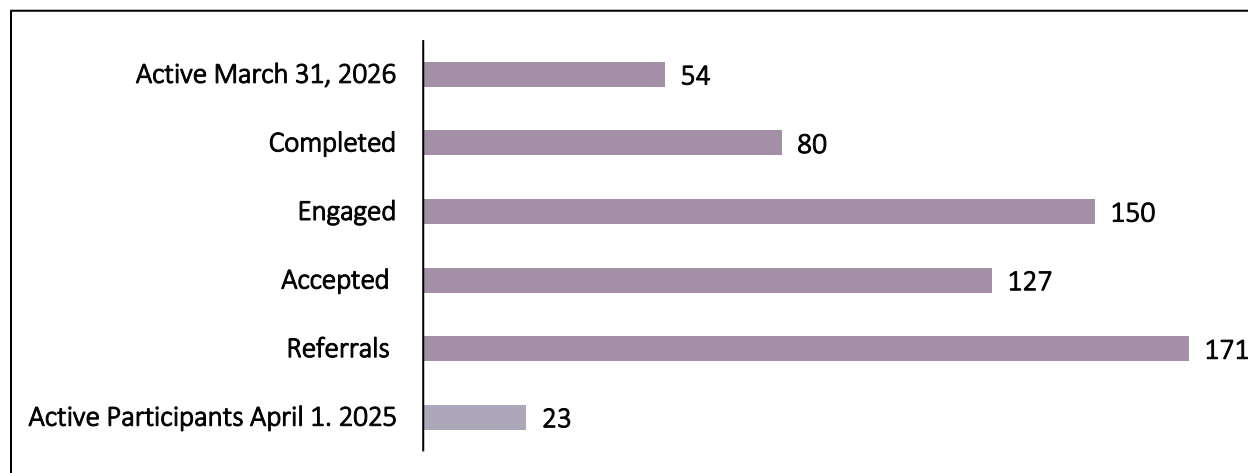
REFERRAL CHARACTERISTICS

Referral sources in the Stephenville, Corner Brook, and Port aux Basques regions include the Intimate Partner Violence Intervention Court in Stephenville (IPVIC), the Department of Justice & Public Safety (JPS), the West Coast Correctional Centre (WCCC), West Bridge House (WBH), as well as self-referrals.

PROGRAM OUTCOMES

During 2025–2026, CBIP supported 23 participants who continued receiving services from the previous year and received 171 new referrals. Over the course of the year, 80 participants completed the program, while 54 participants remained actively engaged in services at year end. Although not all participants were able to complete a full program due to a range of circumstances, a total of 150 individuals participated in programming throughout the year.

CBIP PROGRAM REFERRALS & OUTCOMES 2025-26



CBIP PARTICIPANT REFERRALS & OUTCOMES 2025-26	2025		2026			
	April 1, 2025	Referrals	Accepted	Engaged	Completed	March 31, 2026
Safety and Repair						
Safety & Repair – IPVIC	6	7	7	13	6	6
Safety & Repair Reg Court	5	28	18	23	9	12
Totals	11	35	25	36	15	18
Seeking Safety						
Community	10	39	26	36	16	12
WCCC	0	0	0	0	0	0
Totals	0	39	26	36	16	12
Journey to Transformation Anger Solutions						
Community	0	13	8	8	6	4
WCCC	0	11	9	9	0	7
Totals	0	24	17	17	6	11
Dads						
Community	1	3	4	5	2	0
WCCC	0	0	0	0	0	0
Totals	1	3	4	5	2	0
CBA						
Community	0	16	12	12	4	6
WCCC	0	24	21	21	15	0
Totals	0	40	33	33	19	6
Additional Programs - Community						
Adult Diversion	1	23	20	21	20	3
Maintenance	0	3	2	2	2	0
PAR	0	4	0	0	0	4
IDA	0	0	0	0	0	0
Totals	1	30	22	23	22	7

STAFF TRAINING

CBIP staff continued to engage in virtual meetings with Learning Resources Program (LRP) staff to support program facilitation and stay informed on program updates. These sessions were led by Alex Asamoah and Jessica Slade, LRP Program Services Coordinators, whose guidance and expertise were greatly valued by the team.

PROFESSIONAL DEVELOPMENT

CBIP in-person and virtual professional training/development opportunities including:

- First Aid
- OH&S training
- Applied Suicide Intervention Skills Training (ASIST)
- Responding to Intimate Partner Violence and Substance Use
- Primary Care in the Context of Rural Incarceration
- Honouring International Overdose Awareness Day: One Big Family
- History of Tears
- Elder Mistreatment
- Substance Use and Brain Injury: What You May be Missing and What to do About it
- NL Substance-related Toxicity Deaths Update - Office of the Chief Medical Examiner
- Mental Health and Addictions Centre and the Harm Reduction & Addictions Medicine Consult Team
- Understanding the Barriers to Bystander Intervention
- A Model to overhaul the Pre-Trial Detention and Release System
- Managing the Person with Depression & Alcohol Use Disorder
- Breaking Barriers for Young Adults Experiencing Mental or Substance Use Health Challenges
- Building Resilience in Substance Use Care: Promoting Provider Health and Wellbeing
- Strongest Families Institute-Promoting Family Mental Wellness
- Preventing Intimate Partner Homicide-Reflections from members of the Domestic Violence Review Committee
- Challenging Complacency and Stigma in healthcare: A Call to Action
- What are the Problems with Canada's Pre-Trial Detention and Release System?
- Conditions of Confinement and Reintegration Post-Remand
- The Substantive and Procedural Issues with the Bail Reform Bill

COMMUNITY INITIATIVES AND INVOLVEMENT

CBIP maintained active community involvement throughout the year by participating in West Bridge House (WBH) Admissions Committee meetings, the Intimate Partner Violence Intervention Court (IPVIC), and IPVIC Steering Committee meetings. Staff also attended the WCCC Community Services Fair. In addition, CBIP staff delivered presentations to participants in the community-based Horizons program and at the WCCC on topics including Healthy Relationships, Anger Solutions, and Alcohol and Drug Awareness.

WEST COAST CORRECTIONAL CENTRE (WCCC)

Staff participated alongside Leanda Morris, JHS-West Employment Practitioner, in the third annual WCCC Halloween event held in October. The event once again received strong support from community agencies and individuals, for which sincere appreciation is extended. Participants expressed gratitude for the contributions; however, the impact of this initiative extended beyond the provision of treats. The event fostered a sense of positivity and helped strengthen connections between individuals and the broader community, supporting motivation, hope, and a continued focus on successful reintegration following release.



WCC Christmas - CBIP staff delivering cards and goodies

In December, staff facilitated a Christmas photo initiative at WCCC, providing participants with the opportunity to send photographs to their loved ones. This initiative supported connection during a time when many individuals experience increased feelings of isolation. Appreciation is extended to JHS-NL for providing cards and gift bags for participants, and to the staff and management of WCCC for their support in facilitating the initiative, including the provision of postage.

JOHN HOWARD SOCIETY WEEK



Robyn Zene & Haley Young

During March 2–6, staff celebrated John Howard Week. This week provided an opportunity to recognize the efforts of participants who continue to work hard toward maintaining pro-social lifestyles, to acknowledge the work of JHS-NL staff in the community, at the WCCC, and to thank community partners for their ongoing support. Staff joined several participants at a special appreciation gathering at the Recovery Centre to acknowledge founder Mr. Don Russell. The centre provides a free, safe and a welcoming space for individuals in the community including participants who are experiencing substance use challenges.



Don Russell, Daphne O'Keefe & Leanda Morris

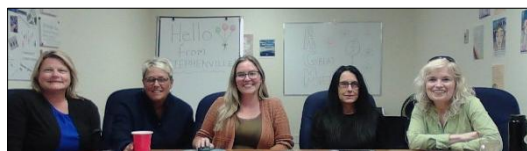
JHS-NL presented Mr. Russell with a gift basket, supplies, a gift card, refreshments, and a cake to share with those in attendance. Small prizes were also provided as a way to recognize participants and other guests. The event was a very special and enjoyable time providing connections, laughter and music by everyone who attended.

Later in the week, CBIP staff joined Employment Practitioner Leanda Morris at a Community Connections Fair at the WCCC. The event was well received, with many positive comments shared by participants during and following the fair. CBIP extends sincere appreciation to all community partners who participated in these events and to the management and staff of the WCCC for their continued support and collaboration.

NEW EXECUTIVE DIRECTOR

CBIP staff were excited and very reassured when Melissa Noseworthy stepped into the Executive Director's role in June. Melissa strives for evidence-based programming for our participants and has compassion and concern for them that goes much beyond their time spent in sessions. She motivates and inspires staff to continue to make a meaningful difference to our community by assisting participants to make positive changes in their lives. We are confident she will keep the Society strong and growing in the years ahead. We greatly appreciate all she does and we look forward to the future.

STAFF SERVICE AWARDS



*Leanda Morris, Michelle Humber, Haley Young,
Donna Jenkins & Daphne O'Keefe*

CBIP staff joined the east coast staff virtually for the annual Service Awards presentations. Neither staff member from CBIP reached a service milestone this year however it was wonderful to share in the accomplishments of staff from other programs and to hear well-deserved positive

comments from their managers and our Executive Director.

SPECIAL VISITORS

In August, CBIP welcomed two very special visitors from Head Office Melissa Noseworthy, Executive Director and Tracy Oakley, Administrative Coordinator. Everyone at the team appreciated the opportunity to meet them in person and to participate in operational and programming discussions. CBIP is grateful to Melissa for her direction and leadership and to Tracy for all she does for us from our St. John's office.

ACKNOWLEDGMENTS

We have expressed our utmost appreciation to Melissa Noseworthy and Tracy Oakley, but there are several more we are very grateful to as well.

I extend sincere appreciation to all JHS-NL staff, the Board of Directors, the staff and management of Adult Corrections in Stephenville and Corner Brook, Intimate Partner Violence Intervention Court, the West Coast Correctional Centre, West Bridge House, and Correctional Service Canada who we work with daily throughout the year. We could not do our work with JHS-NL participants without their continued support – thank you.

I give thanks and much appreciation to Donna Jenkins, West Coast Accounting Administrator, for her endless assistance and daily support to all of us; and to CBIP program facilitators for their dedication and commitment to providing the highest quality of programming, services and assistance to our participants. I continually feel proud and grateful to be working with a team who truly believes in the work they do.

As we close the year with many positive reflections we look forward to meeting and working with both new and returning participants as we continue to support them in building skills, achieving goals, and maintaining healthier lifestyles. We recognize that this work extends beyond the individual, as empowering participants contributes to stronger, safer, and more connected communities. When individuals are supported to succeed, the positive impact is felt across the broader community.

With the continued support of JHS-NL and our valued community partners, we are confident that the coming year will be another impactful one as we continue to promote safety and well-being in the Stephenville, Corner Brook, and Port aux Basques regions.

Daphne O'Keefe

New Day Program

Riley Hunt, Manager of Programs

ND

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-based support for individuals involved in the criminal justice system who are living with severe and/or persistent mental illness or concurrent disorders. Using a trauma-informed, person-centered approach, Intensive Case Managers (ICMs) collaborate with participants to co-develop individualized support plans that promote stability, reduce recidivism, and enhance overall quality of life.

"My family used to go to court when I first started going to HMP but now no one from my family is here and none of them are coming to help me. New Day is here; they came to support me and I think with their help I can do it this time."

Anonymous Participant

PROGRAM (see Appendix B for program descriptions)

The New Day program addresses critical service gaps at the intersection of mental health and the justice system, supporting successful reintegration into the community; contributing to the reduction of long-term social and economic impacts associated with incarceration and untreated mental illness.

The program is well-positioned to sustain measurable outcomes and foster lasting change for one of the community's most vulnerable and underserved populations. This reporting period's metrics reflect the scope and intensity of this work. The interventions spanned the full continuum of care from reducing transportation barriers, in-reach services at HMP, crisis counselling and life skills development. Demonstrating the ongoing demand for coordinated, responsive, and comprehensive support.

6,617.6 KM driven to support participants.

2,057 interventions for overlapping barriers.

10 one-on-one individualized life skills development sessions.

TRANSPORTATION

Transportation is a significant barrier as financial, systemic, and safety-related challenges limit access to public transit for those without personal vehicles. This is difficult for participants who are unfamiliar with the St. John's metro area but are required to navigate it following their release from custody. This year 6,617.6 kilometers were driven to reduce this barrier and to support participants. Beyond arranging transportation to essential appointments, ICMs work to build participants' confidence and capacity to independently navigate these systems.

INTERVENTIONS

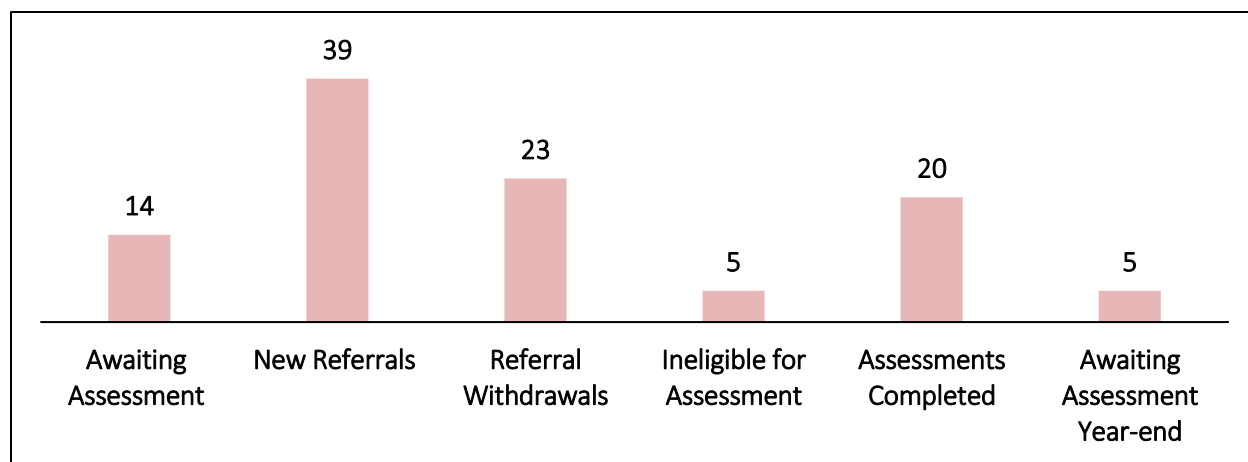
Participants in the New Day program frequently navigate a complex landscape of overlapping barriers, ranging from immediate basic needs such as food, housing, hygiene, clothing, and identification to broader systemic challenges. ICMs serve as a critical bridge, facilitating access to these essential supports while promoting long-term stability and self-sufficiency. At year-end 2,057 interventions were captured within the ARMS database.

LIFE SKILLS DEVELOPMENT

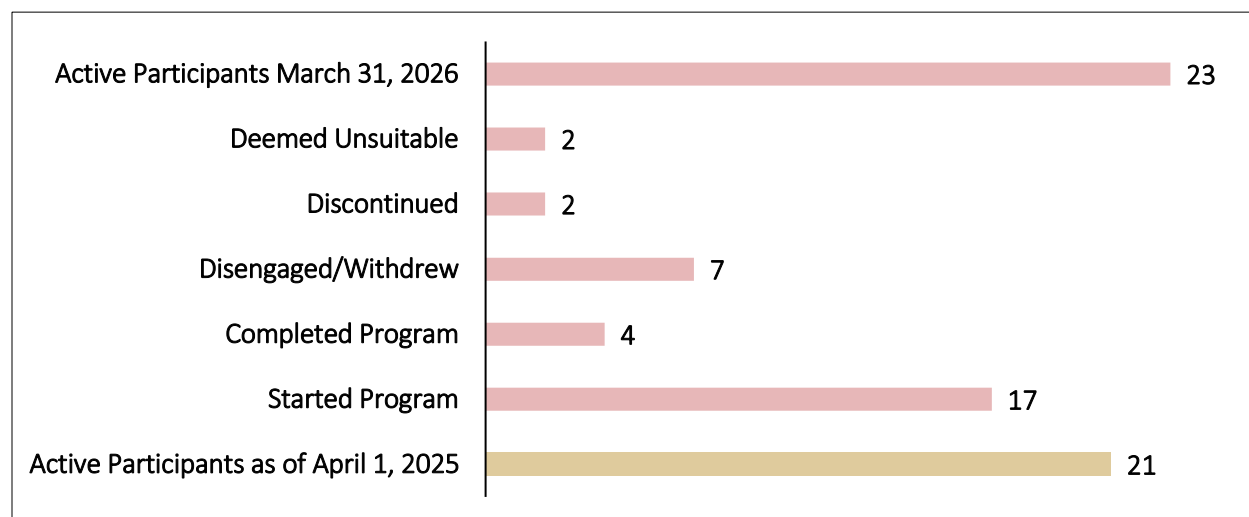
By embedding life skills development within individualized support, New Day is better positioned to meet participants where they are. This approach reduces barriers to engagement, ensures that learning is immediately applicable, and supports the development of foundational stability required for long-term success.

During this reporting period, the team conducted 10 individualized life skills interventions focused on essential, real-world skills, including transit literacy, personal laundry, management, development of daily routines, practical in-the-moment problem-solving, banking, hygiene, and basic resource management as they arose.

PARTICIPANT REFERRALS 2025-26



PARTICIPANT OUTCOMES 2025-26

**PEER SUPPORT PARTNERSHIPS**

Through a partnership with Women and Gender Equality Canada (WAGE), HMP, and Lifewise, the New Day program integrated a dedicated peer support role to enhance service delivery for individuals impacted by the criminal justice system. Supported by the National Action Plan to End Gender-Based Violence, this initiative embeds the value of lived experience directly into the program's service model.

Working across both HMP and the ICM caseload, this role provides trauma-informed support that bridges the gap between institutional settings and community reintegration. The peer support worker serves as a consistent and relatable point of contact, proving especially valuable during periods of institutional staffing shortages. By fostering trust with individuals who may feel disconnected due to systemic barriers and stigma, this position acts as a catalyst for engagement.

Participants who engage with peer support demonstrate an increased likelihood of re-engaging with the New Day team and actively pursuing their personal goals. This collaboration has strengthened service delivery by incorporating a vital lived-experience perspective, ensuring participants receive empathetic, consistent, and meaningful support as they move forward in their reintegration journey.

COMMUNITY PARTNERSHIPS

New Day maintains an active presence in several inter-agency roundtables, a practice that is central to its ICM model. These collaborative forums serve as key spaces for coordinated advocacy, enabling the team to align care strategies with community partners and develop individualized, integrated plans that address the complex needs of participants.

By sustaining these high-level connections, New Day remains firmly embedded within the broader system of care, supporting more timely resource mobilization and cohesive, proactive service delivery.

Active participation in the following roundtables is essential to this work:

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

These collaborations form the foundation of New Day’s approach, replacing fragmented service delivery with coordinated, wraparound supports that promote stability as participants navigate the complexities of reintegration and recovery.

PUBLIC ENGAGEMENT

To increase awareness of the program within the justice sector, two key presentations on the New Day ICM model was facilitated by ICM Jennifer Connolly. By engaging directly with representatives from Victim Services and Adult Probation, the program strengthened alignment with departmental priorities and enhanced opportunities for coordinated, collaborative service delivery.

PROFESSIONAL DEVELOPMENT

Continuous learning is a cornerstone of our team’s practice. By participating in targeted workshops and training, staff continue to strengthen their skills and broaden their support capabilities. This year’s professional development included:

- Anger Solutions Training
- Introduction to Motivational Interview
- Hoarding: Presentation and Q&A
- Supporting Survivors at the Intersection of Mental Health and Gender-Based Violence
- Healthy Boundaries and Compassion Fatigue Training
- Understanding and Managing Aggressive Behavior (UMAB)

STAFF EVENTS

Staff connection and organizational culture took center stage through a series of gatherings designed to unite team members across the John Howard Society's programs and locations.

The year kicked off in July with a staff barbecue and recreational afternoon at Topsail Beach, giving everyone a chance to strengthen working relationships in a relaxed outdoor setting. Autumn brought a mix of strategic planning and staff appreciation at Lester's Farm for the Annual General Meeting, while the calendar wrapped up with a holiday luncheon at the Bally Haly Golf Course to celebrate the team's ongoing dedication. This rhythm of connection continued into JHS Week, which featured presentations from guest speakers. Athlete Linh Huynh captivated the room with a compelling account of personal grit and endurance, followed by Adam Woodrow, Security Captain at Her Majesty's Penitentiary, who shared a first look at plans for the upcoming HMP facility. Merging individual perseverance with a concrete glimpse into the future of regional corrections left staff energized and aligned.

ACKNOWLEDGMENTS

I extend sincere appreciation to End Homelessness St. John's and the many community organizations that contribute to the development of individualized care plans. These partners are essential to the stability and success of our participants. Your continued partnership drives this work forward and we are proud to work alongside you in providing the support and opportunities individuals need to overcome complex and persistent challenges.

I also extend appreciation to Susan Green - Manager of Institutional Programs, HMP Classification Officers, Superintendent Greg McGuire, the mental health and addictions team, our colleagues at Howard House and NL Health Services for their continued collaboration and support.

A special thank you is extended to our past Executive Director, Cindy Murphy and Melissa Noseworthy, our new Executive Director, for their consistent leadership and invaluable guidance throughout the year. I am also sincerely grateful to the JHS-NL Board of Directors and the broader staff team for their continued commitment to our mission.

Congratulations to both Courtenay Dean and Stephanie Power who completed their Batchlors of Social Work practicums with the New Day program.

Finally, I extend my deep appreciation to the New Day team Melissa Dawe, Jennifer Connolly, and Jacob Riche and Allison Wight (temporary placement) whose efforts have made this year both impactful and meaningful. Thank you for your commitment, resilience, and innovation. This work is complex and often demanding, yet you consistently demonstrate a deep dedication to supporting participants as they work toward meaningful change in their lives.

Riley Hunt

Next Steps Employment Services

Anna Lamswood, Manager Employment Services

NSES

Next Steps Employment Services (NSES) is committed to empowering individuals as they pursue successful re-entry into the workforce. Access to meaningful employment is recognized as a critical factor in promoting independence, enhancing financial stability, reducing recidivism, and supporting overall health and well-being.

Individuals with prior involvement in the criminal justice system often face significant barriers to employment, including gaps in work history related to incarceration, limited access to post-secondary education, and stigma encountered during the hiring process.

Through individualized support, group-based programming, and practical resources, the program assists participants in overcoming these barriers and developing pathways toward sustainable employment. Guided by a trauma-informed and person-centered approach, employment practitioners foster a supportive and inclusive environment where participants are encouraged to pursue and achieve their career and educational goals.

“I just wanted to thank you so much for helping my find my path and help me enroll in my program at school, it's been quite the adjustment, but I'm loving it!”

Anonymous Participant

PROGRAMS COMPLETED 2025-26 (see Appendix B for program descriptions)

NEW - PATHWAYS

The program was developed and launched during the year to support individuals with involvement in the criminal justice system in connecting to the labour market through opportunities in the trades sector. Phase one of the initiative focused on research, community consultation, and partnership development to inform program design and delivery. Over a six-month period, data was collected through interviews with private employers, justice system professionals, and individuals with lived experience in the criminal justice system. Findings, supported by literature reviews, were used to identify needs, anticipated barriers, and best practices.

Partnerships with private sector employers were also established to support future job placements. Advocacy, information sharing, and employer engagement were key components in addressing stigma and fostering meaningful employment opportunities.

The Pathways program was designed for individuals with previous labour market attachment and combined classroom-based employment preparation with industry-recognized certifications, including First Aid, Fall Arrest, and Flags Person training. Delivered in partnership with community organizations, employers, and educational institutions, the program includes six weeks of pre-employment training followed by a four-week subsidized work placement aligned with participants' skills and interests. During the year, Pathways delivered two cohorts and supported 16 individuals in identifying and pursuing pathways to employment. The program was funded through a multi-year agreement extending to 2028.

IN MOTION & MOMENTUM PLUS (IM&M+)

Through funding and coordination provided by the Canadian Career Development Foundation (CCDF) we have continued to deliver this evidence-based program to youth aged 18–29. Over the past year, two cohorts of IM&M+ were delivered, serving 14 youth in the metro area. The program continues to demonstrate a positive impact on participants' lives.



Program participants complete community-based projects to foster community engagement and social responsibility. This year's initiatives were a Christmas Toy Drive in support of a local women's and children's shelter serving individuals impacted by intimate partner violence and a Pet Food Drive that collected items for the SPCA.



HORIZONS

During the past year, five participants from the Bay St. George area were selected and successfully completed the program. Of the five, four secured employment, while one made plans to pursue further education. JHS-NL extends appreciation to employers in the Bay St. George area for their ongoing support and partnership and look forward to delivering the program next year.



Three graduates of the Horizon program & Program Facilitator Leanda Morris

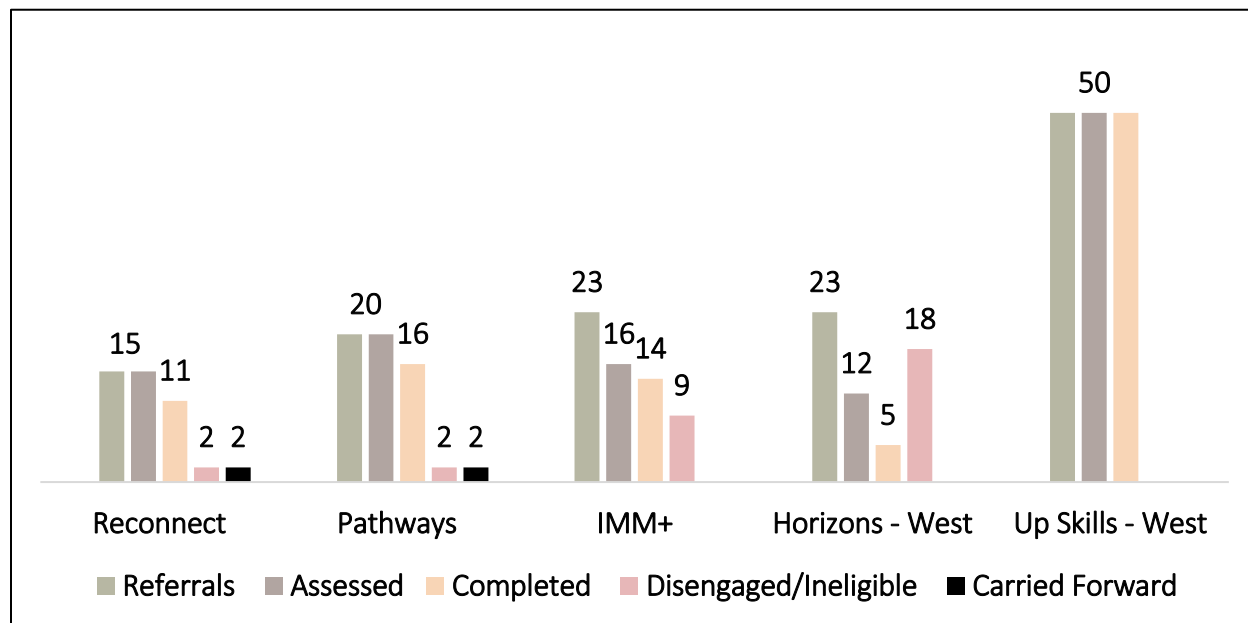
RECONNECT

During the year, two cohorts were delivered, supporting 11 participants in achieving their employment and education goals. Through the program, strong partnerships were established with private sector employers willing to hire participants. JHS-NL extends appreciation to all employers who collaborated throughout the year and looks forward to continuing these partnerships in the future.

UPSKILLS/PRE-EMPLOYMENT WORKSHOPS

The program was facilitated at the West Coast Correctional Centre (WCCC) and engaged 50 participants across two groups.

NSES PROGRAM REFERRALS AND OUTCOMES 2025-26



EMPLOYMENT SERVICES COMPLETED 2025-26 (Appendix B - Program Descriptions)

RECORD SUSPENSION SERVICE

JHS-NL maintained the support of two dedicated staff members focused exclusively on record suspension assistance, contributing to reduced wait times and an increased number of participants served. During the year, 152 referrals were received, and individualized support was provided to 100 new participants throughout the application process.

“Thank you so much for everything you have done, I couldn’t not have gotten through this process without you, getting a record suspension has changed my life, its such a weight off my shoulders.”

Anonymous Participant

EMPLOYMENT SERVICES

Through a person-centered approach, there is no one-size-fits-all solution and strives to provide tailored support through individual and group-based sessions. Supporting participants in achieving their employment goals involves a range of individualized services.

TAX FILING SERVICES

Tax clinics are an on-going service with continuous intake to individuals incarcerated at HMP, Clarendville Correctional Centre, and Bishop Falls Correctional Centre.

NSES SERVICE REFERRALS & OUTCOMES 2025-26	April 1, 2025	Referrals	Assessed	Completed	Ineligible/Disengaged	March 31, 2026
SERVICES - EAST COAST						
Employment Preparation	58	268	180	164	71	91
Training Courses	0	7	7	7	0	0
Employed	N/A	N/A	N/A	41	N/A	N/A
Return To School Preparation	6	7	7	13	0	0
Enrolled - Education	N/A	N/A	N/A	13	N/A	N/A
Record Suspensions	76	103	71	66	64	49
Tax Preparation Assistance	0	137	137	116	21	0
Walk-Ins	0	156	156	156	0	0
SERVICES - WEST COAST						
Employment Preparation	5	54	54	59	0	0
Training Courses	0	10	10	10	0	0
Pre-Employment Workshops WCCC	25	20	20	45	0	0
Employed	N/A	N/A	N/A	25	N/A	N/A
Institutional Visits	N/A	N/A	N/A	141	N/A	N/A
Record Suspensions	1	15	15	16	0	0
TOTALS	171	777	657	872	156	140

PROFESSIONAL DEVELOPMENT

Ongoing professional development for Employment Practitioners remains a priority at Next Steps to ensure staff are equipped to meet the evolving needs of the individuals served.

Throughout the year, staff participated in a range of training and educational opportunities to enhance their knowledge, strengthen their skills, and increase awareness of emerging resources and best practices. This year, two staff members had the opportunity to attend the John Howard Society of Canada's National Conference in Kelowna, British Columbia. This marked the first national conference hosted by JHS Canada since the COVID-19 pandemic, providing a valuable opportunity for networking, knowledge sharing, and engagement with sector leaders from across the country.

During the year, staff completed the following training and professional development sessions:

- Occupational Health and Safety (OHS) Representative Training
- IM&M+ Facilitation Training
- Naloxone Administration, First Aid, and Recognizing Signs of Overdose
- De-escalation Training
- Canadian Adult Education Credential Information Session
- Depression Overview and Awareness Training
- Webinar: Demystifying Concurrent Disorders
- Webinar: Overview of Youth Treatment Centres

COMMUNITY ENGAGEMENT

Community engagement and employer outreach for advocacy and awareness remain central to the work of Next Steps. Staff regularly attend community events, participate in collaborative initiatives, and share program information to support partner organizations and identify potential participants.

During the 2025–2026-year, staff engaged in a range of events and meetings with community partners and stakeholders supporting individuals across the region. These included the Record Suspension Monthly Knowledge Share, the NLHS Open House and Round Table on Substance Use and Employment, and presentations to the Single Parents Association of Newfoundland and Labrador and Employment Options, TradesNL, and the College of the North Atlantic – Building Trades and Masonry program. Staff also participated in the St. John's Pride Parade and the Lifewise Hackathon, where the team placed first with an initiative focused on drug policy for justice-involved youth.

In addition, Next Steps hosted a service provider information session attended by Stella's Circle, Employment Options, the St. John's Status of Women Council, First Light, and the Murphy Centre, strengthening collaboration and awareness of available services.

Further highlighting community collaboration, Employment Facilitator Leanda Morris supported the organization of a community fair for residents at the West Coast Correctional Centre (WCCC) in the fall. The event brought together multiple community organizations and provided meaningful engagement opportunities for participants. JHS-NL extends sincere appreciation to Leanda Morris and all participating partners for their contributions to this successful initiative.



Community organizations & correctional staff participating in JHS-NL
Community Fair at the West Coast Correctional Centre

ACKNOWLEDGEMENT

I would like to extend our gratitude to our community partners and supporters, including the Government of Newfoundland and Labrador, Department of Jobs, Growth and Rural Development (formerly Immigration, Population Growth and Skills), Public Safety Canada, the John Howard Society of New Brunswick, the John Howard Society of Ontario, the Canadian Career Development Foundation, and the Government of Newfoundland and Labrador, Department of Justice and Public Safety, as well as the many organizations dedicated to building safer, healthier, and more inclusive communities. We are also deeply appreciative of the private sector employers who partnered with us to create meaningful employment opportunities for participants. Your willingness to invest in individuals and provide opportunities for second chances continues to make a lasting impact on the lives of those we serve and within our community.

A special thank you is extended to dedicated tax volunteer Janet Kavanagh for her countless hours of service, ongoing commitment, patience, and positivity throughout the year. Her contributions have made a significant difference participants and staff.

I would like to extend my sincere appreciation to our Executive Director, Melissa Noseworthy, for her leadership, guidance, and commitment throughout her first year in this role. Her support of both staff and participants, along with her dedication to the mission of the Society, has been greatly valued during this year of growth and transition.

I acknowledge JHS-NL managers and staff for their ongoing encouragement, teamwork, and contributions. Your collective commitment to supporting individuals within our community continues to strengthen the work that we do. We also acknowledge the leadership and contributions of former Next Steps Manager Mara Hayward.

This year marked the first year in the role of Manager of the Next Steps Employment Services team and the fifth year with the organization. It has been a privilege to work alongside such a knowledgeable, compassionate, and dedicated group of professionals. The meaningful work carried out each day by this team continues to inspire, as staff support participants in achieving their goals and overcoming barriers to employment.

Special recognition is extended to the Next Steps team as their dedication, support and contributions left a meaningful impact. The experience, commitment, and expertise of the team continue to strengthen programming and ensure the delivery of responsive and impactful services to the community. Appreciation is expressed to former team members Rachael Pike and Abbey Quinlan and Next Steps extends best wishes to Hannah Babstock, Bachelor of Social Work student, in her career in social work.

Anna Lamswood

HMP 1-2-1 Visitation Program

Nicole Power, Coordinator

The 1-2-1 Visitation program, developed by the John Howard Society of Newfoundland and Labrador (JHS-NL), has been in operation for over two decades. Its purpose is to provide incarcerated men with opportunities to connect with the broader community and engage with positive, pro-social role models.

The program takes place weekly at Her Majesty's Penitentiary (HMP), where a small group of volunteers meet with individuals referred through Classification. These sessions offer space for meaningful and respectful conversations, covering topics such as future goals, favourite books and movies, and a wide range of personal interests. Participants often share creative work, including drawings, poems, and songs, in addition to photos of their families, which enriches the conversations and allows participants to share more of their experiences.

Over the past year, improved staffing levels at HMP have allowed the program to run more consistently than in previous years. A classification officer with the Department of Justice & Public Safety has also played a key role in identifying participants, resulting in strong engagement and even a waitlist of individuals interested in taking part.

The 1-2-1 Program is entirely volunteer-driven and would not be possible without the dedication and compassion of its volunteers. We extend our sincere gratitude for their ongoing commitment to supporting participants. We also thank the staff at JHS-NL, including Executive Director Cindy Murphy, for their continued guidance and support. Finally, we recognize the professional and cooperative staff at HMP, whose efforts ensure the program operates safely and smoothly each week.

We look forward to continuing this important work alongside our participants and volunteers in the year ahead.

Nicole Power

HMP Library Program

Melissa Noseworthy, Executive Director

The Library Program at Her Majesty's Penitentiary (HMP), established in 1993, continues to provide residents with access to books and reading materials through the generosity of volunteers and community donors. This long-standing program offers an important source of education, recreation, and personal development for individuals in custody.

Throughout the year, ongoing staffing challenges at the facility continued to impact access to the library. Limited availability of correctional staff meant that library hours were often reduced, and, at times, the service could not operate as regularly as intended. Despite these challenges, residents consistently expressed their appreciation whenever the library was accessible, underscoring the value and importance of maintaining this service.

JHS-NL remains committed to advocating for continued access to library services within the institution and recognizes the positive role that reading and learning opportunities play in supporting personal growth and rehabilitation.

We extend our sincere appreciation to Florence Barron, our dedicated volunteer Library Coordinator, for her many years of service and continued commitment to the program. Her perseverance and dedication have been instrumental in sustaining the library under challenging circumstances. We also thank JHS-NL Administrative Coordinator Tracy Oakley for coordinating book donations and providing ongoing administrative support to both Florence and the library program. In addition, we extend our heartfelt gratitude to the Friends of the Library for their continued support through generous book donations. Their contributions help ensure that the library remains well-stocked with a diverse selection of reading materials, providing residents with a variety of options to meet their interests and needs.

As we look ahead, we remain hopeful that increased access to the facility and improved operational capacity will allow for more consistent library services, ensuring residents can continue to benefit from this valuable resource.

Melissa Noseworthy



Annual General Meeting
Thursday, September 11, 2025
Lester's Farm Chalet
St. John's, NL

On Thursday, September 11, 2025, Donna Luther, Vice-President for the Board of Directors of the John Howard Society of Newfoundland and Labrador, welcomed approximately 40 people in attendance to the hybrid Annual General Meeting.

Previous Meeting Minutes

The Minutes of the AGM of 2024 were reviewed and adopted.

(Motion to adopt: Kim Legge/Dan Goodyear).

President's Report – Donna Luther on behalf of Joan Dawson

The President tabled her report for 2024-25 and made the following remarks: The Society has had another successful year through new and sustained programs and services. She spoke on a new initiative to support the transition of those incarcerated back into the community and the conditions at Her Majesty's Penitentiary (HMP) and was hopeful a new facility will bring change.

Ms. Dawson thanked the Board of Directors, the staff and volunteers for their many contributions, hard work and dedication over the past year. On behalf of the board, she thanked Dick Spellacy for his years of contributions and service, Cindy Murphy (now retired former executive director) for her life-long dedication and passion to the John Howard Society NL and welcomed Melissa Noseworthy as the new Executive Director.

Executive Director's Report – Melissa Noseworthy for Cindy Murphy

Melissa Noseworthy tabled former Executive Director, Cindy Murphy's report for 2024-25.

All the Society's programs and services were well maintained and have expanded to meet the needs of communities across the province. New partnerships were established in the integration of the Society's first Peer Support Worker, program delivery to Horizons Academy, support for justice involved individuals entering the skilled trades as well partnering in planning 10 new microunits for those transitioning from custody. The ongoing overcrowding and staffing shortages in correctional facilities and its impact on operations and essential services.

She extended well wishes to former Director of Finance, Joanne Symonds, in her well-deserved retirement and her heartfelt appreciation to the board, staff, volunteers and

partners for their unwavering support and expressed how deeply thankful she is for the opportunity she had to lead the organization.

Executive Director, Melissa Noseworthy extended her thank you to the Board of Directors and staff for their support since her appointment in June.

Treasurer's Report

Steve Pearce, Director of Finance, 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 surplus, and a net asset increase of \$450,000.00. Mr. Pearce 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 2024-25 Annual Report on the website or available at head office upon request.

(Motion to adopt: Val Flynn/Riley Hunt).

Resolutions: Appointment of Auditors 2025-26

A motion was tabled to appoint Harris Ryan as the auditing firm for the John Howard Society of Newfoundland and Labrador for 2025-26.

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

Presentation of Directors/Nominating Committee

Dan Goodyear, Chair of the Nominating Committee, presented the Nominating Committee Report for 2025.

Those who were nominated and agreed to serve for a three-year term were Joan Dawson, Dan Goodyear, Debbie Sue Martin, Anne Morris and Gail Bury.

Those who were nominated and agreed to serve for a two-year term were Don Leonard, Hannah Pond and Hannah Sparkes.

(Motion to adopt: Robyn MacDonald/Emily Dwyer).

Mr. Goodyear advised of one remaining vacancy to be filled at a later date.

Motion to adjourn: Anne Morris

Recorder: Tracy Oakley

Financial Statements

2026 Audit Summary

Condensed Statement of Financial Position

March 31, 2026	2026	2025
Assets		
Current assets	4,245,162	4,657,961
Investments	25,247	24,872
Capital assets	2,705,314	2,512,390
	6,975,723	7,195,223
Liabilities		
Current liabilities	2,076,005	2,279,976
Long term debt	870,000	930,000
Deferred capital contribution	34,835	42,236
	2,980,840	3,252,212
Net Assets		
Donated surplus	435,000	435,000
Net investment in capital assets	1,835,315	1,582,391
Restricted	505,947	505,572
Unrestricted	1,218,621	1,420,048
	3,994,883	3,943,011
	6,975,723	7,195,223

Condensed Statement of Operations

Year ended March 31, 2026	2026	2025
Revenue	5,846,230	5,764,997
Expenses	5,862,137	5,377,245
Excess (deficiency) of revenues over expenses from operations	(15,907)	387,752
Other Income	67,401	60,000
Excess revenue over expenses	51,494	447,752

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



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
Gail Bury, Treasurer
Dan Goodyear, Secretary

Directors

Sulaimon Giwa
Jackie Compton-Hobbs
Kimberly Legge
Don Leonard
Debbie Sue Martin
Anne Morris
Hannah Pond
Jason Power
Michelle Short
Hannah Sparkes

Nomination Committee

Anne Morris
Dan Goodyear
Melissa Noseworthy
(Ex-Officio)

Senior Management

Melissa Nosworthy

Executive Director

Steve Pearce

Director of Finance

Adult Residential Management

Val Flynn

Manager Adult Residential Services,
Howard House, Garrison Place &
Community Housing, St. John's

Shelley Garnier

Residential Manager West Bridge House,
Stephenville

Youth Residential Management

Lucretia Brown

Coordinator, Home For Youth –
Open Custody Facility, St. John's

Cory Brake

Coordinator, Loretta Bartlett Home For
Youth - Open Custody Facility, Corner
Brook

Program Management

Riley Hunt

Manager Learning Resources Program &
New Day Program, St. John's

Daphne O'Keefe

Manager Community Based Intervention
Programs, Stephenville

Employment Services Management

Anna Lamswood

Manager Next Steps Employment
Services, St. John's

Mara Hayward

Manager Next Steps Employment
Services, St. John's (Resigned)

Appendix B – Programs and Services

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

ADULT 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.

DIALECTICAL BEHAVIOUR THERAPY (DBT)-INFORMED PROGRAM

The program is a 13-session group program based on the principles of Dialectical Behaviour Therapy, developed in-house and run as a pilot in 2025. It focuses on the four core areas of mindfulness; distress tolerance; emotional awareness and resilience; and interpersonal effectiveness.

The strategies provided support participants with developing improved emotional regulation, more balanced decision-making, stronger relationships and boundaries, and greater self-awareness and sense of identity.

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

EMPLOYMENT SERVICES

Through a person-centered approach, JHS-NL recognizes that there is no one-size-fits-all solution and strives to provide tailored support through individual and group-based sessions. Supporting participants in achieving their employment goals involves a range of individualized services, including:

- Career planning, including identifying and implementing employment goals
- Résumé development and mock interview preparation
- Guidance and support for online job searches
- Weekly job postings shared with JHS-NL participants
- Education and guidance on disclosing a criminal record to employers
- Assistance with funding applications
- Relationship-building with prospective employers
- Community referrals, outreach, collaboration, and systems navigation
- Support with post-secondary applications
- Group-based programming
- Identification (ID) support
- Funding for short-term training opportunities
- Assistance in meeting basic needs

INDIVIDUAL EMPLOYMENT SERVICES

Using a person-centred, strengths-based approach, JHS-NL provides one-to-one employment counselling to individuals preparing for, seeking, and maintaining employment. Employment Counsellors work collaboratively with participants to identify goals, develop individualized action plans, explore labour markets, and strengthen employability skills. Supports include resume and cover letter development, job search assistance, pre-employment coaching, interview preparation, access to certifications and trainings, preparing applications for school, employer outreach, and job development support to help participants build meaningful pathways to employment.

PATHWAYS TO WORK PROGRAM

A program for participants with previous labor market attachment, who are interested in exploring employment opportunities in the trades. This program consists of up to eight weeks pre-employment and labour market trainings including certifications such as First Aid, Fall Arrest, Flags Person Training, followed by a four-week subsidized work placement to provide participants with hands-on experience and industry connections. Upon completion of the placement, participants can avail of individualized job search supports from the program facilitator.

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.

RECONNECT

Reconnect supports participants with disabilities with attaching to the workforce through training, mentoring, and work experience. Participants complete 10 weeks of pre-employment workshops followed by a 12-week subsidized work placement intended to support successful reintegration into long-term employment.

HORIZONS

Horizons program is four weeks of pre-employment training followed by a job placement. The program supports individuals involved with the criminal justice system in developing skills, gaining work experience, and successfully transitioning back into the workforce.

UPSKILLS

The Upskills program is a series of workshops designed to help learners develop essential employability and life skills required for entry into the labour market.

The program focuses on building foundational competencies that support workplace success and personal development. Workshop topics included motivation, attitude, accountability, presentation skills, teamwork, time management, adaptability, stress management, confidence, thinking skills, as well as reading and writing skills.

RECORD SUSPENSION

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 removed from the national database of criminal records. Funded by Public Safety Canada, record suspensions are recognized as an essential step for individuals who are no longer engaged in criminal behaviour to move forward and fully participate in their communities.

TAX CLINIC

Through a partnership with the Canada Revenue Agency's Community Volunteer Income Tax Program, tax filing support is available to JHS-NL participants throughout the year. Employment Practitioners assist participants in gathering the required documentation, while volunteer tax preparers complete and submit tax returns on behalf of individuals.

PRE-EMPLOYMENT WORKSHOPS

Next Steps offers a variety of pre-employment workshops aimed at helping learners develop essential employability and life skills for entry into the labor market. Workshop topics include Motivation, Attitude, Accountability, Presentation, Teamwork, Time Management, Adaptability, Stress Management, Confidence, Thinking Skills, Reading and Writing 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

HEAD OFFICE

Melissa Noseworthy, Executive Director
Cindy Murphy, Executive Director (retired)
Tracy Oakley, Administrative Coordinator

FINANCE

Steve Pearce, Director of Finance
Sona Sunny, East Coast Accounting Administrator
Donna Jenkins, West Coast Accounting Administrator

LEARNING RESOURCES PROGRAM

Riley Hunt, Manager of Programs
Melissa Noseworthy, Manager of Programs (resigned)
Jill White, Administrative Assistant

Program Service Coordinators

Robyn MacDonald & Jessica Slade

Program Facilitators

Alexander Asamoah (LOA), Taylor Cassell, Rob Channing, Kenneth Gellately, Anna Lamswood (resigned), Robyn MacDonald, Christiane Murdey, Taedy O'Rourke (resigned), Caitlin Penton, Sophie Pollett, Abbey Quinlan, & Christy Spracklin (LOA), Raven Warren, Allison Wight (resigned) & Nick White (resigned)

Students

Donna Mahoney – Masters of Counselling Psychology, Yorkville University
Reed Tremblett – BSW, Memorial University

NEW DAY PROGRAM

Riley Hunt, Manager of Programs
Melissa Noseworthy, Manager of Programs (resigned)
Jill White, Administrative Assistant

Melissa Dawe, Intensive Case Manager, Team Lead
Riley Hunt, Intensive Case Manager, Team Lead (resigned)
Jennifer Connolly, Intensive Case Manager
Allison Wight, Community Support Worker
Jacob Riche, Community Support Worker (LOA)

Students

Courtenay Dean - BSW Memorial University
Stephanie Power - BSW Memorial University

COMMUNITY BASED INTERVENTION PROGRAM

Daphne O'Keefe, Manager of Programs

Program Facilitators

Michelle Humber, Haley Young & Robyn Zenz

NEXT STEPS, EMPLOYMENT SERVICES

Anna Lamswood, Manager Employment Services
Mara Hayard, Manager Employment Services (resigned)
Jill White, Administrative Assistant

East Coast Employment Practitioners

Emily Dyer, Jacob Keilly, Melissa Morales (LOA), Rachel Pike (resigned), Abbey Quinlan (resigned), Jacob Riche, Barry Smith & Laura Strong,

West Coast Employment Practitioner

Leanda Morris

Student

Hannah Babstock – BSW Memorial University

Volunteers

Janet Kavangh

HOWARD HOUSE

Val Flynn, Manager of Adult Residential Services
Karina Marsden, Administrative Assistant (resigned)
Penny Scott, Administrative Assistant (resigned)

Senior Residential Counsellor

Gina Green & Kayla Smith (LOA)

Residential Staff

Nat Hutchings (resigned), Katie McGee, Stacey Powell, Julia Snook & Kayla Stratton,

Relief Staff

Harsha Ajith, Devoney Ellis, Gina Green (Moved to HH Residential Counsellor), Rhonda Layman, Sarah Learning(resigned), Lexie Lewis, Isobel McMahon (resigned), Carlene Saunders, Nikki Shave (resigned) & Karina Marsden (resigned) & Katie McGee

GARRISON PLACE

Val Flynn, Manager of Adult Residential Services

Housing Support Worker

Leah Walsh

COMMUNITY HOUSING

Val Flynn, Manager of Adult Residential Services
Jasmine Martin, Housing Case Manager
Miles Power, Housing Case Manager (resigned)
Alex Sullivan, Housing Support Worker

WEST BRIDGE HOUSE

Shelley Garnier, Residential Manager

Senior Residential Counsellor

Chantal Drake

Residential Staff

Natasha Beaton, Lorna Bungay, Blake Hynes, Sherry Humber, & Melanie White

Residential Relief Staff

Melanie Butler, Stephanie Budden (resigned), Julie Caines (resigned), Alexandra Lagatdu, Tanner Quick & Cassidy Wicks (resigned)

LORETTA BARTLETT HOME FOR YOUTH

Cory Brake, Coordinator

Counsellors

Paulette Burridge, Janice Kerrivan, Janice Maxwell, Sheldon O'Neill, Amanda Power, Danica Power & William Short

Relief Staff

Christina Hepditch, Sonya House, Cynithia Kuroaka, Michael McNeil (resigned), Judy Snelgrove, Linda Tibbo & James Vanerberg

HOME FOR YOUTH

Lucretia Brown, Coordinator

Counsellors

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

Relief Staff

Angela Dunne, Nicole Aylward, Kelly Bennett, Laura Gibbins, Rob Channing, Darlene Dickenson, Graham Lucas, Phillip Madijie, Maggie Pottle, David Vincent & Perry Woodward

IN-REACH VOLUNTEERS

HMP Library

Florance Barron, Volunteer Coordinator

1-2-1 Visitation Program

Nicole Power, Volunteer Coordinator

Volunteers

Hannah Barry, Greg Dunne, Melissa Hoskins, Karina Marsden, Kayla Stratton, Alex Stone (resigned), Madison Reid (resigned) & Masion Vail.



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
709-643-5894

Website: www.johnhowardnl.ca

Email: info@jhsnl.ca

Toll Free: 1-877-726-5541