

2026 YEAR IN REVIEW



John Howard
THE JOHN HOWARD SOCIETY OF
NEWFOUNDLAND AND LABRADOR

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Mission Statement

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

Our Core Values

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



Leadership Team

Cindy Murphy*, **Melissa Noseworthy** – Executive Director

Steven Pearce – Director of Finance

ST. JOHN'S

Valerie Flynn – Manager of Adult Residential Services, Howard House and Garrison Place & Community Housing

Riley Hunt – Program Manager, Learning Resource Program and New Day Program

Lucretia Brown – Coordinator, Home for Youth

Mara Hayward*, **Anna Lamswood** – Manager, Next Steps Employment Services

STEPHENVILLE

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

Shelley Garnier – Residential Manager, West Bridge House

CORNER BROOK

Cory Brake – Coordinator, Loretta Bartlett Home for Youth

* Cindy Murphy – Retired June 2025 * Mara Hayward – Resigned November 2025

Board of Directors

Joan Dawson – President

Donna Luther – Vice President

Dan Goodyear – Secretary

Gail Bury – Treasurer

Debbie Sue Martin – Director

Michelle Short – Director

Ann Morris – Director

Kimberely Legge – Director

Jason Power – Director

Jackie Compton Hobbs – Director

Sulaimon Giwa – Director

Hannah Pond – Director

Hannah Sparks – Director

Don Leonard – Director

Presidents Message

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.

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,
Board President

Executive Director's Message

As I reflect on my first year as Executive Director of the John Howard Society of Newfoundland and Labrador, I am filled with gratitude and pride. This has been a year of growth, innovation, and meaningful impact, made possible by the dedication of our staff, volunteers, Board of Directors, funders, and community partners.



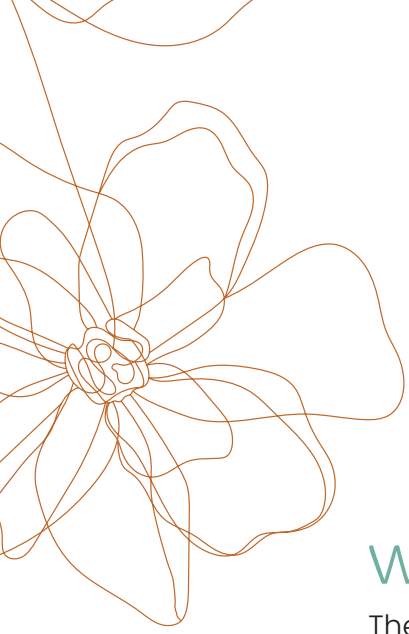
Together, we supported more than 1,735 individuals across the province through our intervention, employment, housing, residential, and intensive case management programs. Our residential services provided 15,279 bed days of support, while Garrison Place delivered more than 3,500 interventions focused on housing stability and independence. Through these services, individuals were empowered to build skills, strengthen resilience, and create positive pathways forward.

This year also marked important transitions and milestones for our organization. We celebrated the extraordinary legacy of former Executive Director Cindy Murphy upon her retirement and welcomed new leaders who will help guide our programs into the future. We also began the expansion of our head office at 342 Pennywell Road, an investment that will strengthen our ability to provide wraparound supports and respond to growing community needs.

While challenges such as housing shortages, increasing service demands, and the growing complexity of participant needs continue to impact our communities, I remain optimistic. Every day, I witness resilience, determination, and hope in the people we serve, reinforcing the importance of our work.

Most importantly, I want to thank the individuals and families who place their trust in us. Their courage inspires everything we do. Together, we will continue creating opportunities, strengthening communities, and building a more inclusive Newfoundland and Labrador.

Melissa Noseworthy
Executive Director



Who we are....

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

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

2025/26 MILESTONES

Participants
Served

1735

Individual Intensive
Case Management

38

Transitional
Bed Days

15,279

Meals Served

45,857

Criminogenic
Programs
Completed

254

People
Transitionally
Housed

317

Individual
Housing Case
Management

26

Individual
Housing Support

13

Maintained
Permanent
Supported Housing

13

Housing
Placements

24

Criminogenic Programs

During the 2025-2026 year, the Society continued to deliver trauma-informed, evidence-based programming that supports individuals involved in, or at risk of involvement with, the criminal justice system. Through the combined efforts of the Learning Resources Program (LRP) and the Community-Based Intervention Program (CBIP), participants were supported in addressing challenges related to addiction, trauma, emotional regulation, healthy relationships, intimate partner violence, parenting, and criminal behaviour.

Programs were delivered in person at our community locations in St. John's, Stephenville, and Corner Brook, virtually and within the correctional institutions in St. John's and Stephenville. This year also saw the expansion of youth-focused programming through pilot initiatives at Horizons Academy and the Newfoundland and Labrador Youth Centre, extending the Society's reach to young people who can benefit from early intervention and skill development. Facilitators worked to ensure programming reflected participants' lived experiences, fostering personal connection, self-reflection, accountability, and meaningful change.

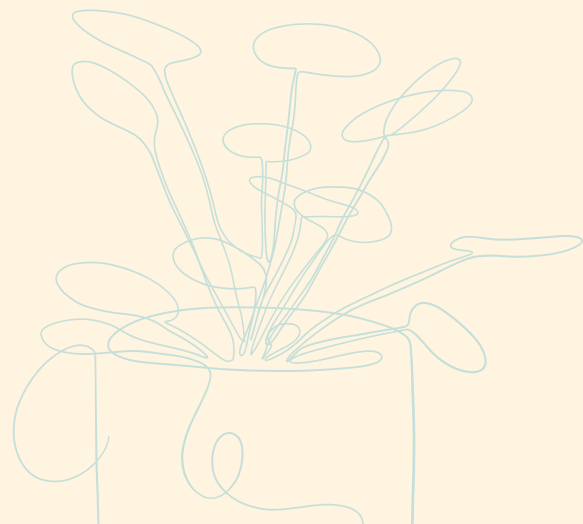
One participant shared:

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

This reflection speaks to the heart of the Society's work: providing individuals with the tools, insight, and support needed to make positive, lasting changes that strengthen both their lives and the communities in which they live.

PROGRAMS DELIVERED IN 2025-2026

- ◆ Seeking Safety
- ◆ Safety and Repair
- ◆ Anger Solutions
- ◆ Adult Diversion
- ◆ Criminal Behavioral Awareness (CBA)
- ◆ Dads
- ◆ Dialectical Behaviour Therapy (DBT)-Informed Program
- ◆ Impaired Driving Awareness (IDA)
- ◆ Pathways to Acceptance and Recovery (PAR)
- ◆ STABLE-2007 (assessments for sex-based offenses)
- ◆ Clinical Counselling
- ◆ Integrated Correctional Maintenance Program (ICPM)
- ◆ Maintenance



Next Steps – Employment Services Program

In 2025-2026, Next Steps Employment Services (NSES) continued to support individuals facing barriers to employment by providing trauma-informed, person-centered services focused on workforce attachment, education, and career development. Through individualized employment counselling, skills development programs, record suspension assistance, and employment-focused training, NSES helped participants overcome challenges related to justice involvement, employment gaps, limited education, disability, and stigma in the labour market.

New and existing programs:

- ◆ Pathways
- ◆ Reconnect
- ◆ IM&M+
- ◆ Horizons
- ◆ Upskills

These programs provided participants with opportunities to build confidence, develop skills, and pursue meaningful employment and educational goals.

One participant shared:

“It feels good to be making money again, this feels different than getting income support.”

828

Employment Support

770

Individual Needs Assessments

163

Record Suspension Support

152

Tax Preparation

66

Participants Employed

51

Employment Program Participants



Housing:

Addressing Urgent Needs as the Housing Crisis Continues

In 2025-2026, access to safe and affordable housing remained a significant challenge across Newfoundland and Labrador, particularly for individuals experiencing homelessness, trauma, mental health concerns, addictions, and involvement with the criminal justice system. These barriers continue to make housing accessibility and stability difficult for many of the individuals served by the John Howard Society of Newfoundland and Labrador.

To address these challenges, the Society continued to provide supportive housing through Garrison Place, a 10-unit Housing First program, and community-based housing support services in partnership with End Homelessness St. John's. Through individualized case management, life-skills development, advocacy, and system navigation, participants were supported in securing and maintaining stable housing.

At year end, Garrison Place was at full occupancy, with several tenants achieving significant housing stability milestones, including two individuals who reached seven and eight years of stable housing. More than 3,500 supportive interventions were provided to tenants throughout the year. Additionally, housing support services assisted 55 individuals, resulting in 24 successful housing placements within the community, who continued to receive support to maintain stability if needed.

While affordable housing shortages continue to create significant challenges, this year's successes demonstrate the importance of supportive housing, intensive case management, and strong community partnerships in helping individuals move from housing instability toward long-term safety, stability, and independence.

Congratulations and Thank You

During this past year we celebrated and congratulated three long-standing employees whose commitment to the Society has contributed to the success of the people we serve, the growth of the society and our community presence. Happy retirement!



Bonnie Mogridge



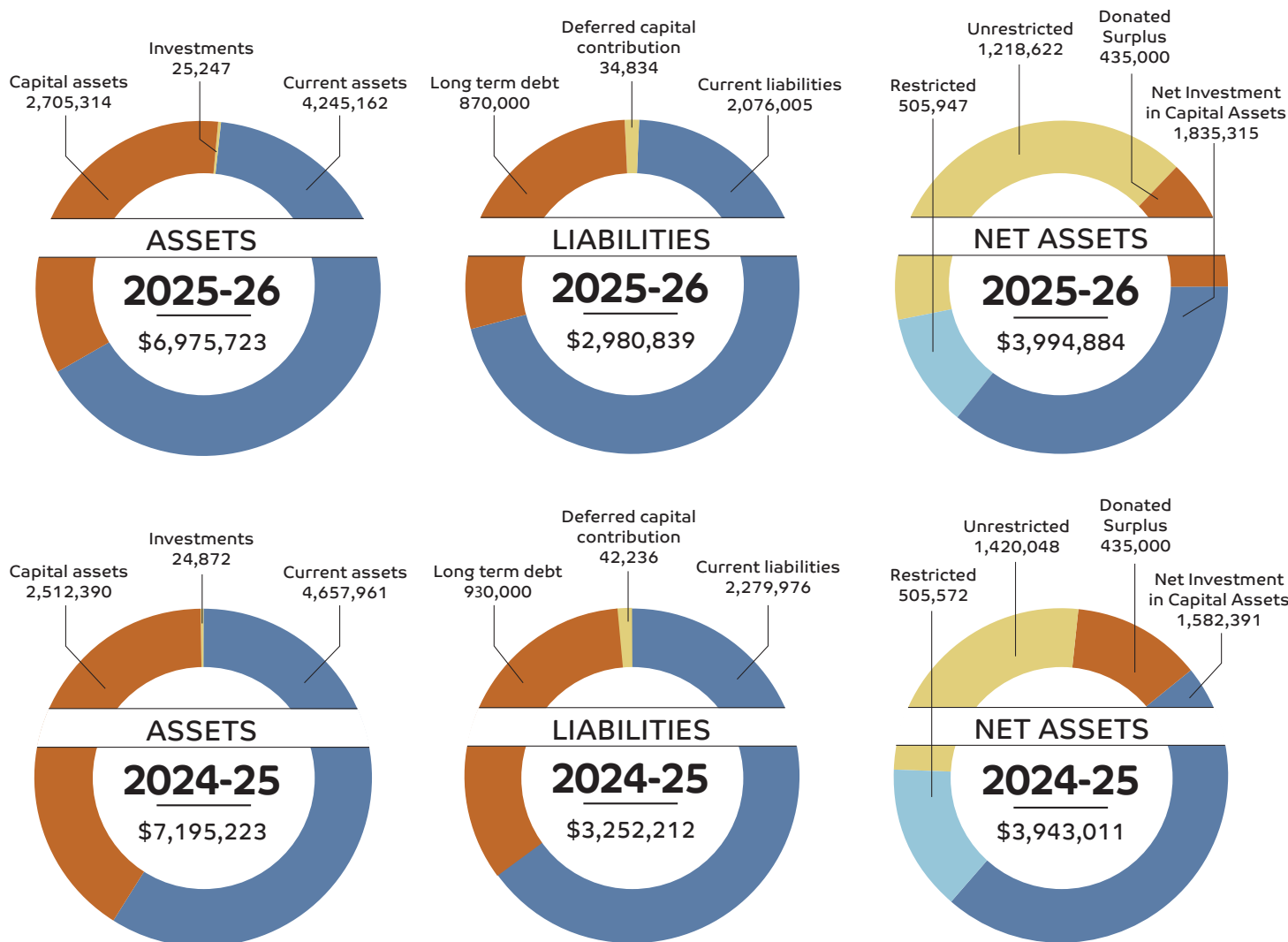
Cindy Murphy



Nat Hutchings

Financial Summary

Summary of the 2025-26 Audited Financial Statements, March 31, 2026



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	67,402	60,000
Excess revenue over expenses	51,495	447,752

Some Images From The Past Year



1st Place Lifewise Hackathon Winners - Bonnie Mogridge, Emily Dyer, Robyn MacDonald and Taedy O'Rourke



Leanda Morris, Haley Young and Robyn Zene dropping off Christmas cards the West Coast Correctional Centre



Minister Ottenheimer & JHS-NL Board of Directors President Joan Dawson signing the proclamation to begin JHS Week 2025



Nat Hutching Retirement with Howard House Staff - Leah Walsh, Kayla Smith, Julia Snook and Val Flynn



Steve Pearce and Scott Conway - first aid training



Staff members Mel Morales, Emily Dyer, Jenn Connolly and Leah Walsh participating in the Pride Parade



JHS-NL East Coast Staff participating in the 2025 Downtown Santa Clause Parade



JHS Week Escape Room Staff Event Stephanie Power, Taylor Cassell, Robyn MacDonald, Abbey Quinlan, Jenn Connolly and Sophie Pollett.



Staff from LBHfy, WBH and CBIP summer staff event



Christiane Murdey and Nick White snowshoeing during JHS Week 2025

Thanks to all our Funders and Donors Including:

Federal Government Funding

Correctional Service of Canada
Public Safety Canada
Service Canada

Provincial Government Funding

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

Other Funders/Supporters

End Homelessness St. John's
United Way of Newfoundland and Labrador
The Canadian Career Development Foundation
CUPE
Carnell's Funeral Home
Tulk's Glass and Key Shop
Sisters of Mercy NL
Canadian Federation of University Women

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

ST. JOHN'S
NEWFOUNDLAND AND LABRADOR



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

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