

Mission

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

Description

The John Howard Society of Canada is an organization of provincial and territorial Societies comprised of and governed by people whose goal is to understand and respond to problems of crime and the criminal justice system. They are fiscally responsible for the continuance of the work and service of the National Office.

Methods

In furtherance of its Mission, the Society:

- Works with people who have come into conflict with the law;
- Reviews, evaluates and advocates for changes in the criminal justice process;
- Engages in public education on matters relating to criminal law and its application, and promotes crime prevention through community and social development activities.

Report from the President



*Janis Aitken,
President*

As always seems to be the case—in a good way—2019, like its preceding years has been busy providing the National Office and our member Societies with interesting, challenging, and rewarding work. We all know it pays to be informed and flexible in carrying out the John Howard mandate. The reports to the Board from the member Societies' Board representatives never cease to amaze me with the creativity, to say nothing of the endless hard work (not all of which can be included in this report), that is going on across Canada by our JH Societies.

2019 witnessed another successful Alberta biennial symposium and the Board meeting in Banff hosted by Stephen and Karen Davis went above and beyond our expectations, providing us with a great meeting space in Banff, in addition to fantastic non-work activities such as a dinner at the Banff Centre for the Performing Arts, and a Cave & Basin Tour. I'm still not sure I want to cable car it ever again to the top of a mountain but the scenic views once at the top of Sulphur Mountain were spectacular! To be candid, I was not the only one to ride up in the gondola with my eyes closed. On the coattails of the JHS Alberta's successful hosting, Nova Scotia took the self-serving opportunity at the Board meeting in Banff to offer to host the 2020 AGM as it will be the 70th Anniversary of the JHS Nova Scotia!

Inspired by the JH Newfoundland's events planned for John Howard Week, the National Office carried out some activities which were very successful. It seems that other John Howard Societies are now 'catching the bug' and are looking forward to increasing their efforts to celebrate JH Week in 2020 to ensure there is positive recognition of the mandate, mission and work of the JH Societies.

Among other information reported by our Executive Director, Catherine noted that the contract with CBSA has significantly increased the revenue of JHSC.

The Agreement of Affiliation is subject to ongoing discussion and to date remains under review.

Longstanding Board member Harold DeCoursey, the JHS New Brunswick Board representative, recently decided to retire from the Board, although he will continue to be involved in JHS New Brunswick. Harold welcomed and 'orientated' many new JHS Board representatives over his long history. His wisdom and sage advice, as well as his great wit, will be missed.

Among other notable Board representatives leaving the Board at the end of their term is current Past President, Trish Cheverie, JHS PEI. Trish has, during her lengthy tenure, been extremely active on several committees (the National Grant, Nominations and Awards being only three). She has always contributed greatly to any discussions around issues facing our vulnerable populations, challenges confronting JHSC, and is extremely passionate about her legal work on behalf of her Legal Aid clients in PEI. Her hearty laugh, entertaining stories of strange occurrences in her home environment, especially involving animals and 'old people', and her eagerness to experience new things and love of good food will be missed.

We are very proud that JHSC Board member Zilla Jones has been appointed to the SIU Implementation Advisory Committee. Congratulations Zilla!

Another planned departure which will create change and not just a little anxiety for our Executive Director and the Board is Mary Lou Howarth's retirement anticipated to occur in June 2020. As many know, Mary Lou (Manager, Finance and Development) has been with the JHSC National Office since the days of past ED, Graham Stewart and her corporate knowledge, expertise and overall assistance to the organization is second to none! Mary Lou has shepherded more than a few 'newbie' people, including every JHSC President I dare say, through their 'learning curves' and, with great patience, warmth, and humour has survived all of us and

all changes which the organization has encountered. We wish her all the best in her retirement and mega thanks for a job well done!!

In closing, I would like to say how proud I am of being President of such a prestigious, nationally recognized organization whose mission is truly admirable and one I fully support. Let's hope 2020 sees JHSC achieving even greater accomplishments.

Janis Aitken, President

Report from the Executive Director



*Catherine Latimer,
Executive Director*

It has been an exciting year for the John Howard Society of Canada as we witness progress on some of our key priorities for making the criminal justice system more just, effective, and humane. For example, as a member of the Prison Farm Advisory Panel, it was heartening to be at Collin's Bay Penitentiary to welcome the return of some young cows, view the bee hives, and talk to some of the prisoners who had been building fences and contributing to the return of the farms. We need more prison programs but this was great to see.

Following the JHS resolution to curb abusive administrative segregation, significant time and resources have been directed toward our Charter litigation with the BCCLA and the related reform of laws, practices and policies. This past year we responded to the federal government's appeal of the January 2018 Supreme Court of British Columbia ruling and the BC Court of Appeal upheld the major elements of the lower court decision. A further appeal to the Supreme Court of Canada is in the cards if it

determines that the issues are not moot given the legislative reforms that the federal government passed and plans to implement by the end of November. Those legislative reforms involved scrapping the existing administrative segregation regime and implementing Structured Intervention Units. Essentially, the new legislation skirts the UN and other definitions of solitary confinement/administrative segregation of 22 hours or more per day without meaningful human contact by providing the opportunity for prisoners to be out of their cells for 4 hours with 2 hours of meaningful human contact per day. The John Howard Society of Canada provided analysis and advice to House of Commons and Senate Committees studying the Bill and to senior government officials. The possibility still exists that prolonged segregation and the harms we fought against in our litigation could still be present both inside the new Structured Intervention Units and elsewhere in the penitentiary system under a different name. Implementation is critical and we are so pleased that our Board member Zilla Jones is on a very impressive implementation advisory panel chaired by Anthony Doob, an evidence-based criminologist and a good friend to John Howard Societies. This transformation will continue to be a focus for us in the year ahead.

Our national contract to provide alternatives to detention for those who would otherwise be behind bars under an immigration authority is continuing. Implementation of any new program is a journey and I am grateful to all the local John Howard Society staffers across the country who have worked so hard to make this a success. I am also indebted to Kassandra McAdams Roy who did a great job managing the roll-out of this program. As she returns to her legal studies full time, we welcome Rhea Higginson, an experienced John Howard Society administrator and program manager, who will be managing this file.

Inspired by our colleagues in Newfoundland and Labrador, we launched the National John Howard Society Week in February. We had great support from some of our federal partners, particularly the Parole Board of Canada, which timed its think tank on parole reform to support our first annual Brendan Reynolds lecture delivered by Graham Stewart, which was a huge success. We look forward to building on our efforts last year to

raise public awareness about the criminal justice system and about the great work of John Howard Societies.

We have taken the AGM's resolution on health care improvement seriously and it will be the subject of our AGM conference. As we learn more about the issues, we see ways that the John Howard Society of Canada can help to propel improvements. Criminal Record Act reforms continue to be a priority and we look forward to intervening in the PEI case and pressing for broader reforms. On another front, we see far too many prisoners being released into homelessness and have been advocating that the government's housing strategy include addressing the challenges faced by reintegrating prisoners.

While the year ahead should present many opportunities, Mary Lou Howarth's retirement will be a great loss to the Society. Her dedication, professionalism, corporate knowledge, steady hand and humour will be greatly missed by me and the entire organization. I can't thank her enough and wish her every happiness in a retirement filled with family, travel, good health, and joy.

*Catherine Latimer,
Executive Director*

Member Societies across Canada

John Howard Society of Newfoundland and Labrador



*Cindy Murphy,
Executive Director*

During the past year it has been my honor to represent an organization whose foundation is built on respecting and supporting others. From our humble beginnings in 1951 when a small group of citizens in St. John's came together with the hope of effecting change and improving the unjust social conditions of men leaving custody, the Society continues to work toward a just, effective and humane criminal justice system, none of which would be possible without our dedicated board, staff and volunteers.

The John Howard Society of Newfoundland and Labrador has a strong history of helping individuals and families who are at risk, those who have come into conflict with the law, or those who are in need of support. In the province, we work with adults and youth as they transition to becoming strong and independent citizens who can fully participate in our communities. For many who are not able to advocate for themselves, the Society tries to be a voice on issues relating to criminal justice matters.

Along with the many direct programs and services the organization provides, our work is also strongly focused on advocacy and improving public policy. During the past year, due to the harmful effects of solitary confinement, we were active in helping to reduce the use of solitary confinement in our provincial institutions as well as improving the general conditions of confinement.

“Injustice anywhere is a threat to justice everywhere”

Martin Luther King – Letter from the Birmingham Jail

Appointed by the Superintendent of Prisons for the Province, the Executive Director chaired a committee of community and government representatives to review the use of Administrative Segregation in our provincial institutions. Following the review, a report was completed and forwarded to the Superintendent of Prisons in January 2019. The report highlighted many concerns and called for a ban on the use of Administrative Segregation for individuals experiencing mental illness, an overall reduction in the use, as well as the use of alternatives to Administrative Segregation. We await the government's response.

On a consistent basis, delivery and access to health care services remains the number one area of offender complaint to the Office of the Correctional Investigator for federal prisons. In Newfoundland and Labrador, the Office of the Citizen's Representative fields complaints for provincial inmates. Each year complaints from inmates represent approximately half of the total number of complaints filed each year - many of which center on health and well-being related issues.

In 2018 the province announced the decision to transfer the responsibility of prison health care to the government Health Authority. Due to the many inadequacies with the current system of care, the Society was pleased with the announcement and has been working with our government partners to help ensure improvements are made to the model of care available to the prison population. This is an on-going process which we continue to be closely aligned to help ensure an enhanced level of health care services.

Partnerships are so important to the work of the Society. During the past year we were so pleased to begin a new partnership with John Howard Society of New Brunswick. In the fall of 2019, we will begin a program titled the "Atlantic Youth Challenge to Prevent Drug Driving". This project is a co-managed design, funded by Health Canada, and led by the John Howard Society of New Brunswick. The goal of the project is to enable Grade 10 students in the Atlantic Provinces to make informed healthier decisions regarding cannabis use and the problematic behaviour of impaired driving. In Newfoundland we will engage with 20 schools on the Avalon during the first year.

The Society continues to collaborate with John Howard Society of Canada as well as other provincial offices across the country. In May, we were pleased to have some of our staff attend the bi-annual National Staff Conference hosted by the John Howard Society of Manitoba, and held in Winnipeg. Special thanks to John Howard Society Canada and John Hutton and his team, for putting together a great conference. We look forward to attending the next one to be hosted by JHS Kamloops in 2020.

Last fall, the Society along with the Canadian Mental Health Association NL Chapter partnered with the Canadian Association for Suicide Prevention to hold a national suicide prevention conference in St. John's. The conference titled "Signals of Hope; Guiding the Way to Suicide Awareness, Education and Support", welcomed participants from the province along with others across Canada. The event was held over three days and consisted of a one-day preconference workshop and two very full conference days. It brought together upwards of two hundred delegates and offered a wide range of topics to enhance the understanding of suicide, suicide prevention and life promotion.

JHSNL continues to be active with the Atlantic Halfway House Association (AHHA). AHHA was founded in 2006 to represent the interests of Community Residential Facilities (CRFs) operating on behalf of the Correctional Service of Canada (CSC) within the Atlantic Region. As an organization, AHHA primarily facilitates networking amongst our members to help them provide specialized residential programming and supervision that supports the successful re-integration of federally sentenced offenders.

JHSNL is in the second year of a three-year strategic plan. The organization has three pillars of business activity:

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

During 2018-19, we were heavily focused on enhancing our direct service criminogenic programming including the introduction of a new accredited substance abuse program which is delivered in the community and in the provinces' largest correctional center. Significant efforts have also focused on staff training and professional development as we continue work to provide the highest level of program integrity in the human service sector.

Developing community-based correctional services in Labrador continues to be of importance to the people of Labrador and the Society. Following the completion of a report commissioned by JHSNL in April 2019, and titled "Service Needs in Labrador Relevant to the Justice System" we continue to work with our government partners and others in the region to advance the need for community-based services. With this year's announcement of an expansion to the Labrador Correctional Center, which will eventually house female prisoners, the need for services will only continue to grow.

Again, the work of the Society cannot be accomplished without the enthusiasm and commitment of our board of directors, staff and volunteers. Thanks to all, including our donors, and our community and government partners for their support and belief in what we do.

Cindy Murphy, Executive Director

John Howard Society of Nova Scotia

Over the past year, the staff, Board and volunteers of the John Howard Society of Nova Scotia have continued to strengthen and grow our core programs, while also embarking on some exciting new initiatives.

During her first year as Executive Director, Leisha Seymour has provided exceptional leadership to our organization. She has certainly demonstrated her skills as a consensus-builder and change-agent in seeking out new partnerships to expand the depth and breadth of the services we offer.

“Partnerships’ was the theme of our Annual General Meeting in June. We were very pleased to be joined at the event by Sylvie Blanchet, Executive Vice-Chairperson of the Parole Board of Canada who stated that governmental and non-governmental agencies are facing significant challenges that can be more effectively addressed through partnerships. Working with other organizations can spark innovation and new ways of

looking at the problems faced by the people we serve. By combining our skill sets and strengths with others, we are more than the sum of our parts.



*Kit Waters,
Board Chair*

This year we have built on existing partnerships to meet new challenges. We were honoured that JHSNS was selected by the Nova Scotia Department of Justice to partner in the implementation of the NS Restorative Justice Program (NSRJP) Renewal. Throughout this year, our staff will provide training to assist RJ referral sources from all components of the justice system and community agencies to fully participate in this robust expansion of the NSRJP. Our strong partnership continues with the Department of Labour and Advanced Education for the delivery of the Employment Readiness program. And the impact of our partnership with the Halifax libraries

continues to grow with the identification of the potential for new initiatives.

This year, our Northeastern office was the recipient of the Nova Scotia Correctional Services Executive Director's Award for Partnerships for their garden project 'From the Ground Up'. This highly successful collaborative initiative with the staff of the Northeast Nova Scotia Correctional Facility proved to be of great benefit to the inmates of the institution – building skills and a sense of accomplishment.

It has been an exciting time for forging new partnerships. We were honoured to be the recipients of a three-year grant from United Way Halifax to staff a transition worker position in the Central Nova Scotia Correctional Facility. Our partnership with 902ManUp will allow us to focus on African Nova Scotia inmates – a group of criminalized men who face multiple barriers to reintegration. 902ManUp is an exciting grassroots organization committed 'to creating lasting solutions to violence involving young black males and promoting community self-empowerment, educational achievement and economic opportunities'.

Under Leisha's leadership, we have also created strong synergies as we are working toward partnering with our sister province, New Brunswick, in the development of a new program to address drug-impaired driving, for implementation in schools throughout the Atlantic Region.

In 2020 the JHSNS will proudly celebrate our 70th anniversary. We look forward to welcoming everyone to our beautiful province for the John Howard Society of Canada's AGM in 2020 as part of our year-long celebration!!

Demand for the services we offer continues to increase. The staff and volunteers of the Society are the lifeblood of our organization and they continue to meet ongoing challenges with dedication. The Board is profoundly grateful for their commitment to the necessary and important work of our great organization.

Kit Waters, Board Chair

John Howard Society of Prince Edward Island



***Donna Hartley,
Executive Director***

As our Society seeks to focus on how our intervention of today could bring long-term benefits we aim to support a range of efforts that will increase options for our clients. One of the most challenging tasks facing all human service providers is to ensure there is the flexibility to be responsive in a changing environment. Successful re-entry initiatives require collaboration of agencies and government to promote a smooth transition. Our Society is fortunate to have positive working relationships with many community organizations and government departments and this association is very beneficial to our delivery.

The past year has been productive as we tackle, through our programming, the issues of employment, housing, health and family experienced by the clients we serve. The key activities of the John Howard Society of PEI during the course of the past year include the following:

Pre-Employment Program – The program’s target group is those individuals who, due to their complex needs, are not ready to compete in the labour market and are in need of a life skills based approach.

Employment Project - The successful individuals can then transfer to the JHSPEI Employment Project. This program provides employment assistance services based on the 4 dimensions of employability: career decision- making; skills enhancement; job search skills and employment maintenance. This program is open to all individuals who have a criminal record as an employment barrier.

Provincial Correctional Centre Outreach – Our staff person works 20 hours a week at our two provincial institutions providing service to inmates in preparation for release that could include housing, transportation , family issues and employment.

WrapAround Housing Program – The mandate for the program is to reduce homelessness in rural Prince Edward Island. The program is based on a Housing First Approach that connects individuals in their home communities to address their housing needs and enhance their personal support network.

CSC Integrated Correctional Program Community & Sex Offender Maintenance - The main goal of the program is to review and refine core self- management skills and apply them to real-life situations.

CRA Volunteer Tax Program – Free tax return service is available for all clients of our programs.

Canada’s Homelessness Strategy – The JHSPEI serves as the Provincial Community Entity for the Designated Communities and Rural & Remote files. The Society administers the funding streams of both files and is responsible for implementing strategies to address identified priorities. We are also responsible for the management of sub-project funding agreements that includes financial and activity monitoring.

Staff continues their work on a number of committees including City of Charlottetown Affordable Housing Board, Homelessness Community Advisory Board, Temporary Housing Needs (Provincial Housing) Rural & Remote Community Advisory Board, Poverty Reduction Council, Provincial Symposium on Restorative Justice, Mental Well-Being Spring Summit. As well, in our role as the Community Entity for the National Homelessness Strategy, we have been collaborating with the provincial government in an effort to address the housing crisis currently being experienced in this province.

Community education is a major focus for our Society and this is achieved through a variety of presentations to government departments and community organizations.

The Board of Directors contacted The Honorable John MacKay, Chair of the Standing Committee on Public Safety and National Security to raise the issue/ concern pertaining to the Criminal Records Act. Copies were circulated to our local MPs. Mr. MacKay forwarded our letter to Minister Ralph Goodale along with a cover letter urging the government to move to eliminate unfair and unreasonable barriers.

Two of the JHSPEI Board Members have partnered to challenge the Criminal Record Act, Limiting Pardons for Serious Crimes Act and the Safe Streets and Communities Act with a test plaintiff on PEI. In BC and Ontario this legislation has already been deemed unconstitutional and the PEI challenge would be a mirror image of the BC and potentially the Ontario case.

Provincially, Community and Correctional Services, Justice and Public Safety is planning for a new women's unit at the Provincial Correctional Centre. The new housing will provide multi-levels of security, privacy, program space, and be entirely separate from male offender units. This unit will allow for a more gender-responsive and trauma-informed approach.

The Board membership of our provincial Society continues to evolve as we welcome new, enthusiastic members. Under the leadership of our President the provincial Board has progressed in a very substantial and positive manner with continued growth as they sustain their focus and maintain a process of reviewing its own performance and that of staff. This progress and development has been due to the professionalism and commitment of our Directors. I would like to thank each of them for their contribution to the strength and effectiveness of the JHSPEI.

On a personal note, this will be my last annual report as I will be retiring soon. During my 49 years of service I have had the privilege of working with incredible staff, Boards of Directors, and associates, each of whom I came to admire and respect. I have such cherished memories of my time with the John Howard Society of PEI making this a very difficult decision. I would like to take this opportunity to wish both our provincial Society and the John Howard Society of Canada every success in the future.

Donna Hartley
Executive Director

John Picketts
President

John Howard Society of New Brunswick



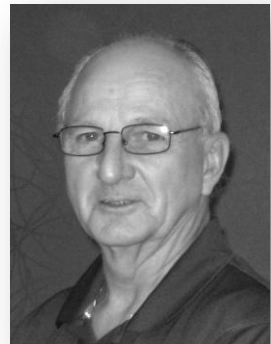
***Bill Bastarache,
Executive Director***

The past year was another successful year for the John Howard Society of New Brunswick Inc. despite the many challenges in the provincial correctional field.

A new focus is on establishing a closer working collaboration with the John Howard Provincial Societies throughout Atlantic Canada. The goal is to advance service opportunities in the region and provide mutual support.

The past year was one in which new initiatives were undertaken and core services were maintained. The Society started an Intercultural Youth Initiative for at risk middle school youth and an Atlantic Youth Challenge to Prevent Drugged Driving Project in collaboration with Nova Scotia and Newfoundland. These two new program services join our Awakening Cultural Identity and Spirituality program.

The provincial office also worked to identify new opportunities and to date there has been a positive response. A Step Ahead project in collaboration with JHS Newfoundland is an employment counselling and transition to work enhancement service, a community mobilization grant will build capacity within our First Nations affiliates and the Awakening Cultural Identity and Spirituality will expand the elder support programs to provincial First Nation offenders.



***Harold DeCoursey,
President, JHS NB***

We have also established a research centre, affiliated with the Université De Moncton, as the research centre of the Provincial Society. The Centre is responsible for the research and evaluation components of the Provincial Society projects and programs.

We remain fortunate in retaining dedicated members of our board of directors, funding stakeholders and the support of the national office.

We look forward to the year ahead as we continue to develop and strengthen our partnerships with the John Howard Society of Canada and other justice partners to create safe and healthy communities..

*Bill Bastarache,
Executive Director*

*Harold DeCoursey,
President*

The John Howard Society of Quebec

The John Howard Society of Quebec has been inactive for a few years. The members of the Board of Directors and its team are investing time and energy to catch up and offer services to people in Quebec.

Despite the small subsidies it receives, the SJHQ has developed various programs by providing effective, just and humane responses to the causes and consequences of crime without distinction.

In partnership with the JHSC and the CBSA, the SJHQ offers an alternative to detention program for immigrant persons in Canada. After putting all our resources into the implementation of this program, our team is now focused on developing other activities for the SJHQ.

The financial support and the confidence of Public Security confirms the importance of the problems that we treat daily. Without this, it would be impossible for us to implement projects such as a shelter for elderly people leaving prison or to create programs for incarcerated fathers and linguistic minorities in prison.

We aspire to respond adequately to the immediate and urgent needs of the incarcerated. Health remains a crucial issue. After reflection, we chose to focus on the elderly incarcerated and outgoing detainees. This population faces health problems during their incarceration. When they are released from prison, they find themselves in a state of loss and

sometimes poor financially. The social inequalities they may experience in the face of health, housing affordability and others reflect their difficult reintegration into the community. That is why the SJHQ is developing services to help this vulnerable and marginalized population.

At the same time, we are working with various partners to defend incarcerated persons belonging to the linguistic minority. We consider that access to justice happens, in particular, through language.

The SJHQ has also entered into a partnership with the Canadian Regrouping of Inmate Families for the Dad Hero program. This has been a great success within Archambault institution (medium and minimum). In April 2019, the Office of the Investigator of Canada announced that the program is a “best practice”. This program was an opportunity to create or renew the links between the father and the child. Parenting activities are a means of rehabilitation. In this continuity, a partnership with Relais Famille allowed us to implement “A father, A Story”. This program offers the opportunity for incarcerated fathers to participate in family life and especially to be present in the child's life by reading a book that will be recorded and offered.

Through these programs, we intend for the SJHQ to be the reference in promoting the rights of incarcerated persons for a more just and dignified society.

We participate in different working groups to reflect and provide effective solutions against crime.

The entire SJHQ team acts in an effective, fair and humane manner in dealing with the causes and consequences of crime.

Samira Figuigui,
Executive Director

The John Howard Society of Ontario



Paula Osmok,
Executive Director

We are pleased to report on the accomplishments of the John Howard Society of Ontario over the 2018/2019 year.

Over the past year, our work has focused on the five priority areas set out in our Operational Business Plan reflecting our role in research, innovation and public education as well as support for our local offices to increase impact and positive outcomes.

This year, as our 2017-2019 cycle comes to a close, we will be creating a new Operational

Business Plan for 2020-2022.

The Centre of Research and Policy continues to engage in research and policy initiatives on a variety of criminal justice issues across the areas of prevention, involvement in the criminal justice system and reintegration. With members of the Housing, Health and Justice Community of Interest, we produced a report this year called *Closed Quarters*, which explores the issues faced by people whose needs intersect and overlap the housing, mental health and criminal justice sectors. As Chair of the Correctional Health Care Coalition, we continue to collaborate with organizations and individuals engaged in correctional issues and strive to advance the recommendations of our report *Fractured Care*.

In November 2018, the Police Record Checks Reform Act came into force with positive changes to the police records regime and the disclosure of non-conviction information in Ontario. The policy and research work of the Centre significantly contributed to the development of the Act. Recently, the Centre has been focusing on public education work presenting to employers on how to create rights-based, informed record check policies and implement evidence-based best practices.

We are pleased to have commenced the unmet civil legal needs project this year with funding from the Law Foundation of Ontario. The program is intended to scope and serve the unmet civil legal needs of John Howard Society clients, which include people in provincial or federal correctional institutions, those recently released from those institutions and other at-risk clients. Civil legal needs include housing, employment and social assistance issues.

We held our 2019 province-wide Staff Conference June 3-6, 2019, at Horseshoe Resort in Barrie, Ontario. A focus area this year was radicalization leading to violence. We heard from experts in the field and received valuable information on combatting violent radicalization, an issue of concern to all Canadians.

JHSO also benefited from participation in a pilot Governance Project this year with the University of Toronto Faculty of Law. Sinem Ersoy, who was placed with JHSO, experienced first-hand the operations of the Board of Directors from a governance perspective. The outcome of this project included: 1) the opportunity to build a relationship with the Faculty of Law; 2) the benefit of exposing a future lawyer to JHS; and, 3) assistance with a review and updating of our Board (Carver) Governance Policies, which was long overdue and noted as part of our Imagine Canada review feedback. We are fortunate to be approved for year two of this partnership and look forward to on-boarding our new Extern in late September.

JHSO engaged Endeavour Consulting, a professional service that provides multi-sectoral volunteer consulting teams to facilitate organizational projects on a pro-bono basis. Briefly, the project objective, over the six-month period ending this past March, was to undertake a staffing analysis and organizational staffing structure review, including an analysis of job descriptions vs. responsibilities, workload pressures, how our newly formed Alumni and our volunteers can better support us, and our HR needs. A Board oversight committee was struck and worked with staff over the summer to develop an implementation plan which will be rolled out this fall.

Our local offices throughout Ontario continue to develop new and innovative programs to support our clients including new halfway houses, transitional residences and harm reduction facilities and supports.

We are proud of the strides we have made this year and extremely grateful for those who made it happen. We will continue to work towards a more just, humane criminal justice system and safer, thriving communities.

Sheila Arthurs
JHS Ontario Representative

Paula Osmok
Executive Director

The John Howard Society of Manitoba

The John Howard Society of Manitoba's mandate is to support men in conflict with the law before, during, and after incarceration and in doing so we promote reconciliation to better serve our First Nations, Metis, and Inuit clients.

We continue to promote and deliver our Indigenous Men's Healing Program for survivors of childhood sexual abuse and trauma. The funding is linked to the Truth & Reconciliation Calls to Action. The program includes Elder facilitation and promotes methodologies for healing that is reflective of the Indigenous experience. Participants come from a variety of sources including Stony Mountain Institution, our nearby federal correctional facility. Most of our participants are or have been incarcerated. The program is also open to anyone living in the community who could be on parole or probation and to those men who are no longer involved in any type of criminal element but are looking for ways to heal from their childhood traumas. The program is proving to be effective as some program participants' remarks include; "I need this program in order to heal me from the abuse I suffered as a child"; "I feel safe for the first time in my life"; and, "I learned a lot about myself from this program".

We continue to be in partnership with two Indigenous-led organizations to form Project Manitouwabi, an initiative funded by all three levels of government aimed at finding housing for men and women leaving custody. JHSM works with the male inmates. The biggest challenge is finding landlords willing to rent units for what social assistance provides. However, to all of our credit, we continue to work together to help each other find practical solutions for the people we serve towards finding safe and affordable housing for themselves and their families. The project has allowed us to expand our work and partnerships in the Indigenous community and with other agencies at large.

Indigenous people make up around 17% of Manitoba's population. However they are disproportionately incarcerated in comparison to the rest of the population. We continue to make efforts in providing program interventions for those individuals who are marginalized and continue our work with our Bail Facilitation project in partnership with Manitoba Justice. The majority of those who benefit from this new initiative are Indigenous.

We are pleased to see Correctional Services of Canada putting a greater emphasis on preparing Indigenous inmates for parole as they have created Aboriginal Intervention Centres across Canada in pursuit of preparing them for some type of conditional release. We have entered into a new initiative with federal corrections as we are now operating a Community Release Facility. We view ourselves as partners with Correctional Services of Canada given that our ultimate goal mirrors theirs, one in which offenders are manageable in the community while on conditional release.

Part of the solution to lower incarceration rates does involve the social service sector working in partnership with all levels of government. We continue to build our relationships with numerous stakeholders including like-minded organizations while improving service delivery to our clients and keeping communities safe.

The John Howard Society of Manitoba is pleased to be part of the initial group of provincial associations to provide services under the new Canada Border Services Agency contract held by John Howard Society of Canada.

Manitoba is home to many newcomers and it is only fitting that we do what we can as an organization to support them. The Caseworker that works in this area is trained and works cooperatively with all concerned to ensure the individuals that we receive referrals for has the best service and program interventions possible.

We continue to enjoy the support and collaborations we have with other provincial John Howard Societies as they assist us in any way they can. We are indeed fortunate to have John Howard Canada lead the way towards the goal of better understanding and responding to the complex issues of crime, the criminal justice system and the numerous individuals and communities it impacts across Canada.

*Sharon Perrault, A/Executive Director
John Howard Society of Manitoba*

The John Howard Society of Saskatchewan



Shawn Fraser,
Executive Director

The past year has been filled with positive changes and progress for the John Howard Society of Saskatchewan. 2018 marked the 60th anniversary of JHSS, a significant milestone for the organization. Over the last 60 years, we have steadily grown and adapted to meet the mission of the Society and needs of the communities we serve.

Our programs saw significant success and change this year. Last fall we were able to invest in a beautiful, new home for our Cedar Youth Home program in Saskatoon. Cedar House is a Mentored Peer Home, offering youth-centered residential services designed to meet the needs of adolescents being in control of and responsible for their life choices. Youth are provided with life skills in order to succeed at school and in life. Throughout the year, the home has supported 7 youth, consistently maintaining a 90-100% occupancy rate. The new home will allow us to better meet the needs of these youth as we help transition them into the rest of their lives.

Beginning as a pilot project in late 2017, we have seen the successful completion of the first full year of the Community Alternative to Remand initiative in Prince Albert. This program partners with the local YWCA, Crown Prosecutors and the Government of Saskatchewan to provide an innovative community alternative for those awaiting trial in remand. The program focuses on community support along with personal development, and has shown promising results. The program assists in the reduction of re-offending and promotes increased compliance with legal conditions imposed upon release. Since its inception, 164 individuals have received assistance through the program.

In the spirit of our tagline, *'If not us, then who?'*, JHSS opened Lulu's Lodge on November 1, 2018. Lulu's Lodge is Regina's first and only supportive transitional home for LGBTQ2S+ youth. This 5-bedroom home provides a live-in mentor, guidance and support around education, physical health, mental wellness, family reunification, legal matters, advocacy and referrals to community agencies ensuring a continuum of care. Between its opening in November 2018 and March 2019, 7 individuals called Lulu's Lodge home, with others on a waitlist as spots become available.



Anna Robinson, President

During Restorative Justice Week in November 2018, the John Howard Society of Saskatchewan was happy to host the National Restorative Justice Symposium in Saskatoon. The National Restorative Justice Symposium was an opportunity to convene a national gathering of stakeholders to consider, assess, and discuss the innovative and transformative potential of restorative justice. This was done through keynote presentations, training sessions, workshops and dialogue circles. Overall, it was hugely successful and the John Howard Society of Saskatchewan was honoured to help host.

The past year has seen some change in leadership at JHSS. In April of 2019, JHSS welcomed Shawn Fraser as our new CEO. Shawn comes with diverse leadership experience both in the non-profit world and as a former City Councillor for the City of Regina. Our organization is extremely grateful to Jaime Boldt and Cindy Babcock, who both served effectively in the CEO position over the past year. We wish them success as they move on to new opportunities. In June of 2019, we also welcomed Anna Robinson to the position of Board Chair after Christine Boyczuk's two year tenure in the position came to an end. Christine and Anna are strong advocates for

restorative justice and great assets to the John Howard Society of Saskatchewan.

Earlier this year, JHSS bid farewell to two long serving board members, Gordon Braun and Bob Kowalchuk. They join the long list of alumni who have volunteered their service to further JHSS's cause over the past 60 years and we are deeply grateful for their years of service to the organization.

Shawn Fraser, Executive Director

The John Howard Society of Alberta

The John Howard Society of Alberta celebrated its 60th anniversary in 2009 as an incorporated Society. Since its inception, the JHSA has been committed to creating safety and harmony in our communities. It has grown from a handful of volunteers and staff in the 1950's, supporting a minimum of services to Albertans, to a large organization consisting of hundreds of employees, and even more volunteers, dedicated to understanding the true nature of criminal activity and alleviating the risk factors associated to offending.



*Chris Hay,
Executive Director*

The JHSA has conducted business now for over 60 years and in that time there have been several milestone changes. However, our overall vision, mission and philosophies have not changed significantly. The Provincial Office's specific goals that were accomplished for the 2018 and 2019 years were:

- To conduct activities directly related to the John Howard Society of Canada 5-point plan.

- To host our 5th Biennial Criminal Justice International Symposium in May 2019
- To produce primary research in direct partnership with Alberta Justice and Alberta Solicitor General.
- To engage in program evaluation of local Alberta JHS programs and external agency programs funded by the Provincial and Federal Governments.
- To build on our relationships with the JHS affiliates in Alberta and throughout Canada.
- To strengthen our relationships with our funders and government partners municipally, provincially, and federally.
- To extend further into the community for criminal justice education purposes (e.g., talks at Rotary Clubs, post-secondary institutions, City Council public forums, blogging, online live interactive sessions etc).
- To increase our profile through significant media attention. In fact, in 2016 and 2017, the JHSA was asked specifically by the Minister of Justice in Alberta if we would partner with her to conduct two press conference on changes to legislation (Bill 9 An Act to Modernize Enforcement of Provincial Offences).
- To engage in significant primary and secondary criminological research and partnerships with Universities.
- To secure further operating funding to ensure the long term viability of the organization.

The strength of the JHSA is best demonstrated through the work and dedication of its Provincial Local Societies. While the core mission of these affiliates lies with the client services and programs that they provide on a daily basis to Albertans, their work develops from an evidence-based or research approach, which the Provincial Office supports and provides.

In support of the JHS's work across Alberta, the JHSA has recently undertaken a number of initiatives.

First, the JHSA conducts primary and secondary research on criminal justice topics and prepared position papers, discussion papers, fact sheets, and infographics and distributes these broadly to a variety of stakeholders and the general public. Concerning primary research, we conduct University ethically approved surveys and qualitative interviews of clients and service providers on a number of topics. As one example, one of our latest primary research projects in the 2018/19 year was in collaboration with the University of Alberta and Homeward Trust Edmonton specifically looking at housing issues of Indigenous youth and its relation to criminality. Another piece of recent work, entitled "Shifting to Decarceration", was a research project with the Alberta Solicitor General and Alberta Justice which focused on studying remand/prison population numbers in terms of methods of reducing these numbers.

Second, as noted above, we continue to create a number of succinct "fact sheet" including topics such as Fentanyl in Alberta, Response to Fentanyl, Extrajudicial Measures, Extrajudicial Sanctions, Legalization/Decriminalization of Marijuana, Restorative Justice, Crime Prevention, Harm Reduction, Prisons and Mental Health, Record Suspensions, and Solitary Confinement. These fact sheets are 1-2 pages and are intended to provide the general public with a quick guide on the subject matter. Further, we are now creating infographics for the public to use along with these fact sheets so that they can gain a better understanding of various criminal justice topics. We have recently revamped our website (summer of 2019) and are starting to populate with our fact sheets and infographics. We expect all of our fact sheets, research and infographics to be uploaded to our site and available to the public by the end of 2019.

Third, in the summer of 2019 we started creating blog entries on our web site to help inform the public about the causes and consequences of crime and the criminal justice system in general. We have now completed a few blog posts including the importance of employment as a protective factor and the issues with the concept of deterrence in changing behavior. We

have also employed a system on our website (e.g., Google Analytics) to track the number of hits to our site, which pages are being viewed and for how long to determine which parts of our site (e.g., our fact sheets, research papers, infographics, blogs etc) are being used or viewed by Albertans.

Fourth, in the Fall of 2019 it is our intention to start online live info sessions for the general public and others working in the field interested in having frank discussions about our system. These sessions will take a balanced approach to understand the specific issue being discussed and the goal is for people to log on and share their thoughts about that specific issue and to hopefully take away concepts they weren't aware of.

Fifth, the JHSA conducts significant program evaluation of external organizations for the Provincial and Federal Governments. As one example, in 2018/19 we conducted an extensive evaluation of a 3 year federally funded program on a stakeholder organization known as Clean Scene. The program was called "Live your Magic" and, from our evaluation conclusions, was quite successful in reducing gang and drug use of dozens of Edmonton youth for the period they were being serviced by this organization. Another example was the evaluation of a Provincial Government funded program operated by the Elizabeth Fry Society called the Remand Visitor Video Visitation Program.

Sixth, we hosted a three-day International Criminological Symposium in Edmonton in May 2019 and our next symposium is scheduled for May 2021 for which planning is already underway. This recent symposium was our 5th event over the past 10 years and is in direct collaboration with MacEwan University and the Alberta Provincial Government. The 2019 event brought together academics and practitioners from around the world including, but not limited to England, the USA, and Eastern/Central Canada to discuss best practices on a variety of topics. The 3 day symposium included 6 key-note speakers, over 40 workshop speakers, and 18 different workshops on a variety of criminal justice topics and was attended by approximately 200 people.

Finally, the JHSA, in an attempt to better educate the public, has increased its media discussions and discussions at post-secondary institutions and community forums. For example, the Provincial Office has participated in a television program called Alberta Primetime and this office has conducted several speaking engagements at conferences, and dozens of other media (print and news) stories. Further, several City councils have asked that the JHSA come to their city to put on presentations about crime and its consequences. For example, the Executive Director spoke before an audience of about 100 at the request of the City of Spruce Grove and the City of Stony Plain City Councils recently. They were pleased with the discussion and have spoken to other City Councils about us to put on similar events.

It has been a pleasure to work with our justice partners to create safety and harmony in our society. We could not have succeeded without the generous support of our Federal Government partners. In fact, we would struggle to exist as an office without this funding and, therefore, truly appreciate the federal support.

Chris Hay,
Executive Director

The John Howard Society of British Columbia



***Mark Miller,
Executive Director***

Throughout the 2018-19 year, the John Howard Society of British Columbia (JHSBC) and our affiliates across the province have worked collaboratively to expand the reach of JHS services. We worked together to build the capacity of the provincial organization, and to establish the John Howard Society as the trusted voice on social and criminal justice issues in British Columbia.

In this year, more than ever before, we worked together to propose and deliver province-wide JHS programming across BC. With each of our regional affiliates bringing their experience, expertise and specializations, and by speaking with a unified voice, we were able to design and deliver innovative and effective services across the province that bridge gaps and meet the needs of the people and communities in BC.

In response to justice and correctional trends in our province, we have been able to respond quickly to funding opportunities that allow us to further serve marginalized members of our communities. Two of our new province-wide contracts, our Peer Mentorship and Forensic Outreach programs, were developed with the Provincial Health Services Authority in direct response to the opioid crisis. Our Peer Mentor program provides peer support services to individuals leaving correctional centres who are struggling with opioid addiction, with the goal of addressing the high number of deaths of people transitioning from corrections, and providing an integral bridge to community supports. Our new Forensic Outreach provides person-centered outreach supports to individuals experiencing concurrent mental health and substance use challenges, with the aim of enabling people to live independently in the community and connecting

them with health care services in the community upon transition from forensic hospital settings.

Further to our two new provincial programs, we have also been able to expand our ACES (Acquiring Community-Based Employment Skills) program, securing funding to provide the program to at-risk youth and survivors of violence and abuse. We are proud of the expansion of our province-wide programs, and in our ability to deliver consistent, effective, and innovative programs to the people who need them across BC.

In addition to working together on province-wide program design, proposal, and delivery, we have focused on increasing our collaboration in support functions. We recognize that we are stronger when working together, and across our regions see the value in sharing best practices, program models, and resources for the benefit of the people who access JHS services. We have worked towards the launch of our new provincial and regional websites, shared communications and marketing initiatives across regions, and have come together to speak with a unified voice to strengthen the JHS brand in our province.

It has been a busy time for JHSBC, as we continue to increase our provincial presence and the services that we can provide to the people and communities we serve. A focus for the coming year will be on multi-sector collaboration, and in bringing together multiple partners to provide coordinated responses and support for vulnerable populations.

We will be working towards the delivery of innovative housing projects that bring together multi-sector supports and services to support residents. Last year, through a concerted effort of all of our regions which drew on the various partnerships across the province, JHSBC was successful in an expression of interest to provide supportive housing projects for multi-barriered individuals in communities across BC. We will be focusing on the delivery of these multi-sector supportive housing projects, which bring together multiple partners to support individuals with complex needs.

We are excited that the John Howard Society national staff conference will be held in our Thompson Region next spring. In addition to hosting our JHS friends from across Canada, we will be hosting a pre-conference session focused on the theme of multi-sector collaboration for vulnerable populations. Bringing together representation from JHS, governments, non-profits agencies, Indigenous representatives, and community groups, we will tackle the question of how best to collaborate and coordinate services for individuals with complex needs, and will explore how to establish an outcome focused “continuous improvement” dialogue on improving cross-mandate coordination of services to vulnerable populations.

Also looking ahead to the coming year, we will be developing position papers and centering our advocacy efforts on our four key advocacy priorities:

- Reintegrating people exiting the criminal justice system back into the community
- Addressing the overrepresentation of people with mental health challenges and developmental disabilities in the criminal justice system
- Improving coordination between the various agencies that support people living with complex needs
- Increasing the amount of adequate supportive housing

We are excited for the coming year, and for the many projects that we have that will help us work towards our provincial vision of safe, healthy, and inclusive communities in British Columbia.

We still have lots to do, but are eager to see the impacts for the people we serve as our strategic priorities come to life.

Mark Miller,
Executive Director

John Howard Society of the Northwest Territories



Robert Hawkins,
Executive Director

The Board of the John Howard Society of the NWT continues to be pleased with the growing support and momentum in the community it has seen during last year.

The society continues to expand its membership, gain new board members while saying goodbye to some that have helped along the way. As well, there has been a sense of a renewed interest in the Society, whereas old partners are

looking at coming back. That said, the Society still has a long way to go, but with each step it takes, we are truly inspired by the hope and interest we see from others.

This year, the JHS NWT said goodbye to long-time board member Marino Casebeer, who offered his service to the society for many years, going back to 1992 when the society was established in the NWT. His presence will be missed, and his spirit will continue along for many years to come.

Our general programming model has been static for the past year, however that doesn't mean the NWT hasn't been looking at new and innovative ways to expand our talents and services in the community. One initiative that has been considered is walk-in counselling. Although it is still early days, we continue to reach out to funding agents in the community and our proposals are being considered for partnerships.

Our Men's group program, A New Day, continues to have steady growth, which to the Society is a good sign that there are people wanting to turn their lives around from using violence in their relationship.

This past year, we were unable to continue the suspended sentence program (pardons), not because of lack of interest, but because our funding was not renewed by the City of Yellowknife. Although it didn't

receive financial support directly this past year, the JHS NWT continues to help those working through that challenge with some guidance and advice when we can.

On a more positive note, the financials of the NWT society continue to look great while at the same time, we continue to work to develop sound management policies that ensure there is a stabilization fund which will protect the Society if there are any changes to our funding program. Once the Society reaches its goal to set aside funds for one operational year, the board can then set new challenges going forward.

On a different note, the Society was very fortunate this year to be able to tap into grant funding to upgrade our office lighting infrastructure. Although electricity is included in our lease agreement, this has made our very cooperative landlord happy, who has forgone another year without a lease increase.

Finally, we definitely could not do this work without the support and dedication of the Board. At the same time, we are very grateful for the partnership we have with the Government of the Northwest Territories, who helps us continue to serve the community.

Robert Hawkins,
Executive Director

The John Howard Society of Canada National Awards

Presentation of Honorary Lifetime Membership JHS Canada meeting: Banff, Alberta – May 2019

Gord Sand has been the Executive Director of the Calgary John Howard Society for 38 years during which time the Society has experienced significant growth. In 2003 the City of Calgary expropriated the Bedford House property, the Society's halfway house, in order to expand the Stampede grounds. Gord has spent the past 15 years in relentless and tireless effort to find a new site for the house.



(From left to right) Gord Sand, Trish Cheverie, Stephen Davis, VP JHS Canada and Karen Davis, President JHS Calgary

In June 2019, CJHS opened their new community services building. The new facility is a hub of services for criminally involved youth and adults. It is connected to the new Bedford House, which provides housing for men exiting the justice system, with wrap-around support to help them successfully reintegrate into the community.

In recognition of this incredible story of perseverance and achievement and of Gord's years of dedication to the mission and purpose of the John Howard Society and to the service of the clients in the Calgary community, Trish Cheverie, Past President and Chair of the JHSC Awards Committee awarded Gord Sand with a Lifetime Honorary Membership to the John Howard Society of Canada.

National Award for Community Service

Rob MacLellan has been involved with the John Howard Society Ontario board of directors for 23 years and prior to that, was a member of the JHS Toronto board. Rob is this year's recipient of the Community Service Award. Bruce Simpson, President of the JHS ON board spoke about the Rob's exceptional contribution to the Society. He described Rob as a "work horse" whose service to the Society goes far beyond what one would expect of a board member. As a practicing lawyer, with specialties in aviation law and governance, he has been an outstanding resource to the JHS Ontario. He has provided leadership on major initiatives and policy reviews as well as providing guidance and legal services around the recent purchase of their building in downtown Toronto. Rob also offers his time and advice in support of the Society's clients.

Although Rob MacLellan was unable to attend the ceremony in Saskatoon, JHS Ontario provided for a formal presentation at their next event in Ontario.



Bruce Simpson and Paula Osmok (JHS ON, left) accept the Community Service Award on behalf of Rob MacLellan from Janis Aitken, President JHS

Rob MacLellan (left)



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Financial Statements

THE JOHN HOWARD SOCIETY OF CANADA

For the Year Ended March 31, 2019

THE JOHN HOWARD SOCIETY OF CANADA
Statement of Financial Position as at March 31, 2019

	March 31, 2019			2018
	Operating Fund \$	Senator Hastings \$	Total \$	Total \$
Assets				
Current				
Cash	181,379	7,797	189,176	24,224
Short Term Invest	37,114	267,364	304,478	354,639
Accts. Receivable	412,623		412,623	108,741
Prepaid Expenses	6,876		6,876	5,559
	637,992	275,161	913,153	493,163
Tangible Capital Assets	34,438		34,438	39,030
	672,430	275,161	947,591	532,193
Liabilities				
Current				
Accounts payable and accrued liabilities	236,161		236,161	24,703
Deferred revenue	210,415		210,415	120,132
	446,576		446,576	144,835
Fund Balances				
Internally restricted		275,161	275,161	268,691
Investment in capital assets	34,438		34,438	39,030
Unrestricted	191,416		191,416	79,637
	225,854	275,161	501,015	387,358
	672,430	275,161	947,591	532,193

THE JOHN HOWARD SOCIETY OF CANADA

Statement of Revenue and Expenditures and Fund Balances at March 31, 2019

	2019			2018 Total \$
	Operating Fund \$	Senator Hastings \$	Total \$	
REVENUE				
Donations	237,773		237,773	287,518
Grant – PSEP				
Provincial Allocations	339,795		339,795	337,871
Administration	100,000		100,000	93,477
Travel Pool	70,000		70,000	70,000
Projects	43,323		43,323	62,481
Interest	18	6,470	6,488	5,270
Member Assessments				1,000
Contract – CBSA	1,281,535		1,281,535	
Other Income	32		32	
	2,072,476	6,470	2,078,946	857,617
EXPENDITURES				
Bank charges and interest	86		86	1,247
Dues and subscriptions	2,290		2,290	1,225
Equipment and computer				28
Grants to provincial societies	339,795		339,795	337,871
Insurance	4,492		4,492	4,379
Mail Campaign	39,541		39,541	43,429
Contract - CBSA	1,095,016		1,095,016	
Occupancy	9,635		9,635	8,342
Office Supplies and expenses	33,158		33,158	22,275
Project Costs	113,360		113,360	109,514
Professional Fees	6,548		6,548	21,507
Publications	805		805	301
Salaries and Employee Benefits	238,699		238,699	208,958
Telephone	5,745		5,745	1,846
Travel - general	4,987		4,987	242
- Travel pool	62,556		62,556	54,408
- other	3,984		3,984	32,186
	1,960,697		1,960,697	847,758
Surplus / (Deficit) before amortization	111,779	6,470	118,249	9,859
Amortization of property, plant and equipment	4,592		4,592	4,592
Surplus / (Deficit) after amortization	107,187	6,470	113,657	5,267
Fund Balances – beginning of year	118,667	268,691	387,358	382,091
Fund Balances – end of year	225,854	275,161	501,015	387,358

THE JOHN HOWARD SOCIETY OF CANADA

Board of Directors

Executive

Janis Aitken	President
Trish Cheverie	Past President
Stephen Davis	Vice President
Gordon Braun	Secretary/Treasurer

Provincial Representatives

Debbie Sue Martin	Newfoundland/Labrador
John Picketts	Prince Edward Island
Kit Waters	Nova Scotia
Harold DeCoursey	New Brunswick
Jean Claude Bernheim	Quebec
Sheila Arthurs	Ontario
Zilla Jones	Manitoba
Gordon Braun	Saskatchewan
Stephen Davis	Alberta
Pamela Smith-Gander	British Columbia
Marcelle Marion	Northwest Territories

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*More information about John
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across Canada can be found on our
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