

John Howard

THE JOHN HOWARD SOCIETY OF CANADA
La SOCIÉTÉ JOHN HOWARD DU CANADA

Annual Report 2023/2024



Serving Diversity

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

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

Another year has passed and like previous years, it was a busy one for Catherine and the team. The organization is strong, based on the usual business-type metrics (finance, governance, profile, reputation, etc.) but we are operating in challenging times. Catherine's 2023-24 Annual Report provides some examples of what we (and indeed the entire sector) have been facing in terms of public perception and current political climate. All we can do is just keep pushing, albeit not in a linear fashion, and seizing opportunities as they arise.

An example of such an opportunity is the Federal Framework to Reduce Recidivism. This legislation, its purpose and its five pillars (housing, education, employment, health, positive social networks) are entirely within John Howards' (not just JHS Canada's) wheelhouse. JHS Canada has developed strategic and communication plans to work with John Howards across the country to help this government initiative be truly successful.

Another increasingly important way for John Howard to achieve its Ends is to participate in hearings and other forums in which public policies and practices are at issue. Given the potentially adversarial nature of such proceedings and the associated risks, the Board has revived a litigation sub-committee, consisting of Board members who will assist and advise the ED to navigate these risks through sharing their expertise, experience and judgement. It is expected that the final terms of reference for the committee will be approved by the Board at the October 2024 meeting in Calgary.

While we will always face challenges (how can we not, with the cause we have chosen?), overall, I believe that we have the framework, collaboration, profile and the skills and expertise to prevail and make some real, positive and lasting differences.

Robert B. MacLellan, Board Chair

Report from the Executive Director



*Catherine Latimer,
Executive Director*

It has been an unusual and busy year for the John Howard Society of Canada. The public perception that crime is increasing seems to have made politicians wary about being seen to be soft on crime. The transfer of a high-profile prisoner from a maximum to a medium security prison mobilized unprecedented public reaction and likely led to a Minister losing the Public Safety portfolio. Essentially no Government-sponsored promised legislative reforms like Criminal

Record Act amendments were pursued. Premiers are in fact calling for even more regressive bail reforms that would worsen the already dysfunctional pre-trial detention and release system. This is a difficult backdrop for the pursuit of JHSC's mission of just, effective, and humane criminal and correctional justice.

Nevertheless, John Howard Society of Canada continues to advance the policy resolutions made at past AGMs to address abusive solitary confinement and to improve the health care of federal prisoners. Particularly troubling is the failure of Parliament to launch the required review of the Bill C-83 and to take any corrective action to the shortcomings of the Structured Intervention Unit replacement for administrative segregation. Despite efforts to alert Parliamentarians that they had a statutory duty to launch this review by a specific date that is now past, there has been no uptake. This raises some concerns about respect for the rule of law and Charter rights. This concern has informed the direction of some of

our public education and future research. This has included submissions to the UN Rapporteur and a presentation on Curbing Solitary Confinement at the Ignite Change conference marking the 75th Anniversary of the UN Universal Declaration on Human Rights. We have applied for and received funding to study the SIUs in Ontario and section 4 of the Department of Justice Act.

The John Howard Society of Canada remains committed to improving the health care provided to prisoners. We continue to work with the Mental Health Commission of Canada on its forthcoming Action Plan for the Criminal Justice System. We have pursued Court Challenges funded research into access to medical records and heat, cold and air quality in federal prisons. The John Howard Society of Canada applied for and was given standing at the Coroner's Inquest into the Death of Terry Baker. We have become increasingly concerned about deaths in custody and whether they could have been prevented. We have engaged with the Tracking InJustice project at Carleton University which is compiling an impressive data base on deaths in custody.

At our AGM in Newfoundland, a strategic plan was developed to advance the Federal Framework to Reduce Recidivism. In collaboration with the provincial John Howard Societies, we are making good progress in advancing that strategy with the assistance of communication consultants.

The Canada Border Service Agency once again extended our services to provide alternatives to detention for immigration purposes in light of delays with the expected competitive process for those services. When the request for proposals is made public, we are looking forward to tendering our submission to continue this service in the years ahead.

I am enormously grateful for the small but mighty team at the national office. Rhea Higginson manages the alternative to

detention program with the Canada Border Service Agency and John Howard Society affiliates across the country as well as our finances, the national grant and human resources. Mary Lou Howarth continues to provide support for the Board and its meetings. Our articling fellow, Megan Liniric, greatly increase our capacity. We look forward to promoting a criminal justice and corrections system that is more just, effective, and humane.

Catherine Latimer, Executive Director

Member Societies across Canada

John Howard Society of Newfoundland and Labrador



Cindy Murphy,
Executive Director

The past year has been a busy and productive one for the John Howard Society of Newfoundland and Labrador (JHS-NL). We maintained all existing programs and were able to expand in some areas to meet the changing needs of our service users. While we like to believe the pandemic is fully behind us, unfortunately we still see many of its social impacts they continue to have for the vulnerable people in

our communities. The housing crisis, the lack of access to health care, including mental health and addictions services, and challenges with other social systems continue to create significant hardship for our participants, resulting in more people arriving at our doors with more acute and complex needs than ever before.

The instability that continues in the labour market has also created challenges for our programs to attract staff especially for our programs and services providing twenty-four-hour staffing. These same labour shortages are also being keenly felt within the provinces correctional institutions and have negatively impacted prison conditions for staff and residents. Residents are experiencing more lock downs, increased confinement, cancelled in-person visits, delayed doctor's appointments, and inconsistent program delivery by community organizations such as JHS-NL. All of which do little to help prepare people for re-entry to the community. The impact to correctional staff is also evident and does little to help attract new people to the profession. Throughout the year, we have spoken publicly about these, and other criminal justice matters in an effort

to provide public education while working to improve the conditions of confinement.

Despite the challenges, we have remained focused on our New Strategic Plan which sets a clear vision for the next three years. The four priorities are as follows:

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

While there are many challenges facing our criminal justice system, we have no doubt we have the people, the organizational culture, and the partners to work together towards meeting the needs of our service users while enhancing the safety and well-being of our community.

Collaboration continues to be the cornerstone to our success. This was evident in the past year as we worked together with community, JHS Canada, JHS Atlantic and others to develop opportunities for our participants. One positive example of this is a new initiative with the John Howard Society of New Brunswick.

Through this partnership we were successful in securing new funding from Economic and Social Development Canada to provide job readiness and wage subsidy job placements for folks seeking to enter the labour market. Another positive development for the organization was receiving sustained funding from the Provincial Department of Justice and Public Safety for intensive case management (ICM) services for justice involved individuals with significant and persistent mental health concerns. This program

provides the much-needed supports to service users while incarcerated at Her Majesty's Penitentiary and continued assistance as they transition back to the community.

As we conclude another successful year, I offer my warmest thanks to everyone who contributed to the Society in 2023-24 including our board of directors for their leadership, our committed staff, and volunteers as well as our funders and other community organizations. We look forward to the future challenges and meeting them head on to better serve our participants and the wider community.

Cindy Murphy, Executive Director

John Howard Society of Nova Scotia

Housing remains a critical priority in Nova Scotia, and significant funding has been allocated to its development. Our organization has taken a leading role in this effort, acquiring 40 beds over the past two years. We have ambitious plans to further expand housing options across the province over the next two to three years.



Leisha Seymour
Executive Director

In terms of operations and programs, we have made several key advancements. Recently, we acquired a 10-bed house in Halifax to address the housing needs in that region. Additionally, we are in the process of developing a 100-unit housing complex that will feature a mix of supportive, transitional, and market-rate units. We are also working on a 16-bed housing project to further support the community. Furthermore, thanks to a grant from Employment and Social Development Canada, we will be offering employment training focused on construction skills through tiny house builds. As our organization continues to grow, we are exploring new office locations, having outgrown our current space. Another significant development is our negotiation to become the service provider for a pilot Stabilization Center, which will offer a safe alternative to jail cells for street-involved individuals who need a place to sober up.

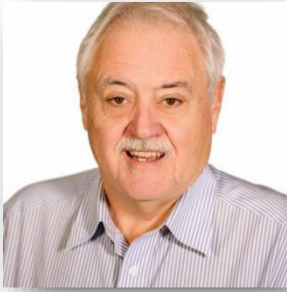
Financially, we are projecting an annual operating budget of \$5.5 million for the year 2024. This budget will allow us to continue expanding our services and meeting the needs of the communities we serve.

Our administration and human resources have also undergone significant changes. We now employ 72 staff members, comprising 42 full-time employees and 30 part-time, casual, or contract workers. As part of our restructuring from a regional to a provincial focus, we have established a Senior Leadership Team and created new positions, including Director of Human Resources and Administration, Director of Finance, Director of Operations, and Director of Strategic Projects. We have also set strategic priorities and are now beginning the process of operationalizing them into a comprehensive plan.

Lastly, we would like to propose that Nova Scotia be considered as the host province for the 2025 National AGM, reflecting our commitment to leadership and collaboration on a national level.

Leisha Seymour, Executive Director

John Howard Society of Prince Edward Island



Keith Hillier,
Executive Director

The past year has been one of significant growth and change for the John Howard Society of PEI (JHSPEI). We have worked hard to broaden our services, build new partnerships, and strengthen our operations to better support marginalized communities across Prince Edward Island. Through our collective efforts, we have enhanced our impact in the areas of restorative justice and housing assistance.

This report, presented on behalf of the staff and Board of Directors, highlights the strides we made in the fiscal year 023/2024.

Human Resources

Over the past year, JHSPEI made significant advancements in our human resources infrastructure. To meet increasing service demands, we expanded our staff from 4 to 12 employees and introduced a volunteer policy to maximize volunteer contributions. We prioritized staff well-being by improving health insurance and launching an Employee Assistance Program (EAP), which contributed to recruitment and retention efforts.

Additionally, we developed a Human Resources Handbook and improved our health and safety policies to ensure consistent management and safety practices across the organization and introduced an Employment Equity Strategy, which reflects our commitment to diversity and inclusivity. Throughout the year, we fostered a healthier and collaborative work environment.

Operations

2023 was a year of operational milestones for JHSPEI, marked by the restoration of our credibility as a trusted service provider and community partner. We solidified relationships with provincial and municipal governments, hosting Coordinated Access workshops in June and November 2023 to help address housing challenges faced by marginalized populations in various PEI counties. New contracts were signed with the Province of PEI, including a notable agreement to provide case management services at a transitional residence.

JHSPEI secured a four-year contract with Housig, Infrastructure and Communities Canada to offer Wraparound Housing services for veterans, while our role as the Community Entity for PEI was confirmed for another four years. Our work within the Provincial Corrections Center continued with a renewed contract to provide employment counseling services for inmates preparing to re-enter society.

Our operations expanded to include new initiatives aimed at enhancing support for vulnerable individuals. We initiated discussions with educational institutions to offer digital learning opportunities to inmates and participated in a Pan-Atlantic proposal to provide case management for individuals battling addictions. In addition, in May 2023 we introduced new programs to provide clothing to recently released inmates and assist individuals participating in the Records Suspension program.

In 2023, we successfully led the Prevention and Diversion Program, a pilot project funded partly by the Province and the Federal government, which helped more than 190 low-income individuals at risk of homelessness access funding for prevention and diversion from shelters.

The success of our CRA Volunteer Income Tax Program was notable, growing from services less than 100 individuals to assisting

more than 450 people with tax preparation. We also partnered with Service Canada on a pilot project to help marginalized individuals access federal benefits like CPP and disability pensions.

Also, for the first time we launched a successful social media campaign on Meta that heightened awareness of our aservices and improved our public perception.

Administrative Achievements

On the administrative front, in 2023 JHSPEI enhanced its operational effectiveness through the implementation of a new Strategic Plan and Operational Plan. These frameworks have guided our growth and ensured that we remain aligned with our mission and objectives. To further improve organizational efficiency, we integrated modern



technological tools such as Odoo to streamline our business processes and improve our service to clients. Our financial management remains strong, with all invoices paid on time and our auditors providing an unqualified opinion of our financial statements.

To support the Board of Directors in making data-driven decisions, we developed a statistical dashboard that offers valuable insights into our programs and operations. Our commitment to advocacy also continued, as we made a submission to the Government of PEI's pre-budget consultation, addressing gaps in the province's restorative justice programs.

JHSPEI's leadership participated in both national and regional meetings of executive directors, and we provided strategic support

and secretariat services to key advisory boards, including the Charlottetown Outreach Center's advisory committee.

Lastly, we ran an impactful John Howard Week program in March 2024, featuring podcasts spotlighting community organizations, a television interview, and an extensive social media campaign.

Looking Ahead

As we look toward the next fiscal year, JHSPEI remains focused on expanding our reach and deepening our impact. We are exploring the possibility of establishing a social enterprise in PEI to further support marginalized populations. With our strong foundation of partnerships, dedicated staff, and community engagement, we are well positioned to continue delivering essential services and advocating for those in need.

Connor Mullin, President

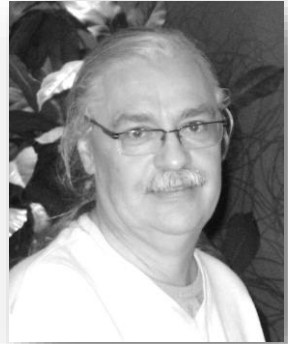
John Howard Society of New Brunswick

This past year has been another very busy and exciting year for the John Howard Society of New Brunswick Inc. It seems as though the year has passed by in the blink of an eye.

As always the fifteen branches and affiliates are the face of the John Howard Society in their community. There is unwavering commitment to the work of the John Howard Society is an inspiration to the team within the Provincial Society.

They work tirelessly providing services within and beyond the criminal justice system. Their activity is essential to all of us and the Provincial Society looks forward to continuing project activities together in the next year.

This year was the completion of our project called. Youth Isolation to Inclusion Program. This adaptive service engaged youth 15-24 who had experienced the highest levels of adversity, at risk of harm to themselves and others, yet slipped through the cracks. We were excited to announce a research project with the John Howard Society of Canada Inc. to document John Howard Society Programs being delivered to Indigenous people across Canada. We also secured a Youth Employment Service Strategy for Indigenous youth (18-30 years) who experienced a myriad of barriers to employment success. We also renewed the Provincial Awakening Cultural Identity and Spirituality contract where traditional Elders work to address the unique needs of aboriginal offenders.



***Bill Bastarache,
Executive Director***

As we continue to work for those in conflict with the law and their families we are encouraged that our input is being requested more and more by the Province's Justice & Public Safety Department. We are extremely grateful for the Department's return of the Provincial contract which provides much needed resources to drive our mission and support our operations.

Collaboration is at the heart of nearly everything we do. The Provincial Society sincerely appreciates the ongoing opportunity to collaborate with the Executive Directors of the John Howard Societies in Atlantic Canada. There is a real commitment to provide opportunities and services as the role of a catalyst, connector, and initiator.

On a sad note, we lost one of the great pillars of the John Howard Society of New Brunswick Inc., Joe Coughlin, who worked tirelessly for years to support people who were in conflict with the law. He served on the local, Provincial, and National Board where he served his distinctions with his unique sense of humor.

In closing, I would like to thank our Board of Directors and team members whose generous support over the past year helped us to carry out our mission and strategic goals.

Bill Bastarache, Executive Director

The John Howard Society of Quebec

This year was undoubtedly marked by resilience, adaptation, and determination in the daily work with vulnerable and marginalized individuals. Working with people deeply affected by life, interacting with them, and finding solutions to help them regain control of their lives is no easy task. We must treat each person with justice and humanity, respecting their journey and individuality, with the goal of serving the organization's mission.

Once again this year, I would like to express my gratitude for the loyalty and daily ethics of my team, who have enabled us to support and assist these vulnerable and marginalized individuals. Special thanks go to Camila, Claudio, Louis-David, Marc, Daniel V., Maxime, Annie, Nathalie, Roberta, Isabella, and Marion. I have no doubt that this dynamic will be passed on to our new recruits, Élisabeth and Gabriel.

As with the previous year, this one was somewhat affected by staff retention issues. We met several extraordinary people, but they could not stay with us. Added to this challenge is the issue of insufficient and non-recurring funding. Along with the board of directors, we regularly assess employee benefits and working conditions to offer the best possible conditions and a healthy environment.

The prison environment is dark and degrading, and individuals coming out of detention are marked for life by this experience. We have observed that, whether after a short or long period of incarceration, whether rehabilitated or not, a person will always bear the scars of their prison experience. Some people can detach from this past, while others carry it with them for life, no matter

their path. We aim to be present, with dignity and justice, to support them in this long process toward true freedom.

In our daily work, we place our trust in the people we interact with, even though that trust is sometimes broken. We always strive to guide them toward stable and secure relocation.

I would also add that volunteers and participants are an integral part of our development. We take their feedback and suggestions for improvement into account. This is why we have improvement projects that will be carried out in collaboration with volunteers.

Samira Figuigui, Executive Director

The John Howard Society of Ontario



Christin Cullen,
Chief Executive Officer

Thank you for taking the time to review our Member Report. We are excited to share the highlights and insights from our past year, along with our strategic vision for the future of JHS Ontario.

Guided by our commitment to human justice, this year we embarked on building a new three-year strategic plan. It will shape our activities in alignment with our core mission of effective, just and humane responses to crime and its causes. Our new

strategic direction comprises three foundational pillars. First, we are focusing on leveraging the collective impact of our local offices across the province, fostering seamless knowledge transfer and enhancing collaborative goal-setting. Second, we are concentrating on building JHSO's organizational capacity, exploring sustainable resources and prioritizing the well-being and development of our team. Lastly, we are amplifying our impact to drive positive change in the criminal justice sector at a systems level in Ontario.

Deepening our relationships and working in new ways with our partners serving Black and Indigenous populations, 2SLGBTQIA+ folks, people with disabilities, people who use substances and other identities that intersect with justice involvement are key priorities of our team. This collaborative approach will help to ensure JHSO's research, policy and public education work remains relevant, responsive, and informed.

This year we are also excited to be engaging in community-building within our neighbourhood. With support from the City of Toronto's

StreetART initiative, we are proud to be collaborating with neighbours and young emerging artists in our surrounding Regent Park and Moss Park neighbourhoods to develop a community mural on our building's exterior wall. We have held several community engagements, including a recent block party to solicit feedback from community members and celebration the launch. Our mural is set to launch in Spring 2025.

At the beginning of the year, JHSO released the report, Not in My Workplace: Addressing Workplace Exclusion of Individuals with Criminal Records. JHSO collaborated with a research team led by Dr. Kemi Anazodo to conduct a comprehensive survey administered to 400 hiring managers across Canada. The report outlined findings on the perspectives of hiring managers on hiring individuals with criminal records and recommendations to create a more inclusive employment landscape.

The report garnered considerable media attention including an exclusive with CBC News (the #2 most read article on their website the day of launch), national CBC radio syndication, local radio shows and a piece in Reuters that was picked up internationally. It also generated a lot of engagement on social media channels, including X, LinkedIn and even discussions on Reddit.

Following the report, JHSO hosted an event in partnership with Black Opportunity Fund and Linked IN. The event included a moderated panel discussion, and presentations on Fair Chance Hiring as a tool for unlocking talent and was well attended by leading Canadian private employers.



Ron Cuthbert
Board Chair

This year, JHSO also released the report,

“Locked up. Locked Out: The Revolving Door of Homelessness and Ontario’s Justice System”. The report demonstrates how justice system involvement is a leading cause – and result – of housing loss. Drawing from data gathered from 175 individuals with experience of homelessness and justice involvement, researchers found that 41% of survey participants reported that their most recent experience of housing loss had been caused by justice involvement. Once homeless, study participants became caught in a cycle of being reincarcerated because they were homeless and released from jail directly into homelessness. The report calls on the provincial government to establish dedicated housing options for people exiting the justice system to address the unprecedented levels of homelessness in communities across the province and to stop the revolving door of justice, by building safer and stronger communities across Ontario.

Lastly, we dedicated substantial time this year collaborating on national issues like reintegration with the exceptional team at JHS Canada and our JHS provincial partners. We convened in various provinces to explore and address the numerous shared goals and challenges we collectively aim to solve.

As we reflect on our organization’s achievements, we recognize that none of our work would be possible without our incredible team, Board of Directors, volunteers and interns. We are also ever thankful for the donors and funders that allow us to continue making a positive impact on Ontarians. With gratitude and enthusiasm, we look forward to another year of impact in the justice sector and elevating the communities we serve.

Christin Cullen, Chief Executive Officer
Ron Cuthbert, Board Chair

The John Howard Society of Manitoba

Looking back over the past year, the most formative experience for me so far has been spending time with program participants inside Stony Mountain Institution with our Healing and Harm Reduction Substance Use program.

Visit Inside

I witnessed a circle of men supporting each other in their common goal of dealing with addictions. Well, to be fair, some were more motivated than others. But each of them was locked in custody facing tremendous barriers to feeling healthy, happy, and human.

I understand people make mistakes, end up in conflict with the law, and wind up in prison. But that's not the whole story. These are our family members, our community members, and our fellow citizens. Our society also makes mistakes—this may surface as a crisis of deaths from toxic drugs, people living in tents on riverbanks, or outbursts of violence from mental health breakdowns—and we can do better to support individuals unduly harmed by our collective neglect.

I find it meaningful and encouraging to work with a dedicated team of staff, volunteers, students, and board members to address the negative outcomes of our common neglect. Here are some highlights:

Programs

As this fiscal year came to an end, the funding for our four-year Healing and Harm Reduction program came to an end. Fortunately, we were approached by staff from Manitoba Liquor and Lotteries and we have found a way for the program to continue, in a reduced capacity for now.

Our halfway house for people on parole, the Four Healing Roads Lodge, began offering in-house Elder services and contracted with an Indigenous Activity Coordinator.

At the start of this fiscal year, our Literacy instructors were finally able to re-enter the Winnipeg Remand Centre for programming. And new this year was literacy instruction to groups of people inside Stony Mountain Institution as well.

Training

Thanks to a grant from the Government of Canada's Community Services Recovery Fund, we were able to offer a series of staff training sessions. These included workplace safety, naloxone injections, diversity training with the Rainbow Resource Centre, and a full-day symposium with about 150 people from 35 different community-based organizations at the Fort Garry Hotel (complete with opening remarks from the Province's Minister of Justice).

HR, communications, union

To assist with staff changes and facilitate a vibrant work environment, we hired Matt Sciangula from HR Matters! To assist with grant writing, event planning and communications, we hired Samantha Klassen. The collective agreement that guides worker-management relations was overdue for renewal, and we signed a new deal for three years, including wage increases, benefits, and plans for new policies on flexible work hours and working from home.

Rewarding

I continue to find this work rewarding. It's gratifying to connect government and foundation funding with program delivery, to connect donors who care about those at the margins with caseworkers who welcome people into circles of support—all with the goal of animating a slumbering status quo towards paths of liberation.

Aiden Enns, Interim Executive Director

The John Howard Society of Saskatchewan

This has been another very busy year at the John Howard Society of Saskatchewan. There is much to celebrate and none of it would be possible without the hard work and dedication of our staff and volunteers.

Here are some highlights from across the organization over the past year:

Collaborative Partnerships:

- Participation in the Saskatoon Shelter Task Force, Cold Weather Strategy, Extreme Heat Emergency Response Team, the Saskatchewan Restorative Justice Network, the Community Advisory Board for Reaching Home in Saskatoon, the Coordinated Access Tables in Regina and Saskatoon, MSS Youth Home provider tables, and the Missing Person's Task Force, and more.
- Accepting so many in-kind donations from generous, community-minded individuals and business to help support our clients.
- Uniting our voices with friends at Pro-Bono Law, CLASSIC Law, and the Elizabeth Fry Society in advocating for the needs of inmates.

Education/Advocacy:

- JHSS's Public Legal Counsel (Pierre Hawkins) has been involved in cases that will be heard by the Supreme Court of Canada and have a chance to make systemic change in the Canadian justice system.
- Being featured in more than 60 positive media stories, using our voice to advocate for those we serve.

- Hosting a Reconciliation and Restorative Justice Conference in Moose Jaw with nearly 100 attendees.
- Gladue Reports were written for several of our clients.
- Staff attended many different community events, conferences and training opportunities. Working with John Howard Society of Canada and other John Howard Societies from across Canada to help shape the Federal Framework to Reduce Recidivism.

Promotion:

- Recognizing community partners with Restorative Justice Week awards.
- Taking part in Pride celebrations across the province, including an awesome float in Regina's Pride Parade.
- Taking part in National Indigenous People's Day celebrations across the province.
- Celebrating John Howard Society Week.
- Updating our website.
- Many community presentations.
- Having our work at Lulu's Lodge recognized in the Saskatchewan Legislative Assembly.

Service Delivery:

- Starting a new, co-ed youth home in Moose Jaw.
- Expanding our Supported Independent Living Program to PA.
- Preparing the Dufferin Ave apartment building to house youth in Saskatoon.
- Solidifying the Youth Advisory Team in Regina.
- Developing Integrated Youth Services across Saskatchewan.

- Developing our Record Suspension Services program across Saskatchewan.
- Expanding our summer youth cultural camp.
- Opening a new 15-bed shelter in Moose Jaw.
- Staff and clients took part in cultural activities, music festivals and sporting events.
- Staff have worked hard to make sure celebrations like birthdays and Christmas are special for our clients.
- Developing a client feedback survey for youth in our homes.

Human Resources:

- Staff took part in employee appreciation BBQ's and holiday parties.
- Many nominations of co-workers came in for JHSS Spirit Awards, which are given to JHSS employees who are nominated by their co-workers for consistently going above and beyond to support their clients and co-workers through their dedication, integrity, and hard work.

We recognized staff during John Howard Society Week 2024 with awards for their excellent work.

Sustainability:

- JHSS invested in staff, increasing wages at JHSS by 2% in 2023. (This was in addition to a 5% increase in front line wages through 2022).
- JHSS invested in our properties, including renovations and upgrades to several of our homes. We also updated the Saskatoon office to include a drop-in space and accessible washroom, finished renovations on a recently purchased apartment complex in Saskatoon, leased a new office in

PA, and purchased a new Integrated Youth Services/Provincial Office in Regina.

- Walk The Walk 2023 was a very successful fundraising campaign for Lulu's Lodge in Regina, allowing us to create a full-time caseworker position for the home.
- A new fee-for-service arrangement has been developed with the Ministry of Social Services for youth in the care of the ministry who stay with us at Lulu's Lodge.
- Many other donations from community-minded businesses and individuals.

Innovation:

- The continuation of Office Sharing Circles, hosted by Heather Monus over the lunch hour at PO/Regina Office.
- The introduction of a Culture Space in Saskatoon Office.
- A Staff Exchange JHSS send two staff to JHS Manitoba to learn from their work.
- Some managers are becoming a Public Notary to help administer our Record Suspension services.
- JHSS's Board of Directors met in La Ronge in February. While there, we met with representatives from Lac La Ronge Indian Band and the Ministry of Justice. The Board also had time to review JHSS's Strategic Plan and think about how JHSS might better serve communities in the North.

If not us, then who?

JHSS's greatest successes are those of our clients. This year saw JHSS staff touch the lives of so many people in our programs. Youth in our homes pursued secondary education. Staff helped clients tell their own story through Gladue reports. JHSS joined voices with partner organizations to advocate for issues that matter to those we serve. Through our Public Legal Counsel, JHSS has been able to weigh in on important court cases. Adults in our programs are finding housing and getting on the path they want to be on.

JHSS is helping make a real difference in the lives of many. None of this would be possible without the hard work and dedication of our staff and volunteers.

Thank you to everyone who has made this year possible, and we wish you all the best in the coming year!

Shawn Fraser, Executive Director

Jennifer Angus, Board Chair

The John Howard Society of Alberta

The John Howard Society of Alberta (JHSA or Provincial Office) is celebrating its 75th anniversary in 2024 as an incorporated Society. Since its inception, the JHSA has been dedicated to understanding the true nature of criminal activity and alleviating the risk factors associated to offending and creating safety and harmony in our communities.



*Chris Hay,
Executive Director*

Over the past 75 years the JHSA has gone through many milestone changes which has propelled the Society forward. However, our overall vision of a socially just, harmonious and safe community and our mission of advancing the work of the John Howard Societies across Alberta through promotion, research and public education on issues of public safety and crime prevention has not changed. To reach our mission and work toward our vision, the Alberta Provincial Office has/had several specific goals for the 2023/24 years that were realized. A non-exhaustive list includes activities directly related to the John Howard Society of Canada 5-point plan, hosting our 6th Biennial Criminal Justice International Symposium in May 2024, to produce primary and secondary research into the causes and consequences of criminal behavior, comment on and participate in changes to criminal justice legislation, and to continue to work with Government and our other stakeholders on various research initiatives and public legal education activities.

The strength of the JHSA is best demonstrated through the work and dedication of its Local Societies in Alberta. While the core

mission of the Local Societies lies with the client services and programs that they provide daily to Albertans, their work develops from an evidence-based or research approach, which the Provincial Office supports. We do so by providing valid and reliable criminological research and evidence, by supporting programs through rigorous evaluation, and by bringing all stakeholders together toward the common cause of creating safer communities.

It continues to be a pleasure to work with our justice partners to create safety and harmony in our communities. We could not have succeeded without our Provincial and Federal Government partners along with the support of other like organizations and the community as a whole.

Chris Hay, Executive Director

The John Howard Society of British Columbia

British Columbia's (BC's) provincial and regional John Howard Societies do their work on the many traditional lands and unceded territories of Indigenous peoples across the province. We work respectfully, foster relationships and offer support and partnership with Indigenous peoples and organizations as appropriate and invited. We acknowledge the harms to Indigenous peoples caused by colonialism and systemic racism, and the rights of Indigenous peoples to pursue better social and criminal justice outcomes.

The John Howard Society of British Columbia (JHSBC) began the year with the renewal of our Strategic Plan and confirmation of our Mission – to champion better options for people who experience social injustice or are involved in the criminal justice system.

Early in 2024, JHSBC received a grant from BC's Ministry of Public Safety and Solicitor General to conduct four public consultation sessions around the province to inform improvements in police governance, oversight and practise. We made particular efforts to consult in places where these kinds of efforts do not typically reach and to engage Indigenous and marginalized voices.

JHSBC continued to advocate on the provincial stage for our membership, partners and the people we serve. We were invited to attend BC's annual Justice Summit and to participate as a member of the provincial Justice and Public Safety Advisory Board. We encouraged government members to think more proactively about the impacts of their policy, funding and contracting decisions on the community organizations who provide most of the vital services that support better social and criminal justice outcomes. We advocated for approaches that take stronger account of the human rights of people involved in the criminal justice system.

It was a year of expansion for JHSBC's record suspension program, including new partnerships with provincial employment program providers, local municipalities, urban Indigenous organizations and First Nations. In the fall of 2023, JHSBC opened Bolivar Heights House in Surrey BC, a four-bed residential facility offering short-term transitional housing for low to medium risk individuals referred by the Canada Border Services Agency under the Community Case Management Service program.

JHS affiliates in the Okanagan Kootenay, Victoria, northern BC and north Vancouver Island continued to grow while providing crucial direct services around the province.

The John Howard Society of Okanagan Kootenay (JHSOK) experienced a tremendous growth spurt this past year. Significant mid-year portfolio growth included: Moosejaw House Group Home; STEP Place Small Home Community; and APT – a Person-Centred training to employment program. From JHSOK's 2023 Annual Employee Engagement Survey: 91% of employees report being proud to work for JHSOK and 97% report that their work is meaningful. Eighty-eight percent of employees affirmed that the JHSOK training has improved their skills and confidence. Eighty-seven percent of employees reported feeling safe at work and prepared to handle health and safety situations.

JHSOK's Housing Services Division was restructured as the agency continued to pursue its Centres of Excellence programs, improve performance and outcome monitoring goals, operationalize Culture Deck values, and enhance client care. Centres of Excellence made great strides with most of JHSOK's buildings housing participants who are best suited to the specific service each house provides. Outreach and Community Inclusion service provided supports to 167 individuals with over 47,000 hours of direct supports. JHSOK's supports help individuals find and retain housing, access detox, build community resources and provide supports for positive social

connection. JHSOK's Homeshare Services now include 18 providers supporting 21 individuals from Penticton to Salmon Arm. Justice Programs saw 432 individuals participating in Restorative Justice, Shoplifting Prevention programming, Kelowna Integrated Court, Probation Outreach, and Educational Programs offered to inmates at the Okanagan Correctional Centre.

Thanks to the energy, expertise, and commitment of their staff, the John Howard Society of North Island (JHSNI) offered in-depth support and services to more than 3,700 individuals and families over the past year and additional brief services and groups to at least another 1,900. In May 2023, JHSNI's IT network was attacked by hackers. Although this was massively disruptive, the agency has rebuilt its systems more securely.

Following leadership changes in the fall of 2023, JHSNI's board of directors engaged a recruitment firm to help in the search for a new executive director. On August 1, 2024, JHSNI was very pleased to welcome Tyler Fainstat into this role. The staff team is excited to work with Tyler to continue providing excellent service in Campbell River, the Comox Valley, and other North Island communities.

In BC's northern region, the Northern John Howard Society of BC (NJHS) had continued success operating its transitional housing facility in Prince George. NJHS exploring new options to expand the "STOP Taking it out on Your Partner" program, including innovative delivery models to reach remote communities. NJHS is excited about building on STOP and the northern record suspension program to expand its relationships with First Nations in the north.

In the spring of 2024, the John Howard Society of Victoria (JHSV) broke ground on the construction of 28 beds of new transitional housing in downtown Victoria. The facility will provide a foundation of support for independence and dignity while

individuals secure permanent housing. Tenants will have access to amenities like a social enterprise coffee shop, organic vegetable stand and shared spaces. Wrap around supports will be provided by the JHSV team and will connect clients to community partners, access to health care, and other social services.

JHSV also took on the management of Guthrie House, a 48-bed therapeutic community located within BC's Nanaimo Regional Corrections Centre. Community residents are serving custodial sentences and are housed separately from the rest of the correctional centre. The community combines work, treatment, counselling and around-the-clock behavioural modelling to address the root causes of addiction and give residents a chance at a new beginning.

We are pleased to share our progress and look forward to the coming year!

Mark Medgyesi, Executive Director

The John Howard Society of Canada National Awards

Community Service Award

Cindy Murphy – JHS Newfoundland and Labrador

Cindy was recognized with the award for her exceptional leadership, dedication, and lasting impact on the John Howard Society of Newfoundland and Labrador (JHNL) over her 30-year career. Starting as a volunteer in 1992 at Howard House, Cindy co-founded a highly successful addictions program that became available to all residents of the halfway house.

Her unwavering commitment to JHNL was acknowledged early, with the director praising her efforts as “truly extraordinary.” After being hired part-time in 1993, she continued volunteering in her off-hours, and by 1995, she became a full-time staff member.



*Cindy Murphy,
Award Recipient*

In 2006, Cindy took on the role of Executive Director, leading the organization to new heights. Under her leadership, JHNL significantly expanded its programming and services, particularly through her ability to build partnerships with other agencies whose work aligned with JHNL’s mission. These collaborations improved access to community programs and essential services for clients, including involvement with the Housing and Homelessness Network and the Premier’s Council on Crime and Community Safety. Cindy’s commitment to addressing housing needs led to securing funding for and overseeing the construction of a 10-bed supportive housing facility, which opened in 2017.

Cindy's contributions extended beyond JHNL as she served on numerous influential committees and networks, including the Atlantic Halfway House Association and the National Youth Justice Network. Her work was also instrumental in the Family Violence Treatment Courts in St. John's and Stephenville, where JHNL provided the treatment component.

In addition to her leadership in community services, Cindy played a critical role in reforming the use of segregation in Newfoundland and Labrador's prison system. She was appointed to key committees by the Superintendent of Prisons, including the 2016 Review Committee on Disciplinary Segregation and the 2019 Review Committee on Administrative Segregation. The recommendations from these committees resulted in tangible reforms, including reducing the use of solitary confinement, improving conditions for segregated inmates, and increasing access to meaningful services while in segregation. These reforms have had a lasting impact on the province's correctional system, directly benefiting inmates.

Cindy's career has been marked by her unwavering dedication to improving the lives of those impacted by the criminal justice system. Her leadership, vision, and ability to build relationships have transformed JHNL from a small local organization into a nationally recognized professional entity with over 100 staff members. Her contributions to the organization and the broader community have been nothing short of extraordinary, making her a deserving recipient of this prestigious award..”

Community Service Award

Hank Mathias – JHS BC

Hank Mathias has served on the JHS Victoria board for eight years and on the JHSBC board for seven years, including three years as board chair (president). It has been, however, his service over the past three years as chair of the JHSBC board that has truly seen him go above and beyond to help the organization successfully navigate one of the most challenging chapters in its history.

In mid-2020, with the world still in the throes of the COVID-19 pandemic, JHS Lower Mainland announced that it was leaving the JHSBC fold and was eventually followed by JHS Thompson Okanagan and JHS Nanaimo. During the same time, JHSBC's board chair abruptly resigned. With the executive director and management functions supplied by JHS Lower Mainland needing to be replaced, the board without a leader and almost half of our affiliates gone, Hank bravely stepped up to take over the role of chair and lead the organization through this tumultuous time.

He found a new executive director, helped build a new management function from scratch, worked with JHS Victoria to secure financial and logistical support to get JHSBC back on its feet, recruited new board members to replace those who had left and helped guide the organization through a years-long legal process with JHS Lower Mainland to a successful outcome.

Over the past three years, he has dedicated a colossal amount of his personal time to helping JHSBC overcome this extremely challenging period – and he has done so with unfailing optimism and his trademark sense of humour. That JHSBC now finds itself in the desirable position that it does – with a solid management team in place, a growing list of government contracts, an expanding service area and all litigation settled in its favour – it is because of the sound leadership and tireless efforts of Hank Mathias.

***Jim MacLatchie Award for Exceptional Contributions in the
Field of Community Corrections***

Bethany Knox – JHS PEI



***Bethany Knox
Award Recipient***

Bethany Knox was honored with the Jim MacLatchie Award for her outstanding contributions to the field of community corrections, particularly for her leadership in the development and implementation of restorative justice programs in Prince Edward Island. Over the course of more than a decade, Knox has built a remarkable career across various regions in Canada, gaining extensive

experience in restorative justice, mediation, and community corrections. This diverse background allowed her to bring innovative solutions to PEI, where she has been instrumental in establishing the province's Restorative Justice Program, which was launched in 2021.

Knox's work has centered on creating a system that prioritizes the needs of both victims and offenders, focusing on victim-centered approaches, flexibility, and inclusion. Her restorative justice model is designed to address the harm caused by crime and facilitate healing and dialogue between victims and offenders, often in serious and violent cases. By allowing victims to have a voice in the process and enabling offenders to face the consequences of their actions, Knox has contributed to fostering a system that not only reduces recidivism but also strengthens the community by promoting accountability and reconciliation.

Beyond her work in PEI, Knox has been an advocate for restorative justice at the national level. Her leadership and expertise have been recognized across the country, where she has contributed to policy development, facilitated mediation, and provided training to others in the field. Since returning to PEI in 2017, Knox has also collaborated with Justice Canada, the Mi'kmaq Confederacy, and various other stakeholders to expand restorative justice programming to benefit a wider range of individuals in the justice system. Her efforts have been vital in shifting the focus of the justice system from punitive measures to restorative practices.

In addition to her work on restorative justice, Knox has demonstrated a strong commitment to community engagement, volunteering her time to mentor others and serving on the board of the Community Legal Association of PEI. Her dedication to creating a more humane and effective justice system has made a profound difference in the lives of many individuals and families in PEI and beyond. The John Howard Society of PEI nominated Knox for the Jim MacLatchie Award as a recognition of her tireless work and her exceptional impact on community corrections, making her a deserving recipient of this prestigious award.

Wilkinson & Co. Ltd.

CHARTERED ACCOUNTANTS

785 Midpark Dr., Suite 201, Kingston, Ontario K7M 7G3

Telephone (613) 634-5581 Facsimile (613) 634-5585

Website: www.wilkinson.net

Financial Statements

THE JOHN HOWARD SOCIETY OF CANADA

For the Year Ended March 31, 2024

THE JOHN HOWARD SOCIETY OF CANADA
Statement of Financial Position as at March 31, 2024

	March 31, 2024			2023
	Operating Fund \$	Senator Hastings \$	Total \$	Total \$
Assets				
Current				
Cash	604,375	997	605,372	541,215
Short Term Invest	570,900	306,828	877,728	838,942
Accts. Receivable	1,417,598		1,417,598	606,753
Prepaid Expenses	5,449		5,449	65,449
	2,598,322	307,825	2,906,147	2,052,359
Tangible Capital Assets				
	11,480		11,480	16,072
	2,609,802	307,825	2,917,627	2,068,431
Liabilities				
Current				
Accounts payable and accrued liabilities	859,143		859,143	196,890
Deferred revenue	250,571		250,571	198,266
	1,109,714		1,109,714	395,156
Fund Balances				
Internally restricted		307,825	307,825	294,578
Investment in capital assets	11,480		11,480	16,072
Unrestricted	1,488,608		1,362,625	1,362,625
	1,500,088	307,825	1,807,913	1,673,275
	2,609,802	307,825	2,917,627	2,068,431

THE JOHN HOWARD SOCIETY OF CANADA

Statement of Revenue and Expenditures and Fund Balances at March 31, 2024

	2024			2023
	Operating Fund	Senator Hastings	Total	Total
	\$	\$	\$	\$
REVENUE				
Donations	173,664		173,664	185,588
Grant – PSCP				
Provincial Allocations	339,795		339,795	339,795
Administration	100,000		100,000	100,000
Travel Pool	70,000		70,000	70,000
Projects	392,683		392,683	243,423
CMHC				91,613
Interest	25,780	13,247	39,027	19,137
Contract – CBSA	3,028,195		3,028,195	2,422,113
Other Income				
	4,130,081	13,247	4,143,328	3,462,669
EXPENDITURES				
Bank charges and interest	2,132		2,132	1,239
Dues and subscriptions	2,182		2,182	3,658
Equipment and computer				
Miscellaneous	2,568		2,568	3,486
Grants to provincial societies	339,795		339,795	339,795
Insurance	6,866		6,866	6,193
Mail Campaign	30,587		30,587	62,325
Contract - CBSA	2,899,928		2,899,928	2,325,069
Occupancy	11,907		11,907	10,438
Office Supplies and expenses	15,596		15,596	15,447
Project Costs	145,542		145,542	95,804
Professional Fees	14,314		14,314	17,603
Publications	64		64	541
Salaries and Employee Benefits	439,753		439,753	356,446
Telephone	6,404		6,404	7,115
Travel - general	5,650		5,650	2,377
- Travel pool	80,810		80,810	69,060
- other				
	4,004,098		4,004,098	3,216,261
Surplus / (Deficit) before amortization	125,983	13,247	146,073	146,073
Amortization of property, plant and equipment	4,592		4,592	4,592
Surplus / (Deficit) after amortization	121,391	13,247	139,230	141,481
Fund Balances – beginning of year	1,378,697	294,578	1,673,275	1,531,794
Fund Balances – end of year	1,500,088	307,825	1,807,913	1,673,275

THE JOHN HOWARD SOCIETY OF CANADA

Board of Directors

Executive

Rob MacLellan	President
Janis Aitken	Past President
Alyssa Clements	Vice President
Joan Dawson	Secretary/Treasurer

Provincial Representatives

Joan Dawson	Newfoundland/Labrador
Connor Mullin	Prince Edward Island
Jane MacMaster	Nova Scotia
Alyssa Clements	New Brunswick
Jean Claude Bernheim	Quebec
Ron Cuthbert	Ontario
Zilla Jones	Manitoba
Benedict Feist	Saskatchewan
Don Cameron	Alberta
Kyle Krawchuk	British Columbia
Kimberley Doyle	Northwest Territories

National Office

The John Howard Society of Canada
809 Blackburn Mews
Kingston, ON K7P 2N6
Executive Director: Catherine Latimer
Telephone: 613-384-6272
Fax: 613-384-1847
Email: national@johnhoward.ca
Web: www.johnhoward.ca

MEMBER SOCIETIES ACROSS CANADA

JHS British Columbia

2675 Bridge Street
Victoria, BC V8T 4Y4
Exec. Director: Mark Medgyesi
ed@jhsbc.ca

JHS Manitoba, Inc.

583 Ellice Avenue
Winnipeg, MB R3B 1Z7
Exec. Director: Sharon Perrault
sperrault@johnhoward.mb.ca

JHS Ontario

342 Queen Street East
Toronto, ON M5A 1S8
Exec. Director: Christin Cullen
ccullen@johnhoward.on.ca

JHS New Brunswick

44 Peters Street
St. John, NB E2L 2Z4
Exec. Director: Bill Bastarache
wbastarache@jhsnb.ca

JHS Prince Edward Island

PO Box 1211
Charlottetown, PEI C1A 7M8
Exec. Director: Keith Hillier
keith@jhspei.com

JHS Northwest Territories

Box 1508
Yellowknife, NWT X1A 2P2
Exec. Director: Robert Hawkins
johnhowardsociety.nt@gmail.com

JHS Alberta

6909 116 St.
Edmonton, AB T6H 4P2
Exec. Director: Chris Hay
exec.dir@johnhoward.ab.ca

JHS Saskatchewan

2010 7th Avenue
Regina, Saskatchewan S4R 1C2
A/Exec. Director: Shawn Fraser
sfraser@sk.johnhoward.ca

JHS Quebec

945 Rue des Soeurs de la Charite,
Québec (Québec) G1R 1H8
Exec. Director: Samira Figuigui
direction@john-howard.qc.ca

JHS Nova Scotia

541 Sackville Dr., Suite #1
Lr. Sackville, NS B4C 2S1
Exec. Director: Leisha Seymour
Leisha.seymour@jhsns.ca

JHS Newfoundland & Labrador

342 Pennywell Rd
St. John's, NF A1E 1V9
Exec. Director: Cindy Murphy
CMurphy@jhsnl.ca

*More information about John
Howard Society offices and services
across Canada can be found on our
WEB site at:
www.johnhoward.ca

We are very grateful for the generous support we have received
from
Public Safety Canada,
and
Donations from over 1,800 individuals across Canada



"Every citizen must ultimately accept responsibility for the justice system in which they live." John Howard -1779