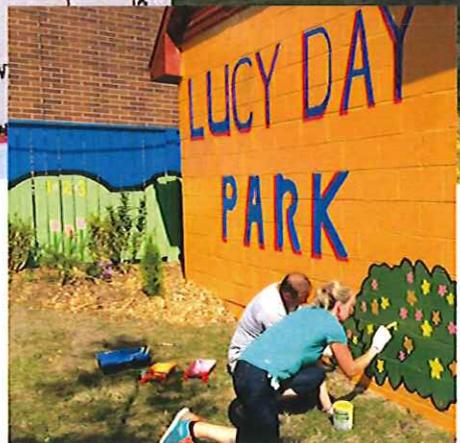
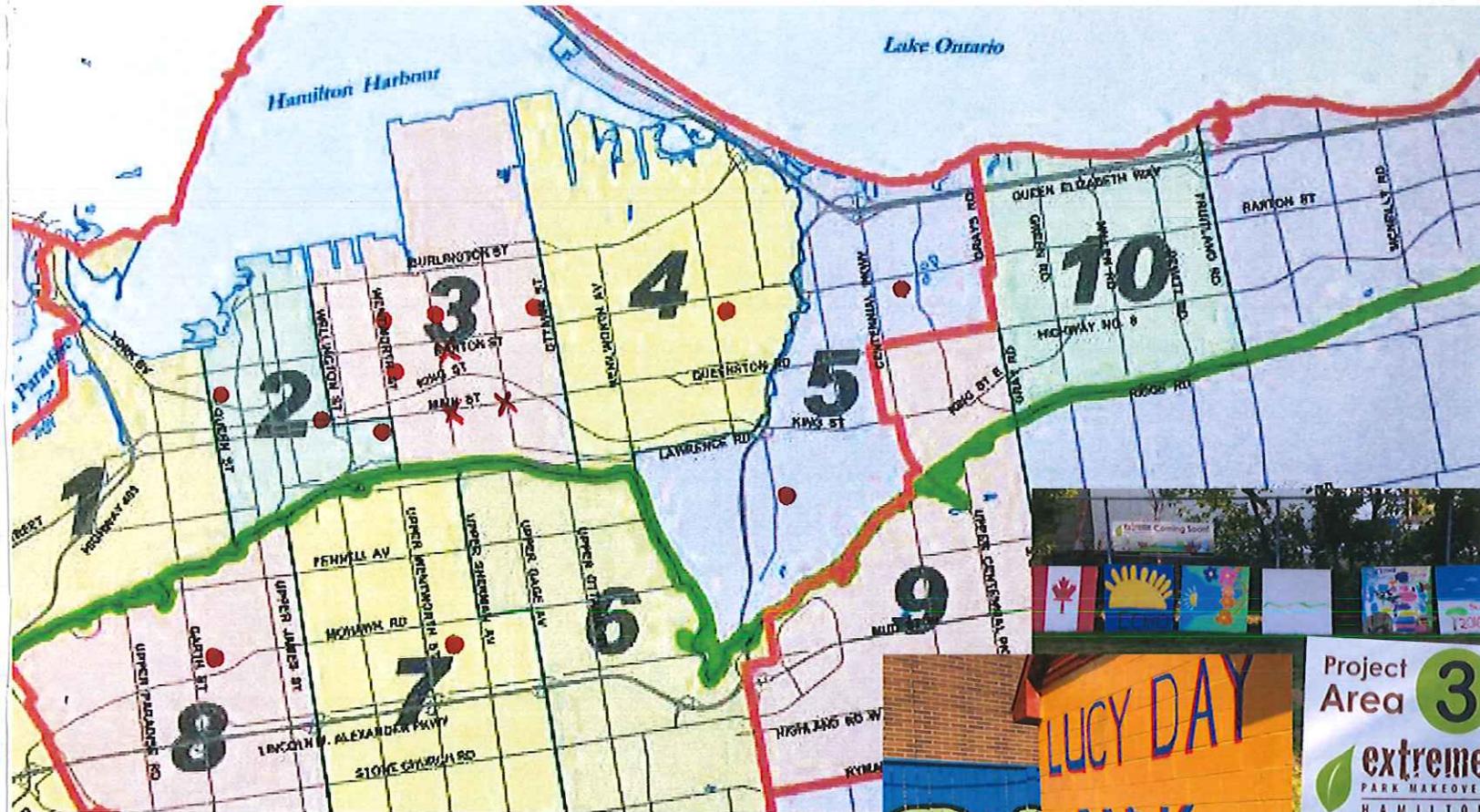


LA SOCIÉTÉ

# John Howard

SOCIETY OF HAMILTON, BURLINGTON & AREA



## ANNUAL REPORT 2016 – 2017

654 Barton Street East  
Hamilton, ON L8L 3A2

905-522-4446

[www.johnhoward.on.ca/hamilton](http://www.johnhoward.on.ca/hamilton)



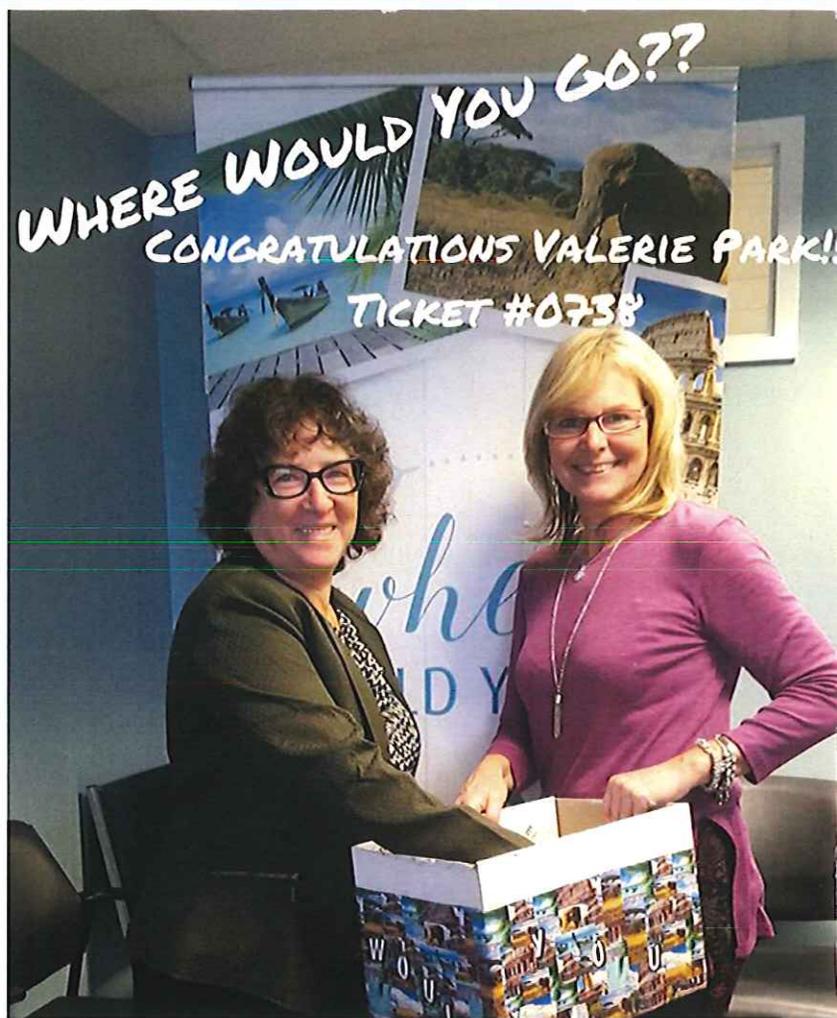
*Sippin' at the Dock of the Bay*  
**SHOW YOUR SPIRIT**  
 Wear Your Red & White

June 2, 2017 ~ 5:30pm - 11pm  
 Macassa Bay Yacht Club  
 80 Harbour Front Drive Hamilton ON L8L 0B1  
 Buy Tickets / Sponsor / Donate  
 \$50.00 Per Person  
 • Food • Live Entertainment • Dancing • Silent & Live Auction • Cash Bar

Supporting the  
**David Lane**  
 Youth Success Fund  
 in conjunction with the John Howard Society  
 Hamilton, Burlington & Area

LC LIAISON COLLEGE  
 John Howard Society of Hamilton, Burlington & Area

Follow us on Facebook  
 Help local youth break barriers and succeed in our community



# President's Annual Report 2016 – 2017



2016-2017 marks our 68<sup>th</sup> year as an agency for the John Howard Society of Hamilton, Burlington & Area. We have experienced change in leadership with Donna de Jong stepping in as the Interim Executive Director after David Lane's passing in May 2016 until January 2017 when Ruth Greenspan was hired as our new Executive Director. Thank you Donna for your ability to keep the agency functioning and working to capacity during this difficult time of loss. The agency during this period of transition was successful in expanding its Bail Services, and continues to develop and grow with this and other new programs being introduced into our services.

Recently the many volunteers of the agency were recognized at the Scottish Rite at our Volunteer Appreciation event. I was honoured to meet the many volunteers who provide services to our adults, youth and families. I was very impressed with the volunteers who spoke at the event including Alexa Seperic who sang O'Canada, Dr. Lester Krames - CIRS Volunteer, Seniors Restorative Justice Committee Member, Lisa Smith - YARD Program Mentor, Transportation Driver, Brianna Goodwin - YARD Program Participant, Tyler Henderson - David Lane Youth Success Fund Recipient. Congratulations to these individuals and the many others who contribute to our community and agency on a daily basis. The Canada 150 theme and the photo booth at the Volunteer Appreciation night was enjoyed by all.

With the hiring process for the Executive Director, we were able to receive staff feedback regarding the qualities they were looking for in an Executive Director. Staff have remained engaged in the leadership conversation. To her credit, immediately upon being hired, Ruth Greenspan made it her priority to speak with staff and seek their feedback regarding the Strategic Plan and direction of the agency. Based on this feedback, the Executive Director has identified the following areas of focus to move the agency forward: sustainable funding, a strong presence in the community, building the social enterprise, and creating a diversity plan. We are pleased to see the John Howard family doing so well under the leadership of Ruth and the Management Team. The Management Team continues to be creative in meeting the mission and vision of the agency, as evidenced by the enthusiasm and positivity of the staff and our many volunteers.

In my role as President, I have benefited greatly from the expertise and commitment of each Board Member. Their questions, insights, and expertise have been invaluable over this period of change. I would like to express my appreciation to the members of the Board for their insightful work in reviewing the new strategic plan, focusing on succession

planning of the management team, and searching for sustainable funding.

We are sorry to say goodbye to Erin Freeburn and Dr. Victor Satzewich, who have left the Board this year. Their contributions as Board Members have been outstanding. We are very pleased to have welcomed Josh Dockstator, Faith Uynmwen and Ian Grant as Board Members. Josh was originally hired to work in the YARD Program in 2013, but won a competition to become the Indigenous Counsellor at McMaster University, where he remains employed. Faith comes to us from McMaster University in student engagement, and has been interested in the work of the agency since her youth while living in England. Ian is a strong advocate for incarcerated adults and literacy, and has been involved in the work of the agency for many years.

I am pleased that the agency ended this year with a small surplus, thanks to the sound financial management and fiscal planning within the organization. Our sincere thanks to the many funders that make it all possible, including: the United Way of Halton and Hamilton, The Ontario Trillium Foundation, The Ministry of Children and Youth Services, The Ministry of the Attorney General, The Ministry of Community Safety and Correctional Services, Public Safety, The Hamilton Community Foundation, Rotary AM Club, Social Research and Planning Council through The CCP and R. and Mischa Weisz Foundation. We are also grateful for the continued support of the Hamilton Criminal Lawyers' Association, the Lawyers' Legacy Fund, Liaison College, and the Hamilton Tiger Cats, as well as a host of other individual and corporate sponsorships and donations which are all appreciated. Without this support, we could not make a difference in the lives of so many people. Thank you to Norma Stickland, Manager, Finance and Administration for her expertise in keeping all of this straight!

Thank you to all who supported me while I was President. I look forward to being the Past President over the next year. I also look forward to the many successes and triumphs we will achieve in the next year.





# Interim Executive Director's Report 2016 – Donna de Jong

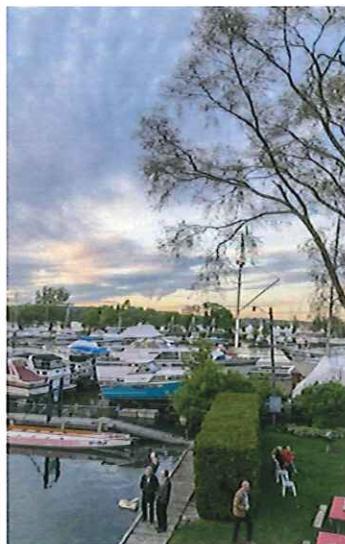
I would like to express my most sincere thanks to the staff, Board and volunteers of the agency for their dedication and support through a very difficult year. As we learned to “sail the ship” without David Lane at the helm, the seas were sometimes rough, but we made the journey together.

While the year had its share of challenges, there were also many successes. The agency received funding from the Ministry of Advanced Education and Skills Development to facilitate the second cohort of the pre-apprenticeship welding program.

We received additional funding from the Ministry of the Attorney General to enhance our Bail Verification & Supervision Program to provide additional supports in the areas of mental health, youth bail and housing. This expansion saw us add a location for this new program and we are now located additionally at 8 Main Street East in Hamilton. We also held our first “Where Would You Go” fundraising raffle, the lucky winner won a \$4000 travel voucher.

In January 2017 we welcomed Ruth Greenspan to the JHS family as our new Executive Director. As a staff team we are very much looking forward to Ruth’s leadership and guidance in the years to come as she brings a wealth of skill, experience and expertise to the agency.

Donna



— ENDLESS KNOT —  
*This knot represents a never ending connection, a symbol of eternity, harmony & endless love.*  
*The intertwining of both the past & the present, unifying both the giver & recipient with no beginning & no end, links our fate, binds us together.*  
— Ornemental Glass  
greenecore

# Executive Director's Report

## January 3, 2017- March 31, 2017

### Ruth Greenspan

I am honoured to be the Executive Director of such an incredible agency. Thank you Donna for your work as the Interim Director and for your expertise, guidance and support as I transitioned into the position.

I would like to also acknowledge David Lane who was a committed and passionate predecessor. The garden at the back of 654 Barton has a statue dedicated to David by his family, and many events, meetings and barbeques have been held there during this past year. The Liaison College Youth Success fund has been named, the David Lane Youth Success Fund, and continues to support clients in their quest for post secondary education. When I became the Executive Director I decided I could never fill David's shoes, I just wear different ones.

I am in awe of the passion, expertise and dedication of the staff, Board and volunteers of the John Howard Society of Hamilton, Burlington and Area. This highly motivated group of individuals, have made my transition as the Executive Director fairly smooth. Thank you to everyone and a special shout out to Donna de Jong, Don Trebilcock and Joe Fiorucci for your expertise, patience and support helping me move forward in my role, and answering my endless questions.

The staff at the agency are and continue to be the anchor of the agency. This team was crucial in sharing with me their hopes and dreams and challenges with the agency as I created a strategic plan for the organization. I learned that for many the priorities were; sustainable funding for the agency

and YARD in particular, creating more of a presence in the community, creating an agency diversity plan and more of a focus on social enterprise. These priorities have been woven into the Strategic Plan for the Agency.

It is wonderful to experience the staff being involved and providing leadership to make the agency a creative and empowering place to work. Staff are involved in numerous internal committees, community based committees and task forces, neighbourhood associations, and HUBS. March 8, 2017 the Diversity, Inclusivity and Equity Committee was launched. This committee is voluntary and is attended by nearly 1/3 of the staff and management team. The first action taken by the committee was to remove the gender symbols from the single use washrooms on the main floor making them inclusive for all. In keeping with the theme of diversity, staff are now in the process of completing training for Positive Space, and many received Mental Health First Aid Training, Compassion Fatigue Training, Indigenous Cultural Competency Training, and Restorative Justice Training.

Our Board of Directors through the leadership of Joe Fiorucci President, has provided effective governance and expertise to complement the leadership and business of the agency. A skills matrix was completed to give direction to succession planning in the future. A Governance and Orientation Manual is being created and will be available for the next year. The Board of Directors has been a dynamic group of people to work with and the agency as well as the Executive Director has benefited from their leadership and dedication. This year

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the Board said good-bye to Erin Freeburn and Dr Victor Satzewich. Thank you for the time and energy you have given this agency over the years. The board welcomed Josh Dockstator, Faith Uynmwen and Ian Grant. We look forward to working with you in your new roles.

The management team at our agency is an excellent group to work with having great capacity and competence in carrying out their responsibilities. They have

a broad range of expertise and are highly respected and sought out by community stakeholders. Throughout their efforts and leadership our agency has continued to be identified by different Ministry's in Ontario, and different agencies through their organizational risk assessment process, and for their expertise in conflict resolution, mediation and restorative justice.



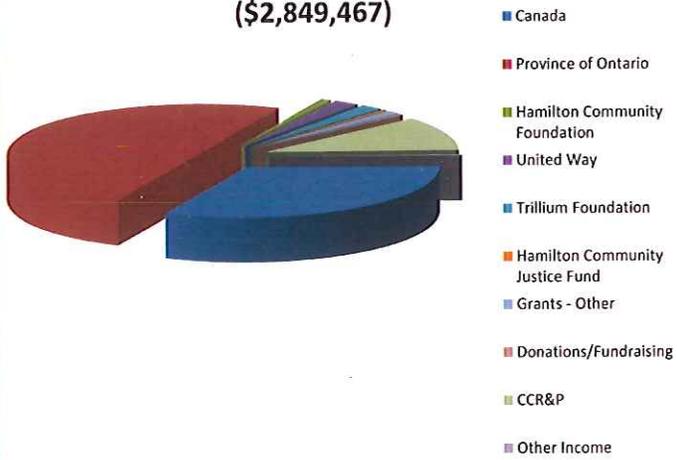
Two of our management staff have been recognized outside of the agency for their exceptional work. Erin Buckle was nominated for Woman of the Year in 2017, and Donna de Jong for the Ontario John Howard Society Dyrkstra Award. Both are valued staff who are integral members of our team and much appreciated for their dedication and professional services.

Our volunteers continue to provide values and important contributions to the agency. Without our volunteers our agency would not exist and the clients would not receive service.

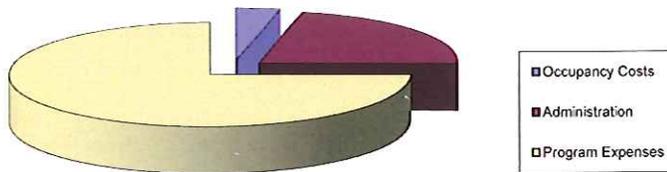
Thank you to all for working with me to learn and grow as your new Executive Director.



### Revenue 2016-2017 (\$2,849,467)



### Expenditures 2016-2017 (\$2,843,825)



# “Making a Difference”

## John Howard Society Program and Services



2016 – 2017 has been another busy year for the staff and service volunteers of the John Howard Society of Hamilton, Burlington & Area. Below are some of our program and service highlights from the past year:

### RIDEAU SOCIAL ENTERPRISES

- RSE completed 8 training sessions with a total of 18 successful participants.
- 21 people found full time work within the construction field post placement.
- Kijiji job posting for RSE received 1,800 hits, generated 8 interview sessions and a total of 120 interviews.
- 3 new employers were registered with the program

### BEASLEY YOUTH ASSET DEVELOPMENT INITIATIVE (BYADI)

We welcomed Mariko Bown-Kai and Lynda Wigood to the program to lead the initiative through the final stages. We are in the final 8 months of this initiative and the focus is on disseminating the initial survey data to the various sectors of the initiative including community, businesses, schools and service providers. This process has involved the creation resources for all sectors in addition to a series of information presentations and participation in community events. We are currently finalizing the distribution of the initial results to the parents of SJAM, Dr. Davey and Hess Street Schools. The Downtown Youth Action Committee continues to be involved in the activities of the initiative meeting biweekly at



Sir John A. MacDonald High School. As we move forward with sustainability plans we are using all the lessons we have learned to develop a proposal that continues to support positive asset development in downtown youth with a focus on youth action in community. We will be submitting a proposal to the Youth Opportunities Fund as one component of our sustainability plan.

### RJ BRANTFORD

The agency was successful in attaining funding from the Ministry of Children & Youth Services – Enhanced Youth Action Plan to provide the Brantford Metropolitan Consensus region with a Restorative Justice and Conflict Mediation Peer Mentor Program.

RJ Brantford provides peer mediation using a restorative justice approach within school and community settings to address conflict / violence that impacts the school community. The program in partnership with schools / school boards, youth serving agencies and police will provide youth with an opportunity to be accountable for their behaviour and to strengthen pro-social skills.

Over the past year we have trained 318 adults and youth in the greater Brantford community. Many of these adults are social service providers working with youth and many of the youth are students at community centres, youth groups, youth shelters or students in Section classrooms.

# “Making a Difference” cont’d

## John Howard Society Program and Services



We have facilitated 57 restorative circles in Brantford and area and are pleased to welcome Jim Doxtdator and Terry Allen to the team.

### ACHIEVES

The program supports referred students from Grade 6, 7 & 8 from all schools within the HWDSB, HWDCSB, French Public and Catholic schools. Identified high risk students engaging in anti-social behaviours participant in the following interventions:

- Restorative circles to develop skills in conflict prevention, resolution, active listening, understanding perceptions and assumptions, community building and goal setting for 15 minutes each week.
- Cognitive skill development and social and emotional regulation group facilitated program
- Recreational or leisure activities to support the material experientially and to engage in pro social recreational activity
- Parenting workshops
- Recreational field trips

ACHIEVES is supported by ABACUS Funding from the Hamilton Community Foundation. To date the initiative has supported 20 children and their families

### PRE-APPRENTICESHIP WELDING PROGRAM

Funded by the Ministry of Advanced Education and Skills Development (M.A.E.S.D) the second cohort of the pre apprenticeship welding program started on April 1<sup>st</sup> 2016.

The program started with 14 participants, 1 female and 13 males aged 25 to 50. All participants have served either a federal or provincial sentence ranging from 1 year to 10 years. Of the 14 participants who started the program, 2 were withdrawn due to attendance issues and 1 left early for alternate employment. 11 participants completed and graduated from the program.

Of the 11 graduates all but 1 (who returned to jail) were supported to secure an employment placement in the field and are still with their original placement employers.

All of the participants have progressed well, they have exceeded employer expectations and have in some cases have received pay increases.

Funding has been confirmed for the 2017 / 2018 cohort of the pre apprenticeship welding program with 14 participants.



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# “Making a Difference” cont’d

## John Howard Society Program and Services

### HAMILTON WENTWORTH DISTRICT SCHOOL BOARD SERVICE CONTRACTS

The Youth Worker School and Classroom support is aligned to support student success when conduct, behaviour, and cognitive distortions create barriers to school success and causes disengagement from the school community and adults in the school.

There are currently 6 schools in the public board and 1 school in the Catholic board that have contracted with the agency to provide service to students that are at risk of engaging in disruptive behaviour, high unexplained absence, and risk of dropping out of school.

As this part of our service has grown we have recognized the need to create a staffing strategy that is responsive to the needs of the schools, but also responsive to the needs of the staff by providing opportunities for ongoing staff engagement in agency activities; opportunities for ongoing peer support and regular opportunities for supervision, training and development. This staff group is unique as they are essentially off site most of the time and as a result have unique needs.

### SUMMARY OF PROGRAM SUPPORT

- Support the school student population by providing youth services
- Provide group and individual cognitive skill development to identify socio-emotional skills needed to motivate and maintain achievement of social and academic goals
- Develop prevention strategies to engage students and prevent dropping out and/ or to reduce anti-social and criminal behaviour on or around school property
- Utilize and further develop restorative process and practice in the school to create inclusion of every student and a sense of community and shared goals
- Establish activities and group facilitation of specific self-regulation, emotional control and problem solving skills to increase the ability for these young people to engage in the academic instruction
- Develop a small community of support through engagement and relationship building to navigate a problem or crisis.
- Engage in strategic planning and evaluate projected outcomes of increased credit earnings, reduced deviant, disruptive or criminal behaviour and incidents of disruption, aggressive behavior

### YOUTH AT RISK DEVELOPMENT (YARD)

YARD has had 744 referrals to date, groups are running strong and attendance is improving.

As the current funding agreement ends in August 2018, concentrated efforts have focused on program sustainability.

A variety of school and community presentations have been facilitated to support promotion of the program and referrals.

Mentoring activities continue, participants continue to comment on the value and benefit of mentoring.

Program staff had the opportunity to attend in the Guns and Gangs conference in Vancouver and the COYO (Committee of Youth Officers) in Niagara Falls in February 2017.

Most Significant Change evaluation activities will be rolling out as we move into the 2017 / 2018 fiscal year.

### NON RESIDENTIAL ATTENDANCE CENTRE (NRAC)

NRAC had one of the busiest years to date hitting a total of 120 referrals. The addition of the Section 23 Classroom has been instrumental in this gaining this achievement as there were 31 referrals for educational support alone. The success of the classroom prompted the Hamilton Wentworth District School Board to offer the program a classroom for the summer of 2017. This will provide opportunity for our clients to work on school gaining credits and recovering credits over the summer months to prepare them for the fall semester. The NRAC program continues to provide other supports and social emotional programs including: Anger Management, Employment Skills, Life Skills, Victim Awareness, SNAP Youth Justice, Parenting and Substance Awareness.

### FOUNDATIONS

The Foundations Program had a successful 2016 / 2017 school year. Through the support of the John Howard Society youth workers who provided daily transportation to school, students average attendance rate increased to 78% as compared to less than 50% before attending the Foundations program. Students also earned twice as many credits as compared to their school placement the year before.

# “Making a Difference” cont’d

## John Howard Society Program and Services

PROGRAM / SERVICE	NUMBER OF CLIENTS SERVED 2016 - 2017
<b>PREVENTION PROGRAMS AND SERVICES</b>	
CIRS	683
Transportation Program	25
Choices	50
Family Support Program	114
Aggression Management	17
Beasley Youth Asset Development Initiative	297
School Board Contracts	383
Community Anger Management Program	41
Seniors Restorative Justice Project	16
Healthy Community Healthy Youth Flamborough	233
<b>Total Prevention Activity:</b>	<b>1859</b>

<b>INTERVENTION PROGRAMS AND SERVICES</b>	
Youth at Risk Development	260
Foundations	8
Extra Judicial Measures	108
Extra Judicial Sanctions	105
Non Residential Attendance Centre	120
Youth Justice Committee	132
Hamilton Youth Drug Diversion Program	68
Adult Federal Diversion	119
Direct Accountability – Community Justice Worker	317
Direct Accountability – Programming Options	101
Bail Verification & Supervision Program	388 verifications / 255 supervision cases
Rideau Social Enterprises	120
MTCU Pre Apprenticeship Welding Program	14
<b>Total Intervention Activity:</b>	<b>1727</b>

<b>Total Clients Served by JHS in 2016/2017:</b>	<b>3586</b>
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PROGRAM / SERVICE	NUMBER OF VOLUNTEER HOURS 2016 - 2017
Administration / Finance Volunteers	20
Beasley Youth Asset Development Initiative	280
Bingo Volunteers	250
Board of Directors	475
CIRS Volunteers	156
Hamilton Community Justice Fund	50
Liaison College Youth Success Fund Volunteers	200
Seniors Restorative Justice Committee	330
Transportation Volunteers	468
YARD	3083
YJC Steering Committee	36
Youth Justice Committee	717
<b>Total Volunteer Hours Provided by JHS Volunteers in 2015 / 2016:</b>	<b>6065</b>



# Board of Directors 2016-2017

MARK DALY

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JOSHUA DOCKSTATOR

---

DR. EMAD ELSAYED

---

JOSEPH FIORUCCI  
(PAST PRESIDENT)

---

ERIN FREEBURN  
(TERM ENDED JUNE 2017)

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GIULIA GAMACORTA

---

IAN GRANT

---

WANDA IVIC  
(JHSO REPRESENTATIVE)

---

DAN KINSELLA

---

BRETT MOODIE

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MARK MILLER

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GARY SCHNURR  
(PRESIDENT)

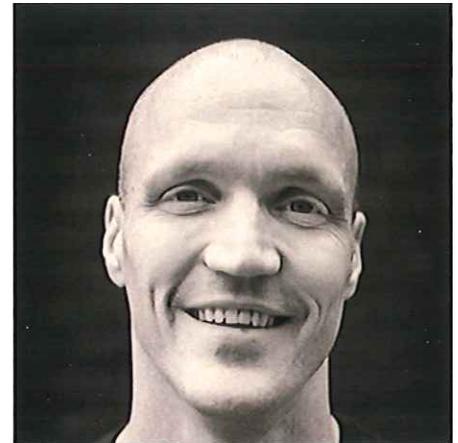
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FAITH OJUNKOYA

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VICTOR SATZEWICH  
(RESIGNED APRIL 2017)

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LA SOCIÉTÉ

# JohnHoward

SOCIETY OF HAMILTON, BURLINGTON & AREA