



THE
JOHN HOWARD SOCIETY
OF MANITOBA, INC.

ANNUAL REPORT
2008-2009



WELCOME

We are pleased to present our 2008-2009 annual report, covering the period of April 1st, 2008 to March 31st, 2009. However, some developments since this time do deserve to be shared sooner than later so we are introducing a **WHAT'S NEW AT JHS** section at the end of this report.



The John Howard Society would like to take this opportunity to single out Glenn Morison, Protestant Chaplin at the Winnipeg Remand Centre for his support of our work. Glenn wrote a book, "Quitting" which he self-published in the fall of 2008. The book was distributed free of charge but

readers were asked to make a donation to the John Howard Society. Donations from the book have exceeded \$6000! These monies have gone to support our literacy program, which is of particular interest to Glenn and seemed appropriate given the vehicle used for raising the funds. Earlier this year, the board presented Glenn with an original piece of art painted by an inmate at Stony Mountain Institute in appreciation for his outstanding efforts on our behalf.



REPORT FROM THE CHAIR



2008-2009 was a productive period for our agency. Although the board was active in many endeavours over this fiscal period, I think my fellow board members will agree that hiring John Hutton was our greatest success. It is the act from which all our other accomplishments flow. The board saw the Executive Director hiring process as an opportunity to place the agency on stronger footing and to renew and expand our much needed services. John was the ideal candidate to lead this effort.

With a new Executive Director in place, the board began its own rebuilding process, adding new members to bring our numbers closer to the maximum allowed by our constitution. This involved a recruiting drive that was aided by our staff members, who proposed potential board members and helped us to increase board diversity. We also revamped board committees to make them more efficient. This began with a restructuring of the committees in the following four categories:

1. Executive
2. Issues and Communications
3. Fundraising
4. Finance and Building.

Each board member was asked to serve on at least one committee. In addition, a staff member was invited to sit on each committee.

As a board, we are also working to build stronger connections between board and staff. For example, we have moved toward greater board transparency by making board minutes available for review by JHS staff. We have also returned to the practice of having a staff member attend our board meetings to update us on programming. Board and staff are also working together in a strategic planning process that began in 2008-09 and that will carry on into the New Year. The board is eager to refine our values and mission statements and to work with JHS staff and management to set shared goals.

During 2008-09, the board met with representatives from United Way of Winnipeg and the Province and were encouraged by their support of our direction. The Executive Director's role in strengthening relationships between the agency and our primary funders was also noted. John's work received similar accolades when, on the anniversary of his first year with the agency, the board conducted an extensive ED review, surveying staff, board members, and funders. The feedback was overwhelmingly positive.

Board objectives for the coming year will include completion of strategic planning, as well as improvements to fundraising and financial

management at the agency. Our goal is to increase the capacity of the agency to deliver our services, but also to facilitate advocacy on behalf of our clients, countering the harshly punitive messages that too often dominate media-led discussions on crime.

My thanks to the JHS staff and management team, my fellow board members, and our funders for helping make my second year as Chair of the Board of Directors a rewarding experience.

Andrew Woolford,
Chair of the Board of Directors



REPORT FROM THE EXECUTIVE DIRECTOR



The 2008-9 year was one of significant changes in both staff and board leadership here at the agency. I began my new duties just as the fiscal year began, the fourth Executive Director in four years. Concerned about the impact all this change was having on staff, clients and on the relationships with our funders, the board and I identified a number of short term objectives to help bring some stability to the organization. These included:

- Addressing issues of relationship with funders
- Undertaking a review of existing programs and services
- Revitalizing the board
- Beginning a strategic planning process.

Meetings were held with each of the major funders early in the fiscal year and a number of issues were identified and addressed. Additional programming was put in place at the Winnipeg Remand Centre and work on creating a new parenting course for use in Manitoba jails, jointly with programming staff at Headingly Correctional Centre, is well underway. A funding agreement is

now in place with the Province of Manitoba for the Restorative Resolutions program and work has begun on a contract dealing with our core funding. A check-in meeting was also held with United Way of Winnipeg to review our programs and outcomes.

The Executive Director and staff have undertaken a review of each major program and service offered by the JHS. As a result, the literacy program has been expanded – the literacy assistant is now employed ten months of the year, not eight, and a researcher was hired by JHS to look at how low level learners could be better served. Plans are underway to expand the reintegration program to once again formally involve federal corrections.

A number of new board members were recruited and added to the board at the last annual meeting. The board has redesigned its committee structure, and has begun a process of strategic review that will focus on what JHS is currently doing as well as possible areas for expansion.

With regards to the strategic planning process, a consultant has been hired to facilitate the process, which should be complete by December 2009 or January 2010. A grant from United Way of Winnipeg has made this possible.

During the last year, there were a number of important events.



Sadly, a long time employee of the John Howard Society and of our Restorative Resolutions Program passed away in 2008 from cancer. In October, our new classroom on the third floor was dedicated in her memory and is now known as *The Tara Realini Room*.

In November of 2009, the board of the John Howard Society of Canada gave our Restorative Resolutions program an award in recognition of the outstanding contribution it has made in the field of Restorative Justice over the last eighteen years. In January 2009, JHS was notified that it has received funding from the Winnipeg Foundation to offer two cycles of an entrepreneurial training program on a pilot basis for inmates at Milner Ridge Correctional Institute.

On the staffing front, there were several changes. Our literacy program coordinator, Shauna Fay, left to teach English in Mexico; Dianne Little, who was our financial and office manager for many years, left to take a similar position at Career Trek, here in Winnipeg, and Chris Prince, one of our reintegration workers, left us to take a position with the Eagle's Nest, an aboriginal youth program. Upstairs at Restorative Resolutions, Marvie Gordon left for several months on secondment to the Winnipeg Drug Treatment Court but has since returned, and Wayne Lloyd and Adrien Perras both retired after many years of service.

John Hutton, Executive Director



RESTORATIVE RESOLUTIONS

Restorative Resolutions is a community based sentencing program that has been operating in Winnipeg since 1993. It is a unique partnership between Manitoba Justice and John Howard Society of Manitoba. Based upon restorative justice principles, the high success rate of the program can be attributed to the marriage of restorative justice principles and the 'what works model' of intervention, providing a viable alternative to incarceration.

To date, we have prepared community-based plans for 817 clients. Judges have come to rely on these reports and trust the information and recommendations presented. In fact, 92% of the plans have been accepted by the courts, with 88% of the clients successfully completing the program without reoffending. In terms of restorative processes, our clients have completed 48,000 community service work hours and 425 clients have provided their victims with a letter of apology. Our clients have also paid over \$1,350,000.00 back to their victims.

In terms of re-integrative work, the majority of our clients take part in groups which address cognitive errors and victim empathy. We also have an entrepreneurial program that is offered to those clients who are thinking of entering the business world. In addition, our staff addresses issues related to literacy, education and employment,

relationships and addictions. All of our clients are involved in treatment programs, educational upgrading, or employment searches. Clients often contact the staff after their sentence for support and advice.

Restorative Resolutions continues to receive high marks in terms of client satisfaction, with extremely low rates of recidivism. Recently United Way of Greater Toronto invited me to present on the program as they are very interested in creating a similar program of their own, with our support.

Lana Maloney, Director of Restorative Resolutions



REINTEGRATION PROGRAM REPORT



Within the institutions:

At the Winnipeg Remand Centre, weekly intake and follow-up regarding resources and referrals have continued. The needs expressed are for more programming, advocacy and community support. We are also asked to attend court hearings as a sign of support. We have had an increase in requests for service from clients incarcerated at the Headingly Correctional Centre. JHS reintegration staff did deliver several parenting classes at the jail and are preparing a new pre-employment program at HCC. Calls from Stony Mountain Institute have also increased. Many of the requests are from clients whom we have worked with at WRC, HCC, Brandon and Milner Ridge Correctional Centres. As SMI clients are transferred to Rockwood, we continue to offer support, programs and assist them with their release plans. We work with groups like the Native Brotherhood and the Ethno Group as well as the general population. We have been registering and working with more lifers as they need extra support once in the community. Many lifers make JHS a part of their release plan.

Advocacy is a large part of reintegration. Clients both in and out of institutions continually express concern over abuse, theft and just not understanding the justice system. With the increased number of both immigrants and refugees

in prison, culturally appropriate assistance is needed. Counselling for grief and loss is also a much-needed service in all of the institutions. We have also assisted one man and one woman from the United States with health care, mental health issues and advocacy. We have assisted three Rockwood clients with their parole hearings. One was a regular parole hearing while two were Elder-assisted. The National Parole Board has commended the JHS on several occasions for the work that we do.

Within the community:

Calls and drop-in clients to JHS have increased. Requests have included clothing, assistance with housing, work boots and basic toiletries. Requests for transportation assistance to other communities or provinces for court hearings and even personal reasons, as in a safer place to begin again, have increased. Some of these requests have been referred to the Indian Metis Friendship Centre, which has assisted clients with transportation. We have completed three anger management programs at the JHS office and we have a waiting list. We have also received requests for ongoing support from those who have attended the program.

Linda Campbell, Reintegration Worker, and Program Coordinator



LITERACY REPORT



During the 2008/2009 program year, the John Howard Society literacy program served 104 students, including group short course participants, drop-in program students, and clients working one-to-one with volunteer tutors. These students set and achieved goals ranging from very basic literacy up to GED preparation and work toward a mature grade 12 diploma through distance education courses.

Seventeen volunteer tutors worked with the program throughout the year, contributing a total of

183 hours. The majority of volunteer tutors worked one-to-one with students, but some also assisted with workbook marking or group facilitation, and one veteran volunteer was appointed the official JHS librarian. The literacy volunteers attended two trainings in '08/09, during which they reviewed the rules and regulations of the program, heard guest speakers from Remand Centre, and worked on Manitoba Adult Learning and Literacy's Introduction to Tutoring Literacy to Adults correspondence course.

Group courses continue to be an important component of the literacy program, with eight sessions being offered this year, and 36 students graduating. Courses offered included Writing at Work, Prison Voices, Rewriting Anger, Repairing the Harm, and Learning to Talk and Listen Better. Prior to the '08/09 program year, classes were offered on only one floor in the Remand Centre; this year, we have received permission to expand the classes to a second floor and are now reaching more students with our group programming.

Another significant tool of the literacy program is the JHS personal development workbook series, which is used by tutors and JHS staff to work with students one-to-one. The program distributed 293 workbooks to clients in 2008/2009 and received 257 back for marking, a return rate of over 85%.

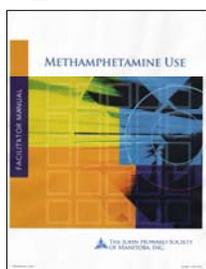
There have been some exciting new initiatives in the literacy program this year, including the spearheading of a children's books-on-tape program modeled after that offered by the Elizabeth Fry Society. Fathers in jail are given the opportunity to make a recording of themselves reading a story to their child, and then the tape is sent, with the storybook, to the child. Along more academic lines, we began offering a consumer math study group this year to assist distance education students in completing their coursework toward their grade 12. Finally, the literacy program put together an informational voters' package in advance of the October 2008 federal election, which was distributed in WRC, Stony Mountain, Milner Ridge, Headingley and Brandon Correctional Centres to help inmates learn more about the voting process and each of the major political parties.

Another new initiative this year has been the addition of a literacy researcher – long-time volunteer Joel Schlesinger – to our team. Joel began work in September of 2008, doing research into low-level literacy learners in the Remand Centre and developing strategies to recruit more of these high-need learners into our program.

Jacquie Nicholson, Acting Literacy Program Coordinator



WORKBOOK NEWS



From April 2008 until March 2009, we had 25 workbook orders totalling \$12,228.82. As in past years, a sizeable proportion of these were from native communities in Northern Saskatchewan. During this period, the Drug Strategy/Harm Reduction Series was finally completed. The next step is the printing and distribution of orders. We hope to promote these new books over the course of the year to increase revenue to our agency as well as to participate in promoting a healthier and safer environment through public awareness.



VOLUNTEER REPORT



The majority of our volunteers are involved in our literacy program at the Winnipeg Remand Centre as tutors. They provide one-to-one literacy assistance to our clients or assist the literacy coordinator with short courses delivered in a small group setting at the Remand Centre. Many of our volunteers are studying at either the University of Winnipeg or the University of Manitoba, predominately in Criminology or Education. Volunteers see clients in the Remand

Centre in the evenings or on weekends. This adds greater flexibility to the program because if they gain full-time employment or work in the summer, they can still continue to volunteer.

Prospective volunteers gain the opportunity to learn about our services and programs. Their involvement in the agency also allows them to gain some insight into the realities of the lives of our clients. The focus is also on identifying the needs of the volunteer in terms of their interests, abilities and career development. In some cases, the coordinator is able to suggest areas of service that more clearly reflect their interests.

In total, over this past year, we have had 35 volunteers, including our board members, working with us. Of the 12 new potential volunteers that were interviewed, 9 went on to become literacy tutors. Many of our literacy volunteers have been with us for 3 or 4 years. Other volunteer opportunities with JHS include specific projects, fundraising and administrative assistance. A number of our volunteers have found the experience so rewarding that they have referred friends to us.

Janet Johnson, Volunteer Program Coordinator



THE JOHN HOWARD SOCIETY STAFF, VOLUNTEERS AND STUDENTS

The John Howard Society Staff:

John Hutton, Executive Director

*Dianne Little, Director of Finance and Resource Development

Shuping Zhang, Accountant

Janet Johnson, Administrative Assistant/Volunteer Coordinator

Linda Campbell, Program Re-Integration Worker

*Chris Prince, Program Re-Integration Worker

*Shauna Fay, Literacy Coordinator

Jacque Nicholson, Acting Literacy Program Coordinator

Jennifer MacLean, Literacy Program Assistant

Joel Schlesinger, Literacy Resource Developer

**Robert Rheubottom, Harm Reduction Project

**Rick Van Duinen, Harm Reduction Project

*resigned during 2008-9 year

**project completed, June 2008

The John Howard Society would like to thank our fabulous volunteers:

Matthew Auger, Evan Bowness, Gavin Donatelli, Jeffery Froese-Stoddard, Michelle Funk, Cal Henschel, Rebecca Hutchings, Jessica Hymers, June Johnston, Eleanor McMillan, Sonya Nuessler, Agnes Pawlowska, Kyla Perderson, Halyna Phelan, Jennifer Reimer, Jason Robillard, Joel Schlessinger, Amand Snell, Susan Sparrow, Rudy Von Massow

Summer students/practicum students:

Michelle Hart assisted with Literacy Program over the summer of 2008 as a CAHRD placement. Rev. Justin Laki, a student in the Red River College applied counselling program, did a work practicum with us in 2008. In the fall, three social work students joined us to do a placement; Nicole Hudon helped in the literacy program and Niki Johnson and Nicole Gu nette assisted in the reintegration program. Another student, Marley Nicole Levins assisted Joel Schlesinger with his research into low-level literacy learners.

The Justice Resource Centre Building, 583 Ellice Avenue: The building received some new tenants this past year. The West End Cultural Centre administrative offices were temporarily relocated to 583 Ellice during their renovations. Ka Ni Kanichihk opened an office on the 2nd floor running an Aboriginal Youth Cultural Studio. Their presence enriches the West End, an area that can benefit from increased supports and resources.



THANK YOU TO OUR COMMUNITY PARTNERS

The John Howard Society of Manitoba, Inc. gratefully acknowledges the support of our community partners, private donors and members. Your contributions play a part enhancing our existing services and ensuring the continued growth of our agency. Thank You!

The Government of Canada

Centre for Aboriginal Human Resource Development

The Province of Manitoba



Department of Justice

Manitoba Adult Learning and Literacy

Foundations and Friends

The John Howard Society of Canada

The United Way of Winnipeg

The Winnipeg Foundation



WHAT'S NEW AT JHS

Long-time volunteer, Rudy Von Massow 'retired' after twenty years of dedicated service to the John Howard Society. A party was held in his honour. Among those who attended were current JHS and Restorative Resolutions staff, along with friends and former staff members Liz Plett, Literacy Coordinator from 1999 to 2004, and Murray Barkman of Open Circle.



While we will miss Rudy, we are pleased to welcome two new staff members, Meaghan Morrish and Kate Kehler. Meaghan has been working with the Literacy Program and is now our Special Events Assistant while Kate is our new Assistant

Executive Director. Jennifer McLean will now be working as the Literacy Program Assistant as well as a reintegration program worker. And finally, Jacquie Nicholson has dropped the *Acting* from her job title to become the Literacy Program Coordinator.

And finally, we would like to congratulate Donald Richard, a longtime student of the JHS literacy program and winner of the 2009 Council of the Federation Literacy Award. The COF is a national award given out by Canada's premiers to one winner in each province each year. Donald was selected not only his own literacy achievements – including creative writing pursuits and the completion of a distance ed course while in custody – but also for his commitment to helping his peers in the Winnipeg Remand Centre increase their literacy skills. Donald volunteers marking JHS workbooks for the students, and is currently working to become certified as a tutor through Manitoba Adult Learning and Literacy.



BOARD OF DIRECTORS

2008/2009

Andrew Woolford (Chair)

David Alper (Vice Chair)

Ted Mariash (Treasurer)

Shelley Marshall (Board Member)

Dr. Sophie Levina-Shulman (Board Member)

Frank Cormier (Board Member)

Kelly Jones (Board Member)

Jerry Tom (Board Member)

Rhonda Lynne Kelly (Board Member)

Jean Claude Bernheim (Board Member)

Lisa Squire (Board Member)



We look forward to hearing your questions and comments either here at our AGM, at (204) 775-1514 or office@johnhoward.mb.ca.

The John Howard Society of Manitoba is a non-profit justice organization dedicated to working with offenders, victim and the community to resolve conflict, repair harm, and restore peaceful relations. Your contribution can help us achieve our goals.

SCARROW & DONALD LLP
CHARTERED ACCOUNTANTS
100 - Five Donald Street
Winnipeg, Manitoba R3L 2T4
Telephone: (204) 982-9800
Fax: (204) 474-2886
www.scarrowdonald.mb.ca

June 1, 2009

AUDITORS' REPORT

**To the Members of
The John Howard Society of
Manitoba, Inc.:**

We have audited the statement of financial position of The John Howard Society of Manitoba, Inc. as at March 31, 2009 and the statements of operations, changes in net assets and cash flow for the year then ended. These financial statements are the responsibility of the Society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2009 and the results of its operations and cash flow for the year then ended in accordance with Canadian generally accepted accounting principles.

"Scarrow & Donald LLP"

Chartered Accountants
Winnipeg, Canada

For this communication, together with the work done to prepare this communication and for the opinions we have formed, if any, we accept and assume responsibility only to the addressee of this communication, as specified in our letter of engagement.

THE JOHN HOWARD SOCIETY OF MANITOBA, INC.

STATEMENT OF FINANCIAL POSITION

YEAR ENDED MARCH 31

	<u>2009</u>	<u>2008</u>
ASSETS		
Current assets:		
Cash	\$ 7,524	\$ 44,372
Term deposit (Note 4)	10,000	11,800
Accounts receivable	328	12,324
Prepaid expenses	<u>2,271</u>	<u>3,909</u>
	20,123	72,405
Capital assets (Note 5)	<u>492,551</u>	<u>495,677</u>
	<u>\$ 512,674</u>	<u>\$ 568,082</u>
LIABILITIES		
Current liabilities:		
Line of credit (Note 6)	\$ 48,804	\$ 50,244
Accounts payable	20,030	81,474
Mortgage payable (Note 7)	<u>211,283</u>	<u>198,957</u>
	280,117	330,675
Deferred contributions related to capital assets (Note 8)	<u>276,018</u>	<u>265,857</u>
	556,135	596,532
NET ASSETS		
Net assets invested in capital assets	5,250	30,863
Unrestricted net assets	<u>(48,711)</u>	<u>(59,313)</u>
	<u>(43,461)</u>	<u>(28,450)</u>
	<u>\$ 512,674</u>	<u>\$ 568,082</u>

APPROVED BY THE BOARD:

_____ Director

_____ Director

THE JOHN HOWARD SOCIETY OF MANITOBA, INC.

STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31

	<u>Budget</u> (unaudited)	<u>2009</u>	<u>2008</u>
Revenues:			
Grants-			
Province of Manitoba-			
Department of Justice	\$ 86,000	\$ 86,000	\$ 86,000
Manitoba Literacy Council	42,000	43,338	34,000
Government of Canada-			
Health Canada	-	7	21,004
Correctional Services of Canada	5,000	-	32,528
United Way of Winnipeg	148,156	164,890	145,250
The John Howard Society of Canada	19,870	19,485	19,870
Other	8,000	-	11,028
Donations and memberships	8,500	90	295
Rent (Note 10)	70,079	71,055	62,391
Special events	8,000	-	-
	<u>395,605</u>	<u>384,865</u>	<u>412,366</u>
 Restorative resolutions:			
Province of Manitoba	76,000	76,000	58,642
Donations-in-kind	411,757	411,757	411,757
	<u>487,757</u>	<u>487,757</u>	<u>470,399</u>
 Interest and other revenue	33,490	36,793	29,717
 Amortization of deferred contributions related to capital assets (Note 8)	<u>26,190</u>	<u>29,550</u>	<u>32,021</u>
 Total revenue	943,042	938,965	944,503
Expenses:			
Restorative resolutions (Schedule A)	487,757	487,757	470,399
General administration (Schedule B)	197,229	204,297	226,834
General program (Schedule C)	269,112	261,922	258,757
	<u>954,098</u>	<u>953,976</u>	<u>955,990</u>
 Total expenses	954,098	953,976	955,990
 Difference between revenues and expenses	<u>\$ (11,056)</u>	<u>\$ (15,011)</u>	<u>\$ (11,487)</u>

The Last Tree in Amazon

Far upriver in Amazon
As night falls the panther awakes
Swiftly she prowls in the blackest night
Passing barren mountains and lakes

Instinct drives her on each night
Though she's nothing but sinew and bone
For the gnawing hunger in her gut
Is not for food alone

Six days have passed since she last saw a tree
Thirteen since she last ate
And three years of scanning the blackened hills
Since she last found a mate

She remembers a time not so long ago
When the sweet jungle rang to the cry
Of a thousand creatures great and small
And then they began to die

She doesn't know where they all went
She knows nothing of causes or blame
All she knows is her rich world died
Soon after the two legs came

They cut down the trees
And burned the land
The good earth grew barren and hot
And she was forced to abandon her lair
After seeing her children shot

On the far horizon alone a tree stands
With hope renewed she sets off
She is brought up short at the top of the hill
By the sound of a chain-saw's cough

The last lone panther, her spirit spent
Gives up and begins to cry
Her plaintive moan of anguish and pain
Lost to an uncaring sky

No wild pigs snort
No monkeys hoot
No arrogant cockatoo calls
To the chainsaw's wail
Her life slips away
And the last tree in Amazon falls

Inmate at Stony Mountain Institute

