

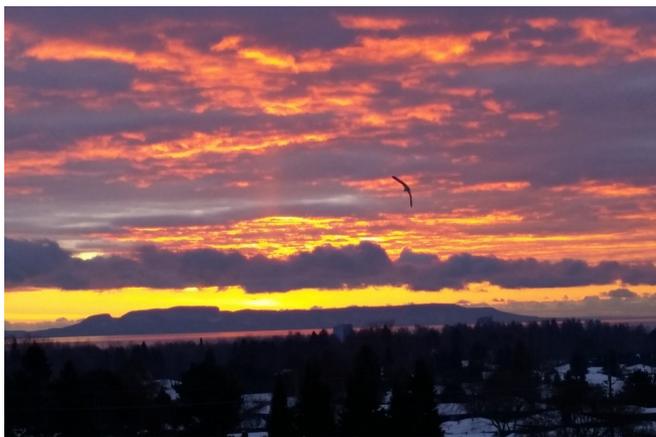
JohnHoward

SOCIETY OF THUNDER BAY & DISTRICT

Annual Report 2015/2016



***Fostering Genuinely
Safer Communities***



Message from the President

We are grateful to our funders and donors for recognizing the importance of the work the John Howard Society continues to do in the community to provide rehabilitative housing and programs for individuals who are in conflict with the law.

Once again, the Society was successful in its application to the NOHFC for a Fundraising Intern, which has resulted in a significant increase in fundraising revenue. In October, the second annual Howard Ball was held at the Valhalla Inn which was followed by several new events. The March Tag Day, Spring Raffle and a pizza event with Both Hands Wood Fired Pizzeria & Bakery raised nearly \$5,000. The United Way Billboard Rescue was held on May 19th raising an additional \$1,500 and a Tag Day was held at the Beer Stores on June 18th.

There will be a Bingo at Superior Shores (date to be announced) and the 3rd annual Howard Ball sponsored by Lakehead Motors will be held at the Valhalla Inn on November 5. I want to acknowledge all the hard work that PhebeAnn has done to make these events possible and for writing several successful grant applications. With each event, we have raised additional fundraising dollars and have had the opportunity to build on community visibility and develop new community partnerships.

The Board worked with staff to develop a two year strategic plan which focuses on public relations and fundraising, strengthening organization resilience, enhancing and strengthening relationships with regional First Nations and the expansion of residential programs and services.

This has also been a challenging year as our Executive Director, Liisa Leskowski, became ill and had to leave suddenly. Maryann Bilenki and Kevin Haynen immediately took the steps necessary to ensure that all programs and services continued without interruption and projects and activities moved forward on schedule.

On behalf of the Board, I want to acknowledge how important Liisa's leadership has been in so many different ways. She developed a culture of collaboration and surrounded herself with a team of like-minded individuals with exceptional skills. Liisa worked very closely with Kevin and Maryann which has been key in managing the changes that have occurred this year.

The Board of Directors worked closely with Maryann and Kevin during the transition to manage the change process and move forward with the important work the John Howard Society does in Thunder Bay. We are fortunate to have capable leadership within the organization. With that in mind, the Board of Directors offered the role of Acting Executive Director to Kevin Haynen who graciously accepted and has done an excellent job to ensure all programs and services have been maintained and new programs implemented.

I'd also like to thank my fellow Board members for their insight, commitment and expertise throughout this unexpected transition. We look forward to working with our excellent staff, funders and community partners to continue to provide quality programs and services in Thunder Bay and the Region.

Sandy Lychowyd
President, Board of Directors

Message from the Executive Director

2015/2016 has been a period of significant change and development for the John Howard Society of Thunder Bay & District. We started the year under the guidance of a new two-year strategic plan and a clearer sense of self identity. The challenges that the organization had overcome in the year previous had culminated in a renewed purpose and passion. As a result, we were able to move forward with the restructuring of our residential services, increase our capacity to deliver services to youth, and evaluate our role within the community in an effort to enhance our services to best meet the needs of the people that we work for.

Our Community Re-Integration Services underwent significant changes over the past year. The shift from a transitional housing model to a residential rehabilitation model has yielded an increase in successful outcomes. Through the generous support from the United Way and the Homelessness Partnering Strategy, we have been able to implement a program that provides clients with consistent case management and support, access to a series of life-skill programs, recreational opportunities and core programs such as Anger Management and Anti-Criminal Thinking. In December, we were thrilled to learn that we were selected to deliver the On-Track Peer Mediation program in partnership with Lakehead Public Schools. I would like to thank our partners at Lakehead Public Schools and Westgate C.V.I for their commitment and ongoing support of the program.

Focusing on partnerships was a key objective for us this year. Through partnerships, we strived to leverage the resources that exist in our community to improve access to services for clients of the John Howard Society. We will continue to explore partnership strategies that are mutually beneficial to clients and service providers.

I would like to extend my sincere gratitude to the Board of Directors. Their guidance, leadership and expertise is vital to the work that we do here at the John Howard Society of Thunder Bay. I am proud to work with a group of consummate professionals that so generously volunteer their time to help guide the work that we do.

I would also like to thank our amazing team of staff whose passion and commitment is unparalleled. It is truly an honour to lead a team that is dedicated to helping people in our community make a positive change in their own lives. The skills, talent and compassion that exists within our team is remarkable. I cannot overemphasize the value and importance of our staff and the work that they do.

Finally, I would like to thank our funders and supporters that make everything possible. Thank you for your ongoing support of the work we do here at the John Howard Society of Thunder Bay & District. Together we will continue to ensure that the opportunity to make a positive change exists for all those that need it. Together we can foster genuinely safer communities.

Kevin Haynen
Acting Executive Director

Change Happens Here

This section is dedicated to our clients' success. Each story speaks to the positive impact JHS has had on their lives and how change became a reality. Client names have been changed for confidentiality purposes. These stories are a reflection of how Change Happens Here! We also post stories monthly on Facebook and Twitter, so stay tuned for more.



Success Stories from our Case Manager

Jeff was released from a federal institution on full parole to reside at the John Howard Society. After settling into the residence, he began searching for a hobby to pass the time productively. Jeff began volunteering at a local not for profit agency. After finding the joy in positively donating his time, he began going daily to this agency to volunteer. After months, Jeff was offered a full time job working for this agency. He continues to make positive choices each day, leading a sober and crime free lifestyle.

Holly came to the John Howard Society seeking housing in order to avoid homelessness. After completing her Resident Action Plan and identifying a number of goals, Holly quickly found her feet. She began an academic upgrading program, and started attending counselling to address her struggles with addiction. Holly experienced some difficult life events during her time with us. She was assaulted by an ex-boyfriend, and shortly after being assaulted, her father passed away. Holly showed her resiliency, however, reporting the assault to the police, and testifying against her ex-boyfriend in court, resulting in him receiving a short sentence. Throughout these challenges, Holly continued to attend school. After completing John Howard's residential program, she moved out, having found her own housing in the community.



Eddie moved into the John Howard Society in the summer of 2015. He quickly established goals that he wanted to accomplish while partaking in the community reintegration program. The following week he had begun handing out resumes and had a job placement interview scheduled through Ontario Works. Eddie also wanted to find permanent housing, which would allow him to spend time with his two daughters. Shortly after beginning his job placement, Eddie had found a place to call home where he would be able to reconnect with his kids.

Change Happens Here

Success Stories from our Social Navigator

Mary came to reside at John Howard following a stay in adult in-patient mental health. Mary is a young woman in her thirties. She has children all living with her mother on reserve. For her whole life she had lived at her mother's house with her children, where she described experiencing crowded living conditions and issues of abuse. When she was younger she had tried to take her kids and get an apartment of her own but her mother would always prevent this from happening. We worked together in finding her a one-bedroom and we were able to make it happen! Mary's first apartment on her own – we wish her well.



Bob is a middle aged man who was residing at John Howard Society when I came on board last spring. Bob had been homeless for about a year and a half and was staying at a neighborhood shelter. He struggled with his addictions, was still grieving the loss of his mother and trying to end a very unhealthy relationship with a woman who was also gripped by addiction. Bob and I worked closely together to secure permanent rental housing. On moving day, I assisted Bob with moving some of his belongings to his new apartment. I recall standing outside with him: he had a smile ear to ear, expressing his gratitude and talking about making clam chowder that night. He had waited so long to be able to cook a meal in his own kitchen and now he was able to do this on his own terms in his own way in his own apartment. Bob still stops by JHS from time to time, giving me an update. He still talks about his experience of moving into his own apartment.

Mack resided with us for several months as a bail client. Mack is a man in his forties. He came to us just out of an unhealthy relationship with a woman that did not end well. After following his court conditions, we began working together to secure permanent housing. Mack was able to obtain assistance through Ontario Works to purchase some basic items and he moved out into his own apartment. Mack also registered for Adult Upgrading at Confederation College and has secured a seat for himself in a diploma program for the fall. I recall a conversation with Mack talking about how his ex-partner would have never let him go back to school and now he is attending and scoring marks in the 80's and 90's. He stops by my office often to keep us informed of his ongoing progress. Last month Mack moved into a new apartment with rent-gear-to-income; he is more financially stable than he has been in a long time and is doing well.



Change Happens Here

Highlights from the Social Navigator

In February we went to Fort William Historical Park with a small group of clients. We made bannock on an open fire, went snowshoeing, and were taught how to snare a rabbit. Winter fun!



In April Confederation College placement student Amy McCormack and I planned a Traditional Spring Feast for our clients. Here is Elder Ma-Nee Chacaby picking cedar the day before the feast.



Here are elders Morris Shapwaykessic and Ma-Nee Chacaby. We had gone out to Sandy Beach to pick cedar for the ceremony the next day. We had great fun sharing stories and posing for this photo op!



Here is Elder Ma-Nee preparing Traditional Medicine for smudging. The Elders smudged (blessed) the Sacred Drum, the feast food, the gifts for guests, and everyone in attendance.



This is the Dilico Standing Bear Drumming group. They're getting ready to begin drumming. There's nothing like the beat of the Sacred Drum!



In March Amy and I organized, shopped for, and prepared forty baskets filled with basic household items to give our clients upon moving into their own homes. It was a lot of work but worth every minute! Our first basket was given to a client May 1st as he was moved out of John Howard Society and into his own apartment: a house-warming gift from JHS.



Laurie Vance, Social Navigator

Change Happens Here

Youth Restorative Justice & Conflict Resolution



On Track Peer Mediation Program

Peer mediation is problem solving by youth with youth. It is a process by which two or more students involved in a dispute meet in a private, safe and confidential setting to work out problems with the assistance of a trained student mediator. Peer mediators can deal with relationships, misunderstandings, disagreements and related issues. Students, teachers, and administrators can request peer mediation.

Westgate CVI has 28 trained peer mediators. The impact on the school since the implementation of the program has been a very positive one. Since May 10th 2016, the program has successfully completed 21 mediations and has drastically reduced the number of potential suspensions and the involvement of administrators.

I have witnessed how mediation has helped relive stress, anger, and mend friendships in a respectful way. The school is a much more peaceful place. All of the feedback from students and the staff has been positive; 95% of the students using the program said that they would recommend and use the program again. I have had the opportunity to see the results of mediation first hand. Last week, I met with two students who were in a dispute over social media. After a tough mediation led by the student mediators, the students were able to reach a successful outcome. The same day at lunch, I observed the two students who had been in this heated dispute having lunch together and laughing. I was so happy to see that the program had an immediate and positive impact on the lives of these students.

Mediation has also helped the mediators become leaders in the school and benefit the greater school community and climate. The staff and students at Westgate have embraced the program which has made it a success. I am excited for both the challenges and successes of this upcoming school year and am thankful for the opportunity this new position has provided me. The support and collaboration from The John Howard Society and The Lakehead Board has been fantastic. My wish is to see this valuable program—the first of its kind in Thunder Bay—implemented in all the schools.

Domenic Barbiero

Peer Mediation Coordinator, Westgate CVI



Change Happens Here

Remote Community Intervention Program

The Remote Community Intervention Program (RCIP) strives to intervene with justice-involved youth from Northern communities providing support and access to both contemporary and traditional healing practices and educational opportunities, thus paving the way to brighter futures outside of the criminal justice system. The program employs Remote Community Intervention Workers (RCIW) in four Northern communities: Bessie Ooshag (Fort Hope, FN), Bob Wabasse (Webequie, FN), Gen Beardy (Weagamow, FN) and Rene Wesley (Long Lake, FN), as well as a Clinical Youth Counsellor (Tracey Sauls) and Program Coordinator/Counsellor (Sean Tressierra).

The RCIWs are the heart of the program; being community members they are in a position to provide immediate support and assistance to program youth ensuring each member need never feel alone when struggling to cope with daily life. The RCIWs also act as advocates for the youth and their families, assist parole officers in their case management duties, and provide programming when required. RCIWs act in a collaborative role with many organizations in providing support to the program youth, often working alongside school officials, local police officers, or other community workers, ensuring each youth successfully completes the conditions required of them.

The Clinical Youth Counsellor offers contemporary therapy models adapted to include cultural practices of the Northern communities, recognizing the need for interventions tailored to address the unique history of trauma and suffering experienced within each community. In individual cases both risk factors and protective factors are assessed allowing for treatment plans which address areas of highest need and highlight greatest strengths. The Youth Counsellor also works closely with community partners and families, striving to create positive working relationships by engaging community workers (mental health, teachers, nursing station personnel and police) and participating in community events.

Through a close working relationship with Ministry of Children and Youth Services staff, parole officers, and community leaders, the RCIP Coordinator and the RCIP Counsellor have been successful in helping many youth find a healing path in life. The RCIP has also been instrumental in re-introducing many Indigenous youth to cultural healing practices, such as the Sweat Lodge Ceremony and Drumming, thereby enhancing a sense of community and cultural pride.

Tracey Sauls

Youth Counsellor

Sean Tressierra

Youth Program Coordinator



Fundraising & The Howard Ball



The 2nd Annual Howard Ball: A Night of Masquerade & Mystery was held at The Valhalla Inn on October 24th, 2016. Guests were treated to an elegant four course meal and exciting entertainment, including Women in Black trio playing classical music, La Stelle Alpine presenting a Venetian mask dance, Cirqueworks juggling, and Sachiko wowing the audience with a breathtaking aerial ribbon performance. Guests also had an opportunity to get their picture taken with props in the photo booth, have their tarot cards read, get a mask painted on by professional make-up artist Wink, bid in our silent auction, win prizes including Westjet tickets and a gorgeous gold pendant, and dance up a storm with music from DJ Maverick. We received many compliments on the event during and after the ball! We are very excited to be putting on the 3rd Annual Howard Ball, presented by Lakehead Motors, on November 5, 2016 in the Valhalla Inn Ballroom. Tickets are available from our fundraising office in person or by calling (807) 623-5355 ex. 507, at Lakehead Motors, at Habitat for Humanity, or online at: HowardBall2016.eventbrite.ca



In addition to The Howard Ball, we have held a number of other successful fundraising events this year, including a "tag day" where volunteers requested donations outside local LCBO locations, a pizza day in cooperation with Both Hands Wood Fired Pizzeria and Bakery where \$1 from every pizza sold went to John Howard, the United Way's annual Billboard Rescue which

found our staff 40' above the ground, and our first Spring Raffle at The CLE Home & Garden Show with prizes including Westjet tickets, a hand made willow chair from Willow Springs Creative Center, and a wine and cheese package from Waterfront Winery and Thunder Oak Cheese Farm. These activities have not only helped to generate fundraising dollars in support of our rehabilitative residential programs, but have also worked to spread the word about the work we do to foster genuinely safer communities and help people make meaningful life change. We are always looking for volunteers for our fundraising team! To join us call the fundraising office at (807) 623-5355 ex. 507.



Board of Directors 2015/2016

| | |
|-------------------------------|----------------|
| Sandy Lychowyd | President |
| Scott Gale | Vice President |
| Afton Brown | Secretary |
| John Allen (AJ) Johnson | Treasurer |
| Shirley DeWilde | Director |
| Narcise Kakegabon | Director |
| Jennifer Duncan | Director |
| John A (Sandy) Isfeld | Director |

Staff 2015/2016

| | |
|-------------------------|---|
| Liisa Leskowski | Executive Director |
| Kevin Haynen | Program Manager/Acting Executive Director |
| Maryann Bilenki | Office Manager |
| PhebeAnn Wolframe | Fundraising Administrator |
| Colleen Peters | Community Residential Facility Program Coordinator/MHFA Facilitator |
| Laurie Vance | Social Navigator |



Staff 2015/2016 Continued

Chantel RandellResidential Case Worker

Erin LovisCommunity Justice Worker

Gabrielle Leonard.....Community Justice Worker

Cassandra MartinBail Verification & Supervision Program Coordinator

Rory Bellin BVSP Case Manager

Janet BoormanSummer Student

Shania HorvathSummer Student

Sean Tresierra.....Youth Program Coordinator

Tracey Sauls Remote Community Youth Counsellor

Bob Wabasse Remote Community Intervention Support Worker

Gen BeardyRemote Community Intervention Support Worker

Bessie OoshagRemote Community Intervention Support Worker

Renee WesleyRemote Community Intervention Support Worker

Daniel LetourneauOn-Track Student Support Program Coordinator (Geraldton)

Domenic Barbiero.....On-Track Student Support Program Coordinator (Westgate)

Debbie VoldResidential Cook/Residential Services Night Staff

Ozzie Rummerfield.....Residential Services Night Staff

Larry Leochko.....Residential Services Night Staff

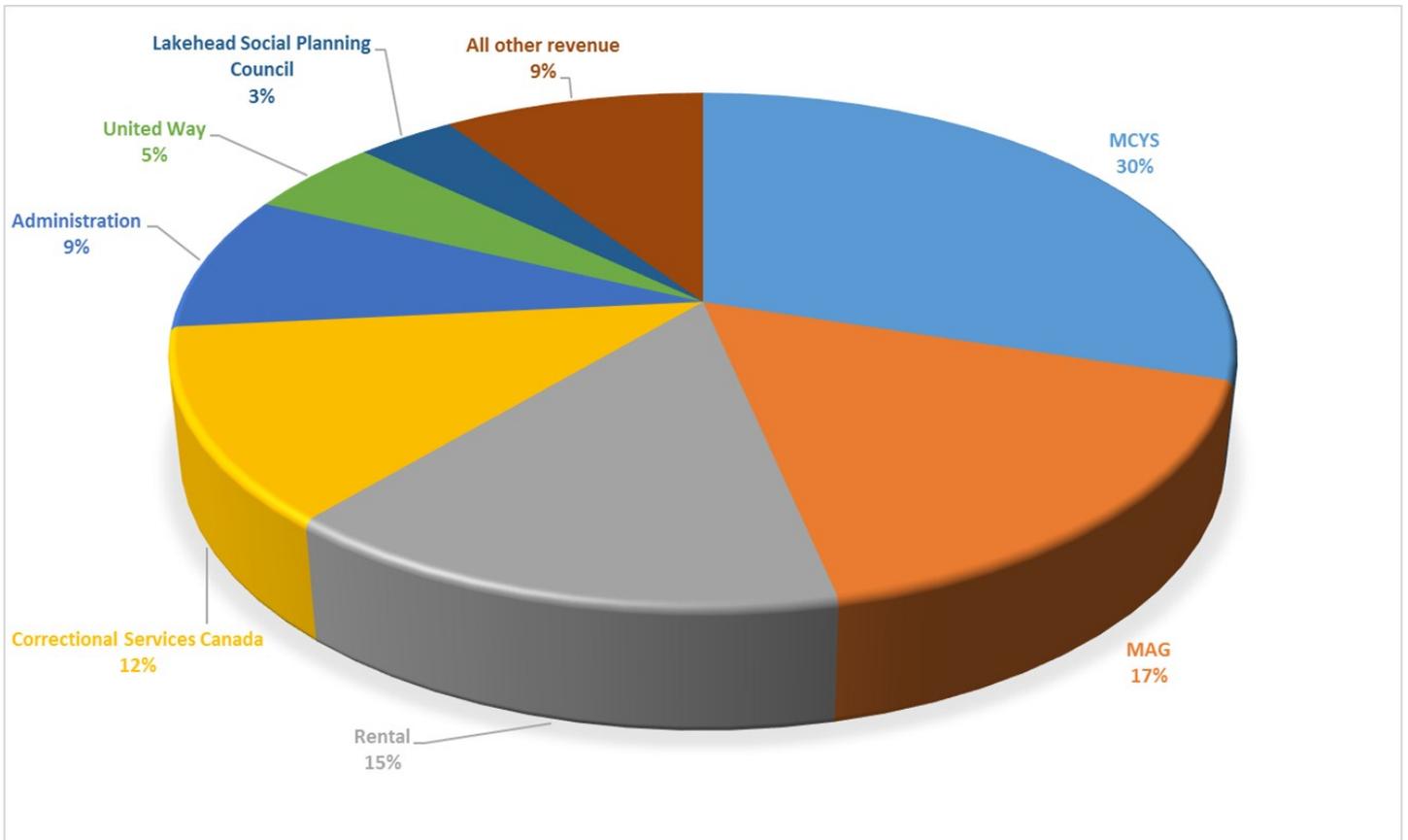
Alex PetrynkaResidential Services Night Staff

Doug Mawhinney.....Residential Services Night Staff

Sheikh Harun-or-RashidResidential Services Night Staff

Thank You To Our Funders

Revenue Summary



MAG = Ministry of the Attorney General
MCYS = Ministry of Children and Youth Services

Thank You To Our Funders



Canada



Ministry of Attorney General

Ministry of Children & Youth Services

Ministry of Community Safety & Correctional Services

Métis Nation
of Ontario 



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