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[Annual Report]

April 2011–March 2012

JohnHoward

SOCIETY OF DURHAM REGION

Message from the Executive Director & President



A long way from 3 1/2 Simcoe Street South in 1975.

We have all undergone periods of transition in our lives. In some cases, these transitions have evolved directly from the conscious decisions we have made. In other instances, the transition has been caused by external factors, about which we had no control. Transitions are enormously important and represent, both opportunities, and challenges. Invariably, these periods of transition involve some sort of change in our lives. As a professional, working in the human services field for the past thirty years, there is one adage which I have come accept whole heartedly, “Change is Hard”.

The staff team of the John Howard Society of Durham Region, as a group, has undergone substantive transitions during the past year, with the loss of Jan Langlois, the long-time Clinical Advisor with the agency, and the retirement of the former Executive Director, William Fry, who was with the organization almost from its inception. They have had to cope with the feelings and uncertainty related to these issues and yet continued to provide effective service to our communities.

For the past 50 years, the John Howard Society of Durham Region has worked to assist our clients through their transitions, and the

associated fear and insecurity, with skill, patience, understanding and compassion. For 50 years, they demonstrated that effective service is not about ideology, but rather doing what is effective, impactful and right.

During the next year, the Board of Directors, staff, and volunteers of the John Howard Society will be celebrating our 50 years of service, to the people of Durham Region, with a variety of functions and events. We will acknowledge the contributions made by all of our community partners, promote and inform the community of the diversity of programming offered by our agency in each of our offices, celebrate the successes of all the clients, who have accessed our services through the years, and recognize the contributions of the many staff members and volunteers, who have contributed so much of their time and energy towards making the John Howard Society of Durham Region such a special organization. I hope that you will celebrate our 50th year with us.

In closing, I want to extend my congratulations, and appreciation to the past and current, staff team, Board of Directors, volunteers, and community partners of the John Howard Society of Durham Region for continuing to demonstrate, that in spite of all the transitions we go through, this job is worth doing.

Brian H. Sibley MBA, BSW, RSW
Executive Director

Thank You Funders!

The support from funders and the community at large make it possible for thousands of individuals to benefit from vital programs and services every year. Our sincere thanks to all of you for your continued commitment to healthy community-based programming to reach youth, adults, men and woman across Durham Region.

Ministry of Training, Colleges & Universities
Ministry of the Attorney General
Ministry of Child & Youth Services
Ministry of Health
United Way of Durham Region
Region of Durham
Municipality of Clarington
Durham Children's aid society
Crime Prevention Canada

Summary Statement of Operations

REVENUE	2012	2011
United Way Grants	330,983	378,488
Government Funding	4,191,353	4,577,512
All Other	397,266	383,511
Total Revenue	4,919,602	5,339,511
EXPENSES		
Salaries & Benefits	3,058,825	3,328,623
Training/Subsidies	653,506	649,228
Occupancy	262,382	250,522
Office	245,661	228,212
All Other	397,108	461,635
Total Expense	4,617,482	4,918,220
Earnings before amount refundable	302,120	421,291
Amount refundable to funders	14,470	132,481
Excess of revenue over expenses	287,650	288,810

Full audited statements available on our website at jhsdurham.on.ca/aboutus

Thank You Supporters!

Good corporate citizenship is alive in Durham. These organizations and individuals made the conscious effort to support our agency, or a program, or an individual within our programming in some way. A number of these groups have been supporters for many years over. They've given in the form of items for a food hamper at Christmas, or print/media coverage, financial donations, gift certificates and cards or some form of product they produce. Each gift leverages our ability to do more for the clients we serve, and we appreciate their strong arms helping us to carry the load, year after year. Thank you to you and your teams, for working with us and we look forward to working with you again in 2013!



← Firehouse Golf supported by Boston Pizza

Teen Moms program supported by Trillium →



3 Faces of Eve
 Archibald Orchards & Cider House Golf
 Baagwating Community Association
 Boston Pizza (Bowmanville)
 Bowmanville Foundry
 Bowmanville Zoo
 Buffalo Wild Wings
 Canadian Tire (Bowmanville)
 CAW Social Justice Fund
 Cdn. Students for Sensible Drug Policy
 CKDO Radio
 Clarington This Week
 Class Act Dinner Theatre
 Country Style (Oshawa)
 CUPE Local 555
 Deer Creek Golf & Country Club
 Delta Bingo
 Home Depot (Bowmanville)
 Home Hardware (Bowmanville)
 Hope Fellowship Church
 Jungle Cat World
 Kawartha Food Share
 Kellar Williams
 Kings Court Catering
 Knights of Columbus Bowmanville
 Knights of Columbus Oshawa

KPRDSB Elementary Teachers Local
 Status of Women
 KX96 FM Radio
 Loblaws (Oshawa)
 Lonestar Texas Grill
 MAC Cosmetics
 Oak Ridge Golf Course
 Ontario Power Generation
 Oshawa Community Church
 Oshawa Moose Lodge 2132
 Oshawa/Whitby This Week
 Rehoboth Church
 Rogers TV Durham
 Rotary Club of Bowmanville
 Royal Ashburn Golf Club
 Simcoe Hall Settlement House
 Sleep Country Canada
 SOLE Leadership Class (Bow. H.S.)
 Swish Maintenance Ltd.
 Tanya Cochrane
 Then & Now Sounds
 Tiger Direct Canada
 Valentino's Grande Salon
 Walmart (Oshawa)
 Whisky Johns
 Winchester Golf & Country Club

Our Staff

Generous, dedicated, compassionate individuals are what make a community-based organization run smoothly. They give beyond the job description, volunteering extra time for special events, and care about each and every person who walks through our doors. The John Howard Society of Durham is fortunate to have such talented, committed people. Thank you for choosing JHS as your place to make a difference.



4 Years or Less

Jeff Maile
 Paula Matte
 Brian Sibley
 Jennifer Swanton
 Melainie Dottin
 Candice Guimond
 Andrea Probert
 Pat Shepherd
 Jennifer Lenis
 Heather Martin
 Karema Burnett
 Kate Coroghly
 Desiree Caprietta
 Chris Newman
 Dane Jeffrey
 Heather Boswell
 Kelly Jackson
 Craig Bowers
 Holly Norwick
 Don Grant
 Jennifer Buma
 Christina Colacicco
 Daniel Dipede
 Adrianna Sloan-Vanderneut
 Hillary Matassa
 Christine Demchuk
 Glenda Leahey
 Maryjo Mahon
 Cassandra Duncan

5 to 9 Years

Margaret Beck*
 Wayne Hingston*
 Christie Bowes*
 Suzette Campbell Morrison*
 Angela Mazurkiewich*
 Bernie Gardiner*
 Diane Westerman*
 Rachel Lucas*
 Jeff Belbeck*
 Sabiha Abo
 Beverley Oke-Hickey
 Ashley Romano
 Rhonda Moser
 Veronica Breen
 Agatha Firek
 Gisele Whalley
 Dean McDonald
 Christina Barrow
 Susan Maxwell



10 to 14 Years

Patti Harrington*
 Michelle Heald*
 Paul Dobbs
 Laurie Croft
 Cheryl Thompson
 Maria Perrino
 Judy Gales

15 to 19 Years

Beth Whalen
 Pat Andrus
 Barb Hume

20 to 24 Years

Maggie McCallum
 David Smith
 Shelley Lawrence
 Dianna Eastwood
 Joelle Morey

25+ Years

Jan Langlois*
 Maureen Bandola

Status up to Dec. 31st, 2012. Report printed Oct. 2012
 * = staff person achieving 5, 10, 15, 20, or 25 years of service.

Our Volunteers

Community work is a large undertaking that we just couldn't do with our staffing alone. These individuals below have given us their skills, time and energy to fulfill a need in a number of areas; teaching adults to read, helping someone with computer skills, co-facilitating groups, answering phones, picking something up or dropping something off and more. Our volunteers make an impact for the good of the community every day, and we thank you for your exceptional gift of self for others.

Allison Lamb	Gage Dempster	Martin Grzesniak
Amanda Connell	Haily Barclay	Matt Bishop
Amany Johnson	Isaacs Micah	Megan Johnson
Amber McLeod	Jackie Best	Meghan Crandall
Amy Morris	James Bickell	Michelle Durrant
Andrew Oakes	James Miles	Mike Wade
Ashley Roche	Janet Rourke	Nicholas Kirkton
Beth Elmer	Jason Barrow	Nick Grier
Brenda Forder	Jen Dodson	Nicole Dellorama
Brenda Westerman	Jesse Gazic	Oscar Edwards
Bridgette Atkins	Jesse Lyle	Patricia Roberts
Brittany Ruthven	Joanne Simpson	Peggy McKenty
Brock McAlpine	Jonathon LeRose	Rachel Cassel
Carlene Martin	Josh Constantinou	Rebekah Olson
Carley Nesbitt	Josh Finlay	Ron Hooper
Carly Stuart	Joshua Claxton-Oldfield	Ruth Belbeck
Carol Kobes Veenstra	Joshua Skrupskas	Sam Nicholson
Cassidy Bignall	Julie Bigham	Samantha Eastwood
Cassy Wagner	Justine Kaldeway	Samantha Jackson
Christie Lucas	Kara Carter	Saquib Sayed
Colin Gear	Karen Schroor	Semone Spence
Conaully Russell	Katherine Cummings	Sharon Wildeboer
Connor Bowes	Katrina Cooke	Sidney Judd
Cortney Wingate	Katrina Russell	Stephanie Ross
Courtney Tustin	Kevin Till	Steve Judd
Darren Judd	Kimberly Clarke	Sue Fry
Dawson Martin	Kirstie Smithurst	Sue Vanderkwaak
Emily Hancock	Kyle Theys	Susan Stuart
Emily White	Lillian Russell	Tiffany Mortimer
Emma Barrow	Lisa Poff	Victor Hajjar
Eric Barrow	Lloyd Frake	Wally Rourke
Erin Emery	Maddie Longo	Walter Mueller
Farrah Abdulla	Marcia Peart	Zainab Godwin
Fran Frake	Maria Perrino	Zelego Persaud

Community Engagement

Beyond what an agency can do by itself for clients, it has a role to play as a partner with other organizations. Our staff harness and magnify the performance of our programming by engaging with every other corner of the Region. No single agency can cover all the ground of need. Where we lack the resource internally, we know we can draw upon reliable colleagues found in these committees, coalitions and agencies to fulfill a gap in service.

Our partners, innovative, resourceful and forever at the ready to answer our call, work hard at creating seamless solutions. We thank you for your shared energy, ideas, and efforts to help those in despair to be comforted, raised up, and put back on their feet in the right direction.



Ajax Board of Trade
Big Brothers/Big Sisters
Boys & Girls Club
Central East Opening Doors Planning Committee
Centralized Intake Steering Committee
Champions for Youth committee
Coalition for Action Against Bullying in Durham Region
Community Care Durham
Community Literacy Ontario
Concurrent Disorders Network of Durham Region
Crime Prevention Council Durham
DACH - Durham Advisory Committee on Homelessness
DREN - Youth Intern Partnership
Durham Children's Aid Society
Durham College Community Services Programs Advisory Committee
Durham Continuing Education Centre
Durham District School Board
Durham Harm Reduction Coalition
Durham Region Employment Services Implementation Group
Durham Region Enhancing Rural Social Planning - Advisory Committee
Durham Region Immigration Portal Committee - Content Development
Durham Regional Police Services
EJM Partnership Committee
Enhancing Social Planning (Rural Durham)- Advisory Committee
Family Court Community Resource Committee
Feed the Need Durham



First Work

George Brown College

Greater Oshawa Chamber of Commerce

Healthy SexYOUTHality Coalition Committee

Human Service and Justice Coordinating Committee

JHS Ontario Pension Committee

Kawartha Pineridge District School Board

Literacy Service Planning Committee

Literacy Service Planning Committee - Durham Region

MCYS Frontline Training Committee

MST Steering Committee

One Step

Ontario Association of Youth Employment Centres (OAYEC)

Ontario Family Group Conferencing Coordinator Roster

Ontario Harm Reduction Distribution Program

Ontario Literacy Coalition

Ontario Needle Exchange Coordinating Committee

Ontario Network of Employment Skills Training Projects (ONESTEP)

Oshawa Business Improvement Association

Oshawa Public Library - Jess Hann Branch

PCNCCDSB - Safe Schools Committee

Peterborough Victoria Northumberland, Clarington Catholic School Board

Pinewood

Project Take the Lead (Ajax Youth Centre)

Rapid Re-Employment Response Team

Safe City Oshawa Partnership

Sex Trade Support Circle

Simcoe Hall Settlement House

Sir Sandford Fleming College

Teen Education and Mothering Clarington - Steering Committee

The Spot (Town of Ajax Youth Centre)

University of Ontario Institute of Technology

Whitby Chamber of Commerce

Whitby Youth Council

Young Parent Community Coalition

Youth in Transition Partnership

Youth Justice Network

Youth Service Network



Featured Programs

Employment and Literacy Services:

During the fiscal year of April 1, 2011 - March 31, 2012, both the Employment and Literacy programs experienced substantial program model changes that were implemented by the Ministry of Training, Colleges, and Universities. The Employment and Literacy teams have worked diligently throughout this transition to ensure seamless services have continued for individuals who are seeking Employment and Training supports.

Literacy Services:

This year, the Ministry of Training, Colleges, and Universities introduced the new Ontario Adult Literacy Curriculum Framework (OALCF). The staff has endured endless hours of training and preparation during this fiscal in preparation for rollout that took place on April 1, 2012. The OALCF will be the cornerstone of Employment Ontario's Literacy and Basic Skills Program. The OALCF uses common language of competencies, standard measures for learner progress and five goal paths. The five goal paths that learners can upgrade skills in preparation for are Employment, Apprenticeship, Postsecondary, Secondary School Credit, or Independence.

Additionally, preparation and training was delivered throughout the year to integrate the program into a province wide data management system (CaMS) and the introduction of a Performance Management System.

We continued to offer quality programming throughout the year to individuals 19 years + in both our Oshawa and Bowmanville offices. The program served a total of 126 learners.

Employment Services:

Although the Ministry of Training, Colleges, and Universities implemented the new Employment Services model in August of 2010, the fiscal period of April 1, 2011 to March 31, 2012, continued to be a year of transition for all Service Providers. The new model is flexible, responsive, customer centered, and outcomes based. Services include Client Service Planning and Coordination, Resource and Information, Job Search, Job Matching and Placement, and Job Retention.

During the fiscal, we opened a brand new site in Whitby and underwent extensive renovations to our Oshawa site. We gratefully acknowledge the dedication and hard work of the Employment team, JHS staff, our community partners, stakeholders and our funder, the Ministry of Training, Colleges, and Universities.

Our Oshawa and Whitby sites had 15,919 visits from individuals seeking quality Employment supports.



Multisystemic Therapy

In February 2011, The John Howard Society received funding to implement the Youth Connections Project, a program of Multisystemic Therapy (MST) for youth and their families. The MST model seeks to look at problem behavior as being multi-determined by the relationships between the youth and the systems in which they live, such as home, school, peers, and the larger community. Although youth are referred to MST services for assistance, the family is the focus of treatment. MST posits that by strengthening overall family functioning, youth referral behaviours are significantly reduced.

MST serves youth aged 12-17 who are at significant risk of becoming involved in the criminal justice system, and being placed outside the home. MST treatment is targeted for youth who have a number of antisocial behaviours such as truancy, substance use, trouble with the law, running away, verbal aggression, physical aggression, self-harm, etc.

“MST treatment is targeted for youth who have a number of antisocial behaviours...”

The MST therapist assigned to each case typically meets with the family 2-3 times per week and is available 24 hours a day and 7 days per week. Caseloads are small and treatment is intensive and short term; averaging 3-5 months. This allows therapists to be able to meet as often as needed as well as when it is most helpful to the family and other participants. The therapist utilizes a variety of strategies during treatment such as Cognitive Behavioural Therapy, Couples interventions, Pragmatic Family Therapy, Solution-Focused Brief Therapy, etc.

In the past year, the MST team has taken on 23 clients, with referral numbers growing every day. The MST program is currently servicing 13 clients, with each therapist carrying 4 cases and the supervisor carrying 2 cases at full caseload. Our goal for the upcoming year will be to reduce waitlist times and improve length of service to 3-4 months in duration. The MST team is looking forward to working in liaison with families and community partners to reduce youth anti-social behavior and increase parent confidence.

John Howard Society of Durham Region

Ajax

136 Commercial Ave.
Ajax, On L1S 2H5
t: 905-427-8165
f: 905-427-3701

Whitby

#200-114 Dundas St. E.
Whitby, On L1N 2H7
t: 905-666-8847
f: 905-430-0694

Oshawa (Main Office)

75 Richmond St. W.
Oshawa, On L1G 1E3
t: 905-579-8482
f: 905-435-0352

Clarington

132 Church St.
Bowmanville, On L1C 1T5
t: 905-623-6814
f: 905-623-0221

Oshawa Residence

t: 905-434-5388
f: 905-434-1941

Whitby Residence

t: 905-668-4614
f: 905-668-0009

Printing services by:  

Our Board:

CHAIR	Gordon Brook
Vice-Chair	Ted Marks
Treasurer	Peter Stephenson
Secretary/JHSO Rep	Abb Gilbert

DIRECTORS

Hugh Peacock
Ted Marks
Steve Gyorffy
Rob Snell
Debra Hastings
Sue Vanderkwaak
Paula Osmok

Our History:

1962—Oct. 23, first official meeting as “The John Howard Society of Oshawa-Whitby” takes place due to the efforts of Keith Couse, Executive Assistant of JHS Ontario.

1975—United Way Oshawa funding enables transition from a lay-branch to a regularly staffed office at 3^{1/2} Simcoe St. S. Oshawa. Bill Fry appointed Executive Director.

1981—Program and client growth leads to the need for a larger office on Bruce Street

1983—Satellite office opens in Clarington. Agency name changes to “John Howard Society of Oshawa-Whitby-Newcastle”

1984—Sub-office opens in Ajax. Agency name becomes “John Howard Society of Durham Region”

1985—Oct., Whitby Residence opens with 6 beds for young males

1986—May, satellite office of Clarington moves to 14 Silver St.

1992—Oshawa office moves to 492 Simcoe St. South to accommodate client growth

1990—Jun., Oshawa Residence opens with 8 beds, 4 each for males and females

1997—Clarington office moves to 132 Church St. ,the Firehouse Youth Centre opens.

2001—Oct., Satellite office opened in Whitby

2002—May, Oshawa office moves to larger location at 75 Richmond St. W.

2006—Apr., Whitby office relocates to 105 Consumers Drive

2009—Jul., Oshawa administrative office opens

2010—Mar., Whitby office relocates to 114 Dundas St. E., Whitby Residence moves location