

ANNUAL REPORT 2022-2023



Main Office: 75 Richmond St. W., Oshawa, On L1G 1E3 [905-579-8482] www.jhsd.ca

Whitby Office
#114 - 200 Dundas St. E.
Whitby, On L1N 2H7

Newcastle Youth Centre
1780 Rudell Rd.
Newcastle, On L1B 1G8

Clarington / Firehouse Youth Centre
132 Church St.,
Bowmanville, On L1C 1T5

The Loft
1595 Prestonvale Rd.
Courtice, On L1E 2P1

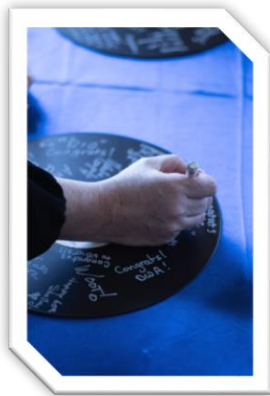
FROM THE BOARD PRESIDENT:

It is such an honour to serve as the Board Chair during 2022-2023 - the 60th year of the John Howard Society of Durham Region. So much to celebrate! For those who were able to join in the anniversary celebrations, we are grateful for your support. The services we provide cannot happen without the help of the entire community.

With Covid behind us, meeting in person and returning to more normal routines has helped the board of directors strengthen our commitment and work together seamlessly. The dedication and experience that the members of the board bring to the table serves the Society well and makes my role as chair much easier. My deepest thanks to all the members.



60th Anniversary MC:
Wayne Hingston



Our Executive Director, Dianna, deserves accolades for her hard work along with the dedicated and service-oriented staff. They literally change lives for the better, making a difference for so many. Thank you for all that you do.

As you read through this Annual Report, you will gain insight into the many programs and services provided by the team. Sixty years of service to Durham Region thus far and my best wishes for many years more.

Sue Vanderkwaak

Board Chair



60th Anniversary Event.

Dave Tonkin (Board President in 1970s), Pete Stephenson, Dianna Eastwood (Executive Director), Ted Marks, Sue Vanderkwaak (Board President), Lydia Antalfy, Leanne Everson, Dave McLeod, Kevin Armstrong

ABOUT US

VISION

We envision a Durham Region where everyone contributes to a safe, healthy, and just community.

MISSION

To reduce the impact of crime and its causes through a spectrum of effective prevention and intervention programs.

A BRIEF HISTORY

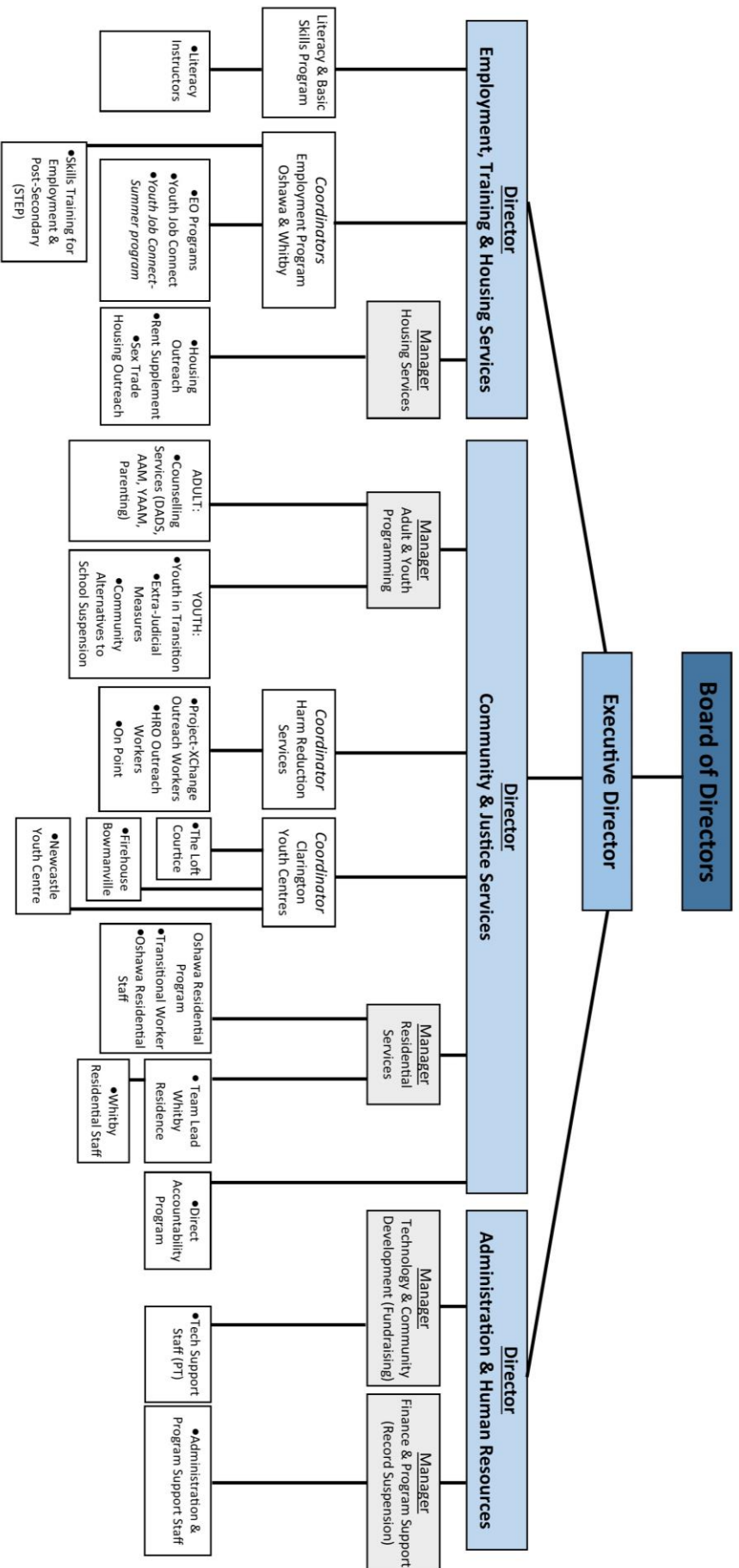
- First official meeting took place in the boardroom at the local YMCA, Oct. 23rd, 1962
- Through the efforts of Mr. Keith Couse of the JHS Ontario office, our first Board members were ; Rev. Fr. P. Coffey, Mr. E Parker, Mr. E.A. Doyle, Mr. A. Green, Mr. E. Marks, Rev. H. Mellow, Mr. W. Paynter, Mr. F. Popham, Mr. H. Pineau, Mr. H.M. Sparks, Mr. N. Spring, Rev. A. Woolcock and W.A. Smith.
- 1969 - Renamed to “JHS Oshawa/Whitby” to reflect the increased area of service.
- 1974 - First permanent office opened in downtown Oshawa at 3 ½ Simcoe St. South
- 1984 - Opened our first satellite office in Ajax, renamed to the JHS Durham Region
- 1986 - Opened our first Clarington office
- 1992 - Opened two new Youth Residence locations
- 2001 - Opened our first office in Whitby
- 2009 - Administrative / Women’s Drop-In program site open, Direct Accountability program received space inside the newly built Oshawa court building
- 2017 - Ajax office condensed to a shared space with another organization
- 2018 - Opened two new Youth Centres in partnership with the Municipality of Clarington
- 2020 - Ajax site now a space-as-needed arrangement with a community partner
- 2022 - 60-year anniversary! Added a new dedicated role for Record Suspensions Program

2022-2023 Board of Directors

Sue Vanderkwaak	President
Kevin Armstrong	Vice President
Dave McLeod	Treasurer
Peter Stephenson	Secretary
Ted Marks	Director
Jim Monroe	Director
Leanne Everson	Director
Lydia Antalfy	Director
Shiraz Bhanji	Director

Thank you to our volunteer Board of Directors! This talented team donates their time, energy, and skills to strategically drive us forward. They bring insight from their diverse and extensive professional backgrounds to set our high-level policies and goals, which enables our entire team to work on a shared vision of positive outcomes for all our clients.

JHS Durham Organizational Chart



Our branch provides over 20 different programs and services, with each one having its own subset of components (for example, Employment has multiple targeted programs). It would take many pages to fully detail each and every one, so we encourage you to call (905-579-8482) or e-mail us (jhsd@jhsd.ca) for more specific and detailed info if any of the following sound of interest for yourself, a friend/family member, or if you would like to help support our programs in some way.

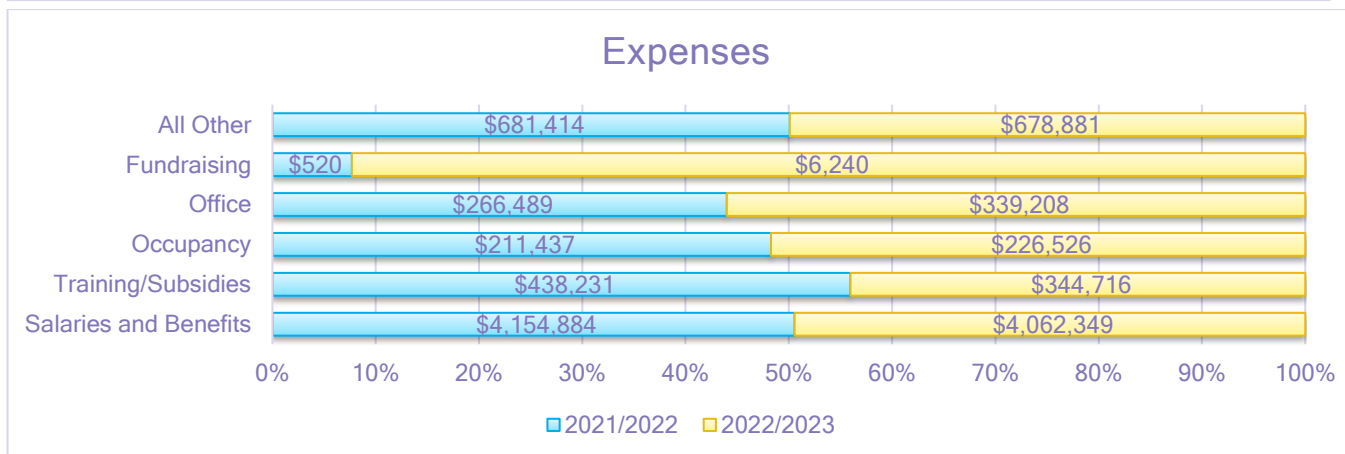
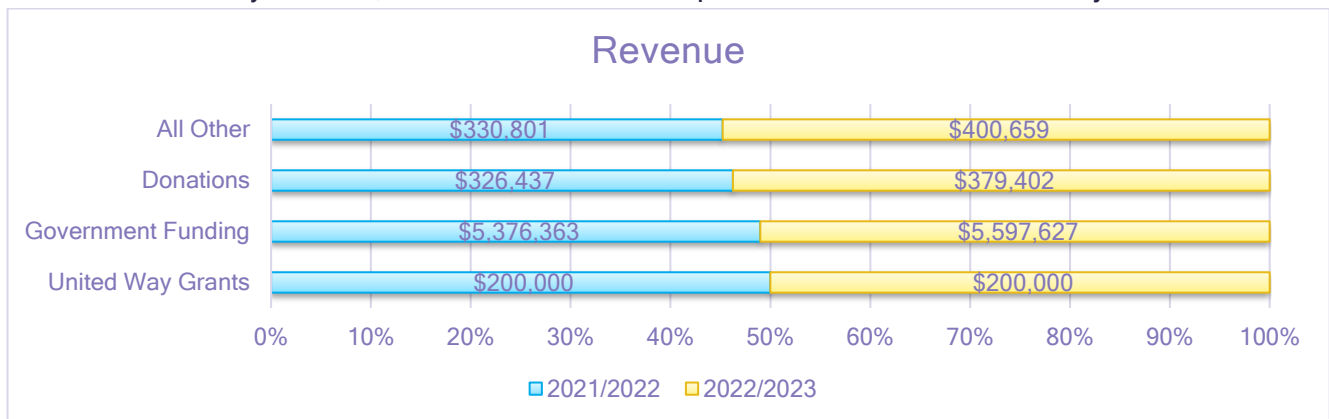
FINANCIAL SUMMARY

Revenue	2020/2021	2022/2023
United Way Grants	\$ 200,000	\$ 200,000
Government Funding	\$ 5,376,363	\$ 5,597,627
Donations	\$ 326,437	\$ 379,402
All Other	\$ 330,801	\$ 400,659
Total Revenue	\$ 6,233,601	\$ 6,577,688

Expenses		
Salaries and Benefits	\$ 4,154,884	\$ 4,062,349
Training/Subsidies	\$ 438,231	\$ 344,716
Occupancy	\$ 211,437	\$ 226,526
Office	\$ 266,489	\$ 339,208
Fundraising	\$ 520	\$ 6,240
All Other	\$ 681,414	\$ 678,881
Total Expense	\$ 5,752,975	\$ 5,657,920

Revenue - Expenses before Refundables	\$ 480,626	\$ 919,768
Amount refundable to funders	\$ 298,100	\$ 509,235
Excess of revenue over expenses	\$ 182,526	\$ 410,533

Fully detailed, audited statements are posted on our website at www.jhsd.ca

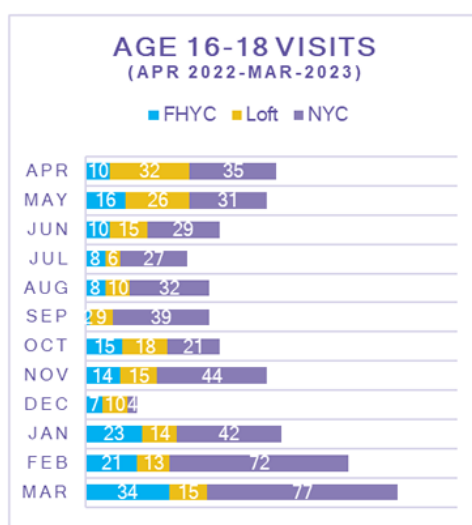
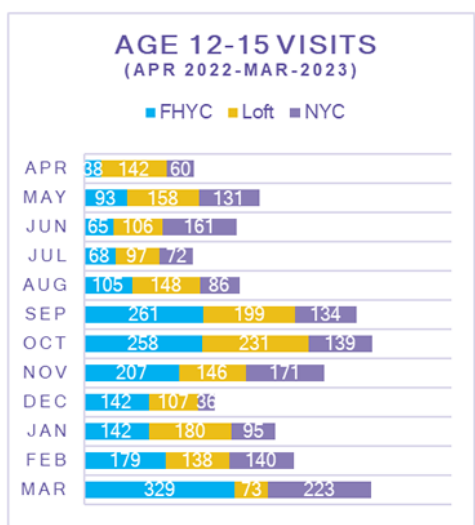


PROGRAM REPORTS: PILLAR – COMMUNITY & JUSTICE

Clarington Youth Centres

The Clarington Youth centres are designed to provide a safe, informal and supervised space for youth where we accommodate structured and unstructured pro-social programs for youth 12-18 years old, all for free. Our centres give youth opportunities to take part in diverse activities that help youth develop their physical, social, emotional and cognitive abilities and to experience recognition, enjoyment, empowerment, achievement, friendship, and sense of belonging.

Attendance is at an all-time high across all 3 youth centres. While our target is at least 8 youth attending per night, the actual average attendance per night is 22! Between all 3 sites, we had over **5,800** visits!



After school jobs, increased school expectations, and expanded personal responsibilities all impact the shift in the age 16-18 attendance. Many of these older youth are coming for targeted programs such as trainings, workshops, or gym programs.

Our biggest impact in 2022 was providing consistency and care. Barriers to access support services were magnified due to the pandemic. We made it an imperative to ensure our spaces and approach remain consistent for youth to access our services. Providing stability allows us to build healthy relationships, and support youth through the stages this developmental age, for positive youth development.

In 2021 after a one-year pandemic break, we were able to bring back our popular “Firehouse Fright Night” event, thanks to the generosity of Watson Family Farms in Bowmanville gifting the use of their corn maze. In October 2022 when we returned to the corn field yet again, we saw over 1200 guests! Youth volunteers earn service hours needed for their high school diploma requirements, learn about event delivery and team work, and help raise funds for both the youth centre and United Way.

Some of the cast from Firehouse Fright Night 2022.
Over 100 volunteers make this event possible.



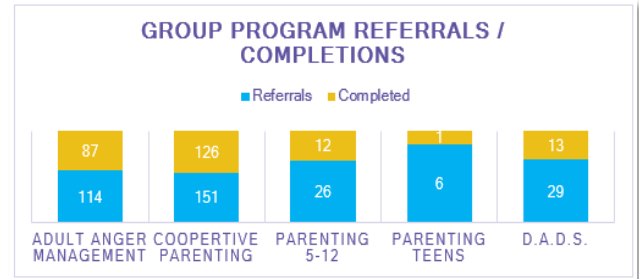
Community Alternatives to School Suspension

CASS is delivered in partnership with the Kawartha Pine Ridge District School Board. Our team receives referrals of long-term suspended and expelled students that need our assistance to continue their academic path while under such conditions. It means they don't have to fall behind on their studies, and they benefit from life skills education from our staff to help them develop coping strategies for whatever behaviour lead to the suspension/expulsion. They are also engaged in volunteer work in their community.

- 26 students with 1 repeat student

Counselling/Groups

Five different group programs are offered, with sessions able to be hosted in our Oshawa office, or through a virtual platform such as Zoom. Participation is voluntary, with referrals from many different sources including judges, lawyers, doctors, employers and self-referrals. In the past year, our team of 3 part-time staff provided over 2400 hours of counselling services.



Direct Accountability Program

Pre-Charge Diversion:

The Pre-charge Diversion program is a community-based option used to deal with persons 18 years of age and older, alleged to have committed a minor criminal offence. The Pre-charge Diversion program offers an alternative to the formal court process that holds individuals accountable by providing community based sanctions. The program accepts referrals from Durham Regional Police Services.

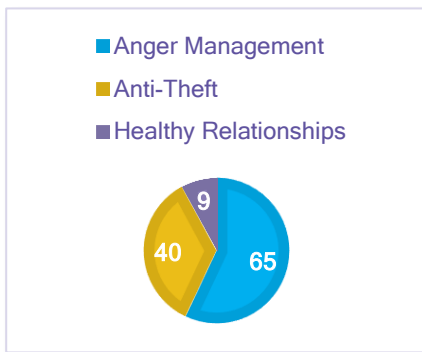
Post-Charge Diversion:

This program is an alternative to prosecution for eligible individuals 18 years of age and older who typically have been charged with minor criminal offences. The Program will accept referrals that have been screened by the Crown as eligible and where the individual takes responsibility for behaviour that lead to the charges and they agree to participate in a community-based alternative to the Court process.

* A participant can be assigned more than one sanction option. Data for calendar years.

Calendar Year	# of Referrals	Referral Type		Sanction Options				
		Class I Offence	Class II Offence	Community Service Hours	Donations	Restitution	Letter of Apology	Attend MAG Program
2022	261	81%	28%	6%	18%	40%	6%	31%
					\$6,950	\$229,501		
2021	168	72%	39%	2%	19%	29%	6%	42%
					\$4,400	\$36,057		

Extra Judicial Measures



EJM is designed for youth that fall under the Youth Criminal Justice Act (under age 18) as an alternative approach to the court system. Young persons in conflict with the law, in a pre-charge status, may be diverted to EJM by Durham Regional Police. It provides the individual an opportunity to better understand the impact and harm of their actions on others. Youth participate in a weekly group program to learn about the social, financial, and personal costs of crime to themselves, their families, peers and the community.

This past year we added a new component, “Healthy Relationships”, due to an increase in the number of events referred to us that involved unhealthy relationship interactions and sexting. While referrals were down in the first half of 2022, numbers increased for all component services starting around October, with 1,152 hours of direct client service time by 1.5 staff.

EJM Success In Action:

When a youth arrived for his intake for the Anger Management Program, he was escalated and verbally aggressive in sharing that he thinks diversion is pointless. The EJM counsellor managed to de-escalate him and proceed with the intake. Others that had tried to work with this individual felt they could no longer offer support and essentially this client was about to be “given up on”. His initial pending charge was going to be pursued. However, the youth expressed having good rapport with the EJM counsellor - which he shared doesn’t happen often with people in his life, particularly with community service providers he had been in contact with thus far. The EJM counsellor managed to advocate for the youth and push for his access to complete our diversion service, ultimately staying out of the Youth Criminal Justice System. As a result, the youth successfully completed the program and rated it a 11/10 experience, sharing that he learned many skills that he is implementing in his day-to-day life, to find a new path forward.

Harm Reduction

Project X-Change

Project X-Change is a Harm Reduction program dedicated to protecting the general public and substance users from contamination caused by indiscriminate disposal in public areas and use of infected items. The program provides access to sterile needles and other single-use sterile items such as water, alcohol swabs, and filters as well as condoms/safe sex information. It can also connect an individual with services such as health care and/or addiction treatment programs upon request. Staff also provide access/training in the use of Naloxone kits for responding to opioid overdoses.

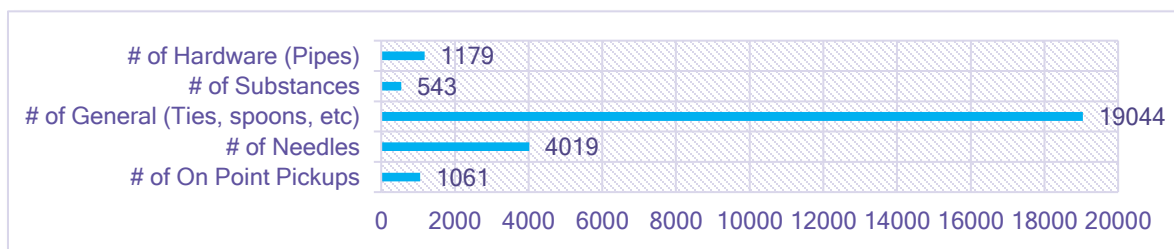
There continues to be a shift from syringe/injection, to inhalation use. In 2019-2020 for example, over 580,000 clean syringes were distributed in Durham. Three years later, syringe use has decreased by roughly 40% (almost 250,000 less), while inhalation equipment has increased by nearly 50% (20,000 more stems/bowl pipes).



On Point

The On Point program operates within the harm reduction programming of John Howard Society of Durham Region. It was developed to support and employ individuals who have experience with homelessness, addiction and mental illness, and to address the unique needs and safety concerns of Oshawa citizens and businesses. To uphold public safety, workers in the On Point Program seek out indiscriminately disposed drug paraphernalia and safely dispose of them, decreasing the chances of unintended contact with syringes and other substance use items in public spaces for those in the community and those we serve. On Point workers engage community members to provide education and safe disposal equipment, under the guidance of their facilitators.

The program supports its workers, who come from a variety of age groups and backgrounds, in their journey to attain goals through facilitated mentorship, skills training, peer support, and paid work. At its core, the program aims to ensure its workers can attain stable housing and future employment. Workers are encouraged to utilize their team Facilitators for guidance.



Throughout the COVID pandemic, it was a challenge to forge relationships with businesses and agencies, as many had limited hours or were closed to the public, with their outreach capabilities ceased. With the recent return to normalcy, we have been able to communicate directly with those with a stake in the safety of their community, which has given us opportunity for more education and input of paraphernalia 'hotspots'. This has educated the team in communicating effectively with the public, a focus of some of our facilitated skills training sessions.

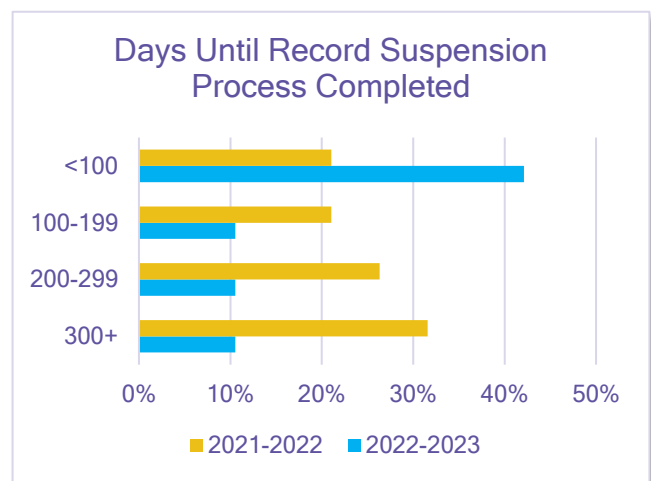
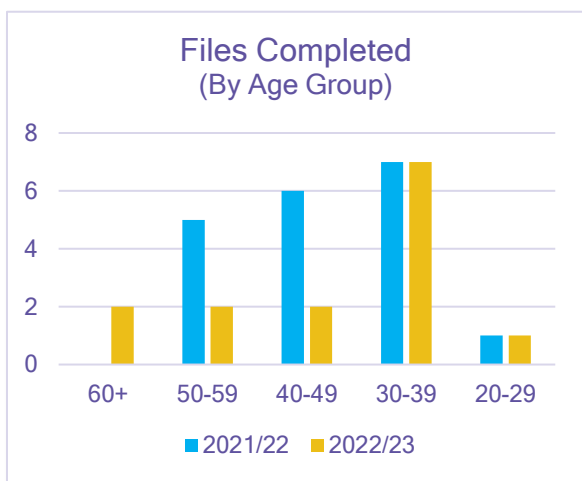
The growing concern from business owners about syringes and other paraphernalia in the downtown area has been translated into growth for the On Point Program, specifically to focus on the downtown core. In 2022 this led to an additional facilitator and additional workers being hired, trained and integrated into the team. Several workshop topics for the team are also planned for the upcoming quarter. Skills trainings, goal setting, and the maintenance of downtown are the major focus for the coming year.

The impact of On Point can be seen through various ways. For the community, we are recognized daily and thanked by community members, businesses, DRPS, and other agencies in-person and via e-mail. For the On Point workers, many individuals have been extremely successful at accomplishing personal goals spanning education, employment, housing, wellness, skills upgrading, and more. All have remained stably housed.

Record Suspensions

Our agency has provided assistance with the Record Suspension process (formerly known as Pardons) for decades. It was a role our Program Support staff fulfilled on top of their other front desk duties. In the fall of 2022, our branch was partnered with JHS Peterborough and JHS Kawartha Lakes to establish a new program where we each have a worker dedicated to this specific service.

Applying for a Record Suspension is a complex, time-consuming task. There are many steps and documents needed, and when places such as court offices have moved location over the years, it can be very challenging to locate the records needed. There are many kinds of records, conditions and requirements to meet before an application can be submitted. With an individual dedicated to that effort, we can take much of the burden off the person seeking this important opportunity for closure in their lives.



In 2022/2023, complete turn-around from time of start, to time of response from the Parole Board, improved. Twice as many files were completed in less than 100 days.

Factors that effect turn-around time include:

- How quickly courts and police services respond to requests for copies of records needed
- How timely the client is at completing/submitting forms for record requests
- How much time the Parole Board takes to review the entire submitted application

Residence Program

The Whitby Residential program opened its' doors in 1985 and provides support and programming accommodating up to six male youths between 16-18 years of age with two beds designated for CAS clients. The Oshawa Residential Program opening its' doors in 1990 offers a semi-independent living environment accommodating up to eight youth 16 years of age and older. The residential programs overall receive funding from the Ministry of Children, Community and Social Services, Durham Region and Durham Children's Aid Society.

These structured and supportive programs are counseling and life skills based and offer safe and supportive environments where residents can identify personal goals and work towards positive outcomes. The Oshawa Residence differs in that it was designed to assist individuals who have attained a degree of self-sufficiency, but could still benefit from the structure and support provided.

Residents have a key to the front door and a key to their own private, fully furnished bedroom. Each resident has the flexibility of designing their own program to work towards achieving their individual and specific program goals. Options may include attending school and / or other training programs including employment, job search and full or part time work (day, evening or overnight hours).

4,236 Bed Nights
61 Youth Served



The residential Transition Worker maintains an intake schedule for new clients along with offering transitional support/follow-up to current and past residents when in need and includes housing search, community program referrals and various community meetings.

Over this past year, there have been a number of improvements and challenges that have taken place at both residences.

- As COVID-19 restrictions have lifted youth have returned to in school classes and for some youth secured employment. We still follow MCCSS pandemic protocols with cleaning and disinfection processes in place. Youth who are identified as being sick are required to take a rapid test, wear a mask and in some cases isolate to their bedrooms. Visitors outside of service providers are restricted from entering the residence. The intake process has returned to 1-1 appointments while maintaining the option of phone and virtual meeting.
- The Home Depot North Oshawa chose our program to receive their Orange Door Campaign fundraising for both summer and winter 2022, marking 8 years of their generous support!
- Oshawa Residence saw a spike in female referrals, and decline in the male referrals, over this past year. The Whitby Residence has maintained steady occupancy.
- Both sites extended youth occupancy post pandemic to allow for youth to achieve goals and prepare for independent living.
- The Whitby Residence will continue to implement new policies and work towards the Licensing through MCCSS.

Residence Client Success

A young female came to the program from a referral from the Muslim Welfare shelter. She had no family support as she was from another country, and her residence prior to the Shelter had kicked her out.

Her goals were to complete high school and find employment. She was able to secure employment in retail, and began attending school, and our staff assisted in tutoring her through her schoolwork. She moved out with one credit left to complete.

She built a positive friendship with fellow female a co-worker, and opted to move in with her and her family, having been offered a rent of 400.00 a month, which would include her food. However, shortly after moving in, she realized that the house had bed bugs, and that she had to share a room with one the daughters. She also found she still ended up having to buy her own groceries and the family would often eat them.

She continued to contact our staff regularly for support in completing her school credits, applying for college and to share updates and discuss her on-going challenges. After several months, she moved back to the Oshawa Residence. Her goals were to find more meaningful employment, and register for college. She did get accepted into her program of choice at Durham College and attended for 2 months, but during this time realized that she needed to continue working full time. She secured another job in retail with the promise of full-time hours but found it was not the workplace they promised, and left the role. Still needing some kind of financial buffer, she applied for Ontario Works and was accepted. She continued to look for meaningful employment with the assistance of staff.

After a few months of job searching, she found full time employment at a bank, and found an apartment of her own. She moved out the beginning of May and was excited to have her own space, sharing recently that she is doing really well.

Youth In Transition

Participants in YIT are referrals from the Durham Children's Aid Society. It supports youth who have left their foster or group home settings voluntarily, or who are approaching the age of 21 and no longer fall within the Children's Aid Society's mandate. The YIT workers meet the youth where they are at in terms of setting goals for successful transition into the community and independent living. Those personalized objectives include:

- Achieving stable housing
- Acquiring gainful employment
- Continued education goals



- Budgeting, time management, and other life skills that build resiliency

From April 2022 to March 2023,
the program worked with 30 youth.

PILLAR: EMPLOYMENT, TRAINING & HOUSING

Employment & Training Services

During 2022-23 our teams continued to be challenged with an unprecedented global labour market. The unemployment rate in the region was steadily lower than the national rate, local employers have continued to struggle to fill roles and maintain their businesses and job seekers are now facing new challenges in their job search. Advanced digital technology skills are in demand to attach to the labour market, and often our job seekers require intensive supports to adapt and become job ready. We continue to adapt our programming to be responsive and meet community needs. Ongoing collaboration and partnership with our funders and community partners has been integral to our success.

Employment Ontario transformation is currently in underway, and we look forward to working closely with our local System Service Manager, a consortium lead by the Region of Durham in partnership with Durham Workforce Authority and Durham College. We are continuing to adapt and modify services to respond to local labour market needs and to position ourselves to implement a new program model in the coming year.

Furthermore, we are very proud to have continued with our program branding and to release our brand new fully accessible and compliant Employment & Training Services website.

www.jhsemploymentservices.ca

Employment Services: This program offers a range of services and supports designed to help adults and youth meet employment and educational goals. Services include Client Service Planning and Coordination, Resource and Information, Job Search, Job Matching, Placement and Incentives, and Job Training and Retention. Services are provided in-person, or if requested virtually or hybrid. Unprecedented changes within the labour market have contributed to less opportunities for those with barriers and an increase in demand for upskilling, specifically digital technology training and workplace training such as Basic Food Safety certification.

- **73%** of individuals who participated in 1:1 service exited services into Employment or Education.
- **3,423** Resource Room Visits (2,339 Oshawa, 1,084 Whitby)
- **1,297** participants in workshops, job fairs, other events (672 Oshawa, 625 Whitby)

Skills Training for Employment and Post-Secondary (STEP): The STEP program is designed to support youth aged 15-30 to navigate through the labour market and to successfully transition into sustainable employment or education opportunities. These objectives are attained by supporting the needs of all youth, especially youth facing barriers to develop skills, knowledge and networks through education, skill development and meaningful work experiences. Case management is embedded into service delivery model. Youth participate in paid employment services and/or skills training for up to 7 weeks, followed by a 12-week quality employment opportunity (job placement).

- **91** Youth participants
- **60** Youth became employed as a result of participation
- **19** Youth returned to school upon completion

Youth Job Connection: A year-round program that serves youth aged 15 to 29 who are not in employment, education, or training. The program provides intensive pre-employment training and case management to enhance job readiness and success, followed by a job placement opportunity with the goal of longer-term attachment to the labour market or access to further education.

Youth Job Connection Summer: This program is designed to provide pre-employment training, summer job opportunities and part-time job placements during the school year to help students, aged 15 to 18, make positive educational and career choices. Youth are provided with case management and intensive life stability supports while participating in programming.

- 33 Youth participated in YJC
- 29 Youth participated in YJCS

The Learning Alternatives Program: This program serves learners who have a specific path to successfully transition to employment, post-secondary, apprenticeship, secondary school, and increased independence. The Learning Alternatives Program creates individualized learning plans and provides flexible scheduling to support participant's needs and goals for success.

- 132 learners served
- 106 information and referral services
- 160 participants in workshop activities

Employment & Training Services - Success Stories

A participant began the STEP program with pending conditions to justice involvement. The STEP program was able to successfully support him in attaining valuable employment skills and finding employment that allowed him to excel in his preferred industry. Closer to the participant's trial date, the participant was worried about being incarcerated and losing employment. Charges against our participant were dropped because of his participation in the program and he looks forward to long job retention in his new role.

In another instance, a service user came to us from transitional housing after spending many years in a federal institution. During our first meeting with the client, it could be seen that they were withdrawn, but eager to begin the reintegration process. It was recognized it would take the support of various community partners in order to successfully support this individual in reaching their goal of gainful and long sustaining employment. The first step towards achieving this goal was making sure the client had proper ID and a bank account (two hurdles that many face when trying to seek employment after reintegration). Working together with our community partners, in just 4 weeks, we were able to secure ID, setup a bank account with one of the top five banks in Canada, and place the person into a full-time job with a local employer.

After 2 months of supporting this client, our team saw a positive, and significant change in the client's demeanor, and in how they interact with others. This individual now walks into our resource centre, work, and their everyday with confidence, a smile, and willingness to share some humour from their day. With the proper support in place this individual has told us they now have hope for their future.

Housing Services

The Housing Program provides support with assisting clients to obtain affordable housing, as well as eviction prevention and mediating with landlords in order to maintain current tenancies. We also provide support and advocacy with the Landlord & Tenant Board, assistance with obtaining birth certificates, and with filling out forms and applications.

A rent supplement program assists a limited number of households to stabilize their housing while they progress toward self-sufficiency. Funding for this program is scheduled to end in March of 2024

The Sex Trade Housing Support program has been subsumed under the broader Housing Program with the client group being assisted and supported by Housing Outreach workers.

Between the three JHS offices, the program fielded over 800 requests for assistance per month, in person or by telephone or email inquiry.

HOUSING

Apartment vacancy rate (Oshawa):	1.8% (2021)
1-bedroom vacancy rate (Oshawa):	2.8% (2021)
2-bedroom vacancy rate (Oshawa):	2% (2021)
Average cost of rent (bachelor):	\$1,014/month (2021)
Average cost of rent in Oshawa (1 bdrm):	\$1,307/month (2021)
Average cost of rent in Oshawa (2 bdrm):	\$1,425/month (2021)

SOCIAL ASSISTANCE

Family and Individual visits to food bank (#):	Province wide: 486,299 (March 2022)
Income assistance (basic needs, single individual, no dependents):	\$343/mo (2022)
Income assistance (shelter allowance, single individual, no dependents):	\$390/mo (2022)

Source: www.homelesshub.ca/community-profile/durham-region

The shortage of affordable housing continues unabated, as the cost-of-living increases and the meagre levels of OW & ODSP remain virtually unchanged. Service providers across Durham Region continue to work together to coordinate support for precariously housed and unhoused individuals and families.

Currently, housing services providers and related supports across Durham Region are restructuring our approach to service delivery in our community to meet the ever-shifting needs of our service users. We will continue to work with our funders and community partners to address the issues of poverty and lack of affordable housing.

From the 2021 P.I.T. Count (Source: Community Development Council Durham)

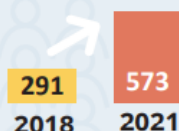
What is PiT Count?

The Point-in-Time (PiT) Count captures a snapshot of individuals experiencing homelessness in the Durham Region. Conducted within a 24-hour period in October 20-21, 2021 the Count gathered information on the number of persons/families experiencing homelessness. This includes people who are living unsheltered, in shelters and other transitional locations, and people who are precariously housed (couch surfing).

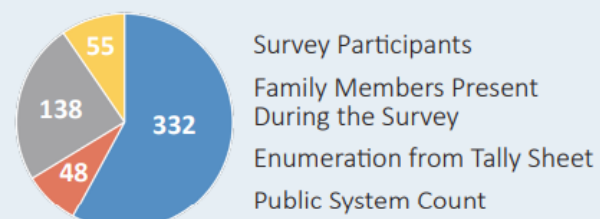
of People Experiencing Homelessness In Durham

At least **573** individuals experienced **homelessness** on October 20 to 21, 2021 in the Durham Region

There is a **significant increase** in number of individuals experiencing homelessness in 2021 compared to 2018.



The Total Count Included



PILLAR: ADMINISTRATION

Human Resources

HIGHLIGHTS

- 49 employees hired through full time, part time, temporary, casual contracts
- 1,195 applicants for 55 job postings
- 109 staff as of March 31, 2023, an increase of two employees versus the prior year
- 2 new positions created/filled ; Executive Assistant and Finance Supervisor
- 7 Summer employment positions provided via Service Canada's Canada Summer Jobs
- 298 individuals served through our Tax Clinic, providing basic income tax services for individuals involved with JHSD services. We also applied and were approved for a grant from the CRA and Community Volunteer Income Tax Program

PLACEMENT STUDENTS

- 95 applicants attended information sessions for placement
 - 22 placement students were hosted in our programs
- We proudly partnered with the following institutions in the last fiscal year:
 - Durham College
 - Fleming College
 - Humber College
 - Ontario Tech University
 - Toronto Metropolitan University
 - Trent University
 - York University
 - O'Neill Collegiate and Vocational Institute



55 Job Postings



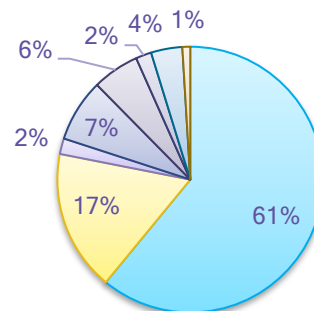
1,195 Applicants



49 Staff Hired

Full-Time, Part-Time,
Casual, and Contract

Staff Years of Service



■ < 4
 ■ 5-9
 ■ 10-14
 ■ 15-19
 ■ 20-24
 ■ 25-29
 ■ 30-34
 ■ 35+

FUNDING

Funders

Thank you to our funders, who recognize that investing in our communities through the work that we do, builds a strong and healthy place where everyone has the opportunity to grow and contribute. We appreciate your trust in us to deliver a spectrum of practical, effective programs that create positive changes the lives of individuals all across Durham.

- Delta Bingo (Pickering)
- Durham Children's Aid Society
- Government of Canada— Homelessness Partnership Strategy
- Government of Canada—Youth Employment Strategy
- KPR District School Board
- Ministry of the Attorney General
- Ministry of Children, Community & Social Services
- Ministry of Education
- Ministry of Health—Long Term Care
- Ministry of Labour, Training and Skills Development
- Municipality of Clarington
- Region Of Durham
- United Way of Durham Region

Donors/Sponsors

Thank you for your generous support to help pull the seams of service delivery together. Our funders provide the critical baseline resources for operations. With your help in the form of time, talent, funds and/or materials items, we can magnify program benefits. Your support sets an exceptional example to the community for how each of us can contribute to dynamic, constructive change for the better.

- | | |
|---|---|
| A Gift of Art | Mission Thrift Store |
| Bethesda House | Mississauga's of Scugog Island First Nation |
| Big Brothers Big Sisters Clarington | Motor City Tattoo Studio |
| Candz Print | Municipality of Clarington |
| Covanta | Ontario Power Generation |
| Dominos Pizza Courtice | Papas Pizzaland Newcastle |
| Durham Pallett | Rotary Club of Bowmanville |
| Fionn MacCools Bowmanville | Salvation Army Bowmanville |
| Friends of the Port and SWNA | SNC Lavalin |
| Greg Lewis - Desjardins Insurance | Square Boy Pizza Bowmanville |
| Hampton Bar and Grill | Tim Hortons Bowmanville |
| Home Depot North Oshawa | Toys for Tots |
| International Association of Firefighters 465 | Vincent Massey Public School |
| J.R. Freethy | Visual Arts Centre |
| Jungle Cat World | Volunteers: |
| Keller Williams Realty | Watson's Farms |
| Local Sheet Metal Workers Local 30 | Welcome Feeds |
| Loyal Order of Moose Oshawa Lodge 2132 | Whitby Salvation Army |
| Marks Work Wearhouse Oshawa | Women of the Moose Chapter 1759 |



Paul setting up a shot for the "Fright Night 2022" video at Watson Farms.

VOLUNTEERS & PLACEMENT STUDENTS

Thank you for choosing to gift your most valuable resource, your time, to us. Whether it was as a character in our annual Firehouse Fright Night event, doing your co-op placement, or helping us deliver hampers at Christmas, your contribution has meant the world to us. There are many wonderful causes to support in our community, and we appreciate that you chose to invest in us. We believe we learn as much from you, as you learn from our training and experiences. Your generosity, compassion, sincerity are lifelines to the community we serve.

Volunteers

Abby Hamilton-Diabo	Charlotte McKinnon	Jewel Scattergood	Myla Franklin
Abi Wilbrink	Cheyenne Rossiter	Jim Abernathy	Nancy Leblanc
Addy Maharaj	Cody Bosnik	Joshua Littman	Nick Repol
Adriana Zingone	Colin Jewett	Josie Klein	Owen Dunn
Aiden Moser	Conauly Russell	Julie Jarrett	Paige Nickerson
Alana Watson	Conner Wilson	Kailin Boyle	Patrick Chung
Alexia Sawchuk	Connor Erb	Kathryn Hearl	Paul Watson
Aliyah Ramoutar	Darroch Gordon	Keira Gazdik	Quinn Robinson
Angela Mittoni	Donna Franklin	Kent Watson	Regan Pike
Anika Abernethy	Eden Cairns	Kian Bohun	Rick Richard
Annabella Argyle	Ellie Milligan	Lauren Richardson	Roegan Buckley
Autumn O'Donnel	Emma Pike	Lauren Roelans	Sarah Kielly
Avi Wright	Emma Shaw	Liberty Thompson	Sean Bohun
Bethany Tomkins	Erik Isherwood	Lillian Russell	Shayla Holliday
Bhavani Reddy	Fig Blesse	Liza MacCormack	Sophia Fleury
Brayden Paul	Fig Blessed	Lloyd Yezik	Sophie Synard
Braydon Calvert	George Richardson	Logan Boddy	Stacy Watkins
Brooke Bray	Grace Watson	Logan Moores	Tammy Bouwmeester
Brooke Gaudet	Hannah Cameron	Mackenzie Van	Tharini Reddy
Caden Jones	Heather Colleran	derDuum	Victoria Companion
Caden Scattergood	Isabelle DeBoer	Madelyn Falle	Vincent Kwong
Caitlin Tremblay	Jacob Boddy	Madison Broderick	Walter Mueller
Carson Hart	Jade Bouwmeester	Maria Carlucci	Wayne Hingston
Carter Greer	James Bickell	Mark Bouwmeester	Zack Prescott
Cedar Tripp	Janet Rourke	Michael Phelan	Zane Bohun
Charles Kane	Jeremy Arnott	Mikayla Warlow	
Charlotte Arnott	Jewel Ren	Morgan Richardson	

Placement Students

Alex Gurr	Bibi John	Liberty Thompson	Shoshanna Frumkin
Alex Taylor-Cole	Chelsea Bradley	Muhammad Khan	Terriann Evans
Amey Mezzabotta	Dylan Godson	Muskan Srivastava	Trai Patrick Chung
Anna Ulloa	Emma Booker	Mustaqeem Shaikh	Velikulathil Merlyn-Baby
Ashley Freckleton	Hui-wen Chen	Salamah Kasimi	
Ayesha Malik	Jack Mo	Sarah Aichison	

OUR STAFF

Thank you to our hard-working, multi-talented team of professionals. We recognize that our staff take on very challenging tasks to help individuals to problem-solve and grow. Many also give beyond the 9-5 by volunteering at special events we host, and cross-train in other program areas. The dedication you gave to make a difference is seen and appreciated.

4 Years or Less

Christina Bell
Shalisa Phillip
Monique Mara
Samantha Mendoza-Asensio
Audra Taillefer
Alex Taylor-Cole
Elise Rusonik
Jobea Pearl Villanueva
Brianne James
Natalee Boag
Dylan Godson
Samantha Burgess Sheen
Ariel Callwood
Cecil Jackson
Madison Felix
Janet Wallace
Emma Sim
Tara Dolby
John Herscheid
Lataijah Lewis
Alex Gurr
Sarah Sleiman
Kimberley Reid-Parnham
David Keast
Jelisa Griffith
Elceta Gayle
Tyne Markle
Andrea Boodram
Ashleigh Bell
Janette Thompson
Chelsea Bradley
Trent Lyttle
Walter Lopez
Evans Oppong
Sarah Kirkpatrick
Susan Geboers
Mark Mayne
Matthew Stanisz
Jamila Williams
Kamini Jagdeo
Holly Daniels
Brianna Rayson
Cheyenne Scott

Taylor Tough
Lucas Catalano
Andrea Zylstra
Catherine Thompson-Matthews
Riley Adams
Paige Hope
Savitry Autar
Orin Chowdhury
Samantha Penney
Ryan Lisowski
Shanique Reid
Brelyn Whelan
Tess Kosakowski
Shealyn Landrito
Elizabeth Devoe
Justin Petley
Josephine Afuwape
Kelly Mckeown
Sara Bhatti
Ashleigh Arnold
Seyhan Kogukoglu

5 to 9 Years

Paul Paget *
Morgan Parker *
Stephanie Pattison *
Deanna Thompson *
Shantel Plummer *
Emily Smith-Deruchie *
Tyler Cattafi *
Curtis Grill *
Jake Benedet *
Mikaila Doyle ^
Stephanie Edozie ^
Alexandria Quinn ^
Matthew Brown ^
Mikayla Witherspoon
Carissa Garner
Christy Gaynor
Christina Brown
Mike Pitropov ^
Evan Winslow
Dory Strikwerda
Michelle Neill

Danon Morey
Sarah Kane
Irene Siket

10 to 14 Years

Samantha Frank *
Lisa Sklar ^
Dane Jeffrey

15 to 19 Years

Hillary Kozlowski *
Dan DiPede *
Margaret Down
Bernard Gardiner
Diane Westerman ^
Sabiha Abo ^
Rachel Shetler
Beverley Oke-Hickey
Rhonda Moser
Veronica Breen
Christina Barrow

20 to 24 Years

Susan Maxwell *
Michelle Heald
Patti Harrington
Paul Dobbs
Maria Perrino

25 to 29 Years

Beth Whalen
Patricia Oliver

30 to 34 Years

David Smith
Shelley Lawrence
Dianna Eastwood
Joelle Morey

35+ Years

Maureen Bandola

* = Staff that have or will achieve milestone of 5, 10, 15 or 20 years of service by December of 2023.

^ = Staff that left/retired during the past year