

Effective. Just. Humane.

ANNUAL REPORT 2022-2023

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MISSION

For over 35 years, the John Howard Society of Kawartha Lakes & Haliburton has operated under the mission of:

"Effective, just, and humane responses to crime and its causes".

CORE VALUES

John Howard Society of Kawartha Lakes & Haliburton has adopted the following organizational values:

- People have the right to live in a safe and peaceful society as well as a responsibility implied by this right to respect the law.
- Every person has intrinsic worth and the right to be treated with dignity, equity, fairness, and compassion when involved with the Criminal Justice process.
- All people have the potential to become responsible citizens.
- Every person has the right and the responsibility to be informed about, and involved in, the Criminal Justice process.
- Justice is best served through measures that resolve conflicts, repair harm, and restore peaceful relations in society; and
- Independent, autonomous, non-government organizations have a vital role in the Criminal Justice process.

Message from Board Chair & Chief Executive Officer



Terry Cox Board Chair

I have been fortunate to be a part of the John Howard Society of Kawartha Lakes & Haliburton for several years now.

Thanks to our community partners, our funders, and an extremely dedicated staff, I have witnessed this organization grow exponentially. They continue to serve this community like never before possible.

On behalf of the Board of Directors, we look forward to what lies ahead.

As I reflect on 2022/23 the word "change" is front and center in my mind. JHS Kawartha Lakes & Haliburton has gone through a tremendous amount of transformation this year, but as I celebrate my first year as CEO, I strive to approach these changes with positivity, enthusiasm, and a growth mindset. I must start by thanking the Board of Directors for entrusting me to lead the organization and serve the community. I also have deep appreciation and gratitude to the Management Team and staff for being so welcoming and supportive.

Over the past year JHS Kawartha Lakes and Haliburton has seen incredible successes and growth that allows us to continue to serve the communities we care about so deeply.



Dana Hetherton
Chief Executive Officer

Key expansions in this past year have included:

- Partnership with CKL to provide ReSet program at 68 Lindsay St.
- Expansion of Harm Reduction services to include 2 Health Outreach Workers (one in Lindsay, one in Minden/Haliburton) and one MAP Counsellor/Facilitator in Minden/Haliburton.
- Secured Round 3 funding of Skills Development Fund for 2023/24
- Secured SOLGEN funding to provide Community Service Order program (CSO) within Area 4 (Kawartha Lakes, Peterborough, and Durham Region).
- 3-year funding to providing Record Suspension services

In closing, the staff team are very proud of all we accomplished last year, and we look forward to continued success in the year ahead. With the support and leadership of the Board of Directors, and the positive relationships with community stakeholders, we strive to accomplish the mission, vision, and values of the John Howard Society of Kawartha Lakes & Haliburton.

Memoriam William Robert (Billy) Forbes



BOARD OF DIRECTORS

Terry Cox – Board Chair Mike Cavanagh – Secretary/Treasurer

Eleanor Cavanagh-Director

Amy Farr – Director Jaclyn Giffen - Director Tom Hickey - Director Adam Ranger - Director Nick Seguin - Director

STAFF TEAM ADMINISTRATION

Lois Powers - Executive Director (Retired September 2022)

Dana Hetherton - Chief Executive Officer

Shannon Speirs - Assistant Executive Director

Karen Bassels - Executive Assistant

Carla Cooper - Program Director

Mary Goddard - Director of Finance

Robbin Savage - Director of Risk Management &

Compliance

Mark Scott - Manager of LBS& Skills Development

Cathy Weir - Finance Administrator

Youth Services

Jossolyn Allison - Counsellor/Facilitator (Minden)
Kennedie Close - Youth Services Coordinator
Kristley Dams - Counsellor/Facilitator
Brooke Gibson - Counsellor/Facilitator
Parker Jenkins - Counsellor/Facilitator
Magishaa Thiyagarajah - Counsellor/Facilitator
Lauren Thompson - Counsellor/Facilitator

ReSet

Arianna Bell - Counsellor/Facilitator
Leah Cadieux - Counsellor/Facilitator
Liam Jarvis - Counsellor/Facilitator
Georgia McIntosh - Counsellor/Facilitator
Melissa McMorrow - Counsellor/Facilitator
Ken Shaw - Program Coordinator Supportive Housing
Samantha Smith - Counsellor/Facilitator
Dorian Stillwell- Counsellor/Facilitator

Skills Development

Jossolyn Allison - LBS Counsellor/Facilitator (Minden)
Kirstley Dams - LBS Counsellor/Facilitator
Meghan Havill - LBS Counsellor/Facilitator
Marisa Hutchinson-Chee - Employer Engagement
Specialist
Samantha Pokrywa - LBS Counsellor/Facilitator
Kailynn Taylor - Employment & Skills Development
Counsellor/Facilitator
Brianne Rupay - Program Coordinator Literacy Lead, Record Suspension & Institutional Services

PROGRAM STAFF

Adult Services

Richard Coke - PAR Facilitator

Kelsie Howell - Adult Justice Coordinator

Natasha James - Harm Reduction & Crisis Coordinator, SUAP

Brooke Jewell - PAR Coordinator

Bonnie Laidlaw - Peer Support Worker

Susan McClean - CSO Coordinator

Shayne McGregor - Harm Reduction & Crisis, Peer Worker, SUAP

Suzanne McKay - Health Outreach Counsellor/Facilitator, SUAP

Kevin McReelis - PAR Facilitator

Cathleen Meenan - Harm Reduction & Crisis Counsellor/Facilitator
Taylor Sanderson - Health Outreach Counsellor/Facilitator, SUAP

(Minden)

Phoenix House

Dianna Brown - Resource Counsellor
Jason Fitzsimmons - Counsellor/Facilitator
Liam Goodrich - Counsellor/Facilitator
Jared Hood - Counsellor/Facilitator
Liam Jarvis- Resource Counsellor Relief
Parker Jenkins - Counsellor/Facilitator
Darrin MacDuff - Resource Counsellor Relief
Kevin McReelis - Counsellor/Facilitator
Brianne Rupay - Resource Counsellor Relief
Shannon Wilson - Resource Counsellor Relief

Maintenance Bill Forbes | Kim Archer

ADULT PROGRAMS

Community Service Order

A Community Service Order (CSO) is a court ordered sanction to complete a set number of volunteer work hours. When the individual is sentenced to a period of probation with a Community Service Order, they must complete a designated number of community service hours within a specific time frame. They are placed with a non-profit community agency or initiative and supervised by that "placement" agency. Completion of community service hours gives the participant a chance to give back and reintegrates clients back into their community. It is also a way for the community to receive a measure of compensation.

Direct Accountability

In the Direct Accountability Program participants are referred to through the Provincial Prosecutor. This program offers an alternative to prosecution for eligible individuals charged with minor criminal offences. The program operates in co-operation with the local County Crown's Office. Prospective clients are assessed in terms of their risk to themselves and the community, and to the seriousness of the offence which they have been referred for. Clients can be directed to complete community service, pay restitution, repair damage to property, make a charitable donation or be referred. to a program (such as Drug & Alcohol Awareness).

Institutional Services

The Institutional Services (IS) Program is a non-mandated program. IS refers to a range of direct services provided on request to those who are currently incarcerated, those being released and their families. Many services are offered which include helping with taxes, completing, and submitting birth certificate applications

along with community resources. Having a strong community of support once released can lead to a positive transition back into the community and help participants on the positive path they chose.

Men's Transitional Housing

Our residences provide safe and affordable housing to men. Staff provide on-going supports and services including life skills, financial literacy, and conflict resolution. All the referrals to this residence come through Kawartha Lakes Housing. This program is frequently at capacity due to high volume of referrals. All individuals are assessed to determine best matched services and resources.

ReSet Supportive Housing

In partnership with City of Kawartha Lakes, the program provides support for individuals housed throughout Kawartha Lakes & Haliburton. Individuals are referred to the program by CKL. The approach of the program is a client centered, recovery approach using the housing first principles as they work towards housing stabilization.

Record Suspension

The Record Suspension program began in November of 2022. There are so many obstacles when individuals have a Criminal Record that may stop them from obtaining jobs that will obstruct continuing a positive chosen path. This program assists by helping with forms that need to be filled out and sent to various locations. The JHS makes the process more streamlined for the client along with all agencies involved with the process. Helping these client receive a Record Suspension not only helps the client gain employment, but also improves their confidence in their everyday life knowing that their record will not stand in their way to a progressive, positive life path.

Partner Assault Response

The Partner Assault Response (PAR) program is a court-ordered program to address intimate partner violence. It is funded by the Ministry of the Attorney General. The objective of the program is

to promote non-violent behaviors and noncontrolling attitudes in men and women who have assaulted their partners (past or present). PAR encourages participants to recognize and accept responsibility for their behavior and encourages them to examine their belief systems about power and control.

Partner Contact

The role of the Partner Contact staff is to initiate and maintain contact with the (ex) partner (victim) or current partner throughout the client's involvement with the Partner Assault Response (PAR) program. This program's objective is to enhance the safety of partners and victims. Partners are given information about the PAR program, as well as information if their current/ex-spouse misses a class. Needs assessments and customized service plans are ongoing throughout the PAR program and assists on determining vulnerable partners that may need enhanced support.

Pre-Charge Diversion

Individuals in this program are referred directly to our team by Kawartha Lakes Police Services. Counselling is provided to support positive responses to reduce crime. Individuals in this program are held accountable for their actions by attending counselling and making amends with those harmed.

Low-Income Energy Assistance Program and Ontario Electricity Support Program

The Low-Income Energy Assistance Program (LEAP) and the Ontario Electricity Support Program (OESP) are hydro assistance programs for low- income families in the City of Kawartha Lakes and Haliburton. This year has shown an overwhelming response from the community about the benefit of these programs. The LEAP program, funded through the United Way of Greater Simcoe, provides grants to hydro customers who are in arrears. The OESP provides a monthly credit on eligible hydro bills to low-income families.

Mapping a Plan (MAP)

Mapping a Plan, Substance Use and Addictions Program (SUAP) is a goal driven addiction support program coming from a harm reduction lens. We provide one to one addiction support, outreach and groups for clients living alongside someone who is using substances. We have health outreach support for clients who are looking to go to medical appointments, counselling sessions, ER visits etc. and one of our outreach staff will attend with clients and advocate for them when needed. Our offices also provide education around safe use supplies and substance use.

Skills Development Outreach Literacy

Outreach Literacy is a community-based program that provides literacy basic skills training for adults. Services are provided in with City of Kawartha Lakes and within Haliburton County. Pre- Employment Counselling is a skills- based program to assist people to find employment with a criminal record, and for those who have experienced personal challenges. Participants in this program will learn specific skills required to obtain and maintain employment. This program is offered in a variety of settings throughout Kawartha Lakes including the Central East Correctional Centre.



YOUTH PROGRAMS

Attendance Centre

The Attendance Centre (AC) program provides a comprehensive alternative to incarceration for youth by providing youth with a place to attend for specific programming to reduce recidivism, as well as, to identify individual goals for youth to endeavor.

Court Support/Community Response

The Court Support and Community
Response Program is aimed at providing
direct support to youth who are to appear
before the courts or require assistance
navigating supports and services in the
community that meets their needs. The goal
is to enhance and extend support to youth
who are entering or are involved in Youth
Justice Services. A youth facilitator works
with the young person to provide a safe
space to appear in virtual youth court.

Extrajudicial Measures

The EJM Program is a non-court response to youth crime for less serious offences. Our goal is to assist youth through a precharge diversion program. A youth facilitator works with the young person to help them take responsibility for their actions that contributed to the offence, understand its impact, and help repair harm. EJM-referred youth may be referred to for specific short- term targeted programs: however, the youth may also be required to complete other measures that they help decide on to reduce harm and show accountability.

Extrajudicial Sanctions

The EJS Program is the most formal noncourt response ordered by the Court. A charge is stayed for one year while the young person demonstrate accountability for their offence through a diversion program as an alternative to the formal court process. A youth facilitator works with the young person regarding their specific sanctions to help them take responsibility for their actions, understand the impact, and help repair harm. EJS referred youth may be referred for specific short-term program (s); however, the youth may also be required to complete other sanctions depending on their individual needs.

Maple Keys Classroom

The Maple Keys Classroom is a program that began in January 2017. This is a Care and/or Treatment, Correction, Custody (CTCC) Education Facility that provides an alternative option for youth who at justice involved in the community. This program is in collaboration with Trillium Lakelands District School Board. The classroom provided an opportunity for youth who were not functioning well in traditional classrooms and who were justice involved.

Reintegration

The Reintegration Services Program is aimed at youth who are returning to the community following involvement in Justice Services. The goal is to enhance and extend support to youth involved with Youth Justice Services to connect with supports to improve their outcomes in the community.

Toward a Healthy Future

Youth and families have access to learning safe cooking skills, introducing new food, improving family connections and the opportunity to consume a meal. Due to COVID-19 and social distancing policies, THF was adapted from previous years. Meal kits, booklets, recipes, and video tutorials were available to participants. Each kit included 3 recipes, and all the ingredients to make 4 servings of each recipe.

Youth in Transition Program

The Youth-in- Transition Worker Program (YITP) supports youth aged 16-24 who are/have been involved with the Children's Aid Society. A Youth Facilitator supports youth in understanding and moving forward on their goals related to life skills, employment,

financial literacy and banking, education, legal concerns, physical and mental health, housing, and social connection. In this voluntary program, the young person will identify which goals they want to work on with the support of a youth counsellor who will act as a support team coordinator, mentor, and coach.







A Year at JHSCKLH

NOTHING BRINGS PEOPLE Together LIKE GOOD FOOD

You know how I love the Tower Garden at the Youth Centre.
Here are some pics of it lately cucumbers are growing
amazingly well!
Kennedie Close, Youth Service
Coordinator, has been our master
gardener and master chef! She
has made pesto with the basil.
The youth are well fed.
Just over here addressing food
security in all kinds of ways.



Youth Center Carla Cooper Program Director





The garden produce is used and youth in any program can access. Meals are frozen and provided to clients as needed.

gardening

A Year at JHSCKLH

A Perfect Day to Have Some Fun





Stomp Out the Stigma



ReSet Client Quotes

"I feel safer living here"

"Things have changed in the
building and I feel better"

"The BBQs are so much fun!"





A Year at JHSCKLH

Celebrating the Joys of the Season



40 4040!!





Our bowling team rocks!



It's all about how you rock & roll!



JHSO in the News!

Transition & Transformation

This past year marked a period of transition and transformation, characterized by significant changes that have served as catalysts for new opportunities. At the provincial level, JHSO witnessed a change in leadership following last summer's election. Internally, the organization underwent a transition with the retirement of former CEO **Paula Osmok** and the introduction of its new CEO, **Christin Cullen**. Christin's arrival coincides with the commencement of a new strategic plan cycle, symbolizing the start of a journey to chart future direction.

A wave of retirements has brought an influx of change in the leadership of JHS local offices across the province, each driven by a collective desire for collaboration, innovation, and upholding the positive legacy within their respective communities. Throughout the past year, JHSO has worked closely with the local offices on coordinated initiatives such as the **Record Suspension Program**.



Celebrating 20 Years!

JHSO's Osmok Centre of

Research & Policy, named after JHSO's former CEO Paula Osmok, reached an impressive 20-year mark this year, shaping the organization's research and policy efforts along the way.

Thanks to the support of funders and donors, JHSO has driven law reform and are changing the narrative on giving people with criminal records a **#fairchance** when it comes to hiring for Ontarians. With the support of the Metcalf Foundation over the

years, JHSO has deepened its commitment to the impact of criminal records through further research (Invisible Burden), educational content (Police Record Hub), and advocacy and coalition building with the founding on Canada's first Fair Chances Coalition (FCC) in 2021.

University of Windsor's Odette School of Business Teams up with JHSO

In early September 2022 the University of Windsor's Odette School of Business teamed up with the John Howard Society of Ontario with the focus on second chance initiatives that work on the employment and reintegration of people who have had contact with the criminal justice system. Led by JHSO the 'Fair Chances Campaign', is one of those initiatives. It provides the opportunity for students to both get exposure to conducting research but also to better understand the experience of a stigmatized population and what that looks like in terms of them navigating employment. The partnership aims to share expertise, conduct research, and explore educational opportunities.

Cut In Fee For Criminal Record Pardon

In the new year of 2022, it became more affordable for those living with a criminal record to seek a record suspension or pardon, making it easier for them to integrate into the community. Also, on December 22, the Canadian government announced a fee reduction, slashing the previous fee of \$658.00 to \$50, plus any additional fees needed for the application. This cut makes it a more affordable process for clients to move on with their lives, but it is the fulfillment of a promise made long ago, and one that the John Howard Society of has been advocating for.

Funders



Financials



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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of John Howard Society of Kawartha Lakes & Haliburton

Qualified Opinion

We have audited the financial statements of John Howard Society of Kawartha Lakes & Haliburton, which comprise the statement of financial position as at March 31, 2023, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the organization derives revenue from fundraising activities the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the organization. Therefore, we were not able to determine whether any adjustments might be necessary to fundraising revenue, excess of revenues over expenses, and cash flows from operations for the years ended March 31, 2023 and 2022, current assets as at March 31, 2023 and 2022, and net assets as at April 1 and March 31 for both the 2023 and 2022 years. Our audit opinion on the financial statements for the year ended March 31, 2023 was modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Other Matter

The financial statements of the organization for the year ended March 31, 2022 were audited by another auditor who expressed a qualified opinion on those financial statements on August 10, 2022.

Responsibilities of Management and Those Charged with Governance for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in
accordance with Canadian accounting standards for not-for-profit organizations, and for such internal
control as management determines is necessary to enable the preparation of financial statements that
are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

ASSURANCE - TAX - ADVISORY

Baker Tilly KDN LLP is a member of Baker Tilly Canada Cooperative, which is a member of the global network of Baker Tilly International Limited.

All members of Baker Tilly Canada Cooperative and Baker Tilly International Limited are separate and independent legal entities.

Peterborough Courtice Lindsay Cobourg

INDEPENDENT AUDITOR'S REPORT, continued

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to
 fraud or error, design and perform audit procedures responsive to those risks, and obtain audit
 evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not
 detecting a material misstatement resulting from fraud is higher than for one resulting from error, as
 fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of
 internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants Licensed Public Accountants

Baker Selly KON LLP

Lindsay, Ontario July 18, 2023



JOHN HOWARD SOCIETY OF KAWARTHA LAKES & HALIBURTON

STATEMENT OF FINANCIAL POSITION

As at March 31, 2023

414,621	327,000
	45,100
	201,642 25,642
	23,222
813,894	622,606
•	
445,619	466,670
1,259,513	1,089,276
174,820	48,980
	49,346
	187,475 4,936
	290,737
430,002	230,131
91,170	122,286
164,821	168,773
255,991	291,059
706,673	581,796
297,506	238,291
	200,675 68,514
	507,480
	1,089,276
1,200,010	1,000,210
Director	
	45,688 281,029 30,800 41,756 813,894 445,619 1,259,513 174,820 66,268 176,786 32,808 450,682 91,170 164,821 255,991 706,673 297,506 186,820 68,514 552,840 1,259,513

The accompanying notes are an integral part of these financial statements



JOHN HOWARD SOCIETY OF KAWARTHA LAKES & HALIBURTON STATEMENT OF OPERATIONS

For the year ended March 31, 2023

	2023 \$	2022 \$
	<u> </u>	•
Revenues		
Grants (note 10)	2,680,024	2,096,743
Rental	26,152	31,262
Miscellaneous	26,110	40,512
Amortization of deferred contributions - tangible capital assets	11,694	14,144
Program and client fees	17,160	8,545
Donations and fundraising	3,406	6,100
Interest income	712	18
	2,765,258	2,197,324
F		
Expenses Salarias hanefits and other convices	2 400 002	1 607 255
Salaries, benefits and other services Program expenses	2,188,803 111,756	1,697,255 84,278
Rent	95,910	88,075
Office and miscellaneous	58,598	20,563
Professional fees	52,665	33,183
Client support services	45.743	39,269
Telephone	32,766	33,898
Staff development and recruitment	23,212	10,184
Amortization	21,456	28,294
Travel	20,334	5,884
Utilities	20,328	18,440
Insurance	13,991	15.288
Repairs and maintenance	13,525	6,876
Computer	6,627	8,962
Interest on long term debt	5,670	3,453
Advertising and promotion	4,107	2,622
Board expense and recruitment	2,560	1,775
Bank charges and interest	1,847	1,141
	2,719,898	2,099,440
Excess of revenues over expenses for the year	45,360	97,884