

# John Howard Society of Peterborough

## 2018-19 Annual Report

Since 1957, the John Howard Society of Peterborough (JHSP) has been actively providing programs and services in the community. Initially, volunteers supported men being released from Millbrook jail to assist them in finding jobs, housing and a connection to community. During the past sixty years, as Peterborough has grown and changed, so has the John Howard Society. Our programs and services now include youth, young adults, all genders and families. Today, our work is both justice and community based. We provide a range of programs and services, from opportunities to gather informally to formal trauma informed individualized counselling.



### Mission Statement

In partnership with the community, to make Peterborough safer through prevention, reform, aftercare and treatment services for persons who are, or who have the potential to be, involved in the Criminal Justice System.



## A Letter from the Executive

As we prepare to write this, we have just completed the final signatures for the co-purchase of a building to house our Community Programs. While some may believe that during times of fiscal restraint a purchase such as this is not the best idea, this initiative has been in our plans for over 10 years and we are confident in the sustainability of these programs.

The stars aligned, and with the full support of the Board of Directors, ownership of our current location, and a management team in place to guide us through this next phase of change, we knew we were ready to make the move. Most importantly, this new location is a shared ownership between the John Howard Society and Joan & Gregg Gordon. Our heartfelt thanks goes out to them, for without the Gordons we would not have been able to take this step.

Each year we strive to improve our capacity to deliver services that develop skills, hold people accountable and build resilience. Annual improvements depend upon the guidance of an informed Board of Directors, dedicated staff and volunteers, and the hard work of our clients who attend our programs. 2018-2019 was about maintaining our excellent services while laying the foundation for future growth of the John Howard Society in Peterborough. We have developed an excellent and enthusiastic staff who have a wealth of expertise and skills that enhance the services we provide. Through their commitment to providing client-centred services, they have been successful in motivating our clients to take the difficult steps required to make change and build their own capacity for growth. In 2018-2019 we worked directly with over **1,268** individuals! These are 1,268 people with **improved skills, more accountability** and **increased resiliency** than they had before attending our programs and services.

The work of the John Howard Society is not done in isolation. We want to thank our community partners as we continue to meet the needs of an increasingly diverse client group with ever more complex needs. The opportunity to think critically about ourselves, and learn from our partners and community about what works is essential to nurturing an agile, innovative and client-focused culture.

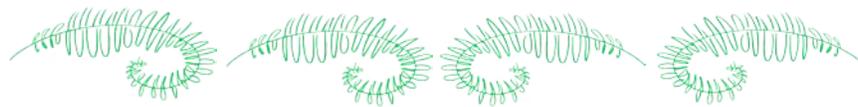
Respectfully Submitted,

Chris Russell  
Chair, Board of Directors

Kathy Neill  
Executive Director

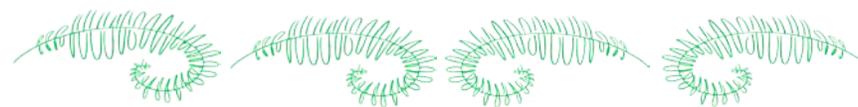
## Building Resilience

A large part of what we do is education and positive skill development. From a strengths-based approach, we work with individuals to build on what they know and to support and challenge their thinking. Prevention is about building resilience, fostering connectedness and not letting negative behaviours escalate. Community resiliency is having the tools and resources to manage the day to day challenges of life.



## Skills Development

Learning to understand is one of JHSP's key approaches to intervention. If you don't understand how your behaviours impact yourself, family, neighbours, friends, co-workers and community, how can you change them? All our programs, whether mandated by the justice system, or through voluntary enrollment, offer opportunities to examine oneself, beliefs and attitudes. By providing new information and skills, individuals are better able to problem solve and think before they act. The focus is on the behaviour, not the person.



## Accountability

When someone is accountable there is a willingness to challenge old beliefs that endorse negative behaviours and to accept responsibility for one's actions. Woven through all the programs we provide are skills, that when practiced, can lead to taking responsibility for one's actions. And when people are accountable, they are open to learning new skills. They are building their personal resilience and becoming good citizens.

# A New Vision for JHSP... and a new location

*"Almost everything worthwhile carries with it some sort of risk, whether it's starting a new business, whether it's leaving home, whether it's getting married, or whether it's flying in space."*

~ Chris Hadfield, Canadian Astronaut ~

With these words as inspiration, 2018-19 was a year of risk and expansion for our agency, culminating in the decision to co-purchase a new building in March 2019. We look forward to settling into these changes and pursuing new possibilities.



The new Management Team:  
Dana, Tina, Kathy & Marion

The year began with implementing a new management structure and reviewing programs and services. This resulted in the development of the Community Programs Division headed by Marion Little and the Justice Programs Division with Dana Hetherington at the helm. Tina Staplin joined as Finance Manager later in the year to round out our team. Their complementary skills and enthusiasm are steering the agency through these exciting changes.



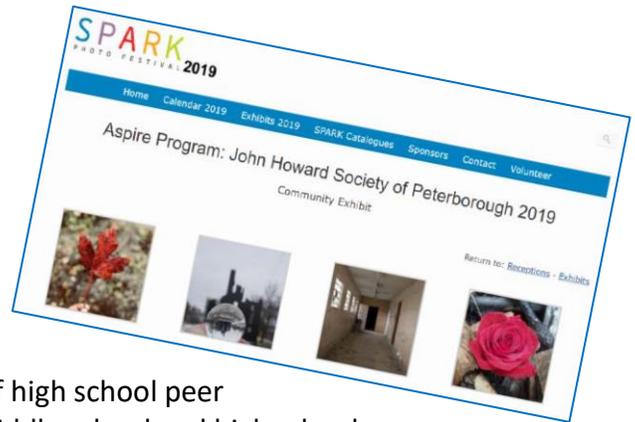
# for Community Programs

Introducing 70 Hunter Street West, our new Community Programs home as of August 2019. Administration remains at 305 Stewart Street, which will become a dedicated hub for Men's Programs.



## Youth

We offer three youth programs tailored to foster resilience in young people both in schools and in the wider community. **Aspire Mentorship** matches youth aged 17-25 with caring adult mentors. **The Third Side Peer Mediation Program** trains and supports teams of high school peer mediators and offers conflict resolution training for middle school and high school classrooms. Finally, our **Long-Term Suspension Expulsion Program (LTSEP)** provides structured non-academic supports and skill development for youth who temporarily may not be able to attend their regular school.



**All our youth programs offer guidance, learning experiences, violence prevention education, and practical life skills.**



Entering the world of training and careers can pose special challenges for young adults experiencing barriers to success. Through skills development and community involvement, youth move toward their goals. A mentor contributes by modelling employment skills and being a consistent, caring adult.



Aspire hosting a participatory animal rehabilitation workshop for youth.

### ◆ Did You Know?

- ❖ 17 Youth participated in our newly launched gathering space for young adults: 'The Garage'
- ❖ 8 Mentorship workshops introduced 160 young people to the Aspire Program
- ❖ 12 Meet & Greet dinners taught employment and networking skills to 88 youth
- ❖ Aspire participants displayed their work in the SPARK Photo Festival
- ❖ 123 Youth participated in work-related group mentoring activities, like animal rehabilitation (photo above)
- ❖ 88 Volunteer mentors contributed 350 hours of care and employment support this year
- ❖ You can follow us @Aspire\_ptbo

## The Third Side

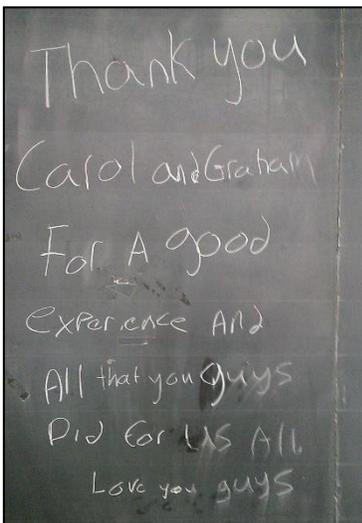
For years, we have had clients in our adult programs express that they would have benefitted



from communication and conflict resolution being taught in high school. They have expressed that learning these skills at an earlier age may have reduced conflict in their relationships. As a result, we have been providing six week Nonviolent Communication (NVC) trainings in classrooms to increase general student capacity for peaceful conflict resolution.

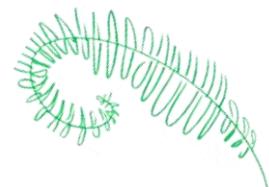
Students and teachers learn to navigate conflict more effectively as participants apply and role-model new skills. Training and supporting Peer Mediator teams is another vital component.

## Long-Term Suspension Expulsion Program (LTSEP)



LTSEP, in partnership with Kawartha Pine Ridge District School Board, offers non-academic opportunities for students to reflect on behaviour and accountability, set new goals, explore their interests and discover new ones, while completing academic courses. Staff offer guidance, support, and advocacy to LTSEP students whose lives may also be impacted by substance use, learning difficulties, mental health issues, and racialization. The goal of LTSEP is reintegration back into the student's regular school.

One student, who tried martial arts in our program, went on to join a martial arts studio and trains regularly. Another became a better basketball player in the program and went on to play for his regular school's team. Students are being exposed to creative outlets and useful life skills that they value and will carry into adulthood.



***"Being in LTSEP helped me to be more independent and taught me that if I work hard I can achieve any goal."***

### ◆ Did You Know?

- ❖ 530 Students were trained in NVC
- ❖ 10 Peer Student Mediators were active
- ❖ 26 Students attended LTSEP
- ❖ LTSEP students cooked 33 nutritious meals together & completed 177 hours of community service

# Youth: Restorative Justice

Restorative Justice (RJ) is a way of addressing conflict and crime that enables the person who caused the harm, the people who were affected by the harm, and the community, to create a meaningful solution.

The Youth Justice Committee (YJC) provides an opportunity for young people and the person affected by the harm to participate in a Restorative Circle. Our YJC worker prepares individuals for the Restorative Circle, which is then facilitated by trained volunteers. Restoration occurs when harms can be heard, acknowledged, and individuals find a way forward together.



## ◆ Did You Know?

- ❖ 93 Youth were referred by police
- ❖ 36 Youth were referred by courts
- ❖ 17 Restorative Circles were held
- ❖ 27 Apology letters were written
- ❖ 336 Youth were supported in court

**“I learned to resolve conflicts easier... it helps me know how to not jump from judgments. Instead, I pause to think about feelings and needs.”**

**“I pause and use the breathing. What I find is very different for me is that I can calm myself down now.”**

*-NVC student*

# Youth: Court Diversion

Through the Extra Judicial Measures (EJM), Extra Judicial Sanctions (EJS) and Restorative Justice programs, JHSP strives to ensure that the young person is held accountable for their actions and that the sanction fits the offence. Because youth come from diverse circumstances and have different needs, a singular model of delivery does not fit for all. We offer workshops on topics such as the impact of one's actions, motivations behind actions, substance use, and anger management. One-on-one support is available as needed. There is also cross over involvement with Aspire and our school programs. Our youth justice programs promote:

## Accountability:

What are the consequences of my behaviour and life choices? What are the cycles of thoughts, feelings and actions? How can I make amends? Does anyone else understand what I am dealing with?

## Skills:

What can I learn right now that will help me be a better person? What am I interested in? How can I get training? How can I navigate the system so I can move forward with hope?

## Community Resiliency:

How can I participate in my community in a positive way? How can I have good relations with people? What do I have to offer? Where do I find support? Where do I find nurturance?



A 17 year old high school student was referred to us with multiple charges. He was required to complete three programs as part of a sanction. He attended workshops on peer influence, substance use, and anger management. These groups taught him about his own motivations, the impact of his actions, how to identify harms, what are healthy strategies for coping with stress. He also paid restitution to the victim.

Staff encouraged the young man to pursue his love of athletics, and to seek education to fulfill his wish to become a tradesperson.

He has told us that his involvement with JHSP has had a big impact on him. This has been a turning point in his life, a wake-up call. He was proud to report he has been accepted into college.

“I want to thank you for everything you have done for me. It really means a lot. You turned my life around.”



The JHSP Youth Justice Team partners with staff from Park Place for Youth, CMHA, and DYSS to take 30 youth clients out to the game.

# Community Mediation

Community Mediation is overseen by a community advisory board: John Howard Society Peterborough, Peterborough Police Services, Peterborough Housing Corp, GreenUP, and Community Mediation volunteers.

It is rooted in the principles of Restorative Justice and is based on the Transformative Mediation approach. Nonviolent Communication (NVC) is central to our work.

We offer free supported conversations and free mediation for neighbours in conflict. We also facilitate listening circles, community dialogues, empathy cafés, “Sidewalk Talk” listening stations, conflict clinics, and conflict resolution training.

Community Mediation Peterborough (CMP) is a member of the Ontario Community Mediation Coalition. Volunteer Mediators must complete 21 hours of training.

## New Directions

This year we launched our fee-for-service program providing professional development training in **Nonviolent Communication conflict resolution skills** and facilitated group processes for local workplaces. Feedback has been very positive.

## ◆ Did You Know?

- ❖ We had 98 referrals to free community mediation through the year
- ❖ 35 Case development sessions happened in person
- ❖ 4 Community Mediations were completed, involving 11 participants
- ❖ 53 People received conflict coaching

CMP increases safety, well-being, & community resilience. People can self-refer and people can be referred to us by City Councillors, Housing Managers, friends, neighbours, landlords, and so on. Here's how it works:

1. Mediation is free and voluntary
2. We meet with each person privately first
3. A mediation is booked
4. Each person tells their story & is heard
5. Mediators are neutral. They help each listen to the other's feelings, values & needs
6. Participants are supported to think up solutions together
7. Together, participants choose and commit to solutions



# Healing From Within

Healing From Within (HFW) continues for male survivors of sexual abuse. Clients meet with a trained counsellor for individual counselling and/or attend group. HFW staff specialize in



responding to men's trauma from sexual abuse. The goal is to support men on their journey of healing.

The bi-weekly peer-to-peer support group for male survivors of childhood sexual trauma is now into its second year and going strong.

There are currently nine active members who support each other with thoughtful solidarity. Participants are now embarking on a co-facilitator model. They are discussing ways to increase awareness through social media, community events, and other creative initiatives. This collective approach emphasizes collaboration and education with a focus on empowerment. This is a much needed resource in any community, as supports for male survivors are rare.

## ◆ Did You Know?

- ❖ Based on Statistics Canada data, it is estimated that there are 8,000 male survivors of childhood sexual abuse in Peterborough County
- ❖ 36% of group participants feel an improvement in mood after the bi-weekly meeting
- ❖ 90% of group participants report feeling heard and look forward to meetings

# Partner Assault Response

## What is PAR?

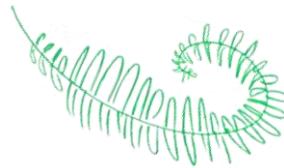
The Partner Assault Response (PAR) program is a court-ordered intimate partner violence program, funded by the Ministry of the Attorney General. PAR promotes non-violent and non-controlling attitudes and behaviours for men and women who have offended against their partners (past or present). The program encourages individuals to recognize and accept responsibility for their behaviour. It assists participants in changing their belief system about power and control issues.



PAR Facilitator, Bill Kilpatrick introduces the Emotions Model to participants.

## PAR Victim Support

While an individual is in the PAR program, our Partner Support Worker reaches out to the victim/partner. The goal in providing this service is to assist victim/partner by reducing their isolation and providing information that will help them to make informed decisions about their safety and their relationship with the individual in the PAR program.



“It’s empowering to be told that my safety is a priority.”

“It’s hard being a man in this situation. Thanks for reaching out to me – no one would have offered me help otherwise.”

## ◆ Did You Know?

- ❖ 116 Men completed the PAR program
- ❖ 10 Women completed the PAR program
- ❖ 1193 Victim contacts were made through PAR partner support

## Apology to my wife and children

Dearest A,

I'm writing you this letter of apology for the event that occurred this past year in June. On the night of the event, I verbally and physically assaulted you, leading to my arrest and being charged with domestic violence. I take full accountability for this action and can ensure this will never happen again, as I've had to put things into perspective. If this had been someone else who assaulted my wife or any of our children I'd be truly devastated.

This I believe had been my darkest moment of my life as you and our children had to suffer for my actions with me being removed from our home for a period of time. Our family is the light in my universe and this event sent a ripple effect throughout our entire family. You and our children are what I cherish most in my life. As a father and husband, I need to set an example as a strong leader and teacher for you and our children and to always ensure you are all always safe and feel protected.

Throughout this process I've learned this is a place and an event I never want to revisit again. With the amazing help of their coordinators and support of the PAR program, I feel as though I leave this program a million more times the man I was before the event. I feel as though I have greatly equipped you, our children and myself with the tools and life skills I need to be an amazing husband, father and human moving forward in our life.

In this course, we've explored: Anger management – understanding warning signs, calming self-talk, personal beliefs and attitudes, power and control and types of abuse, abusive behavior and the cycle of abuse, responsibility and accountability for my actions, substance use and the relationship to abusive behaviour, the effects of abuse on partners, children and family, the things to know about children who witness abuse, how children react to separation at different ages and how to nurture our children. Jealousy – the events, thoughts, feelings, body cues, behaviours, and the consequences, and how to handle jealousy. We've explored healthy relationships – relationship checklists, equality and non-violence, also the things to think about a good relationship meeting the needs of both people, sensitivity is vital to any healthy relationship, maintaining peace through healthy conversation and learning relationship skills takes practice, how to deal with conflict & conflict resolution, taking time-outs. The road blocks to conflict resolution – avoiding conflict altogether, being defensive, overgeneralizing, being right, psychoanalyzing/ mind reading, forgetting to listen, playing the blame game, trying to win the argument, making character attacks, and finally, stonewalling. Respectful communication – the steps to future problem solving, identify the problem (What is it? What happened?), clarify the problem (What is true?), focus on facts and gaps, brainstorm, pick one solution and implement it.

I just want to take this moment for having been able to take this course and the coordinators as well as everyone involved. I'm definitely taking the tools and education I've learned throughout this process and moving in a positive direction. I also want to thank the greatest loves of my life for their support throughout this process as it has definitely affected my family. Moving forward, I'm excited to leave the program with the education and tools I've acquired to live an amazing life with those I love most. Again, I would like to apologize to my amazing wife and children for all and any pain, stress and negative effects I may have caused to you all. I leave this program equipped to have the most amazing and successful life.

Love, X

*Printed with permission of the author, a participant in the Partner Assault Program*

# Anger Management

JHSP offers an eight week Anger Management program for men over the age of 18. Anger Management is available to anyone who believes they would benefit from learning skills to address their anger issues. The program addresses why we get angry, understanding anger, what to do when we get angry, and how to manage our anger.

## Control ♦ Outrageous ♦ Anger ♦ Choose ♦ Happiness

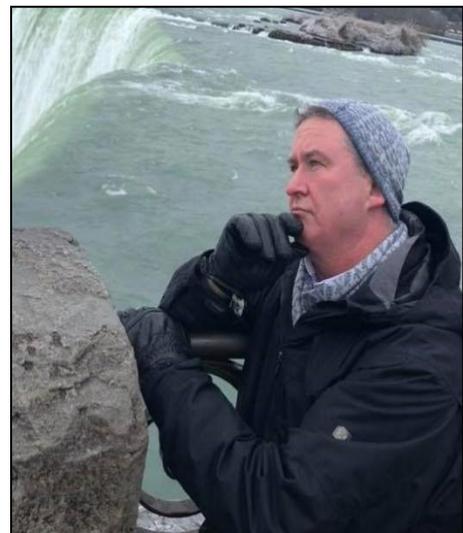
*Thoughts from C ♦ O ♦ A ♦ C ♦ H Gibson*

“From the feedback clients give me, I would say they seem to come to the conclusion that the Anger Management Program reduces relationship outbursts and aggression.

“This program shows promise in the prevention of anger escalation because clients seem to be more goal driven and skill focused. They relate that they are having less anger situations as the program progresses over the course of 8 weeks.

“It’s rewarding to hear that some clients realize that they require additional programs when it comes to the management of anger. We are starting to see a few clients over the course of the year signing up for continued intervention in the attempt to incorporate further skills.

“Clients seems to enjoy the experiential: role-plays & impromptu skits that occur throughout the program. They provide both relevance and humor. “



*Don Gibson – aka ‘Coach Gibson’ – has been facilitating Anger Management and PAR Programs at JHSP for 13 years.*

### ◆ Did You Know?

- ❖ 42 Individuals completed the 8 week Anger Management Program
- ❖ Individuals can self-refer to this program
- ❖ JHSP also offers anger management workshops for youth

# Institutional Services

The Institutional Services (IS) Worker at JHSP offers support to incarcerated individuals at Warkworth Institution. Individuals can turn to the IS Worker for advocacy, advice and information about preparing for release, which could include making connections for housing, employment, education, counselling and other services and agencies that can meet their needs.



This past year, 120 individuals were assisted by the IS Worker. Four were released on Day Parole and reintegrated into Peterborough. Day Parole allows an individual to participate in community-based activities in preparation for full parole or statutory release. Individuals reside at a Community Residential Facility (CRF) while on Day Parole.

## ◆ Did you know?

- ❖ 99.2% of individuals released on Day Parole in 2017-18 were successful in meeting their conditions
- ❖ The cost associated with maintaining an offender in the community is only 27% of the cost of maintaining an offender in custody (\$31,052 per year versus \$116,364 per year)

– Correctional Services of Canada data



An individual who has been serving his sentence in Kingston for the past twenty years has been closely in touch with JHSP staff for the majority of this time.

Through pre-release fairs, phone contact, and in person support, he has cascaded from high risk to minimum security as he prepares for release. He is now accessing UTA's (Unescorted Temporary Absences) both for his day job in the community and also to spend periods of time at a Community Residential Facility in Peterborough.

He chooses to keep in touch with JHSP staff because of trust built over many years. With our continued support, the long term goal will be to have a smooth reintegration with employment opportunities and healthy personal and professional relationships

after so many years inside.

# Caring Dads

Caring Dads is a 17 week program for fathers who have physically or emotionally abused or neglected their children, or exposed them to domestic violence. The curriculum works with fathers to change patterns of abuse, increase awareness and application of child centered fathering, to promote respectful co-parenting with the child's other parent, and improve relationships with their children and families. We help them better understand child development and needs. Men who have completed the Caring Dads program report improved parenting and coping skills.

## ◆ Did you know?

- ❖ 9 Men completed the Caring Dads program this year



# Men Supporting Men (MSM)

This group was formed by men leaving the Caring Dads group who wanted to continue to reflect upon the tools and strategies they learned at JHSP, and to support other men in the process. The group is housed at and supported by JHSP, but is entirely independent.

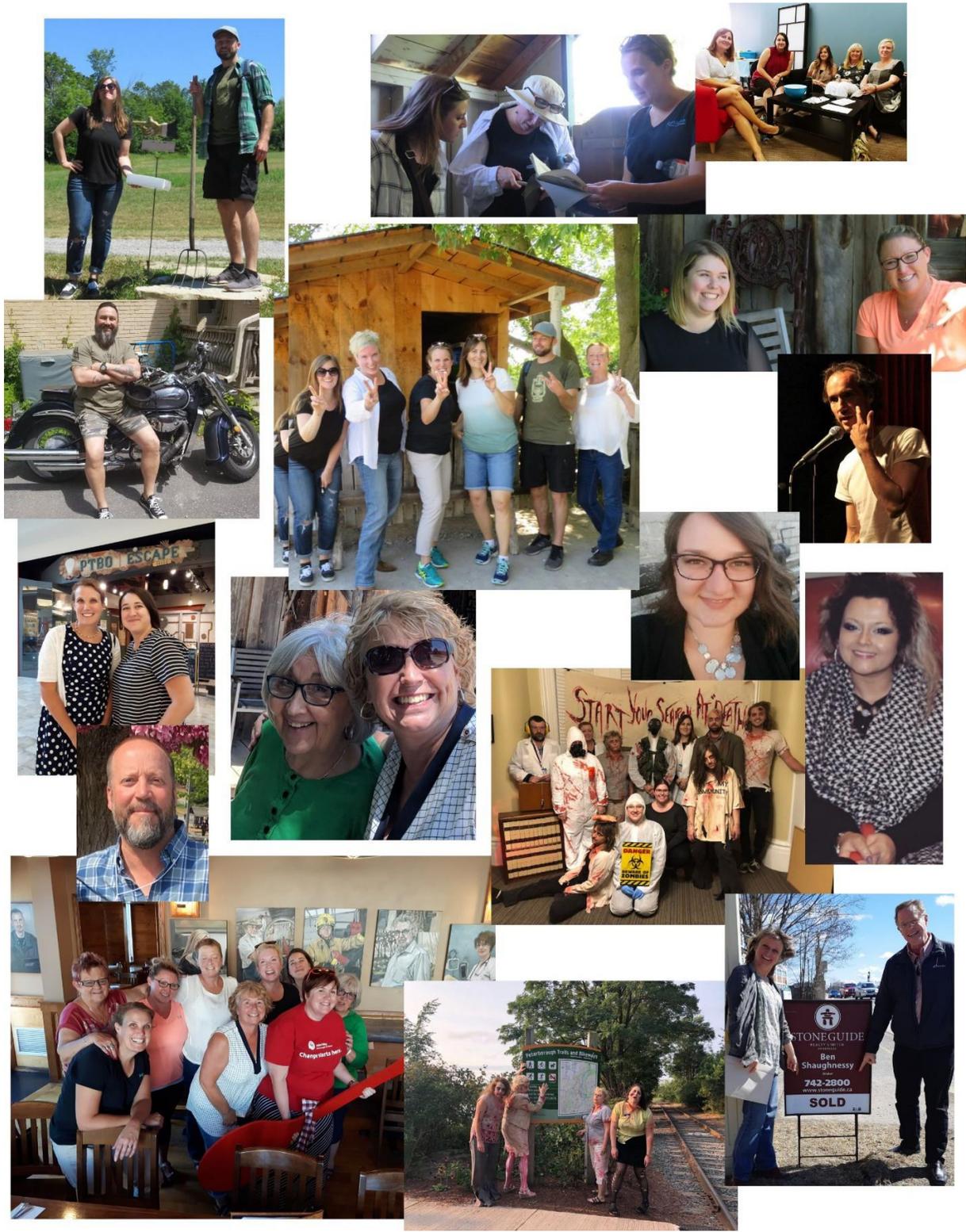
Numbering about eleven members, they raise money by volunteering at Delta Bingo, then use those funds to donate generously to the wider community and to participate in group events.



## ◆ Did you know?

- ❖ MSM donated \$1,000 to YES (Youth Emergency Shelter)
- ❖ MSM sponsored a Pete's hockey game outing
- ❖ They hosted a free skating event at Evinrude
- ❖ They really did dress up as superheroes for the Santa Claus parade

# Staff



## Volunteer Board of Directors 2018 – 2019

Chair: Chris Russell

Treasurer: Linda Twohey

Karen Bateman

Dr. Lara Hiseler

Rob Hotston

Paul Legacy

Dr. Allen Rodgers

Dan Smith



A healthy organization isn't without some staff transition and this year was no exception. We said good bye to Crystal Blakely in our Youth Diversion Program and Kit Hickey in our Mediation/Partner Support programs.

## Staff

### Administration

Executive Director: Kathy Neill

Finance Manager: Tina Staplin

Reception & Admin Assistant: Diane Gallagher

### Justice Services

Manager of Justice Services: Dana Hetherton

PAR Coordinator: Dana Hetherton

Partner Support: Emily Grady

Youth Diversion: Abbi Barrie, Megan Carrick

Youth Justice Committee: Nicole Soanes

Institutional Services: Megan Carrick

Anger Management: Don Gibson

Caring Dads: Dana Hetherton, Kirk Hillier, Graham Petty

PAR Facilitators: Abbi Barrie, Jane Garant, Don Gibson, Dana Hetherton, Kirk Hillier,  
Bill Kilpatrick, Kathy Neill, Jude Sternloff

We also want to send a special thank you and best wishes to Elaine Webster on her retirement. After 12 years with JHS, it was time to hang up her hat. It is because of her vigilance in keeping us to budget and in monitoring our finances so closely that we were able to secure the resources to purchase the new location.

### Community Services

Manager of Community Services: Marion Little

Aspire: Bethann Brown, Jane Garant

Suspension/Expulsion: Graham Petty

Healing from Within: Suzie Compeau, Wes Ryan

Community Mediation: Caitlin Jacobs, Marion Little

School Based Mediation: Caitlin Jacobs, Marion Little

Fee-for-Service Programs: Marion Little



## Volunteers

Whether you are a Restorative Justice Facilitator, a Youth Mentor, a Volunteer Community Mediator, a Bingo Volunteer, or a Board Member, we wish to graciously thank all of you who donate your time to support our programs and services.

**You are making a difference!**

◆ Did you know?

- ❖ We have over 105 active volunteers with JHSP
- ❖ Our volunteers have contributed over 1575 hours this past year

## Collaborative Partners



# Many Thanks to our Funders

- ❖ John Howard Society of Ontario
- ❖ Ministry of Children, Community & Social Services
- ❖ Ministry of the Attorney General
- ❖ United Way of Peterborough & District



*With a very special thanks to all the donors who support the work we do and contribute to our programs and services.*

*Your generosity is much appreciated.*



We would also like to highlight two important donations that came to JHSP through the Community Foundation of Greater Peterborough this year:

- ❖ \$10,000 gifted anonymously to continue Caring Dads
- ❖ \$1,000 gifted by CFGP to help make 'The Garage' Drop-In space for youth more comfortable and inviting



*Youth art decorates The Garage*