



JohnHoward

SOCIETY OF TORONTO

PREVENTION ■ INTERVENTION ■ REINTEGRATION

Annual Report 2016-2017



United Way
Member Agency

A Message from Our Chair:



Board President,
Stanley Mircheff

On behalf of the Board of Directors, I am pleased to announce that this year's annual general meeting signals the official completion of our amalgamation with the St. Leonard's Society of Toronto. A new John Howard Society of Toronto has now emerged. A new entity that is greater than the sum of its parts.

To eliminate inequities between staff caused by the amalgamation, your Board has authorized a comprehensive review of our employee compensation. To help us be more reflective and responsive to changing circumstances, the board has adopted an annual planning protocol and henceforward will be reviewing our board governance policies more systematically. To help us anticipate and prepare for longer term, industrywide changes, the board has launched a strategic planning process that will point the way for John Howard Toronto for the next 3 years. We look forward with great enthusiasm to the new partnerships and new initiatives our

completed strategic plan will suggest. Finally, we have removed barriers to the renovation of the 2nd floor at 1669 Eglinton West with the expectation of creating additional client services and improving our finances.

On behalf of the Board, I would like to express our thanks to our executive director, Sonya Spencer. Once again, under her very capable leadership, the year has been marked by a number of operational successes. She has been able to leverage the high quality of our services provided by a motivated and dedicated staff into renewed and augmented service contracts.. She has been able to negotiate stable funding for last year's great leap of faith, the Reintegration Centre. Even more importantly, she has persuaded the United Way to fund us as one of its anchor agencies bringing a level of stability to our funding that preserves services and the capacity to respond to new opportunities. She has also spearheaded new initiatives in inmate healthcare, youth at risk and pre-trial release.

Finally, on behalf of the Board and the whole of the John Howard Society of Toronto community, it is my great pleasure to announce the inauguration of an award in the name of our friend and colleague, Harold Johnson. This award is intended to honour acts of altruism by members of our community. Starting from the same position as all of our other clients, Harold transcended his conflicts with the law. Moving from client, to volunteer, to board member at John Howard Toronto, to President of the Board at John Howard York Region, to peer worker at the Reintegration Centre, Harold dedicated himself to the service of others. His generosity and compassion are an example for us all.

Stanley Mircheff

A Message from Our Executive Director:

As the Executive Director I am extremely proud of the impact our programs and services have had on our clients, our local community and the broader community corrections sector. John Howard Society of Toronto (JHST) strives to be the “go-to” organization for those in need of support as they work to change their life path following justice involvement. We made significant progress in 2016-2017 due to the staff team having consistently put client needs ahead of their own, worked hard to identify service gaps and then taking the extra steps to find the resources needed to address them. We have continued our partnerships with the City of Toronto, the Ministry of Attorney General, Correctional Services Canada, Toronto Urban Health, CAMH and the Ministry of Community Safety and Correctional Services in support of our mission. We were also thrilled to be named an Anchor Organization with United Way Toronto and York Region (UWTYR). In addition we added new partnerships with funding through the Poverty Reduction Strategy, Trillium Foundation and the Department of Justice.



As we grow and look to strengthen our capacity the Board has engaged consultants to assist us with our financial policies & practices, our strategic planning process and our staff compensation structure.

It is with sadness that I share that our year also included some loss that shook the team but never once did it impact the programs and services being delivered. Two staff members, Harold Johnson and Nicole Burlton passed away. Their individual impact on JHST will always be remembered fondly by the Board, staff and clients. In addition a client lost his life due to gun violence which reminded us all of why we do the work we do in the community. This tragedy made us revisit policies and procedures that will further enhance the safety of our clients, our staff and our neighbourhoods.

In this annual report we have highlighted our programs as well as the people delivering the services. The leadership of our Board of Directors combined with the resiliency and commitment shown by our staff surely will mean ongoing success for JHST!

Sonya Spencer

JHST adds new programming!

INKH project

Through the new INKH Project, in partnership with the South Etobicoke Health Link, LAMP, Peel Halton Addiction Assessment Referral Services and the Peel Halton Coordinated Care Access Centre, clients identified by nurses or social work staff as facing complex health issues, work with a Care Coordinator and a Peer Support worker to develop a Care Plan. Care Plans attempt to connect clients with health care providers and other essential resources within the community after his release. This service is integral in helping the most vulnerable and ill clients to receive care they may otherwise not be able to access.

Men in Transition (MINT) Program

Toronto Employment and Social Services approached JHST to develop a pilot program to assist men with multiple barriers to find employment. In addition to having a criminal record, clients in the MINT program face barriers including mental health, substance use/dependence, precarious housing/homelessness, and prolonged institutionalization. We were pleased to introduce the MINT Program to address these barriers. MINT is an 11-week program for Ontario Works recipients. It uniquely combines individual and group counselling sessions to adequately address these aforementioned barriers to employment, with an end goal of helping clients become more employment-ready and to move them closer to the labour force.

H.I.P.P – Helping Individuals Plan Positively

This service is delivered in the Detention Centres in Toronto and in the community. The focus of this program is work with youth in reference to gang prevention and existing strategies. We deliver services individually and in group sessions. Youth in this program discuss their future goals where resources are implemented to assist them in meeting these goals. This program is offered through a culturally specific lens to African-Caribbean youth. The feedback we have received from participants has been positive as they are learning about viable options and positive goals. The funding for this program was based on Pilot Funding from Justice Canada – Guns and Gangs. This Pilot Project was very well received and as a result we were recently approved for 3 years funding from Justice Canada to continue this program delivery.

Integrated Harm Reduction Services (SASP)

We are pleased to offer this program at our Scarborough office location. This integrated program is designed to support individuals who are struggling with their substance use and have past or current domestic-related conflicts. Clients of this program may have been charged or convicted with domestic offenses, or acknowledge that abusive behaviors are prevalent within intimate relationships. Individual counseling sessions will help clients understand how substance use and domestic violence are a result of intentional choices, and empower clients to make healthier choices. Harm Reduction counselling to men who have a history of domestic violence offenses where substance misuse was also a contributed factor. This program is also provided out of the Metro East Detention Centre. In our first year of service we have continually had a waiting list for this program which highlights the need for this service. We thank the Scarborough Addiction Services – CAMH – for funding this much needed program.

THE ROBB NASH PROJECT VISITS THE REINTEGRATION CENTRE

The Robb Nash Project (robnash.com) gave the most amazing and inspiring performance at the Ontario South Detention Centre. Thanks to the hard work of JHST staff member, Lindsay Jennings who was able to coordinate the event allowing Robb to perform for some of the inmates, staff, and representatives from JHST. We were so grateful for the chance to share this unique experience within an institution. Thank-you to Jonny Holliday, Bryan Beach and of course, Robb Nash for their visit afterwards to the John Howard Society of Toronto's Reintegration Centre.



The JHST team goes INTERNATIONAL



For the 3rd year in a row our agency has been providing gender violence training in Africa. Our focus in this work is provide support on how to engage men in a process of change. This year Rhea Harry and Jaime Tilston, in partnership with

Crossroads International, traveled to Togo to continue our gender violence work as an extension of the work we undertake within PAR. The team underwent compassion fatigue training as well as updated their Ontario Domestic Violence Risk Assessment training and are looking forward to further training this year. The team was well-received and provided extensive education and support. The team continues to provide exceptional client-centered care to clients while supporting the safety of victims.

INTERNATIONAL COMMUNITY CORRECTIONS ASSOCIATION (ICCA)

JHST was the local host for the ICCA's 24th annual research conference held in Toronto this past October at the Harbour Westin Castle Hotel. Twenty three JHST staff attended and were able to participate in intensive sessions on topics such as the Introduction to Dialectical Behavior Therapy (DBT) , Working Effectively with Women in the Community: Gender Responsive and Trauma-informed Micro Skills and Homelessness, Criminalization of Homelessness and the Impact on Recidivism.

We look forward to Seattle this coming fall!



Prisoner's Justice Day



On August 10th 1974, prisoner Eddie Nalon bled to death in the segregation unit of Millhaven Maximum Security Prison. Eddie was serving a life sentence and had been in and out of segregation from the start of his sentence. On the first anniversary of Eddie's death, August 10th 1975, prisoners at Millhaven refused to work, went on a one day hunger strike and held a memorial service —this was considered to be the first Prisoner's Justice Day.

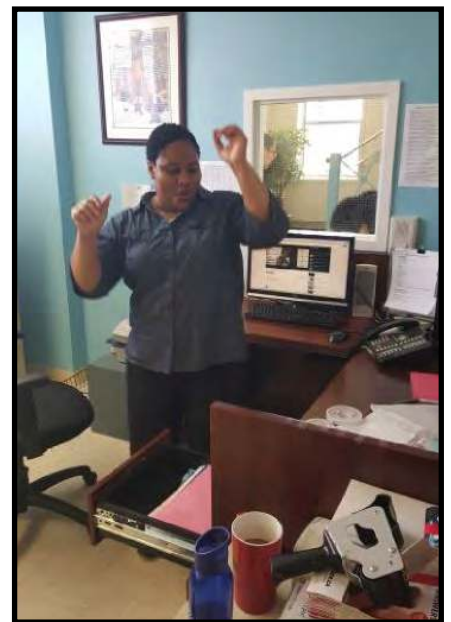
Annually on Prisoner's Justice Day, memorial services are held around the country to pay tribute to and remember all those who have died behind prison walls. Last year, a small gathering of staff, volunteers, students, peers support workers and family members held a service under the shade of the trees at our Memorial Garden in front of the Reintegration Centre. Dozens of rocks with the names of inmates who had died inside were painted and placed in the garden by memorial participants. Poetry was read aloud by staff on behalf of prisoners in local jails who wanted to join in on this significant day. We also had the special change to hear from.....who did a reading from his book, "27th Letters". We continue to stand in solidarity with all those who have lost their lives and plan to do the same this year on August the 10th.

The TeePee Celebration

Inside the court yard, behind the Prison Walls on a spring afternoon, a celebration was held. Marked by traditional food, song, drumming, and dancing, a special event at the Toronto South Detention Centre took place to celebrate the new tee pee that had been erected. Staff, managers, agency partners, prisoners and an Elder took part in what was a memorable and happy event. Having this special place for prayer and contemplation is essential for healing and we are grateful that our partners at the South were able to allow for this to happen.



JHST continues to deliver quality programs...JHST staff and volunteers make the difference — Without our team we could not have touched the lives of over 5000 individuals in fiscal year 2016-2017.



PICTURES ARE WORTH A THOUSAND WORDS



**JOHN HOWARD SOCIETY OF TORONTO
STATEMENT OF OPERATIONS
FOR THE YEAR MARCH 31, 2017**

	2017	2016
REVENUE		
United Way	\$ 521,184	\$ 540,132
Delta Bingo	38,844	20,738
City of Toronto	967,916	849,497
Correctional Services Canada	935,931	645,349
Ministry of Attorney General	826,929	738,023
Foundations & other agencies	299,991	205,955
Minister of Community Safety	171,329	104,715
Fee for service	165,419	119,470
Donations and fundraising	101,759	120,984
Other	44,165	130,619
Klink Coffee	94,577	68,506
	<u>4,168,044</u>	<u>3,543,988</u>
COST OF SALES-COFFEE	<u>29,902</u>	<u>14,884</u>
EXPENSES		
Advertising & promotion	12,059	7,365
Amortization	89,667	76,750
Bank charges	5,596	4,736
Fees-provincial		674
Food	18,332	20,409
Furniture, equipment, computer lease	22,735	29,475
Insurance	21,007	20,410
Mortgage interest	74,283	79,465
Office supplies	34,080	44,425
Postage, fax, courier. publications	10,637	7,876
Printing, copying	13,553	9,965
Professional fees	88,138	46,026
Program	200,079	100,278
Purchased services		311
Rent	181,193	140,459
Salaries	2,706,786	2,582,508
Security system & cleaning & maintenance	107,625	88,250
Staff training	38,295	19,499
Telephone & internet	77,893	82,876
Travel	34,428	38,230
Utilities	71,498	61,522
	<u>3,807,884</u>	<u>3,461,509</u>
Excess of Revenue over Expenses	<u>\$ 330,258</u>	<u>\$ 67,595</u>

**JOHN HOWARD SOCIETY OF TORONTO
STATEMENT OF CHANGES IN FUND BALANCES
FOR THE YEAR ENDED MARCH 31, 2017**

	2017	2016
Benevolent Fund		
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Balance, beginning of year	1,730	\$ 1,730
Expenses paid		
Balance, end of year	1,730	\$ 1,730
 419 Jones > Reserve Fund		
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Balance, beginning of year	27,031	\$ 23,701
Expenses paid	14,995	
Allocation from General Fund	5,000	3,332
Balance end of year	17,036	27,033
 General Fund		
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Balance, beginning of year	\$ 1,226,476	\$ 190,299
Transfer from. St Leonards		968,582
Transfer to Eglinton Building Reserve Fund	250,000	
Excess of Revenue over Expenses	330,258	67,595
Balance, end of year	1,306,734	\$\$ 1,226,476
 Eglinton Building Reserve Fund		
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Balance, beginning of year		
Expenses paid		
Allocation from General Fund	250,000	
Balance, end of year	250,000	\$



Office Locations:

Main Office: 1669 Eglinton Ave. west, Toronto, On., M6E 2H4, (416) 925-4386, Fax: (416) 925-9112

Housing Office: 924 Danforth Ave., Toronto, On., M4J 1L9, (416) 925-4387

Crossroads Program: 419 Jones Ave., Toronto, On. M4J 3G6, (416) 469-8312

Crossroads Reporting Centre: 779 Danforth Ave., Toronto, ON., M4J 1L2 (416) 462-3684

Scarborough Office: 1911 Kennedy Rd., Suite 105, Scarborough, On., M1P 2L9, (647) 849-1541

Reintegration Centre: 215 Horner Ave., Toronto, On., M8Z 5C7 (647) 429-7808

Klink Coffee: 779 Danforth Ave., Toronto, ON., M4J 1L2 (416) 462-3684

Website: johnhowardtor.on.ca

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Facebook: John Howard Society of Toronto

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