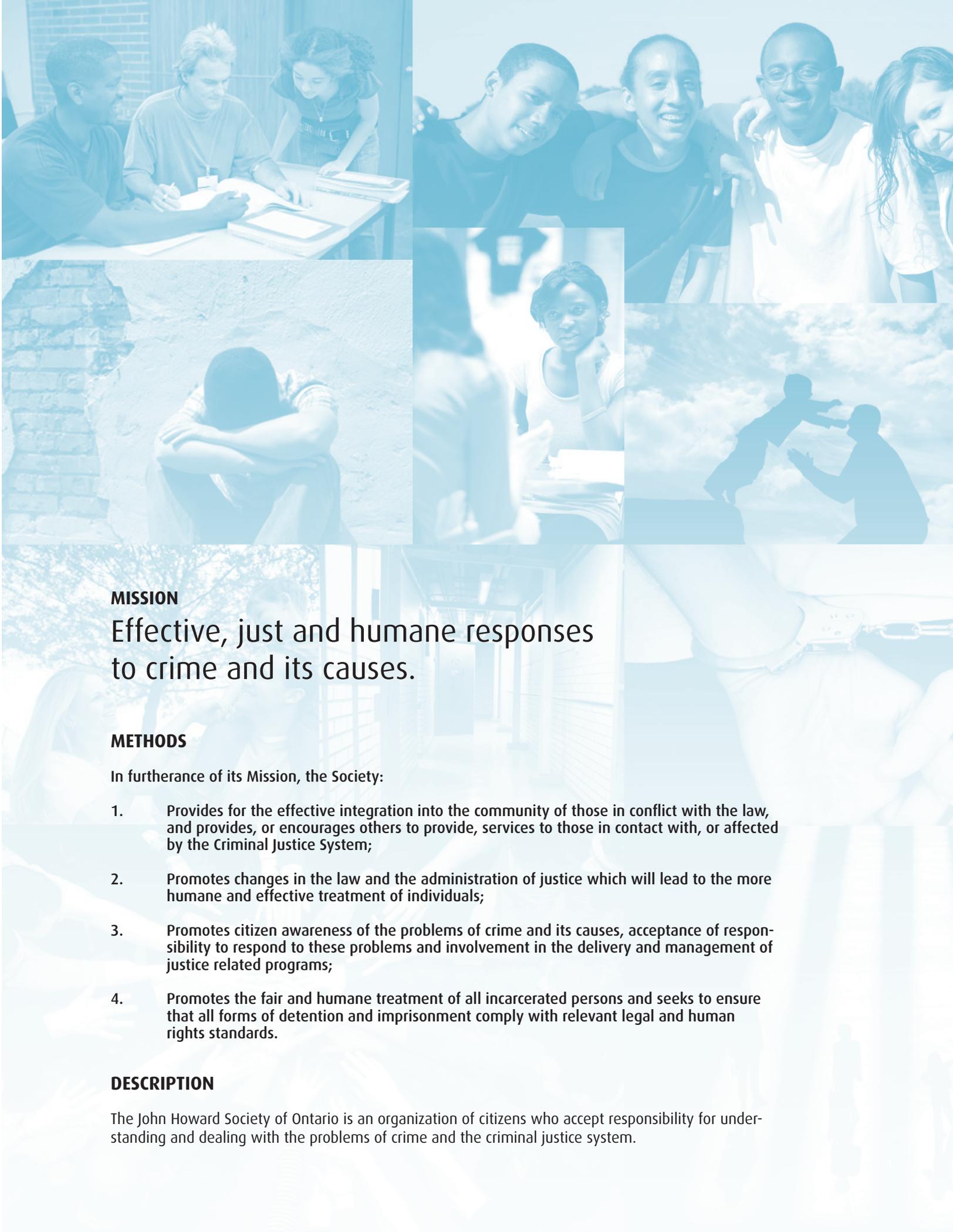


Reducing Crime

Accountability Solutions Families Diversity
Community-based Sentences Evidence-based Partnerships Re-entry
Opportunities Research Criminal Justice System
Gradual Release Best Practices
Success Program Evaluation
Youth Reintegration
Pardons
Public Education Employment What Works
Engagement Restorative Justice FASD Community Safety
Human Rights Rehabilitation Policy
Mental Health
Inclusivity Harm Reduction Prison Conditions
Housing Life Skills
Healthy Communities



MISSION

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

METHODS

In furtherance of its Mission, the Society:

1. Provides for the effective integration into the community of those in conflict with the law, and provides, or encourages others to provide, services to those in contact with, or affected by the Criminal Justice System;
2. Promotes changes in the law and the administration of justice which will lead to the more humane and effective treatment of individuals;
3. Promotes citizen awareness of the problems of crime and its causes, acceptance of responsibility to respond to these problems and involvement in the delivery and management of justice related programs;
4. Promotes the fair and humane treatment of all incarcerated persons and seeks to ensure that all forms of detention and imprisonment comply with relevant legal and human rights standards.

DESCRIPTION

The John Howard Society of Ontario is an organization of citizens who accept responsibility for understanding and dealing with the problems of crime and the criminal justice system.



Bruce F. Simpson
President
John Howard Society of Ontario

The Board of the John Howard Society of Ontario is comprised of representatives from each of the 19 JHS Affiliate Boards from across the province, as well as six members at large. At our last AGM, the Board amended its by-laws to reduce the Board to its original 25-member size.

We met five times in the 2010/2011 year, with one special teleconference meeting held to discuss audits. Using the Carver Model of governance, the Board sets the broad goals and ends of JHSO as a social and criminal justice organization, and monitors the functioning of the agency as an employer, a business, and a fundraiser. Consistent with this monitoring role, the Board approved the creation of the new JHSO Business Plan, which serves as a mechanism for increased transparency, accountability and focus with respect to how the organization goes about the achievement of its goals.

We have an excellent group of Board members who bring a range of important skills and experience to our meetings, ensuring thoughtful and productive discussions. My thanks go to all of our members for their continued commitment to this agency and its mission.

This year saw some resignations, but also excellent additions to the Board. The Board welcomed Gwen Galbraith as the representative of Simcoe and Muskoka. We saw the return to the Board of Bob McMemey as the representative of Sault Ste. Marie and Rob MacLellan as the representative of Toronto. As well, the Board welcomed Lori Western to the executive. It is impossible to think of Lori Western without recognizing the enormous strides which the Thunder Bay branch has made over the last couple of years. I would also like to thank Lisa Romano for her important contributions to the Board and wish her well with her move to the U.S.

The Board's Standing Committee on Prison Conditions, capably chaired by Rick Gadde, and supported by Else Knudsen and subsequently Jacqueline Tasca, welcomed new members Mary Jane Bennett and John Rives. The Committee prepared an executive summary report of its May 2010 tour of three federal institutions in Kingston and distributed its recommendations to CSC Deputy Commissioner and the respective wardens of each institution toured.

In December 2010, the Prison Conditions Committee attended a meeting with senior staff at the Ministry of Community Safety and Correctional Services (MCSCS). The MCSCS staff provided a detailed presentation on the progress of the construction of the Toronto South Detention Centre. It was apparent to the Committee that much effort has been put into designing a positive correctional environment that will emphasize direct supervision and meaningful interaction between staff and prisoners.

The issue of remand in Ontario continues to be a significant area of focus for the Committee, given that over two-thirds of these provincial prisoners, who are presumed innocent, continue to be housed in maximum security facilities that offer them little to no rehabilitative programming and minimal discharge planning. The Committee members were encouraged to hear from MCSCS that there have been some increases in the number of meaningful programs offered to remanded prisoners in the past year.

We at the John Howard Society are well aware of the many difficulties faced by individuals attempting to reintegrate into their communities. Some of these difficulties have become even more challenging of late. The Society is particularly concerned with the increasing difficulty that individuals with criminal records have in securing appropriate housing and stable employment. The growing use of criminal record checks by employers and the recent efforts to restrict the attainability of pardons are two trends that will only serve to increase the barriers to reintegration facing hundreds of low-risk Ontarians.

It has become apparent to us that across Ontario, the disclosure of non-conviction information on criminal record checks, the least intrusive type of record check, is

common practice. Individuals who have either received non-conviction sentences – absolute or conditional discharges – or have had charges withdrawn or acquitted, report that these charges are revealed on their criminal record checks. Any employment with vulnerable groups (such as those working in schools, childcare or with sports teams) will have all records of contact with the criminal justice system made visible on the much more exhaustive “vulnerable sector check.” Employers are

Employment serves as a significant normalizing and stabilizing factor to those in conflict with the law, and its absence adds to the risk of reoffending

increasingly requesting criminal record checks as a condition even of non-vulnerable sector employment. Many people trying to live crime-free lives have lost employment opportunities because of record checks that disclose information other than criminal convictions.

The detrimental effects of not having a “clear” criminal record check include the refusal of employment and housing opportunities. Employment serves as a significant normalizing and stabilizing factor to those in conflict with the law, and its absence adds to the risk of reoffending. From a social policy perspective, barriers to employment are the last thing we should want for those who have had minor brushes with the law. Research clearly indicates that stable employment and the resulting income, housing, and social networks that employment fosters, significantly reduce the risk of reoffending.

In my view, the current criminal record check practices require some legislative changes. This is an area where both the federal and the provincial governments have jurisdiction, and as such, a solution will require the participation and collaboration of both.

The year 2010 witnessed several attempts to restrict the attainability of pardons, both through substantial increases in application fees and by limiting eligibility.

Pardons serve a very important function: they enable people who have made positive life changes and who have abstained from criminal behaviour to be freed from many of the negative impacts of having a criminal record. It should be noted that the law regarding pardons requires anyone convicted of an offence to firstly serve his or her sentence completely and then remain crime-free for a minimum period before they are eligible to apply for a pardon. In addition, if a person reoffends, a pardon can be revoked. Pardons foster the reintegration of individuals who have taken significant steps to change their lives. We should promote and encourage individuals now living crime-free and productive lives, and pardons are part of that process.

On behalf of the entire Board, I want to thank all members of the staff. No agency can function well without competent, dedicated staff, and I, along with my colleagues on the Board, continue to be impressed by the quality of the work done by our staff at all levels.

In closing, I wish to thank all of those people across the province who have made financial contributions or who have dedicated their time as volunteers to assist the Society’s work. Without their generosity, both of time and of money, our agency could not do its work. I want to thank all of our funders, both private and governmental. We recognize and appreciate the dedication of our public servants, both at the provincial and federal levels, and the willingness of the elected members of our provincial and federal parliaments to work with us and other agencies in seeking solutions to important, but complex, societal problems. To succeed, a society needs a healthy tension created by rational debate, but also requires people who may disagree on many levels to cooperate with one another in achieving those goals that benefit us all, and, without question, crime prevention benefits us all.



Bruce F. Simpson
President



Paula Osmok
Executive Director
John Howard Society of Ontario

Engaging Times

Over the past few years, social media has dramatically altered the way in which we engage the broader community about the work of the Society.

In the spring of 2010, we launched our presence on Twitter under the

name “ReducingCrime” and have just completed our first successful year of utilizing this social networking service as a public education tool. Twitter has enabled us to connect with a new and diverse group of supporters, as well as others who share an interest in criminal and social justice issues.

It seemed appropriate to highlight our successful venture into social media by featuring a tweet cloud as this Annual Report’s cover image. The words have been chosen from our tweets and, more importantly, from our mission and vision as well as the values of the Society. We encourage you to follow @ReducingCrime on Twitter and join our growing number of followers on discussing important and emerging issues.

Business Plan

After many months of meetings and consultation, we finalized our Operational Business Plan which articulates key departmental deliverables and strategies, supported by departmental work plans. It covers a three year time frame and is dynamic in nature to allow for any necessary re-focusing. We also developed and adopted a reporting template which will allow us to report regularly on our accomplishments in a succinct and accountable manner.

Centre of Research, Policy and Program Development

The Centre of Research, Policy & Program Development has been busy submitting a variety of proposals, establishing research partnerships and assisting Affiliates with research and proposal-related requests

for information on various social and criminal justice related topics.

Most recently, the Centre submitted a research proposal to the Wellesley Institute and was successful in obtaining funding to design and conduct a case study examining the JHS Toronto Housing Program. This research study will explore the Housing Program as a successful community intervention and multi-sectoral model which ultimately contributes to reducing health disparities among homeless individuals. The results of the study will be mobilized to shape the public policy discourse around effective responses to the problem of health inequities which exist among the homeless population.

The Centre submitted an intensive research proposal in partnership with Dr. William O’Grady and Dr. Stephen Gaetz to SSHRC’s Partnership Development Grant, entitled “Navigating the Road to Reintegration”, which involved developing a research network of community, academic, and government collaborators to tackle the issues associated with the successful reintegration of individuals released from prison into the community. We continue to seek out avenues alongside our academic partners to make this worthwhile project come to fruition.

The Centre provides ongoing program development and evaluation support to our Affiliates by way of assistance with funding submissions for establishing new programs or services and in 2010/11 was responsible for the development, implementation, oversight, analysis, and reporting on six multi-year program evaluations.

The Centre also had an exciting year of active engagement in the public debate around criminal and social justice policy issues. Through public education, submissions to government, meetings with key stakeholders and media work, we advance our mission statement which calls for effective, just and humane responses to crime and its causes.

We released a new Fact Sheet in December 2010 on the topic of FASD and the Criminal Justice System which elicited unprecedented demand and positive feedback. The Society published an Op-Ed piece on the topic of pardons in the Toronto Star, and submitted letters-to-the-editor to a variety of publications on topics such as remand and prison expansion.

In support of JHS Canada, JHSO presented to the Federal Standing Committee on Justice and Human Rights on June 15th 2010 with respect to Bill C-4: An Act to amend the Youth Criminal Justice Act and to make consequential and related amendments to other Acts. On June 16th 2010, JHSO, along with a Senior Counsellor from the John Howard Society of Peterborough, deputed before the Senate Committee on Legal and Constitutional Affairs with respect to Bill S-6: An Act to amend the Criminal Code and the International Transfer of Offenders Act. Our comments were directed to the section of the Act related to Judicial Review, commonly referred to as the "Faint Hope Clause". Both presentations were well received and generated much in the way of positive comments and dialogue with the members of the respective Committees.

Please continue to visit our website at www.johnhoward.on.ca to review our library of publications.

Development and Communications

As mentioned, our Twitter identity "ReducingCrime" was launched this year and to date we have posted over 1000 tweets and have reached out to our 725 followers with information and discussion around important social and criminal justice issues. This has been a great opportunity to engage with many like-minded organizations and individuals, many of which we would not have been aware of, had it not been for this social media channel. We will continue to make these important connections, learn what is happening around the world in the areas of criminal and social justice, and promote effective solutions to dealing with crime and its causes.

Our 2010 holiday fundraising drive was a great success. Taurus Management Service, here at 111 Peter Street, provided the space for the event and many of our neighbouring businesses generously donated raffle prizes. The tenants of our building and our neighbours joined us for coffee, cider, some wonderful baked goods and donated personal care items for the families of our In Touch Family Transportation program which were distributed for the holidays. We are very grateful for the support we received and would like to extend our thanks on behalf of our clients who were very touched by the generosity.

We continue to adhere to Imagine Canada's Ethical Code Program which demonstrates our commitment to the responsible management and accounting of donations. Recently, we have been given the opportunity to

participate in a new broader set of standards. Over the course of the next year, we will be re-examining our policies and practices in the areas of governance, financial accountability, fundraising, staff management and volunteer involvement to ensure that we will be in compliance with the Program.

The Institutional Services and In Touch Family Transportation programs, operated by our local Affiliates, continue to receive funding from our Direct Mail and other fundraising programs. Together, with our generous donors, we are successfully impacting the lives of thousands of individuals and creating healthier communities.

Administration

On the administrative end, the Society's Pension Advisory Committee continues to meet quarterly and monitor all aspects of the administration of the staff Pension Plan. In keeping with our fiduciary responsibilities, JHSO staff, with input from the Pension Advisory Committee, prepared a more formal pension education tool for both the JHS Board of Directors and Affiliate Executive Directors. As well, we facilitated a survey of plan participants to help determine the future direction of the Society's Plan.

I am pleased to report that our Plan is one of the few to remain solvent throughout a very challenging market period.

The Benefit Committee continues to meet on a regular basis to monitor the performance of the Extended Health and Dental Plan as well as investigate ways and means of improving the Plan as directed by Executive Director's Committee.

John Howard Society of Canada

We are pleased to welcome Catherine Latimer to the JHS family following her appointment as Executive Director, John Howard Society of Canada. Catherine joins the Society from the Department of Justice Canada, Youth Justice and Strategic Initiatives and Law Reform, where she held the position of Director General. Her impressive list of credentials and her deep understanding of correctional and justice issues make her a perfect match with the national Society. We look forward to working with and supporting Catherine in her new role.

On behalf of numerous Ontario attendees, I would like to extend a special thanks to JHS Canada and JHS Calgary for facilitating an excellent national conference, held in Calgary, March 9th – 11th, 2011. Michelle

2011 | Executive Director's Report

Keast, Jacqueline Tasca and I were pleased to have the opportunity to assist with presentations and information dissemination at the conference.

Recognizing People

This report provides an opportunity to acknowledge those who support and carry out the mission of the Society in very different but equally important ways. I would like to recognize the members of our Board of Directors. They contribute significant amounts of time and expertise, and play an essential role in the effective oversight and transparency of the Society. I would like to make special mention of the work of our President, Bruce Simpson and all the members of the Executive Committee who continue to provide wise counsel and guidance.

I am very pleased to announce that Jacqueline Tasca has joined the John Howard Society of Ontario staff team as our Policy Analyst. Jacqueline holds an MA in Criminology from the University of Toronto and, as part of her work experience, assisted with various research projects at its Centre of Criminology. Most recently, she was employed by the Ministry of Community Safety and Correctional Services in the Public Safety Division. We also welcomed Toni Hemmati-Pidsadnick to the staff team as our part-time Program Evaluator. Toni holds an MA in Psychology from Carleton University and, as part of her extensive work experience, has assisted with various evaluation projects for MCYS, one which included several JHS Affiliates alternatives to incarceration programs for youth.

We were pleased to welcome back Shanno Fairfield to her position of Development & Communications Coordinator, from leave. I would like to thank Avery Morris for her dedication to the Society and for capably maintaining and growing the Development and Communications position in Shanno's absence. Among many other initiatives, Avery was instrumental in leading us into the social networking milieu. We wish Avery every success as she pursues her career in development.

In addition to acknowledging our loyal and hard working Bingo volunteers, I am pleased to announce that we added two faces this year to our cadre of volunteers. Mike Evans and Fraser McGuire have assisted in compiling research to support Affiliate proposal development. Mike has also been working on a literature review on restorative justice practices in criminal justice programs while Fraser has assisted with data analysis and report writing.

I would like to say a collective thank you to all of our staff members and volunteers. They have demonstrated tremendous passion and commitment to the mission and values of the Society. Their initiative and expertise are clearly evident in the work that has been accomplished this year. I am both proud and humbled to be part of such an outstanding team.

Many thanks also to our Affiliate Executive Directors who have, through ongoing committee work, contributed significantly to the John Howard Society collective. During the past year their work has included revisions to various components of the Society's operational policies; participation in two Affiliate reviews to help ensure ongoing compliance with standards and policies; extensive work, including outreach to other community partners, on the Mental Health and Addictions Committee; and, finally, intensive planning for our upcoming Ontario-wide staff conference. They also provided feedback and advice regarding the Society's Benefit and Pension Plans.

Finally on behalf of our Board of Directors, our staff, volunteer and clients, I would like to recognize and thank our donors who continue to generously support our programs and services. We are very grateful to those members of our communities who share our commitment to, and belief in, our mission and values and understand the important role philanthropy plays in the work of the voluntary sector.

The Year Ahead

We understand and recognize the importance of good social and criminal justice policies, reliable research and effective and evidence-based programs and practices to achieve healthier and safer communities. The results of the Society's collective work across Ontario clearly indicate that such strategies and supports have a greater positive impact on the majority of people who find themselves involved with the criminal justice system, or at-risk of involvement, than overcrowded prisons. We look forward to finding new ways to engage with members of our communities and promote research-led solutions to crime and its causes.



Paula Osmok
Executive Director

Executive Committee

Bruce Simpson	President
Richard Gadde	Vice President
Ken Doan	Treasurer
Richard Beaupré	Secretary
Jim Preston	Executive Committee Member-at-large
John Rives	Executive Committee Member-at-large
Lori Western	Executive Committee Member-at-large

Directors

Sheila Arthurs	Mary Jane Bennett
Brian Cavanagh	Ron Cuthbert
Gwen Galbraith	Abb Gilbert
Camille Hannays-King	Lisa Heslop
Paul Legacy	Rob MacLellan
Barbara Macrae	Hermon Mayers
Robert McMenemy	Paul Mundra
Louis Osemwegie	John Rives
Michelle Theriault	Pauline Wainwright

Staff

Paula Osmok	Executive Director
Pat Johnston	Finance & Benefits Coordinator
Maureen Zuniga	Administrative and Human Resources Assistant
Shanno Fairfield	Development and Communications Coordinator
Darlene Parsons	Volunteer Coordinator - Bingo

Centre of Research, Policy & Program Development

Michelle Keast	Director
Janice Ho	Researcher
Jacqueline Tasca	Policy Analyst
Toni Hemmati-Pidsadnik	Program Evaluator
Mike Evans	Volunteer
Fraser McGuire	Volunteer



JHS Executive Directors meeting



Centre of Research, Policy and Program Development staff meeting

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- 1. Staff of the Centre of Research, Policy and Program Development.
- 2. Raffle prize draw at our Holiday fundraising event.
- 3. John Howard Society Executive Director group.
- 4. Bruce Simpson, JHSO Board President and Paula Osmok, JHSO Executive Director.
- 5. John Rives and Herman Mayer, JHSO Board members.
- 6. Centre staff host a Research and Policy round table at the JHS National Conference.



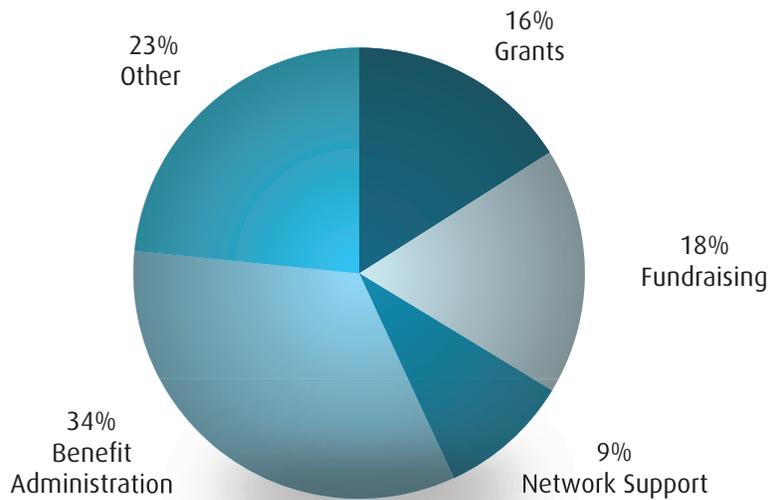
2011 | Faces of JHS

7. Paul Mundra and Ken Doan, JHSO Board members.
8. Paula Osmok presents at the JHS National Conference.
9. JHSO staff prepare the holiday fundraising event donations for distribution to the In Touch Transportation clients.
10. Some of the great business sponsors for our holiday fundraising event.
11. Catherine Latimer (JHS Canada) and Paula Osmok (JHS Ontario).
12. JHSO staff assist in the presentation to Gary Reist, retiring Executive Director (JHS Peel-Halton-Dufferin).

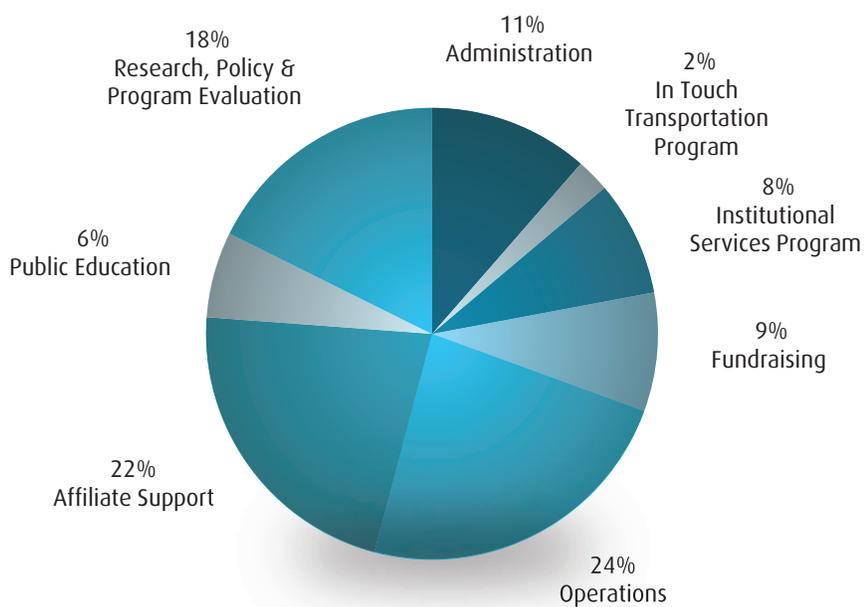


2010 Revenue & Expenditures

Revenue

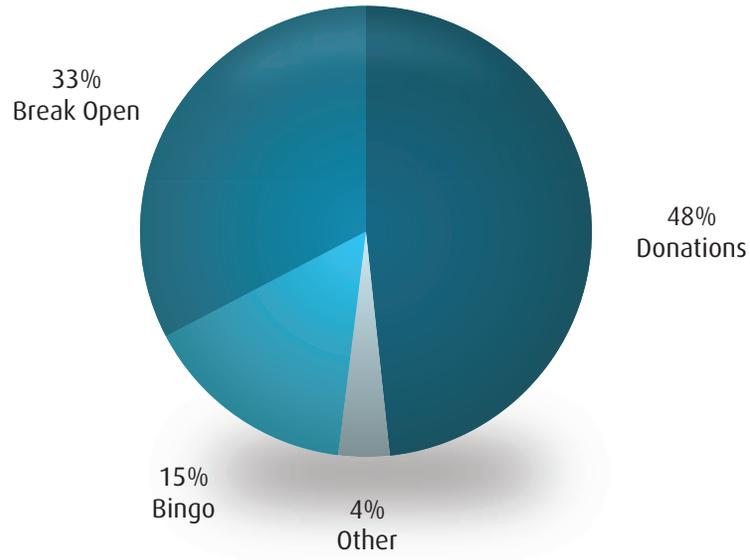


Expenditures

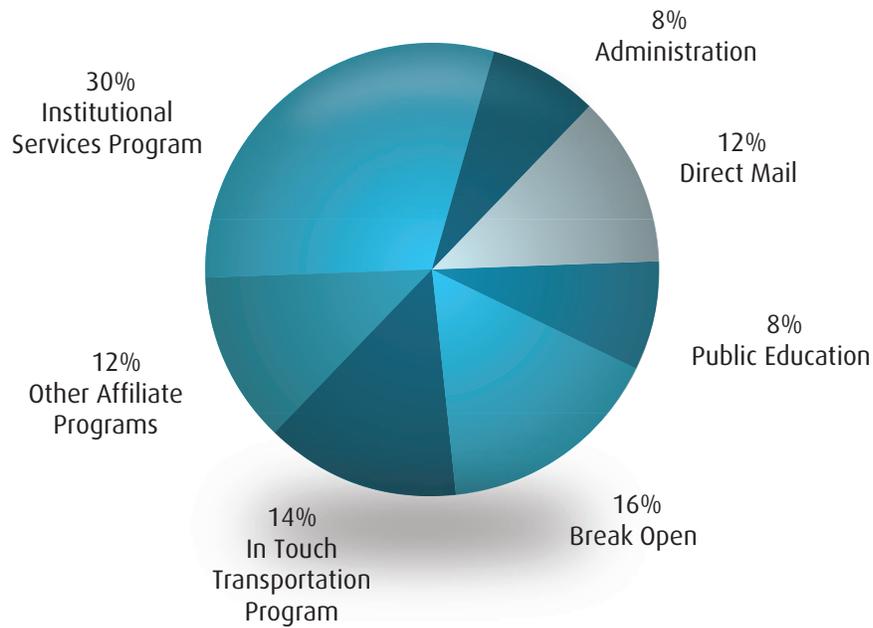


2010 Fundraising Revenue & Expenditures

Fundraising Revenue



Fundraising Expenditures



Complete audited financial statements are available at www.johnhoward.on.ca or upon request

Reducing Crime
Accountability Solutions Families Diversity
Community-based Sentences Evidence-based Partnerships Re-entry
Opportunities Research Criminal Justice System
Gradual Release Best Practices
Success Program Evaluation
Youth Reintegration
Pardons
Public Education Employment What Works
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Human Rights Rehabilitation Policy
Mental Health
Inclusivity Harm Reduction Prison Conditions
Housing Life Skills
Healthy Communities

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SOCIETY OF ONTARIO

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