

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

A handwritten signature in black ink, appearing to read 'B. Simpson'.



Paula Osmok
Executive Director
John Howard Society of Ontario

A handwritten signature in black ink, appearing to read 'Paula Osmok'.

We are pleased to report on the recent accomplishments of the John Howard Society of Ontario. We have remained focused on the five priorities set out in our Operational Business Plan, which are:

- To be a key agent for change and an influential advocate for an effective, just and humane criminal justice system;
- To be a leader in criminal justice research;
- To support our local offices to increase their impact and success;
- To promote evidence-based programs and services which produce positive outcomes; and
- To strengthen our organization and our financial sustainability.

In the past year, the Centre of Research, Policy & Program Development (“the Centre”) at the John Howard Society of Ontario has continued to advance new initiatives which further our mission for effective, just and humane responses to crime and its causes. These initiatives are core components of the Centre’s ongoing work in research and policy, public education, and program evaluation in the criminal justice sector.

The Centre has continued to collaborate with the Canadian Civil Liberties Association (CCLA), and in the past year has delivered educational workshops, funded by the Law Foundation of Ontario, on the use of police record checks across Ontario. Together with the CCLA, we have given presentations in thirteen different cities across the province, informing stakeholders (including employers) on the detrimental and unfair impact that police records can have.

We invite readers to review the Centre’s publications titled [Help Wanted](#) and [On the Record](#). The Centre has received funding from the Metcalf Foundation to do further research on the barriers to employment for individuals with criminal records. The Centre has disseminated its research on reducing these barriers through a variety of venues.

The Centre has made several written submissions to government on a variety of social justice issues, including the legislative and regulatory frameworks around police record checks, but also with respect to the equitable and effective access to health care for inmates, and the reduction of and need for oversight on the use of segregation, especially as it relates to individuals with mental health problems. Each of these submissions is available on the [Centre’s webpage](#).

Over the last year, the Centre completed a multi-year and multi-organization project funded by the Social Sciences and Humanities Research Council. This project included development of the Association for Effective Reintegration in Ontario (AERO), which focuses on the best practices for reintegration. The Centre co-chaired this project and worked diligently alongside many collaborators, collating and synthesizing research and reports into a single document detailing best practices for reintegration.

Most recently, the Centre developed a report titled [*Fractured Care*](#) concerning effective and equitable health care policy for inmates in Ontario's correctional facilities. The recommendations in the report provide promising solutions to underserved and marginalized populations. The report has received positive reactions from the general public and from government.

Additionally, the Centre released [*Unlocking Change*](#) on the decriminalization of mental health, which we continue to present at conferences and promote through media releases.

The Centre also began the evaluations of two innovative local office programs. One of these programs targets at-risk youth and is funded by the Local Poverty Reduction Fund. The other program targets long-term homelessness in Ottawa.

It is difficult to find words to adequately express our appreciation and admiration of the work done by the Centre of Research, Policy & Program Development. Their work has been truly outstanding, and has been so effectively disseminated that it is having a significant and positive influence on the different issues on which it has worked. Beginning with leadership at the top, it can truly be said that our staff has done outstanding work over the last year, and Board members are proud to serve such a well-functioning organization.

These accomplishments from the staff and volunteers are emblematic of the John Howard Society of Ontario's growth as an organization. We are pleased to report that, with construction almost finished on our new premises, our offices officially moved this year. The work of The Architect Builder's Collaborative (TABC) and APS Interiors, under the leadership of Daniel Hall and Fernando Homen respectively, resulted in a modern design and finishes that use the modest space to its fullest potential, providing inspiring use of natural light, welcoming and functional collaborative spaces and a meeting facility that will contribute to significant cost savings.

We have many people and organizations to thank for their support of our new location. Plans are underway for an official opening in the fall of this year which will provide us with an opportunity to appropriately recognize the many supporters

without whom our relocation would not have been possible. We do want to acknowledge the Ontario Trillium Foundation and Employment and Social Development Canada for their generous grants which assisted with accessibility features that, in many cases, allowed us to go beyond the Building Code and other legislative requirements and adopt best practices.

Most importantly, we wish to extend our sincere gratitude to the many donors and supporters, and also the many volunteers and our Research Ethics Board, without whose efforts the dedicated and passionate work of our staff team would not be as effective as it is.

We are proud to report that the John Howard Society of Ontario continues to be one of only 177 charities and not-for-profits across Canada that complies with Imagine Canada's Standards Program. This recognition comes with a license to use the Imagine Canada Trustmark, which signals that we meet or exceed standards in five foundational areas: board governance, financial accountability and transparency, fundraising, staff management, and volunteer involvement.

The Executive Directors, staff teams and Board members from the local John Howard Society offices across Ontario made significant and important contributions to our collective. Guided by an ambitious workplan, the Executive Directors continued to building the capacity of the Society to better serve our communities.

We want to thank the John Howard Society of Ontario Board members for their supportive, thoughtful, and always positive discussion surrounding issues. The staff has expressed genuine gratitude for the Board's work over the past year, and the staff has performed so well that the compliment must be deserved. A volunteer Board of Directors is, of course, crucial in ensuring that non-profit organizations have good governance practices and policies in place, that funds are appropriately spent, and that a thorough annual performance review of Executive Directors takes place. The Board has strived to do that, and staff has definitely made that task relatively easy these past few years.

This year marks the final year of our Operational Business Plan. We will begin work this fall to review and update our end statements and to develop a new Plan for the next few years in the hope of building on our accomplishments and further increasing our organizational effectiveness. Our goal, of course, is creating a truly effective criminal justice system that confronts crime and its causes and fosters safer communities. That is a goal that we believe everyone can support.

Board of Directors Executive Committee

Bruce Simpson	President
Ken Doan	Vice-President
Brian Cavanagh	Treasurer
Rob MacLellan	Secretary
Jim Preston	Executive Committee Member-at-large
John Rives	Executive Committee Member-at-large
Pauline Wainwright	Executive Committee Member-at-large

Directors

Sheila Arthurs	Sandy Lychowyd
Jim Bradfield	Hermon Mayers
Michael Bryant	Paul Mundra
Gerry Croteau	Christina Ninham
Ron Cuthbert	Michael V. Sabo
Abb Gilbert	Victor Satzewich
Jean LeDrew-Metcalf	Trisha Simpson
Paul Legacy	Rob Thibodeau
Joseph Lerner	Art Young

Research Ethics Board Members

Nathan Innocente
Voula Marinos (Chair)
Nicole Myers
Marianne Quirouette
Jane Spratt
Kim Varma

Our Staff

Paula Osmok	Executive Director
Maureen Zuniga	Human Resources & Administrative Coordinator
Miranda Queh	Financial Coordinator
Rob James	Operations Support Coordinator

Centre of Research, Policy & Program Development

Michelle Keast	Director
Jacqueline Tasca	Policy Analyst (<i>On leave</i>)
Graham Brown	Policy Analyst
Reza Ahmadi	Researcher & Program Evaluator
Sunny Dhillon	Researcher & Program Evaluator
Safiyah Hussain	Intern
Karson Jones	Intern
Kate McLeod	Volunteer
Hayden Moore	Volunteer
Jessica Sutherland	Volunteer
Alan Lennox	Volunteer
Vanessa Rhodes	Volunteer
Monica Lee	Volunteer

2015 Award Winners

Cassandra Martin	Dykstra Award
Jessica Sutherland	JHS Ontario Volunteer of the Year Award
Kate McLeod	JHS Ontario Volunteer of the Year Award

We would acknowledge the contributions of Brenda Robinson who left JHS Ontario this year.
We wish her all the best in the future.

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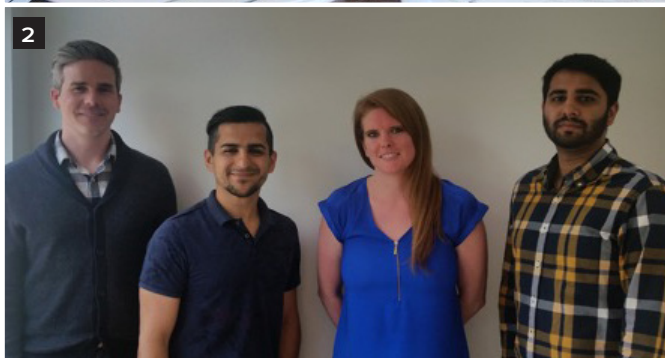
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Ms. Christin Cullen
Executive Director

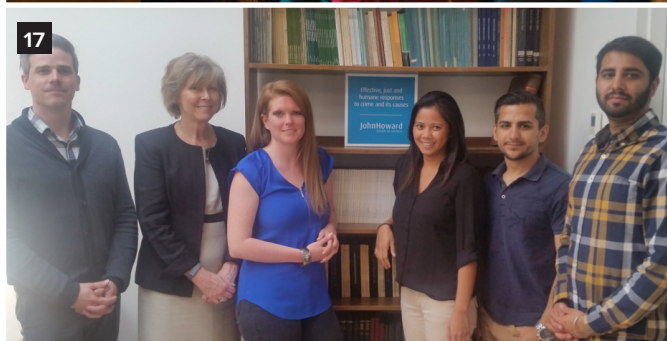
1. Bruce Simpson & Paula Osmok, JHS Ontario Board President & Executive Director at 2015 Annual General Meeting.
2. JHS Ontario Centre of Research, Policy & Program Development staff.
3. Local JHS Executive Directors at an Executive Directors Committee meeting.
4. Local JHS Executive Directors at an Executive Directors Committee meeting.
5. Michael Sabo & Art Young, JHS Ontario Board of Directors at the 2015 Annual General Meeting.
6. JHS Ontario 2015 Annual General Meeting.
7. JHS Ontario's Graham Brown presenting *On the Record* report.



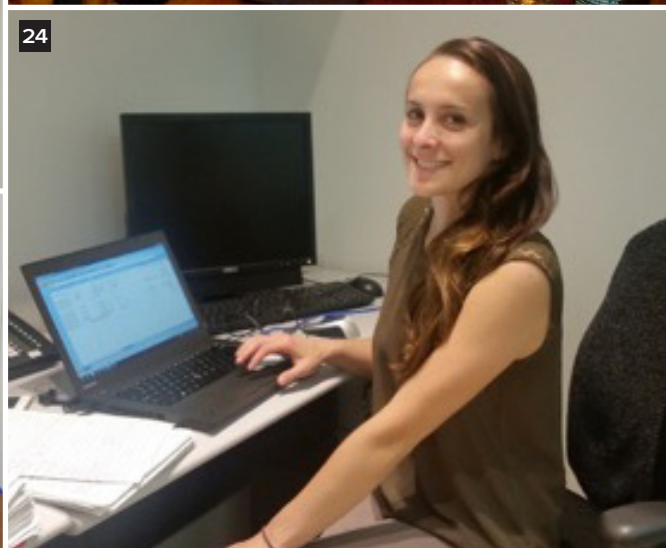
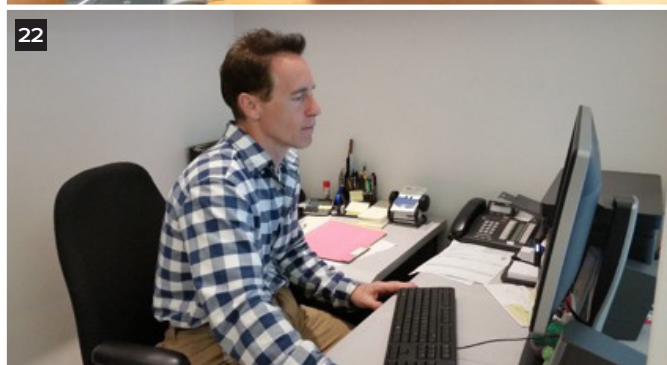
8. JHS Ontario staff Paula Osmok & Maureen Zuniga.
9. Michelle Keast, JHS Ontario staff, accepting award on behalf of Kyle Mulrooney from Bruce Simpson, JHS Ontario Board President.
10. JHS Ontario's Jacqueline Tasca (left) discussing report Unlocking Change on CTV's Canada AM.
11. Pauline Wainwright, Brian Cavanagh & Ken Doan, JHS Ontario Board of Directors at the 2015 Annual General Meeting.
12. Kyle Mulrooney, 2014 JHS Ontario Volunteer of the Year, accepting award via teleconference.



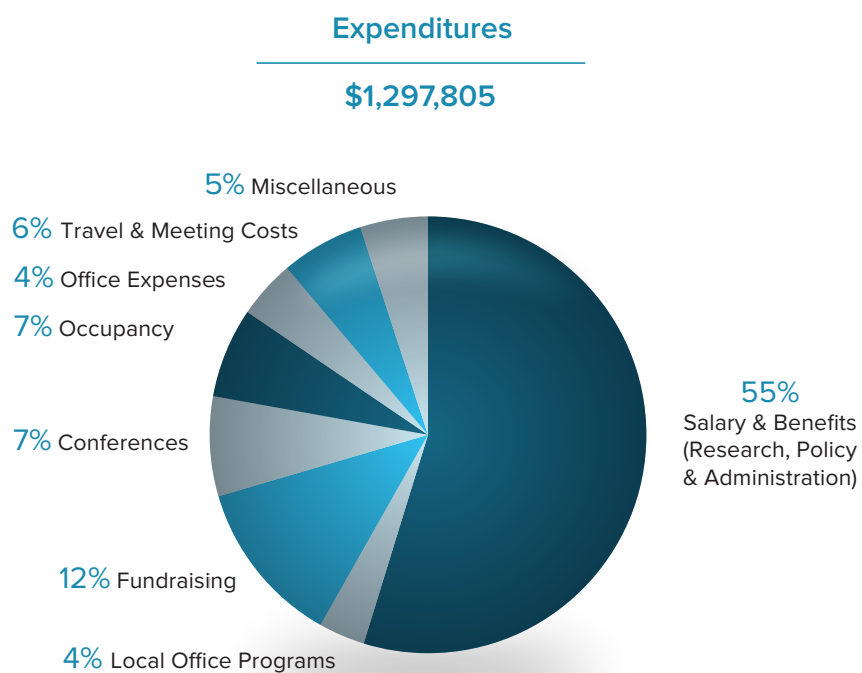
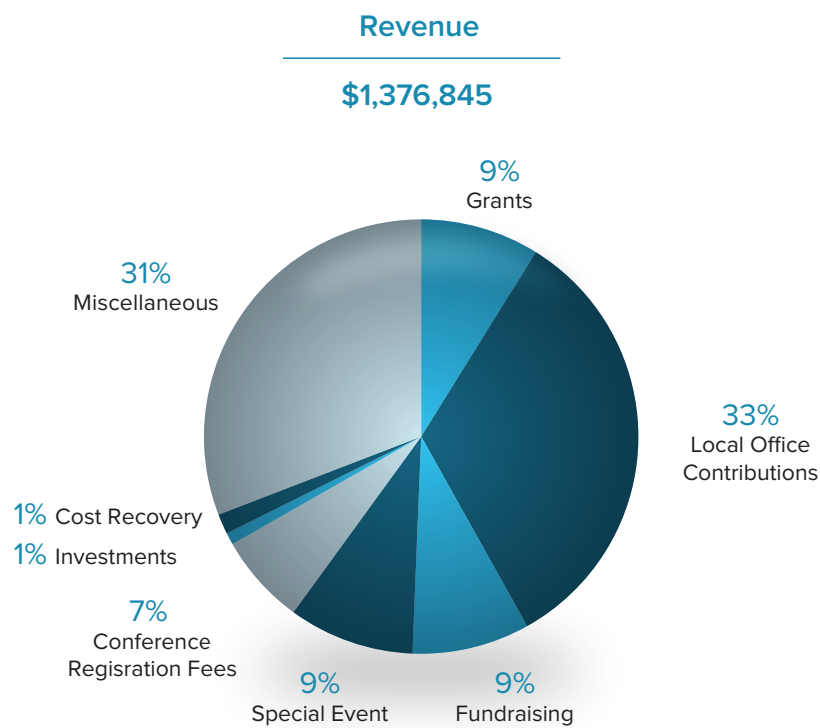
13. JHS Ontario's Jacqueline Tasca (center) discussing report Unlocking Change on CHCH's Square Off.
14. JHS Ontario's Reza Ahmadi & Sunny Dhillon at the Youth Criminal Justice Professional's Network Event at Humber College.
15. Local JHS Executive Directors at an Executive Directors Committee meeting.
16. JHS Ontario's Reza Ahmadi (second from left) presenting on the employment barriers caused by police records at Metcalf Foundation's 2016 Inclusive Local Economies Symposium.
17. JHS Ontario staff.
18. Provincial JHS Executive Directors at a media and messaging training session delivered by Scott Reid.



19. JHSO's Graham Brown and Sunny Dhillon presenting on Unlocking Change and Fractured Care reports at U of T's Reimagining Prison Health Conference.
20. Marg Bodnar, former Executive Director of JHS Windsor's retirement party.
21. JHS Ontario Centre of Research, Policy & Program Development staff.
22. JHS Ontario staff Rob James.
23. JHS Ontario Centre of Research, Policy & Program Development interns Safiyah Husein and Karson Jones.
24. JHS Ontario 2015 Volunteer of the Year award recipient Jessica Sutherland.



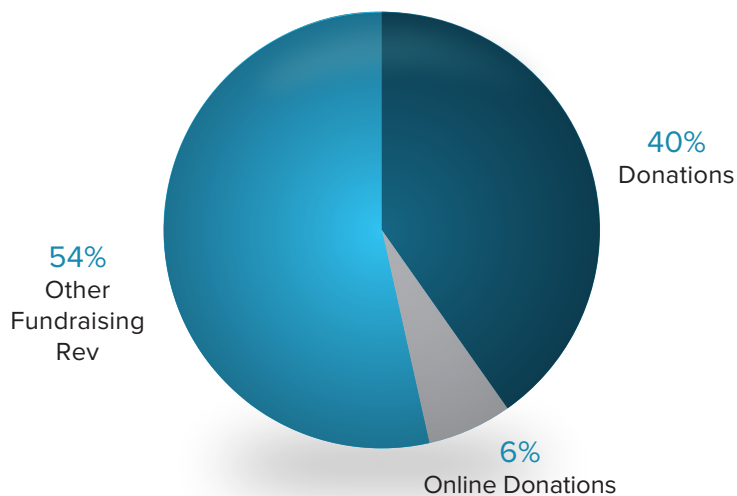
2015 Revenue & Expenditures



2015 Fundraising Revenue & Expenditures

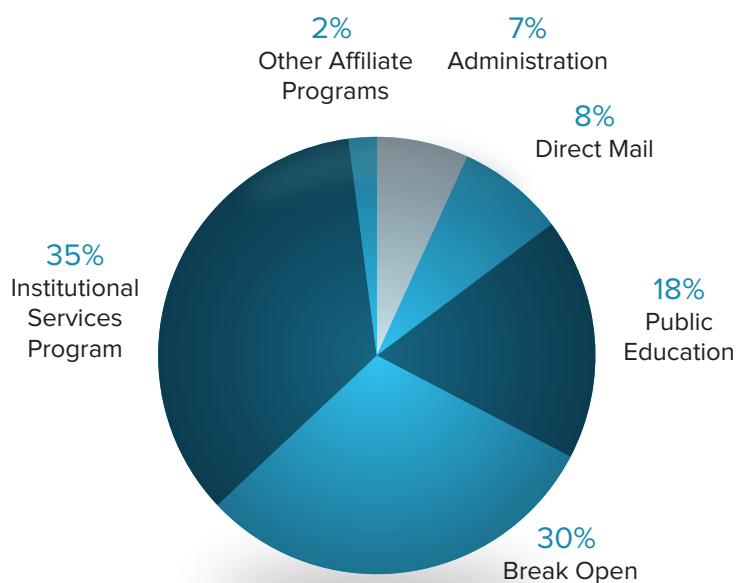
Fundraising Revenue

\$120,641



Fundraising Expenditures

\$120,641



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

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