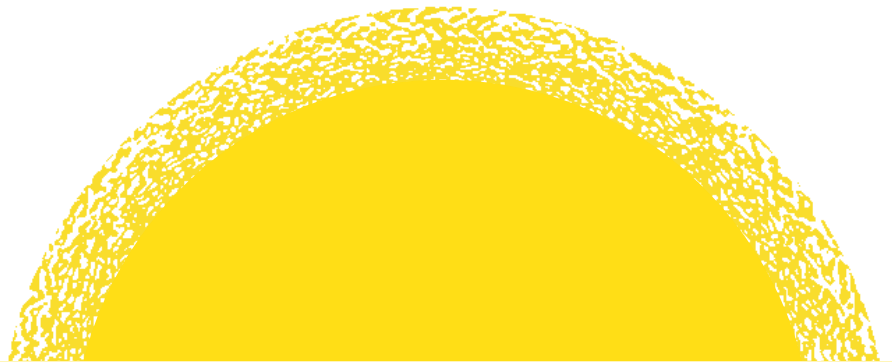




2022/23

Building Together

ANNUAL REPORT





Contents

Board Members	4
Board Chair and CEO Message	5
Who We Served	6
EJHS Programs	8
Building on Our Rich History and Strong Foundation	10
Building Safer Communities Through Partnership & Collaboration	12
Celebrating Our Staff	14
Culturally Conscious	16
Funders, Donors, Partners, Volunteers	18
Financial Summary	19



The land that surrounds us is part of who we are; it reflects our histories.

Edmonton John Howard Society (EJHS) acknowledges that we are sharing the land that has been traditionally inhabited by many Indigenous Peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway, and Inuit people. As an act of respect, we acknowledge that we are on the traditional lands, referred to as Treaty 6 Territory and that the City of Edmonton and all the people here are beneficiaries of this peace and friendship treaty. In furtherance of this statement, EJHS acknowledges that there is an integral relationship created between these stated facts. EJHS recognizes and honors this traditional pact between the two nations and is actively working towards creating places of safety, respect, and dignity for all people who enter into this space with us. This statement is a commitment to the relationships that are to come, the relationships of the present, and the relationships of our history with the Indigenous Peoples of Canada.

Our stance is united with the Indigenous Peoples of Canada.



Board Members



Jim Klinge
CHAIR



Erika Rebus
TREASURER



Dan Yeriniuk
DIRECTOR



Faye Hamilton
DIRECTOR



Kim Collister
DIRECTOR



Steve Burford
DIRECTOR



Melissa Tordoff
MEMBER AT LARGE



Greg Erickson
DIRECTOR



Sarah Fox-Junker
DIRECTOR



Andre Tinio
DIRECTOR



Lorne F. Penner
VICE CHAIR



For over 70 years, EJHS has been rooted in community safety. We offer individuals and families a chance to heal and reintegrate into the community from justice and related systems. Our vision is safety and harmony in the community and we achieve this by providing a holistic client experience through intensive case management and wrap around supports.

Board Chair and CEO Message

This past year has been one of reflection and renewal.

As we looked back over the past few years, we realized that our external environment had changed due to the impacts from COVID and the increased complexity of social issues.

In the fall of 2022, EJHS began a strategic thinking process to gain insight into our current state and future direction. This process acknowledged our core work in community safety and the ongoing need to serve individuals and families impacted by the justice system, homelessness and other social influences. We also acknowledged a need to evolve to meet the changing needs of individuals, families and our community.

Therefore, it is time to retire EJHS' 50-year business plan and build a renewed strategic direction that amplifies community safety and allows us to create, enhance, and expand programs to support healthier and safer communities.

A main priority of our new strategic direction will be to build an agency-wide community service focused on reintegration and employment. We will be intentional about the work we do and focus on meeting the needs of clients when they need it. We will provide a holistic experience through intensive case management with a focus on pre-release/discharge planning; pre-employment; and achieving personal agency.

EJHS will continue to collaborate and be a strong community partner so individuals have an integrated experience focusing on the root causes of crime to achieve optimum health and wellbeing.



Jim Klingle
CHAIR



DeAnn Hunter
CEO

To deliver on this strategic direction, we will build our team and work toward a desired culture where employees are empowered to be strategic, innovative, collaborative and collectively drive for a common goal.

We will build our brand to reflect community safety, reintegration and stigma reduction.

We will refine how we tell our story, debunk myths, and build a brand that resonates with achieving reintegration outcomes.

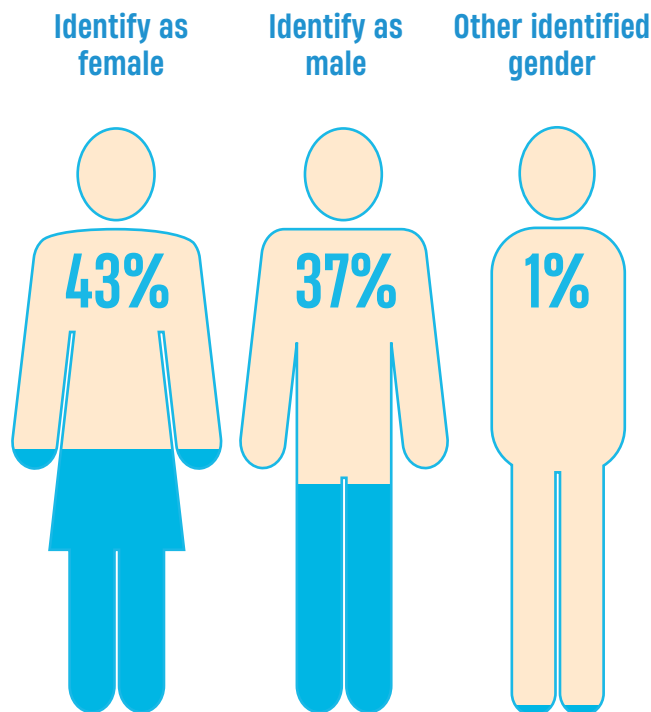
We would like to acknowledge the dedication of our staff and volunteers for the work they do on a daily basis to give individuals and families a chance to heal and reintegrate from justice and related systems. We would like to acknowledge our many government and community partners for their support and believing in the work we do to make our community safer. We would also like to offer a big thank you to our Board of Directors for their support in the past and their trust in us to deliver on our new strategic direction.

Jim Klingle, Board Chair
DeAnn Hunter, CEO

Who we served

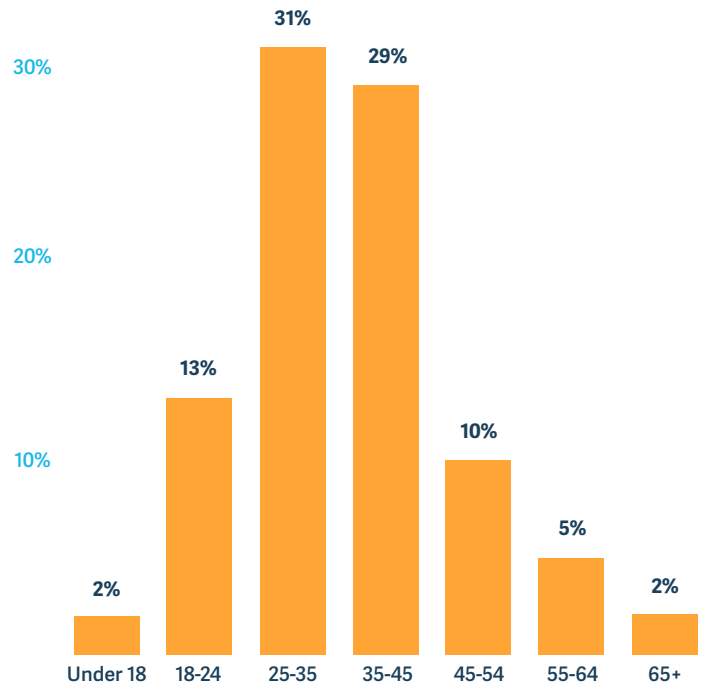
April 1, 2022
– March 31, 2023

Gender



Age

Age distribution of all clients (in %)



Ethnicity

1,292

Clients identified as Indigenous

Types of Support Provided

Total # clients served by EJHS 4,222

- **Justice support** was their primary reason for being in EJHS programs (3,083 clients)
- **Housing support** was their primary reason for being in EJHS programs (360 clients)
- **Community safety and wellbeing supports** were their primary reason for being in EJHS programs (779 clients)
- **Family violence support** was provided to 58% of clients

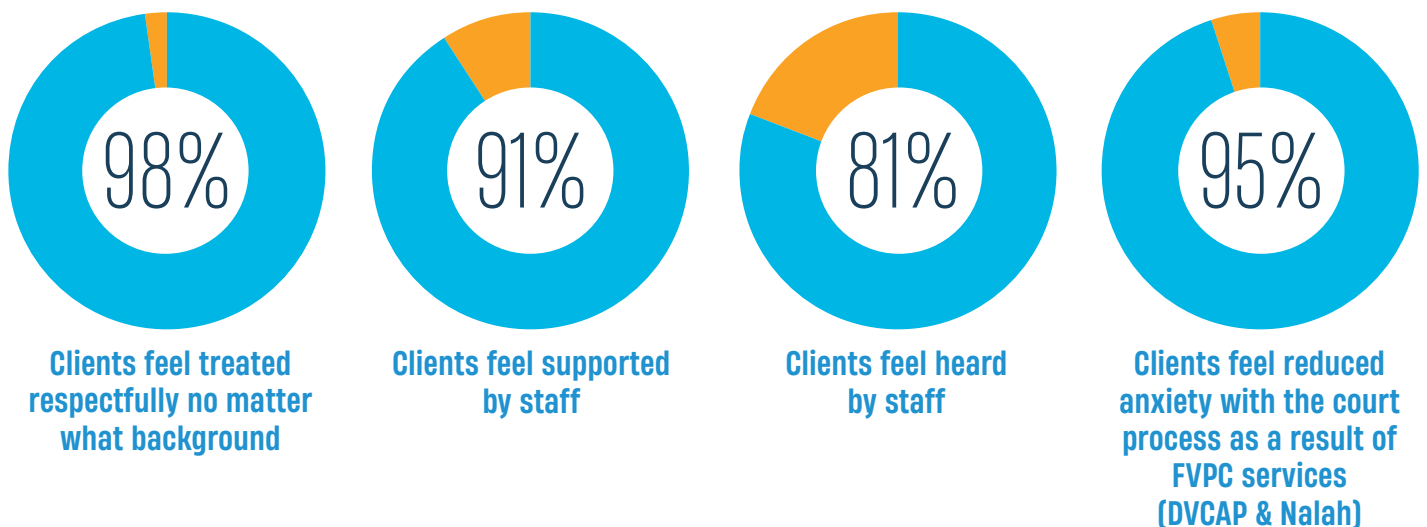
Client impact



Client Goal Attainment



Client Experience



EJHS Programs



101 St staff celebrated the season by serving clients a special holiday dinner



Justice Residential

Mandated housing facilities that support the reintegration of clients serving custodial or community sentences

101 Street Apartments community-based housing support for adults that identify as male who are under the authority of provincial and federal justice services and are higher risk / higher need.

Independence Apartments community-based housing support for adults that identify as male who are under the authority of provincial and federal justice services.

Journey Home community based housing for adults that identify as male who are under the authority of the Alberta Health Services Not Criminally Responsible Outpatient Team.

Justice Community

Programs that work closely with the court system, correctional facilities, and parole to support individuals navigating the criminal justice system

Community Assessment and Parole Supervision (CAPS) Program completes in-home interviews with the support persons of individuals under the authority of justice services.

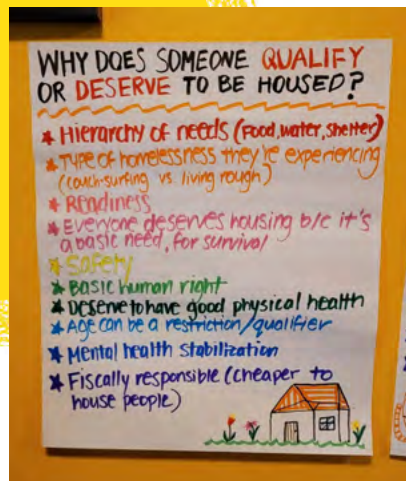
Domestic Violence Complainant Assistance Program (DVCAP) operates at the Edmonton Law Courts and supports clients as they prepare to testify in domestic violence trials.

Edmonton Drug Court Treatment Court Services (EDTCS) court-supervised drug treatment program supporting participants in overcoming drug dependence to reduce their criminal involvement and help them reintegrate into their community.

Edmonton Remand Centre (ERC) Program provides programming at the ERC, including a week-long program titled "Creating Awareness" to assist clients to reintegrate into the community. The facilitator also works directly with individuals to access resources during and after incarceration.

Nalah Centre supports complainants of intimate partner violence and is a single point of contact for complainants as their cases proceed through docket court, including early case resolution. Nalah represents the voice of the complainant and ensures that their wishes are known.

Nova staff worked together on the importance of providing housing to youth





LOFT staff celebrated clients with a backyard bar-b-q

Community Safety & Wellbeing

Community-based programs that focus on intensive case management and wraparound support

Adult and Youth Support Services (AYSS) supports individuals 16 years and older of all genders as they work to obtain and retain employment, and build financial security

Alternatives to Detention Community Case Management and Supervision Program provides community supervision and case management support for individuals who are to be deported

Community Outreach Program supports individuals experiencing family violence who are seeking education, information, ongoing emotional support, and advocacy

Furniture Program provides gently-used furniture to those who have recently left a family violence situation

Gang Exit and Community Outreach Services (GECOS) supported individuals 16-35 years of all genders who were street gang-affiliated to reduce contact with the justice system. Contract ended March 2023.

Integrated Offender Management Program (IOM) supported individuals with prolific police involvement and complex need in partnership with Edmonton Police Service. Contract ended August 2022.

Partner Check Program Supports partners of individuals participating in treatment for family violence in partnership with Alberta Health Services.

WrapEd connects youth ages 16-24 of all genders with a youth worker and/or a wrap-around facilitator who can support youth in making positive changes in all aspects of their lives.

Housing

Voluntary (non-mandated) housing facilities that provide supportive, shorter stay with the outcome of community reintegration

Donnelly House housing for individuals 16-years and older of all genders who are experiencing homelessness and mental health issues as they transition to safe and permanent housing.

The LOFT housing for youth ages 16-24 that identify as male who are experiencing or at risk of homelessness and are committed to sobriety.

NOVA low barrier, harm reduction focused housing for youth ages 16-24 of all genders who are experiencing or at risk of homelessness.

Youth Housing First provides support for youth ages 16-24 of all genders who are experiencing homelessness by assisting them to find sustainable housing and maintain housing.



Work boots donated for clients ready to start their new jobs

Building on Our Rich History and Strong Foundation



Over the past three years, much has changed within EJHS as well as in our external environment (COVID, political shifts, funding reductions, increased complexity of social issues).

In the fall of 2022, EJHS engaged a consulting firm, Stack'd, to begin a strategic thinking process so we could gain insight into our current state and future direction.

EJHS leadership and board worked together to develop a new **strategic direction** that focuses on a set of priorities for the next year or two – our most important choices right now as an agency. To realize the new strategic direction, a renewed organizational structure was also created.

New Strategic Direction

Being rooted in community safety will remain our core work. How we do it will evolve to reflect and build on the changing needs of individuals, families and communities so they can live safe and fulfilled lives.



EJHS's Position

Why

- Heal and reintegrate from justice and related systems
- Safer communities through healthier individuals

How

- Community reintegration, family violence prevention, addiction recovery, housing and employment
- Build resiliency and provide supports to promote stability
- Wrap-around services and intensive case management begins pre-release/discharge
- Partnering and collaborating

Desired Impact

- Healthier and safer communities
- Reduce recidivism
- Reduce over-representation
- Sustainable community reintegration



EJHS team attend a workshop on breakthrough community change



EJHS's Emerging Strategy

EJHS is known for helping individuals of all genders to reintegrate from justice and related systems, creating safe and vibrant communities

Where we play

- Individuals with complex needs and multiple barriers (high acuity)
- Focused age range of 16-45
- Readiness and future employability
- Mandated and voluntary programs
- Intensive case management and wrap around services
- Focused on self-agency and whole person's needs through:
 - Short-midterm housing
 - Pre-release/discharge planning
 - Pre-employment
 - Connection to mental health and substance use supports

EJHS's Priorities

EJHS's focus in the short-term (2023-2025) will be on 'building'

Build our community service offering

- We will design, fund, and implement a comprehensive community service offering focused on reintegration and achieving employment.

Build our team

- We will continue to build our team and work toward a desired culture where employees are empowered to be strategic, innovative, collaborative and collectively drive for a common goal.

Build our story

- We will build a brand that resonates with sustainable reintegration, community safety and debunking stigma.

Building Safer Communities Through Partnership & Collaboration



EJHS is grateful for its many partners. We could not provide programs in community reintegration, court support, family violence prevention, addiction recovery, housing and employment without our many community, government and business partners. We recognize all of our partners in this report.

Collaboration is vital for providing clients with an integrated experience. Together with our partners, we are able to focus on the root causes of crime, reduce negative social influences, support clients to enhance life skills and increase community safety.



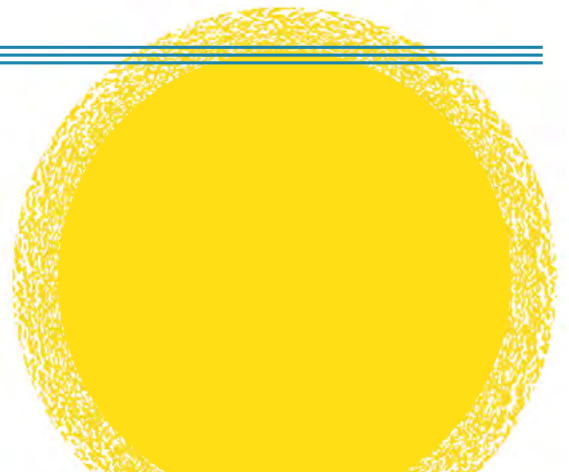
Family Violence Prevention Centre team was nominated by a community member and won a community safety award for emerging excellence

Building Stronger Families

EJHS's Nalah program offers supports to complainants of Intimate Partner Violence (IPV). Edmonton Police Service (EPS) sends charged IPV files to EJHS's Nalah program and we act as a single point of contact for complainants as their case proceeds through docket court. Nalah represents the voice of the complainant and ensures that their wishes are known.

A Nalah-led project was initiated last year to review and update the processes for IPV files in docket court. The new Early Case Conference (ECC) process, which is being piloted in April 2023, was the result of a collaborative effort by EPS, Crown, Defence, Children's Services, Probation, Duty Counsel and EJHS. One of the goals of ECC is to achieve solutions that are in the best interest of the accused, complainant, their families and community; as well as decrease the time to trial for the accused, broker family reunification when requested and safe, and gain efficiencies in the court system.

Ultimately, this collaborative effort demonstrates the type of initiatives that we want to undertake where, by collaborating early in our processes, we can enhance family health and community safety. Early results have shown safe family reunifications, reduction in time to first appearance (at times from 6 weeks to 2 weeks), decreased pressure on the court system, and decreased stays at Edmonton Remand Centre (ERC). ECC will have a positive impact, not only for the accused and complainant, but their families and the community.





Howie, the EJHS hound, celebrates with our EPS partners at a community event



EJHS clients sort clothing donated by Al-Terra

Building Employment Opportunities

A&H Steel and EJHS came together to begin a partnership for employment. A&H Steel is a local construction company providing rebar services for over 50 years. A&H Steel understands the economic and social benefits of working with individuals involved in justice or other social systems. A&H Steel’s goal is to hire EJHS clients and support them through their first-year apprenticeship. This is an exciting opportunity for EJHS clients and this partnership reflects the importance of employment skills as part of an individual’s recovery and reintegration to community. It also helps companies like A&H Steel create more inclusive work environments.

Best suited clients will be selected throughout EJHS programs. A&H Steel will provide individuals with on the job training, protective equipment and tools and will pay a living wage. Employment is proven to decrease recidivism, increase mental and physical health, increase connectedness and belonging and enhance community safety and wellbeing. We are excited to begin this partnership together.

“We sincerely hope that our partnership will help support EJHS clients in finding meaningful work. For A&H Steel the benefit is twofold: we support our field crews get the solid manpower they need and we make a social impact.”

– Glenise Harvey, Principal A&H Steel



Building Connected Communities

EJHS was chosen to be the charity of choice for 2023-24 by a local engineering firm, Al-Terra Engineering.

Al-Terra Engineering Ltd. firmly believes in contributing back to the communities it serves and providing a hand up for those in need. This philosophy is an integral part of their culture. Al-Terra’s commitment to charities goes beyond writing a cheque. Each year, led by an employee chair, employees vote to select the Charity of Choice. Then, everyone gets involved in supporting that charity – whether it be volunteering, making a personal donation, or buying a ticket to a charitable event.

In its first two initiatives for the year, Al-Terra has donated \$5,000 for client programming enhancements and completed a clothing drive for clients that included a room full of casual, warm and interview type clothing.

An employee from Al-Terra’s charity committee had tremendous courage and shared their story as part of the Al-Terra and EJHS charity of choice kick-off. It was the foundation behind why Al-Terra chose EJHS. It showed that regardless of who we are or where we work, we all have a story. Sharing our stories reduces stigma, enhances connection and creates possibility. We look forward to working with Al-Terra over the next year.



Celebrating Our Staff

EJHS has a team of **200 dedicated staff** who work collaboratively to deliver programs that contribute to the health and well-being of clients. This year the following staff were recognized at our annual staff appreciation day!



Jamila Lambert Williams

Extra Mile Award Winner

Jamila (left) is integral to our WRAP-Ed program and supporting youth to make positive changes in all aspects of their lives. Jamila is an active member in the community and continuously creates and maintains key partnerships with other community agencies, treatment centres, and correctional institutions. Youth are healthier and safer because of Jamila!



Hillary Gillett

Ken Schultz Award Winner

Hillary is a youth worker at Nova who took on extra responsibility as a Rest Navigator for youth requiring temporary shelter. Hillary has a natural calming presence which creates a safe environment for youth.

“The staff care about my success and make me feel seen.”

91%

of clients felt supported by staff

98%

of clients felt they were treated respectfully no matter what background



Brianna Romano-Ravina

Peer Recognition Award Winner

Brianna (left) lives by strong values of respect and accountability, advocacy and justice. She works as a caseworker at Independence Apartments and was recognized by her peers because of her concern for clients and the trust she is able to build with clients and staff.



Danica Bechard

Robin Murray Award Winner

A coordinator at NOVA, Danica routinely demonstrates her vast knowledge to help create practical solutions to barriers faced by youth and staff and does it with a smile on her face everyday. Danica represents collaboration, compassion and congeniality!

“They have an awareness of you as a person. They don’t JUST remember your name – they are genuinely interested and care – being treated like a human is great.”

Culturally Conscious



Edmonton John Howard Society is a culturally conscious and diverse organization. We celebrate diversity and welcome it in all aspects of the work we do.



Our core values speak of the intrinsic worth of each individual and the right to be treated with dignity and respect; our belief in the potential of all human beings; and the right of all individuals to live in a safe and peaceful society.

Integral to these values are inclusivity, diversity, equity, and reconciliation.

EJHS adheres to client-centered, strength-based, and trauma-informed care models. The provision of a safe and supportive environment enables clients to address a wide scope of individual and intersecting barriers. Clients are empowered to have a voice and supported in reaching their individual goals. Client feedback is sought to influence our programming and be the driving force for EJHS to support current needs of our community.



Therese, a practicum student with Youth Housing First, completed an EDI space review for EJHS



EJHS employees and volunteers are provided and contribute to a safe and harmonious work environment free of all forms of harassment through our policy and our Cultural Consciousness Diversity & Inclusion Plan. We focus on consciousness, not competency, as competency denotes an endpoint whereas consciousness encourages curiosity and lifelong learning. We provide Cultural Consciousness and Indigenous Awareness Training to all new staff. For over 20 years, EJHS employees have led our 'A Celebration of Diversity Committee' (ACDC) developing, renewing and living our Cultural Consciousness Plan.



Respect • Inclusivity • Diversity



Social Value and Aesthetic Appeal:
Multicultural Calendar, Indigenous artwork and medicines, pride flag etc.





Comfort and Adaptability Potential/
Interactivity/Crowding- very cozy, spacious and welcoming to all users, promotes interaction and socialization among workers







Purpose/ Control - Workers have control over the workspace and are able to use the workspace accordingly

Location - Downtown Edmonton is a good location for the work that they do

Funders, Donors, Partners, Volunteers

Funders

Alberta Seniors, Community and Social Services

Alberta Public Safety & Emergency Services

Alberta Justice

Alberta Health Services (Addiction & Mental Health)

Government of Canada (Correctional Service Canada - CSC)

City of Edmonton (Family and Community Support Services - FCSS)

Edmonton Police Service

Homeward Trust Edmonton

Reach Edmonton Council

The Calgary John Howard Society

The John Howard Society of Canada

Edmonton Community Foundation

Stollery Charitable Foundation

United Way, Alberta Capital Region

Donors

Al-Terra Engineering

Crosstown Chrysler Jeep Dodge

JoAnn McCartney

Westminster JHS (YPI Grant)

Partners

A & H Steel

Accu-Search Registries Inc.

Adult & Youth Probation offices

Alberta Children's Services

Alberta Works

Canadian Border Services Agency (CBSA)

Community Initiatives Against Family Violence (CIAFV)

Edmonton Crown Prosecutor's Office

Edmonton Police Services

Edmonton Remand Centre

Edmonton Young Offender Centre

Family Centre

Fort Saskatchewan Correctional Centre

Homeward Trust Edmonton

Multicultural Health Brokers

Native Counselling Services of Alberta

Reach Edmonton Council

YOUCAN Youth Services

Volunteers

Alan Sirack

Anna Baldassarre

Barb Busse

Blair Gallant

Bob Franke

Brian Lees

Chris Hay

CJ Uffelman

Ed Quao

Frank Kense

Gabrielle Mariblanca

Jocelan Yoemans

June Meyer

Marshal Schreiner

Paul Ritter

Roberta Alook

Tammy Ritter

Tony Knight

Wally Lacika

Financial Summary

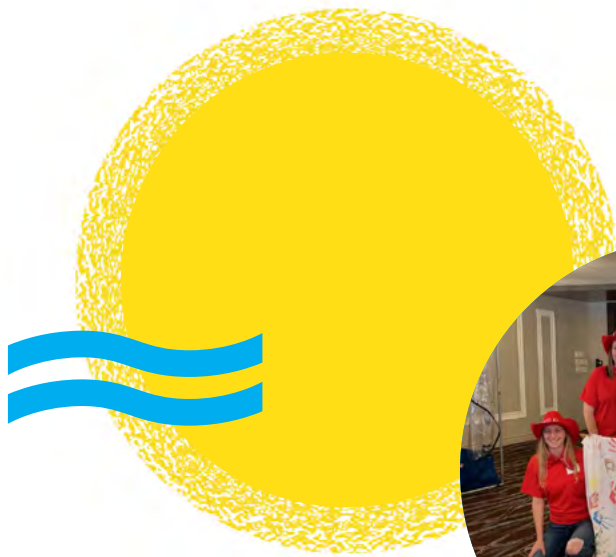
Edmonton John Howard Society Statement of Revenues and Expenditures

Year Ended March 31	2023	2022
Revenues		
Correctional Service Canada	\$ 3,853,183	\$ 3,925,933
Homeward Trust	1,953,199	1,937,320
Alberta Justice & Solicitor General	1,756,248	1,735,066
Other	1,431,307	1,344,748
Alberta Health Services - operations	1,332,894	1,364,572
Alberta Community and Social Services	450,947	453,296
United Way, Alberta Capital Region	201,950	233,369
Amortization of deferred contributions		
capital assets	93,252	89,768
REACH Edmonton Council	83,281	113,496
City of Edmonton	77,388	254,187
	<u>11,233,649</u>	<u>11,451,755</u>
Expenditures		
Salaries and benefits	7,660,281	8,032,690
Food services	484,820	418,105
Amortization	206,236	220,467
Service charges	64,641	56,915
Other	2,869,880	2,746,770
	<u>11,285,858</u>	<u>11,474,947</u>
Deficiency of revenues over expenditures	\$ (52,209)	\$ (23,192)

Statement of Financial Position

March 31	2023	2022
Assets		
Current	1,821,964	1,532,696
Capital assets	1,827,264	1,835,280
Intangible asset	246,575	286,838
	<u>\$ 3,895,803</u>	<u>\$ 3,654,814</u>
Liabilities		
Current	1,351,970	1,110,812
Long-term	836,345	784,305
	<u>2,188,315</u>	<u>1,895,117</u>
Net Assets		
Internally restricted by board policy	473,598	425,489
Invested in capital assets	1,233,890	1,334,208
	<u>1,707,488</u>	<u>1,759,697</u>
	<u>\$ 3,865,803</u>	<u>\$ 3,654,814</u>

The above financial summary is prepared from financial statements audited by Grant Thornton LLP. Complete financial statements, including the auditor's report, may be obtained by contacting us directly at (780) 428 7590.



Edmonton John Howard Society
401, 10010-105 Street
Edmonton, AB Canada T5J 1C4



Tel: 780.428.7590
Email: mail@johnhoward.org
Website: www.johnhoward.org

Facebook
<https://www.facebook.com/YEGJohnHoward>

Instagram
<https://www.instagram.com/edmontonjohnhowardsociety/>

Twitter
[@YEGJohnHoward](https://twitter.com/YEGJohnHoward)

Linkedin
<https://www.linkedin.com/company/edmonton-john-howard-society/>

