

Annual Report 2015

JohnHoward

The John Howard Society of North Island



Building safer and healthier communities

www.jhsni.bc.ca

Our Mission

We provide programs and support to help children, youth, and families lead safer, healthier lives.



'Ice Cream' cover photo by Bluetree Photography

'Clarity' photo by Keith Brownlee

Our Mandate

The John Howard Society of North Island provides services to youth, children, adults, and families with diverse needs. Our locations include offices and residential programs, but our work also takes us into schools, homes, and other parts of communities.

We have a holistic approach, recognizing that safer, healthier communities are created through the combined and diverse efforts of citizens, organizations, and governments. We work cooperatively with a broad spectrum of community agencies and committees, while also maintaining involvement in provincial and national organizations that seek to address the social needs of Canadians.

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Who We Are

The John Howard Society has served community justice and social services needs on northern Vancouver Island, British Columbia, for more than 45 years. Beginning as a branch of The John Howard Society of Vancouver Island in 1967, the organization was incorporated as The John Howard Society of North Island in 1989. The society is named after the British prison reformer, John Howard (1726-1790). In 1962 the John Howard Society of Canada was established. There are currently branches and offices in more than 60 communities across Canada, provincial offices in all 10 provinces and the Northwest Territories, and a national office in Ottawa.

A non-profit society with extensive experience in providing services for youth, children, adults, and families, The John Howard Society of North Island (JHSNI) operates numerous programs from 10 locations:

- Campbell River Community Programs Office
- Courtenay Community Programs Office
- Beech Street, Campbell River
- Parksville Youth Justice
- Nanaimo Youth Justice
- Port Alberni Youth Justice
- Duncan Youth Justice
- Activity Centre, Campbell River
- Robron Centre, Campbell River
- Gold River and Tahsis Health Centres

JHSNI programs are situated in the territories of the Kwakwaka'wakw, Nuu-chah-nulth, and Coast Salish peoples. JHSNI has a First Nations Elders' Council to advise the agency on matters relating to culture and inclusion. The Elders help to support culturally appropriate programming within John Howard. We would like to recognize the following Elders who are on our council:

Alberta Billy, We Wai Kai
 Dan Billy, We Wai Kai
 Darren Blaney, Homalco
 August Johnson, Mowachaht/Muchalaht
 James Quatell, Wei Wai Kum
 David Somerville, Mohawk/Kwagiulth

The John Howard Society of North Island was re-accredited for a period of three years from November 2012 by the Commission on Accreditation of Rehabilitation Facilities (CARF) for the programs: Caregiver Support, Youth/Parent Mediation, Independent Living, Barnett House Transitional Youth Housing, Youth and Family Substance Use Services, 180 Degrees Detox and Stabilization, Collaborative Planning, School-Based Alcohol and Drug Early Intervention and Indicated Prevention, Youth Outreach Support, Child and Youth Mental Health Outreach, KidStart, Intensive Support and Supervision, Headstart Boys Program, Oasis Girls Program, Youth Justice Beds, Community Living BC Outreach, and Adult Forensic Outreach.

Board of Directors

Terry Moist, President and Board Voice Rep
 Kim Kozuki, Vice-President
 Patrick Field, Treasurer
 Colin Gabelmann, John Howard Society BC Rep
 Kathi Camilleri, Director
 William J Havelaar, Director
 Susan Landell, Director
 Anna Kindy, Director

Managers

Executive Director
 Wendy Richardson

Program Managers

Steve Ayers, Campbell River
 Vicki Luckman, Courtenay
 Lori McKeown, Campbell River
 Natalie Meredith, Intensive Support and Supervision & Youth Forensic Psychiatric Services
 Angie Prescott, Full Time Attendance Programs
 Colleen Ross, Manager of Finance and Administration
 Tanya Storr, Communications and Development

Contents

Who We Are	1
President's Report	2
Executive Director's Report	2
CQI Annual Report	4
Board Member Profile	5
Elders' Council Member Profile	6
Staff Profile	7
Family Caregivers Profile	8
Youth Artwork & Writing	9
Awards	10
News from JHSNI	11
Youth and Family Programs	12
Elders' Circle, Committees	14
KidStart, Grants	15
Community Donations and Fundraising	16
Gold River & Tahsis Program, Funders	18
Staff Members, Practicum Students	19
Auditor's Report	20
Financial Statements	21



Year End Reports

President's Report



I am somewhat subdued as I write my review of John Howard for the past year. Amidst all of the great successes we have achieved, I remain mindful of the death of a valued board member. Lois Liesch died in November. Lois was a great board member. She is and will continue to be greatly missed.

Lois would be proud of all that JHSNI has accomplished this year. Our Oasis and Headstart programs were recognized for being innovative and culturally inclusive in a recent Provincial review of Full Time Attendance Programs. Our one-staff program in Gold River and Tahsis has produced amazing results with graduation rates for Aboriginal students. The Courtenay office reaches out to Comox Valley youth with imaginative programming. Our society received the Non-profit Agency of the Year Award from the Campbell River Chamber of Commerce, and the purchase of the Campbell River Administration and Community Program building has been successfully completed. I look forward with excitement to the opportunities the building offers. Most importantly, our ongoing programs continue to provide quality service to our clients. These programs—Delaware, KidStart, Barnett House, Youth/Parent Mediation, Youth and Family Substance Use Services—to name a few, are the heart of what John Howard is about. The staff and the programs are solid.

I have said on many occasions in the past that I am proud to be the nominal head of such a strong and worthwhile Society. My feelings have not changed.

On behalf of the board, thank you to all John Howard employees, who feel like family, for the great work you do. And thank you to the directors of the board for your continued commitment. Finally, thanks to all the members of The John Howard Society of North Island for caring.

Respectfully submitted,

T.L. Moist

Executive Director's Report



Strategic Plan Goals

Each year we identify some specific activities to help us move towards the goals established in our four year Strategic Plan. These goals are organized into four themes: Supporting our Communities, Building on Excellence, Leading the Field, and Increasing Resiliency. Once again, we are making good progress towards our goals.

Supporting our Communities

One of our goals under Supporting our Communities is to create supports for youth transitioning to adult services. This has been an important focus of some of our work this year. For example, in Courtenay our staff worked with the Aboriginal Outreach Family Navigator employed by Sasamans Society to assist clients who are aging out of the youth system to complete the necessary paperwork and successfully access Community Living BC services. We have advocated with our various funders to expand our services for young people up to the age of 24. At our Full Time Attendance Programs, Headstart and Oasis, we have connected youth with adult services in preparation for their graduation from the program. Youth who reach the age of 18 in Headstart or Oasis have been supported to earn their School Completion Certificate. We are proud of the two youth who successfully achieved this certificate this year and have their initials engraved on the School Completion Plaque in the Headstart classroom.

A second goal under Supporting our Communities is to use stakeholder feedback to guide improvements. This year we had some notable improvements at Barnett House where residents had been requesting a laundry facility for some time. Thanks to The Home Depot's Orange Door Campaign in 2014, we received funding to build a new laundry room which is now operational to the delight of residents. We have also adjusted some of the house rules at Barnett House in response to requests from residents, and feedback indicates that residents are happy with the changes.

Identifying and responding to community needs is the third goal under Supporting our Communities and led us to make the decision to take out a mortgage to purchase our Administrative and Community Programs Building in Campbell River, effectively doubling the space available to offer programs. Lori McKeown has taken on the development role for this new space and is meeting with community partners to identify needs and potential programming.

Building on Excellence

The first goal under Building on Excellence is to increase the effectiveness of our training. In addition to orienting new staff, each year we need to provide a mandatory training refresher for all staff. Historically this has been difficult to coordinate, so, this year, we created a Moodle site that contains mandatory training. Moodle is a learning platform designed to provide educators, administrators, and learners with a secure and integrated system to create personalised learning environments. We have been able to create annual quizzes to provide confirmation that staff have remained up to date on the material. Collecting feedback from staff about the usefulness and quality of training is helping us to ensure training is effective. Over the last year, **86%** of staff reported that the training they attended was good or excellent, and **100%** reported that the training was somewhat or very applicable to their work.

Another goal under Building on Excellence is to strengthen internal and external communications systems. As social media continues to be an important component of our communications strategy, we put together a Social Media Committee this year to oversee a major overhaul of our website and other Internet media activities. The team is working on a promotional video and has begun development of a new website. We have created Facebook pages to provide specific information to clients. For example, in the Comox Valley, **28** foster parents, **17** social workers, and many other agency members make use of information provided on a Facebook page designed for caregivers. Over the last year, our primary John Howard Facebook page had a **66%** increase in followers.

Leading the Field

We were thrilled to learn that we had won the 2014 Not for Profit of the Year Award from the Campbell River Chamber of Commerce. The award was presented at the Chamber's Business Awards of Distinction ceremony on September 27. President Terry Moist, Society Member Patricia Trasolini, and Campbell River Community Programs Manager Steve Ayers attended the event on behalf of The John Howard Society of North Island.

Offering culturally responsive services supported by Elders from First Nations communities is one of our goals under Leading the Field. The First Nations Health Authority (FNHA) provided us with a **\$15,600** grant for our Resilient Aboriginal Youth Project for November 2014 - October 2015. The grant includes funding for our Elders' Council activities, Kwak'wala language lessons, and three KidStart spaces for Aboriginal children and youth. We have increased the number of Indigenous staff and board members in our organization and our staff are grateful to local Elders for their work and support with our youth. In particular, Elder David Somerville has welcomed youth to his home in Merville, where David tells stories and shares

his cultural knowledge while youth enjoy volunteering to help him on his land. David kindly gifted a beautiful drum to our society to use in ceremonies and other activities. Early in May, our Elders came together with more than **40** staff and youth to do a brushing ceremony.

This year's efforts to continually evaluate and improve our programs and systems, another goal under Leading the Field, led to the development of an Activity Planning and Safety Management Guide. Feedback from staff, caregivers, and youth indicated that we needed to review our restrictive policies on participation in social and recreational activities. The manual is intended to guide those who are organizing activities as they complete careful and thoughtful plans that anticipate and evaluate potential risks and establish appropriate ways of mitigating the identified risks.

Increasing Resiliency

Our first goal under Increasing Resiliency is to diversify our funding sources. Fundraising continues to be important to us because two of our award-winning programs, the KidStart Mentoring Program and Delaware Youth Drop In, do not receive core government funding. We are grateful for all the grants and donations received by KidStart and Delaware. As always, we are very appreciative of our KidStart Champions who contribute ongoing funding by sponsoring a child in KidStart. We would like to offer a huge thank you to our current 14 Gold Champions (**\$100/month**), five Silver Champions (**\$50/month**), and 11 Bronze Champions (**\$25/month**).

Another goal under Increasing Resiliency is to collaborate and build community partnerships. We are delighted to have supportive community partners in the Strathcona Regional District, Dolphins Resort, Habitat for Humanity ReStore, School District #72, and the Campbell River Hospital to provide work experience for youth at Headstart and Oasis. In addition, we are working to increase our support to other organizations by providing free staff development. So far we have been able to offer presentations on Parental Mental Illness and Resilience.

Acknowledgements

As in years past, I am happy to report that it is an absolute pleasure to work with so many amazing people who do such incredible work within our community. To our wonderful board of directors, thank you for providing me with unlimited support balanced with challenging questions; I am extremely grateful for your continued commitment. We were delighted to see the long-term dedication of Board President Terry Moist recognized by the BC Ministry of Justice when they presented him with the Anthony J. Hulme Lifetime Achievement Award. Thank you to all of our remarkable managers and staff who continue to dedicate their days to providing positive and encouraging client-centered services using limited

Year End Reports

resources. My thanks and genuine appreciation go out to our kind and hospitable caregivers who open their homes and hearts to our youth. I also offer my sincere gratitude to every one of our KidStart mentors and other volunteers who give their time to be the change in someone's life. Thank you as well to all of our community partners, funders, donors, and other stakeholders for their support, collaboration, and shared commitment to keeping our communities safer and healthier.



Wendy Richardson

Continuous Quality Improvement (CQI) Annual Report

April 2014 - March 2015

Participants

Members of the CQI committee for this year included Gérard Choquette, Natalie Meredith, Ryan Derry, Mark Ross, and Nici Ethelston. Nici joined the committee at our February 2015 meeting, replacing Gérard who retired in January 2015.

Recommendations/Outcomes

As we started off the year with new team members, some of the meeting time was spent reviewing the mandate of the committee and discussing possibilities for future direction and projects. Case Record Review has continued and the management team is working to ensure analysis of client records is consistent and that managers are supporting staff to meet the agency's expectations for case management and service delivery practices.

This year, with the support and guidance of Mark Ross, CQI took on the task of ensuring training standards were being tracked. We also compiled training information to generate a report for the society. As this is a new endeavour, the initial report focused on data collection methods, trends, and ways to ensure mandatory training is being completed.

Collecting client feedback for our annual report is a challenging process. Questions are different across programs, managers often compile feedback in annual program reports, and we want to ensure we are not duplicating the reporting of this information.

This year CQI proposed an initiative to the management team to determine whether staff could top up their extended health benefits to purchase superior coverage for paramedical expenses. The union gave approval,

eligible staff voted 100% in favour, and the change to the benefit plan has been successfully implemented.

Efficiency and Effectiveness

CQI continues to streamline its processes. Looking ahead, the committee's focus will be on producing the outcomes report twice per year; compiling annual incident, training, and synopsis reports; conducting the annual Staff Satisfaction Survey; and continually improving case records. CQI is also interested in streamlining client feedback reporting. Discussions will be initiated with managers about collecting data on the number of surveys returned, as well as the percentage that report improvement and feeling connected to the community at the end of their program or service.

Occupational Health & Safety and Case Record Review send quarterly reports to CQI which are reviewed and noted.

Access

A member of CQI continues to sit on the Service Delivery team to ensure clarity around program expectations and reporting timelines.

Staff Satisfaction

The annual Staff Satisfaction Survey was distributed in September and closed in October 2014. There was a return rate of **72%**, which is consistent with previous years. Almost all questions scored over **80%** in the good or excellent responses. CQI did a comparison over the past four years, looking for trends and noting areas where there had been changes. The consistency in response patterns over the years demonstrates the excellent work the society does for both clients and employees. There continues to be positive feedback about the agency, with many staff expressing overall satisfaction with their employment and the work they do. This supports JHSNI's Strategic Plan goal of building on our strong reputation as an employer of choice.

Extenuating and Influencing Circumstances

Ryan and Mark have taken on some valuable projects this year and CQI will be able to move ahead in providing oversight and analysis of various initiatives within the agency.

Targets/Goals for Next Year

- Determine the most efficient way to report back on client feedback to ensure adequate data is being gathered.

Susan Landell

Board Member



Aboriginal children, youth, and families. She is grateful to be deepening her knowledge of Aboriginal traditions. Her interest in ceremony, culture, and traditional teachings has found a natural home. "I love developing Aboriginal programs, groups, assessments, evaluations, and treatment tools to be shared with all."

Susan finds that suicide, poverty, poor housing, health care challenges, racism, substance use, and other long term effects of the residential schools are still very prevalent in our community, but cultural ceremonies and indigenous teachings are powerful tools in dealing with these challenges.

Susan is proudest about inspiring numerous art and play therapy graduate students to love their healing relationship with families. "It is an honor to be part of a person's process, to be supporting their journey. Lately I have enjoyed opening up the door to youth to participate in their culture, ceremonies, and Elder teachings. I have the privilege of working with master carver and artist Greg Henderson and my Elder David Somerville in this regard. Last but not least, I enjoy working with different generations of people and occasionally hearing that I have made a positive difference in their lives. Seeing a young child skip out of my office or wanting to return the very next day—these are the magical and mysterious gifts we are given."

Susan would like JHSNI to embrace Indigenous wisdom and culture even more by having an Elder in Residence and Circles of Support, utilising the Medicine Wheel, and giving youth the opportunity to participate in Aboriginal Youth Initiatives. John Howard could also give Aboriginal and non-Aboriginal people an opportunity to share in cultural events together, to build relationships and honour the grandmothers and life-givers of this Community. "We are all connected, we are all one."

Susan's mission is to promote self-expression in the world using intuition and the sensitivity of the Medicine Wheel to create joy, balance, and wellness—for herself, others, and the Aboriginal Community.

"I would like to thank my Elders, my family, and my ancestors for who I am today and how I can be of service to this community. Many blessings, All My Relations."

Susan Landell was honoured to be asked by Kathi Camilleri to be a board member for The John Howard Society of North Island. "I had worked with Steve Ayers, JHSNI's Campbell River Community Programs Manager, and was always impressed by his intelligence and commitment to health. I met others—Leanne McIntee, Deb Grant, Leigh Simms, the list goes on—all good people operating in great programs at The John Howard Society. Yes, I wanted to be a part of that!"

Also, Susan learned there was a movement afoot at John Howard to create a more welcoming atmosphere for First Nations clients and to have an Elder Advisory Board. "Being of Cree-Métis origin I was touched by these efforts and glad to promote this progress. Wendy Richardson and Terry Moist are icons in the community—it's so wonderful to be connected with them and others on the board."

Susan is a Mental Health Clinician using primarily art and play therapy with

Elders' Council Member Profile

David Somerville

Elders' Council Member



David Somerville was born into the Mohawk Tribe. For the past 23 years he has been the adopted member of a Kwakiutl family. David was pleased to join John Howard's Elders' Council, as he has worked for the agency twice in the past and is a Faithkeeper and healing person in his tribal traditions. In mainstream society, David is a Registered Clinical Counsellor and one of the founders of the BC Association of Clinical Counsellors.

David's life experiences give him an understanding of the issues faced by many youth and families that JHSNI serves. He was raised in a traditional setting until he was taken away at the age of eight and rotated through a series of "ad hoc" foster homes for two years during World War II. In the fall of 1946 when David was 10, he was put on a train in Toronto and sent to the west coast to live with his Mohawk father and his second wife who is Pottawatomi.

"She became my true mother. As a consequence of the prejudices she endured, she was in denial of her authentic self until the mid-1960s. At that time one of my Aunts at Wikwemikong, on Manitoulin

Island in Ontario, persuaded her to begin signing her paintings with her Pottawatomi name. For many years now the artwork of Daphne Odjig has been nationally known and she is a member of what the media call the 'Indian Group of Seven.'"

In his younger years, David worked in many occupations including as a logger, taxi driver, and psychiatric aide at Riverview Mental Hospital. He also spent five years in the Royal Canadian Air Force. For his 1967 Centennial project, David decided to go to university as a mature student. After graduating from Simon Fraser University in 1970, David moved to Manitoba where he became a member of the Manitoba Indian Brotherhood's original staff team. "It was the first of our organizations to take over a program of service for our own people from a government agency."

This marked the beginning of David's "political period", during which he worked as a Band Manager for a Chilcotin band, Director of Cultural Education for two tribal councils, and Consultant to the Manitoba Minister of Education on education services to more than 30 northern—mostly First Nations—communities. David was seconded for a period of time in the early 1980s to work with the Prairie Region Vice-Chief of the Assembly of First Nations.

In 1984 David closed the door on his political period. He has dedicated the rest of his life to ceremony and healing work. In the addictions field he has worked as an Outpatient Counsellor and a Treatment Centre Counsellor. He did Community Work Service and Court Diversion work for JHSNI, and was Parole Supervisor under a contract the agency had with the federal government. At that time he was the sole John Howard staff member in the Comox Valley. The second time that David worked for John Howard he held the position of Aboriginal Family Support Worker.

David has been a member of the Cultural Support Team for residential school survivors on Vancouver Island since it was formed by Tsow Tun Le Lum Healing Centre in 2007. The team provides cultural and healing support for survivors in their adjudicator hearings and for both regional and national Truth and Reconciliation Commission gatherings. "The most recent gathering that we supported was in Alert Bay in February of this year for the ceremonies held to prepare for the residential school demolition."

For the past 24 years David has been conducting Sweat Lodge and other ceremonies at his home, Bear Spirit Place. He has also provided First Nations teachings and history to school classes in Turtle Council House at Bear Spirit Place and at various schools. He is a member of two other Elder Advisory Councils: Comox Valley Transition Society and Aboriginal Mental Health in the Comox Valley and Campbell River.

"Over the years I have worked with many youth who have experienced childhood trauma, many having spent much of their young lives in foster care and some who have been in conflict with the law. I feel blessed to have lived long enough to be able for many years now to meet young adults with no experience of Indian agents or residential schools, and who are strong in their knowledge and practice of their cultural heritage."

Chris Bennett

FTAP Clinical Counsellor



Chris Bennett found out about JHSNI through mentoring with John Howard's KidStart program. Prior to moving to Campbell River, Chris had been employed in a group home for Hull Child and Family Services in Calgary. He greatly enjoyed working with the teens there.

"Up until that point I didn't really know what I wanted to do. Working in the group home with youth who were facing difficult situations really clicked for me. It was a good fit. I appreciated that despite all that was going on in their lives, the youth were still able to get up each day and connect with people."

Chris also worked in a homeless shelter during his time in Calgary. "I learned a lot and came out of that experience with an understanding of the bigger issues that people in the shelter were going through—including violence, drugs, and living on the street."

After arriving in Campbell River, Chris volunteered as a John Howard KidStart mentor. When he spotted a posting for a casual

Youth Counsellor in JHSNI's Full Time Attendance Programs (FTAP) in June 2010, he applied right away. Chris was the successful applicant and moved into a full-time Youth Counsellor position with Headstart in October 2010.

"We have an amazing team here. I had come from a team environment in the group home where we did a lot of problem solving, so transferring to FTAP went well."

After a year working in the Headstart Boys Program, Chris switched to a Youth Counsellor position in the Oasis Girls Program. As of May 2015, Chris is now working in his new position of FTAP Clinical Counsellor. "I'm enjoying being in more of a counselling role."

Chris has a B.A. in English and a Bachelor of Social Work. "I draw on my English degree often. It gives me a better understanding of our world and how we interact with each other, and it helps me dissect information." Chris will be starting his Master's in Child and Youth Care at the University of Victoria this summer, a part-time program designed for students who are working while studying.

While completing his undergraduate degrees, Chris worked as a Pharmacy Tech for 10 years in Nanaimo and Victoria. In this position he interacted daily with people on the methadone program.

"A lot of my empathy developed from that. I've been connected to the social services employment stream ever since."

Reflecting on his time with John Howard to date, Chris said introducing youth to activities they wouldn't normally get to do has been a big highlight. "We've taken the youth camping, surfing, and on other new experiences. It's really neat to be a part of that."

Hearing from youth after they have graduated from the program is also a highlight. "It amazes me how many youth who have graduated keep in touch with us. Some of them choose to come back and do the program again, which is validating. Six months goes by so fast and many don't want to leave."

Dealing with trauma on a daily basis takes its toll, but Chris said the strong team environment and daily debriefings with co-workers help a great deal.

"We have such a positive team and we support each other through tough times. We are constantly reflecting and learning how we can improve. It's important to be able to laugh too—there's a good sense of humour in the building."

Family Caregivers Profile

Lynda and Vaughn Baechler

When Lynda and Vaughn Baechler became family caregivers for John Howard's Full Time Attendance Programs (FTAP), they were a little nervous at first. They had raised three children of their own and hosted several international students for a year at a time, but this was a new experience.

"With all the support from John Howard staff, our nervousness soon went away. Some of the youth can come across as unapproachable when you first meet them, but once you get to have them in your home you realise that deep down inside they are just like any other kid," Lynda said.

Vaughn and Lynda have been John Howard caregivers for just over three years. They first learned about the opportunity when a parent of one of Lynda's piano students, who worked for the agency, suggested they look into it. "I was intrigued right away," said Lynda.

The couple began by providing a home to youth in the Headstart Boys Program. "Our first boy graduated from the program and we were so proud, but I don't think it had anything to do with us," said Lynda. They were caregivers for two more boys as well as filling in when other caregivers needed time off. After Lynda and Vaughn did respite care for girls in the Oasis Girls Program, the FTAP staff asked them if they would switch to being an Oasis care home. They are now on their second full-time placement with Oasis.

Caregiving for youth in FTAP is completely different from raising one's own children, Lynda and Vaughn attested. "Our own kids hadn't gone through the stresses that these youth have gone through. It's a whole new ballgame." Vaughn noted that the focus for the FTAP staff and caregivers is on giving the youth what they need in order to succeed. "We try to ensure they feel valued, that they feel like they are somebody. They have to recognize their own value."

For Lynda and Vaughn, the support system at FTAP is very helpful. "The staff are there for us whenever we have questions, need assistance, or want to report good stuff. We get regular training at caregiver meetings. Caregivers meet for coffee in the mornings after dropping our youth off at program. We share what our youth are up to and what others have tried," Lynda said. Vaughn added that parents on their own don't get the support system that John Howard caregivers do, so in that sense caregivers are a step ahead.

One of the greatest rewards of caregiving is seeing the youth change and grow. "If you like youth and want to make a difference, this can be very satisfying. We get closer to some than others—it depends on what they're ready for. We enjoy what we're able to give or receive. Even those youth who haven't completed the program have changed and grown. It feels good to provide that safe base to come home to at the end of a day that may have been challenging," Lynda said.



Every Youth Matters
Become a Family Care Home
250-286-0222 ext 224 www.jhsni.bc.ca

The John Howard Society
of NORTH ISLAND
Since 1967

The advertisement features a close-up portrait of a young woman with long dark hair on the left side. The background is a dark green gradient. The text is in bold yellow and white fonts.

Story from a Campbell River Youth:

"It all began when I ran away from home when I was 12 years old. My home life was a big mess, with a mentally unbalanced mother with addictions, as well as an abusive brother with his own bad habits and psychological problems. I felt like I was on my own anyways, so why stay?"

So there I was, a 12-year-old girl living in the woods in a tent with my 19-year-old boyfriend, eating at soup kitchens, picking cans all day, and begging for change to feed my own as well as my street family's addictions. I lived this way for a year and a bit before I got sick of it and rented an apartment with my boyfriend. I enrolled myself back into school but had very poor attendance. I contacted a worker at The John Howard Society of North Island a few months after having a place. I wasn't sure about anything but knew if I wanted to change I needed money and help. I talked to my worker about the Ministry of Children and Family Development, Social Assistance, and the Independent Living Program—everything I would need to do and the rules I had to follow to receive funding.

Although I was off the streets my habits didn't change. I struggled for a long time with my addictions. I was really depressed as well. Staying in contact through e-mail with JHSNI really helped me pull through everything. I left my abusive relationship and met with my worker in the John Howard Independent Living Program many times. If it wasn't for my worker at JHSNI I don't know what I would have done or where I would be today. She supported me, but also pushed me. It was just what I needed. I went back to school, I started seeing counsellors, and I even had my very own bachelor suite! It was great.

After a while, though, being on my own went to my head and my addictions took the best of me. I talked to my John Howard worker and moved into Barnett House. I still had my own bachelor suite (yay) but was surrounded by peers in a similar boat as my own. There was a worker there every day, rules I had to follow, chores to do, and monthly meetings to attend. I had to set goals and reach them. At first I hated it, but I grew to love the place and the people. Barnett House gave me structure—just what I needed. It really helped me when I turned 19 and aged out.

Throughout the years I've been up and down with depression, addictions, bad relationships, and family problems. I've moved all over the place. Through all of this, though, I've had amazing support and help from John Howard. I recently ended up homeless again, but this time I was old enough to stay in a shelter, thank God. I knew I didn't want the life I used to have, and I

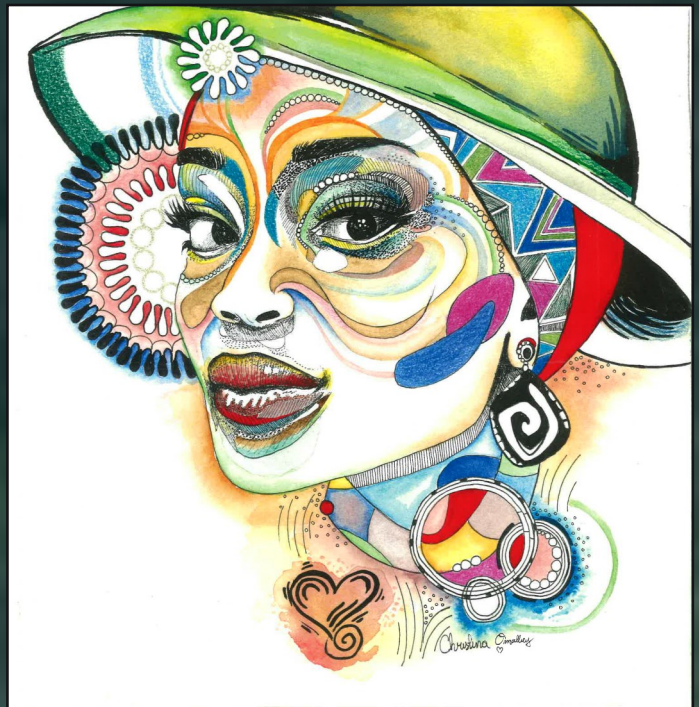
knew where it would leave me. That being said, I spent every day looking for work and searching for housing with the support of the ladies at John Howard Delaware Youth Drop In. Not only did Delaware have all the tools I needed to do my searching, they also offered food, clothing, and fun things to do. I made friends quickly, and knew I wasn't alone. The women there are a fun support team.

I found a job through a friend who worked at a fast food place, and I became a part-time cook. After a month at my new job I was hired again at a previous job I had at a fish plant. I now had two jobs and was living in a homeless shelter, but eventually I made enough money to find my own home again.

I'm now 20 years old and work at the fish plant full-time, and live with my amazing boyfriend, who also works with me. I don't drink or do drugs. I still struggle, but only to pay bills!

I've learned that you have to be the one who wants to make changes. The support is there, but you have to want to do it. I am very thankful for EVERYONE at JHSNI, they've really spoiled me. People at John Howard feel more like family than anything."

- written by a former JHSNI client, age 20



'Spring Love' by Christina O'Malley, age 17. See more of Christina's art at <https://www.facebook.com/Christamira/photos?pnref=lhc>

Awards

Not for Profit of the Year



What an honour! The John Howard Society of North Island won the Not for Profit of the Year Award from the Campbell River Chamber of Commerce. The award was presented at the Chamber's Business Awards of Distinction ceremony on September 27, 2014. JHSNI President Terry Moist, Society Member Patricia Trasolini, and Campbell River Community Programs Manager Steve Ayers attended the event.

Spirit of John Howard Award

The Spirit of John Howard Award is presented at the Society's annual general meeting. In 2014 the award went to two recipients who are caregivers for John Howard youth. Norm and Jane Herbin have been providing a home for clients in our Full Time Attendance Programs for more than six years. Norm and Jane, like all John Howard caregivers, try hard to create a nurturing, youth friendly home. They always provide plenty of healthy food, and Norm occasionally indulges in little doses of unhealthy chips or chocolate along with the youth (but Jane says she keeps them in check).



Lori McKeown accepting the Spirit of John Howard Award on behalf of Norm and Jane Herbin.

After becoming a caregiver Norm began watching T.V. shows that he would never choose to watch himself because he wanted to get to know the youth and understand them. Jane and Norm have connected many of the youth to other positive role models and work opportunities, including mowing the neighbor's lawn, gardening in a friend's yard, and doing construction work.

Long after youth leave the program, Norm and Jane will drive to Nanaimo or Victoria to visit them. Many of the youth continue to stay in touch with the Herbins. Jane and Norm have helped us to recruit other care homes, and they support and mentor new caregivers. They have come to JHSNI's rescue when we were in a pinch. They have also made connections with youth who didn't live in their home, and make every effort to attend program graduations of youth they have come to know.

When program staff are talking with the Herbins, it's very apparent that they are doing this work from the heart. JHSNI Family Resource Worker, Ryan Derry, said: "They genuinely care about the youth who stay with them. When we talk with them about the youth and what we're trying to help them with, you can hear the emotion in their voices." Lori McKeown, JHSNI Program Manager, accepted the award on behalf of Norm and Jane as the couple were away for the AGM. Lori thanked the Herbins and all JHSNI caregivers for their dedication to youth.

Lifetime Achievement Award



The Honourable Suzanne Anton, Minister of Justice and Attorney General, presenting Terry Moist with the Anthony J. Hulme Lifetime Achievement Award.

Terry Moist has demonstrated his long term commitment to crime prevention, restorative justice, and community safety by volunteering on the board of directors of The John Howard Society of North Island for 37 years. Terry's dedication was recognized by the BC Ministry of Justice when the Honourable Suzanne Anton presented him with the Anthony J. Hulme Lifetime Achievement Award on October 31, 2014, at the Community Safety and Crime Prevention Awards Ceremony in Delta. He is featured in an excellent article about his work and volunteerism by Nicholas Johnson, BC Government Communications and Public Engagement: <http://www.campbellrivermirror.com/news/282629341.html> We are proud of you, Terry!

Moccasin Tops Project

From February to May 2015 John Howard partnered with School District #71 and the Comox Valley Girls Group in a new project to create awareness and knowledge about violence towards women, in particular Indigenous women. This creative social action project was inspired by 'Walking with Our Sisters', a travelling nationwide art exhibit made up of more than 200 pairs of moccasin tops or 'vamps'. The Walking with Our Sisters traveling exhibit will be displayed in the Comox Valley from July 31 – August 15, 2015. Each pair of tops was created and donated to represent one missing or murdered Indigenous woman. The unfinished tops represent the unfinished lives of the women whose lives were cut short.



Creating a moccasin top.

Wendy Morin, JHSNI Youth and Family Substance Use Services Counsellor, co-facilitated two groups of youth who learned how to make moccasin tops. One group took place over four sessions for all interested students at Glacier View Alternate School, and was co-facilitated by the school's Aboriginal Support Worker. The second four-session group was for Comox Valley Girls Group participants. Local First Nations Elders taught participants traditional beading, and the groups incorporated storytelling and discussion. The facilitators also explored and provided education about substance misuse.

This project provided an opportunity for young people to utilize traditional First Nations teachings and craft to develop awareness of violence against women and the impact of substance misuse. The hope is that the project will enhance participants' resilience and create stronger community and cultural connections—important protective factors for youth at risk of substance misuse.

"We wanted to involve young people in a social action project that broadens community awareness. We hope

the project will make them feel empowered to create change," said Wendy Morin.

This project was made possible thanks to a \$600 grant from the Comox Valley Drug Strategy Committee, materials donated by Shany Simcoe and Bobbie Bailer, and teachings and assistance from Elders, volunteers, and practicum students.

Office and Program Space Purchased

In March 2015 JHSNI became the proud owner of the 10th Avenue Administrative and Community Programs building in Campbell River. Thinking long term, Wendy Richardson, Executive Director, and Colleen Ross, Manager of Finance, proposed and negotiated the building purchase. When Wendy and Colleen presented the idea to the John Howard board members, they immediately saw it as a smart business decision. The society obtained a mortgage similar to its rental costs and doubled its available space. JHSNI can now expand its programming.

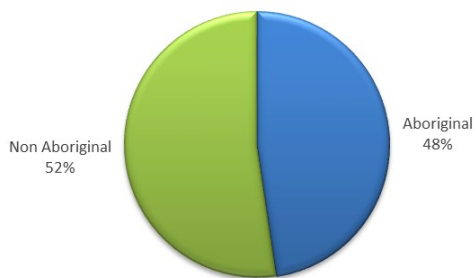
Lori McKeown, Campbell River Program Manager, is taking the lead on researching appropriate uses of the downstairs space. Lori's goal is to ensure the usage of the new space fits with our current services and JHSNI's mission and mandate. "We need to explore the gaps in the community to determine what possible areas of service to consider. This might include a social enterprise, shared space model, or seeking funding for additional services," Lori said. Purchasing the 10th Avenue building and looking ahead to renovations and new programming is an exciting project for John Howard.



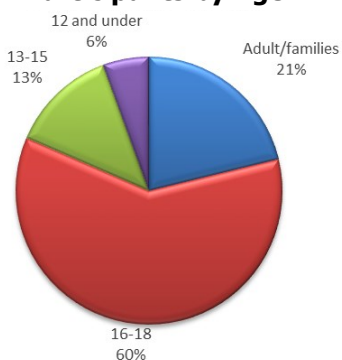
Lori McKeown checks out the offerings at a garage sale for KidStart in the new space.

Youth and Family Programs

Aboriginal/Non Aboriginal Participants



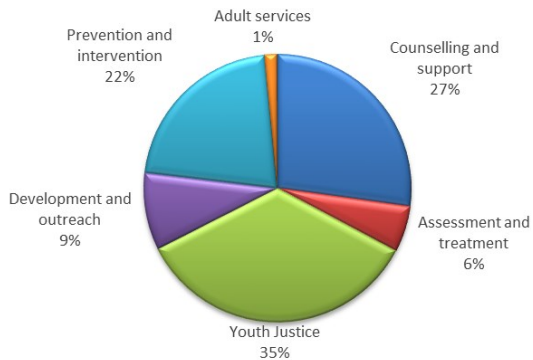
Participants by Age



Participants by Gender



Service Utilization



Assessment and Treatment

Youth Forensic Psychiatric Services

14 Comprehensive Psychological/Psychiatric assessments as ordered by the courts and **21** Psychological/Psychiatric assessments for Youth Probation Officers were completed. **29** court and non-court ordered youth and their families received treatment.

Counselling and Support

Behavioural Consultants to Caregivers

The program supported **82** foster families in Campbell River and the Comox Valley. Referrals involved increased support for individual foster parents, and transition support for new placements and new foster parents. Staff also assisted in the planning and organizing of training for foster parents, social workers and the community on Complex Developmental Trauma, Vicarious Trauma, New Foster Care Standards, and Adoption Planning and Processes.

Youth/Parent Mediation

This past fiscal year **60** families were referred to the program. Of those, **36** became active files while the remainder received some form of brief service. From the feedback we received, **100%** claimed there was less conflict at home and **75%** of parents felt their parenting approach had improved. A participant stated, "The counsellor shared tools with me and my kids that I will always have."

Independent Living

This past year **30** youth were clients of the program. Approximately **50** additional youth received some form of brief service. Comments included, "I like how helpful the program was for me. I've got a lot of goals completed with the program. It was very useful."

Barnett House Transitional Youth Housing

10 youth who were in need of transitional housing stayed at Barnett House this past year. One resident shared, "Barnett House was a great stepping stone for me. It helped me prepare myself for independent living by teaching me skills involved in living by myself. It was great having the Supported Independent Living Coordinator there to help me."

180 Degrees Detox and Supportive Residential

15 youth developed individualized treatment goals to withdraw from drugs and alcohol and **86%** successfully completed their goals. **7** youth attended the supportive residential services program and **86%** of the youth completed the program. **11** additional youth were supported to access other withdrawal programs on the Island. **100%** of the youth identified that their risky behavior was reduced and **71%** said that their emotional health had improved. **100%** of the youth felt their caregivers supported them in reaching their recovery goals.

Youth, Family, & Adult Programs

Youth and Family Substance Use Services

109 young people received one-to-one counselling and numerous others participated in group sessions with our counsellors. Participants accomplished **83%** of Living Environment goals, **80%** of Family Relationship goals, **76%** of Emotional/Behavioural Health goals, and **65%** of Substance Use goals.

Youth and Family Counsellor

25 young people received counselling in Gold River and Tahsis. The counsellor also ran a successful Boys Group and Girls Group in collaboration with the high school. One youth stated, "The program saved my life."

Collaborative Planning

The program provided neutral facilitation and support to **150** conferences and meetings between MCFD clients and social workers. The purpose of those meetings varied from helping extended families come up with a plan of care for children unable to live with their parents to helping young people put a plan together for after they age out of care.

Development and Outreach

School-Based Alcohol and Drug Early Intervention and Indicated Prevention

72 youth and families were provided with alcohol and drug prevention/intervention. Of the feedback received, **81%** indicated that they had reduced their substance use, **50%** indicated their physical health improved while **33%** indicated their psychological health improved, and **33%** indicated their engagement in education improved.

Youth Outreach Support

721 connections were made with youth and their families requiring assistance with high risk behavior. In Campbell River, **80%** indicated that they had reduced their substance use, **80%** felt that their personal safety had improved, and **60%** felt that their financial situation and access to food and clothing had improved. In the Comox Valley, **99%** of youth were connected with community supports, **15%** were connected with employment or some other form of financial assistance, **13%** were connected with resources to provide for immediate basic needs, and **9%** were connected with mental health services and/or substance use services.

Prevention and Intervention

Child and Youth Mental Health Outreach

20 families whose children and youth were identified as "high risk" were provided with intensive intervention strategies through interagency coordination. **83%** of the families submitting feedback reported an improvement in parenting skills, while **100%** felt that there was an improvement in family relationships.

KidStart

71 mentees were matched to mentors who volunteered **8,674** hours to provide positive role modelling for children and youth ages 6-18 through recreationally-based friendships. From the feedback we received, **63%** said they were doing better in school, **86%** felt they had increased connections with peers and friends, and **72%** believed their relationships with family had improved.

Youth Justice

Intensive Support and Supervision

123 youth referred by probation received support and supervision in developing healthier lifestyle choices. From the feedback received, **94%** of youth felt their situation had improved as a result of service and **84%** felt connected to their community by the end of the program.

Headstart Boys Program and Oasis Girls Program

27 youth participated in six-month alternative to custody programs for male and female youth ages 14-18. **100%** of youth who completed final feedback forms indicated that they had more self-esteem, things were better at school, and they were getting along better with others. One participant said, "I achieved a lot in program."

Youth Justice Beds

5 youth resided in youth justice community beds while attending treatment programs and one-to-one counselling with the Youth Forensic Outpatient Clinic.

Youth Criminal Justice Act Family Support

7 youth and families referred by local Youth Probation Officers received support and counselling. Of the youth providing feedback, **100%** had no further youth justice involvement while receiving this support.

Adult Programs

Adult Forensic Outreach

8 mentally disordered offenders and those found not criminally responsible were provided outreach support in the Comox Valley. Feedback indicated that for **25%** of clients, housing was stabilized, financial situations improved, and family relationships had improved. **100%** had no involvement in the criminal justice system while they participated in service.

Adult Outreach Support

7 eligible adults were provided individualized support. The program increases involvement in pro-social activities, life skills, home management, physical wellbeing, and personal development. **100%** of the young adults in the Courtenay program were stabilized in their housing arrangements and reported that their life skills had improved and/or they were more involved in pro-social activities.

Elders' Circle and Brushing, Committees

Elders' Circle and Brushing

The brushing ceremony is a sacred and long-established ritual of prayer, respect, and faith in the heritage of First Nations people. It is a time to connect with the Elders and have any pain and negativity "brushed off" of your shoulders. With each whisk of an eagle feather fan or bough of cedar branches, the Elders rid you of pain, hurt, and ill feelings gathered throughout the past season. Also known as a closing ceremony, the brushing tradition is meant to settle you and close you so that you are no longer vulnerable to the pain and suffering around you.



(L-R) JHSNI's First Nations Elders' Council members Alberta Billy, Dan Billy, Darren Blaney, James Quatell, August Johnson, and David Somerville at the brushing ceremony.

JHSNI's First Nations Elders' Council members and more than 40 staff, youth, and board members came together at a brushing ceremony held in our Beech Street program space on May 12, 2015. Wendy Richardson welcomed everyone, including each of the Elders' Council members who were present: Alberta Billy, Dan Billy, Darren Blaney, James Quatell, August Johnson, and David Somerville. With great pleasure, Wendy also thanked David for giving the John Howard Society a beautiful drum. Alberta Billy, a member of We Wai Kai Nation, opened the event with a traditional prayer. James Quatell, a member of the We Wai Kum, shared that in First Nations culture, the drum holds no tone until everyone beats their feelings into it. The drum was then passed around the circle, allowing each individual to beat some of his or her own spirit into the hide of the drum. Throughout the ceremony, the drum served as a symbol of a beating heart, which kept the circle alive and full of life and local culture. Each person who was present was invited to have a brushing with the eagle feathers or cedar bough, or both.

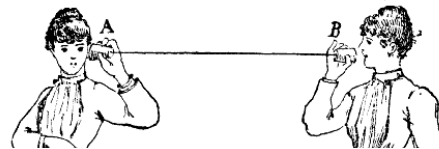
Alberta Billy offered her thoughts on the success of the Elders' council: "The Elders' Council is a good idea. We work together, understand each other, for the goodness of all people we come together." James continued by saying, "The youth are so valuable to us, I am grateful

that you're coming into the circle. We need you and want you in the circle." David Somerville explained that humans need ceremony. "Our ancestors understood the importance of holding ceremonies at different stages of life. Ceremonies are about the flow of life. Healing is a process. It flows," he said. Alberta added, "I have a value and I live by it. It makes me who I am. You must remember that all of us have values somewhere; they were given to us for a reason. If we lose them, we need to find them. Circles are good because they connect us with each other, we are there for each other. We make eye contact and we learn what is most important. Please contact any of the Elders if you need a brushing to get any burden off of your shoulders."



Social Media Committee

JHSNI's Social Media Committee (SMC) was newly established in 2014 to work on major updates to our website and oversee other Internet media activities. The committee accomplished a great deal this year, including setting guidelines for how we will use social media platforms, testing new video conferencing technology available to staff, producing a Youth Outreach Video, and working on a new version of our website. We have also created Facebook pages to provide specific information to clients. For example, Delaware Youth Drop In has a Facebook page that updates clients on activities. Alisha McLain, Angie Prescott, Anne Logan, Colleen Ross, Diane Daigle, Nici Ethelston, Nicole McKeown, Steve Ayers, and Tanya Storr contributed to the committee this year.



Agency Committees

- Continuous Quality Improvement
- Occupational Health & Safety
- Continuous Learning & Professional Development
- Labour Management
- Case Record Review
- Program Screening and Advisory Committees
- Service Delivery
- Fundraising Planning
- Communications
- Cultural Responsiveness
- Social Media
- Ethics

KidStart

John Howard KidStart is a volunteer-based mentoring program for children and youth ages 6-18 in the Campbell River and Comox Valley areas. KidStart connects young people who could use extra support with positive adult role models. At its heart, KidStart is about trusting friendships. A mom of a boy in KidStart said, "My son has been hanging out with his mentor for close to two years now and they're best buddies. His mentor has had a huge and very positive impact on him. My son used to get in trouble almost every day at school, and I haven't had a single call from any of his teachers so far this year. His mentor fills the void in his life where his Dad used to be, and it's so amazing to see the transformation in him." A teen girl in KidStart said, "I used to be one of those kids who stayed inside all day. My mentor helps me to get out a lot and see the world and the town I live in."



Clothing Bin

In the spring of 2015 we set up a clothing donations bin to raise funds for KidStart. The bin is located in front of our Courtenay office at 1455 Cliffe Avenue. We sell the donated clothing, fabric, and shoes to Value Village via a partnership with Big Brothers Big Sisters in Victoria. In the first two months of the fundraiser we collected **1,594** pounds of clothing.



Courtenay Manager Vicki Luckman making a clothing donation.

Get Involved with John Howard KidStart!

If you have three or more hours a week to spare and would like to volunteer, consider becoming a KidStart mentor. No time to mentor but want to help out? Make a donation! KidStart relies entirely on donations, grants, and fundraising. Interested in signing up as a regular supporter? Become a KidStart Champion! To find out more, call JHSNI at 250-286-0611 in Campbell River, 250-338-7341 in Courtenay, or visit www.jhsni.bc.ca

Grants

John Howard KidStart was fortunate to receive a number of grants this year. The Province of BC's Gaming Policy and Enforcement Branch approved a **\$45,000** Community Gaming Grant. Children's Health Foundation of Vancouver Island gave **\$25,000**. RBC Foundation donated **\$15,000**. The Allen and Loreen Vandekerkhove Foundation gave **\$5,000**. United Way Central & Northern Vancouver Island contributed **\$5,000**.

JHSNI's Delaware Youth Drop In received a **\$20,000** Youth Crime Prevention Grant from the Province of BC-Civil Forfeiture Office of the Ministry of Justice. These funds will help keep the project running for another year.

The Home Depot Canada Foundation's Orange Door Project campaign in Campbell River resulted in a **\$5,730** grant for Barnett House's laundry room project. The Home Depot associates raised the funds by asking each customer at the checkout if they would donate \$2 to the campaign between May 29-July 2, 2014.



Barnett House Coordinator Mark Ross buying his Orange Door at The Home Depot.

The First Nations Health Authority provided a **\$15,600** grant to continue our Resilient Aboriginal Youth Project. Some of this funding was used to support the work of our Elders' Council members with youth in JHSNI programs.

Service Canada approved a **\$4,853** Canada Summer Jobs Grant for JHSNI. The funding will support a summer student in the position of KidStart/Accreditation Support Worker in 2015. Symantec gave JHSNI anti-virus software with a value of **\$2,000**. ParticipACTION Teen Challenge contributed a **\$500** grant to the Full Time Attendance Programs that funded physical fitness activities.

The Courtenay Drug Strategy Committee provided **\$600** to the Moccasin Tops Project, **\$500** for JHSNI's Youth and Family Substance Use Services' Parent Support Group, and **\$500** to a Boys Group, a collaboration between John Howard and GP Vanier Secondary School.

Community Donations and Fundraising

Community Donations and Fundraising

Charity Bonspiel for KidStart

Sweep! Thanks to the generosity of donors and participants, a charity bonspiel for KidStart raised more than **\$1,800**. Longtime KidStart volunteer Terry Kratzmann organized this event held at the Campbell River Curling Club on October 25, 2014. Curlers and their supporters had the opportunity to enter a reverse draw raffle with only **64** tickets sold. Thank you to all the businesses and individuals who contributed to the raffle, including first prize donor Taku Resort (two-night stay), second prize donor Campbell River Whale Watching (whale watching tour for two), and third prize donor Busy B's Glass (two rounds of golf at Storey Creek). We are grateful to Campbell River Senior Curlers and the Campbell River Curling Club for sponsoring this event.



(L-R) Leanne McIntee, Wayne Clark, and Shawn Goodall curling for KidStart.

KidStart Champions

Children and youth are supported to participate in John Howard KidStart thanks to our KidStart Champion monthly donors. Champions can be individuals, families, or groups who pool small contributions to make a larger monthly donation. We greatly appreciate the support of all our KidStart Champions over the past year.

Gold (\$100/month): Willow Point Lions Club, Fraternal Order of Eagles #3097 Ladies Auxiliary, Chan Nowosad Boates Chartered Accountants staff team, Altrusa International of Campbell River, Curtis Wright, Campbell River City Hall employee group, CEP Chinook Local #630 (2 sponsorships), Canadian Federation of University Women, Jay Havelaar and Leanne Wood, Southgate Middle School, Wendy Richardson, Colleen Ross, Judith Hayes, anonymous group.

Silver (\$50/month): Comox Valley Crimestoppers Society, Giving Tuesday Group, Florence and Ross Robertson, Alan Storr, Judy Storr, Terry Moist and Patricia Trasolini, David Frisch, Kathi Camilleri, Lori McKeown, Leanne McIntee.

Bronze (\$25/month): RBC/Peter Phillips, Kira

Neumann, Busy B's Glass, Amber Zirnhelt, Dr. Kerry Baerg, École Des Deux Mondes, Mary Catherine Williams, Gérard Choquette, Tanya Storr, Tara Jordan, Leigh Simms.

Giving Tuesday

John Howard's second Giving Tuesday campaign raised **\$3,035** for KidStart, almost three times as much as last year. The first Tuesday in December is now known as Giving Tuesday, an idea that began in response to the mass consumerism of Black Friday and Cyber Monday. Our campaign included a matching donations day at Healthyway Natural Foods in Campbell River; an online campaign via Facebook, Twitter, and e-mail; direct mail to local businesses; and collection jars at our offices. The matching donations day raised **\$1,815** (customers donated a total of **\$815** and Healthyway donated **\$1,000**). Thank you to the many generous donors.

Garage Sale

We held a garage sale for KidStart in our new downstairs space in the Campbell River Administration and Community Programs building on May 30, 2015. All items were sold by donation and the sale raised **\$1,645**. Thank you to all who donated items for the sale and to the many volunteers who contributed their time.

Other KidStart Donors

Other donations to KidStart included **\$443** from Chances Playtime Gaming in Courtenay, **\$300** from School District #72 office staff, **\$300** from Christine Kowbel, **\$250** from Seymour Pacific, and **\$225** from Coastal Community Credit Union. We appreciate the donations made to KidStart in memory of JHSNI board member Lois Liesch. Thank you also to those who made donations to honour a friend or family member for their birthday or Christmas. We are grateful for the donations KidStart is receiving as a recipient of Boston Pizza's Earnback Program in Campbell River. If you go out for a meal at Boston Pizza, write "KidStart" or "John Howard" on the back of your bill and KidStart will receive **10%** of the amount your table spent.

KidStart benefits greatly from businesses and organizations who provide free or discounted admissions and gift certificates so that mentors and mentees can enjoy recreational activities. In the past year these included the Courtenay and District Museum and Palaeontology Center for providing **40** spaces on two group fossil tours, Phototech for donating **20** Campbell River Storm hockey tickets plus pizza and juice, Campbell River Kinsmen and VIP Productions for giving **50** tickets to the Seeing is Believing Magic Show, and Laurie Tinkler School of Dance for donating **20** recital tickets. Heartfelt thanks goes to all our KidStart volunteer mentors for donating their time to make a positive and long lasting impact on the lives of children and youth.

Community Donations and Fundraising

Employee Giving

JHSNI's Employee Giving Program, which allows employees to donate via a small payroll deduction, raised **\$5,873**. These funds went to KidStart and the Youth Enhancement Fund. The Youth Enhancement Fund pays for special expenses for youth that are not covered by other funding. This year they included clothing, First Aid and Foodsafe course fees, urgent dental treatment, replacement I.D., travel expenses for youth relocating, and yoga sessions for a youth returning from treatment.

Delaware Youth Drop In

Holidays were brighter for the youth who attend Delaware, thanks to donations at Thanksgiving and Christmas for holiday feasts at the program. Businesses and community members contributed food, gifts, haircuts, knitted hats, craft supplies, and prizes to make these events special for the youth.



Thanksgiving feast at Delaware.

Delaware received **\$500** in grocery donations from Thrifty Foods. Campbell River Family Services contributed **\$100/month** of groceries to the program. Shane Hogue gave **\$300**. Partner agencies Campbell River Family Services, Campbell River Literacy Now, and Aids Vancouver Island Outreach contributed staff time to the program.

We are thrilled to be the recipient of The Home Depot Canada Foundation's Orange Door Project for the second year in a row. The campaign is taking place from May 28-July 2, 2015, with the goal of reducing youth homelessness. Monies raised will help buy badly needed new appliances and other kitchen items for Delaware.

Camp Sponsorships

Campbell River Baptist Church Youth Group raised **\$1,400** so that five kids on the KidStart waitlist could attend Camp Homewood. The camp gave a discount of **\$250**. An anonymous group paid **\$724** for two teen girls to attend Camp Bob's three-week Campfire Leadership Training program. Balance Equestrian Centre donated one spot with a value of **\$315** for a KidStart mentee to attend a five-day horse camp.

Christmas Giving

Courtenay Sears put up a Tree of Wishes for children in KidStart and other JHSNI programs. In total, **22** children ages 0-19 received gifts. In Campbell River several children and youth in JHSNI programs received gifts through the Angel Tree project. Local 9347 United Steel Workers Union gave gift bags to youth living in Barnett House. Spinners Sports contributed to this effort. Youth in the Nanaimo Intensive Support & Supervision Program received shoes, coats, and other gifts from Margaret Spencer and friends.

Youth for Seniors

Scotiabank in Campbell River raised **\$600** for JHSNI's Youth for Seniors project at a hot dog sale on May 15, 2015. The funds will help pay youth wages in summer 2015 as they do yard work and other household tasks for seniors. Appreciative seniors also made donations.

Gold River Boys and Girls Groups

School District #84 gave **\$300** to the Boys and Girls Groups co-facilitated by JHSNI's Youth and Family Counsellor in Gold River. C&J Vending donated **\$100**.

Barnett House

The City of Campbell River is continuing to provide a Permissive Exemption from Taxation for Barnett House until 2016 with an annual value of **\$3,000**. As well as the Orange Door Project Grant, The Home Depot gave **\$100** in paint and a **\$250** discount on a washer and dryer.

Other Donations

Thank you to the Cagna family for giving **\$500** to the Kevin Cagna Memorial Fund. We appreciate Cloverdale Paints' donation of product worth **\$300** for our Courtenay office. Orsi Foldesi of Flow Yoga and Mimosa Palmberg of Bikram Yoga Campbell River provided free classes for youth. New-2-U Consignment in Campbell River and Warehouse One The Jean Store in Campbell River and Courtenay gave clothing. Coles Books donated **12** boxes of books and calendars. Video Works gave complimentary rentals. The Tidemark Theatre in Campbell River and the Sid Williams Theatre in Courtenay provided tickets to cultural performances. Ian Graham donated a Kona mountain bike. We are grateful to all of the donors who contribute household items for youth.

John Howard greatly appreciates the local media in the communities we serve for publicizing our press releases and announcements free of charge. We thank all those who are helping us get the word out by befriending and following us on Facebook and Twitter.

Thank you to the many individuals, businesses, and groups who made donations to support programs at JHSNI. Your generosity makes a huge difference in the lives of our clients!

Gold River and Tahsis Youth and Family Counselling

Sea Glass Jewelry Project in Gold River

John Howard's Youth and Family Counselling Program in Gold River and Tahsis helps individuals to develop coping strategies, explore abstinence or reduction options for substance use, improve relationships and life skills, and meet emotional and physical health needs. In the past year, more than **25** youth clients were involved in the program. Mylah Beckton, Youth and Family Counsellor, also co-facilitated Boys and Girls Groups in collaboration with Gold River Secondary School.

The program has had many successes over the past year. Youth provided feedback revealing that **86%** believed day-to-day coping skills, decision making skills, and school experiences had improved; while **72%** also believed that their emotional health had improved and they understood their needs and reached their goals. When asked about drug and/or alcohol use, **14%** reported that they no longer used, **58%** reported less use, **14%** felt there was no change, and **14%** had never used. The Vancouver Island West School District had the largest increase in Aboriginal graduation rates in BC in 2014, making a remarkable turnaround from a graduation rate of **33.5%** in 2013 to **100%** in Gold River in 2014.

While in Friendly Cove for a campout two years ago, Mylah Beckton began collecting sea glass with youth as a mindfulness exercise. When one youth found a mint green jujube shaped piece of glass and wanted to turn it into a necklace, she remembered that Mr. Levering, the Boys Group Co-facilitator and Pace Program Teacher, had mentioned an artist friend of his who made sea glass jewelry. Mr. Levering connected Mylah with the artist, Linda Vandenburg.

For the past two years, with the permission of Elders and residents of Friendly Cove, Mylah and the youth groups have been collecting sea glass and making jewelry, with the help and generously donated time of Linda Vandenburg. The youth have given their personally crafted necklaces and bracelets to their mothers, fathers, siblings, grandparents, aunts, uncles, girlfriends, and friends as gifts at Christmas and other special occasions. Donations for the sea glass jewelry project have come from Mystic Earth Creations, PJ Art Supplies, Adventure Hobby Craft, and Miss Haynes from Gold River Secondary School, who donated her beads and jewelry making supplies when she heard about the project. School District #84 and C&J Vending made cash donations for snacks and supplies for the Boys and Girls Groups.

Offering groups enables John Howard and Gold River Secondary to reach large numbers of teens at one time. Learning a skill like jewelry making increases self-esteem and gives youth a healthy activity to focus on. Like the

sea glass worn smooth by tumbling against rocks and sand, the youth in Gold River have often experienced tumultuous times. Attending group is part of their healing journey.

On a wider level the support the participants receive in the groups helps their friends, families, and other key people in their lives. This is because the youth are learning to have a more positive attitude, build supportive relationships, and be more resilient. They are less likely to get caught up in negative ways of coping such as substance use and acting out—which can ultimately lead to anti-social behavior.

Elder Jack Johnson, a lifetime resident of Friendly Cove, met with Mylah to talk about his culture and history. During this conversation he recounted how, as a boy, he and his friends would walk the beaches of Friendly Cove searching for Japanese glass fishing floats. It brought joy to Jack to know that years later the youth are collecting the glass pieces from those once sought after fishing floats to make jewelry and bring happiness to themselves and those around them.

Recognizing the local achievements of this initiative and the positive changes that it has made in the lives of its participants, Linda Vandenburg has offered to come to John Howard's Campbell River programs Delaware, Oasis, and Headstart to continue the success of the sea glass jewelry project.



Sea glass jewelry made by Gold River youth.

Thanks to our Funders

JHSNI greatly appreciates the support of our funders:

- Ministry of Children and Family Development
- Vancouver Island Health Authority
- BC Mental Health and Addiction Services
- Donations and grants
- Province of BC—Gaming
- Community Living BC
- Fundraising initiatives

Our Staff Resource

The Society's greatest resource is a talented team of professionals who focus on client service. This past year the active staff and contractor list included:

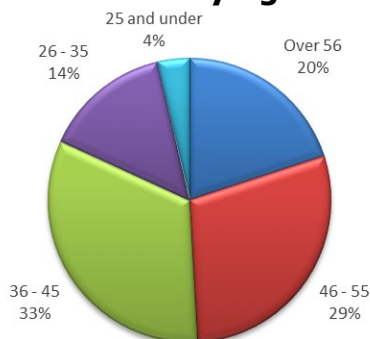
Amanda Adams
 Kristy Almond
 Steve Ayers
 Sarah Badgero
 Mylah Beckton
 Charlotte Begg
 Chris Bennett
 Chris Bouey
 Sherry Breckon
 Kristen Carlson
 Gérard Choquette
 Edward Clarke
 Sara Cottell
 Heather Cowper
 Diane Daigle
 Dawn Day
 Sarah Day
 C-Ann Deraiche

Ryan Derry
 Jenn Errico
 Nici Ethelston
 Anny Finnegan
 Gary Fort
 Joanna Foster
 Breanne Gornall
 Michelle Giles
 Kalli Gordon
 Debbie Grant
 Kerry Hammell
 Judith Hayes
 Kirsten Hess
 Laura Honey
 Katie Inglin
 Sarah Jarvinen
 Bryanne Johnson
 Tara Jordan

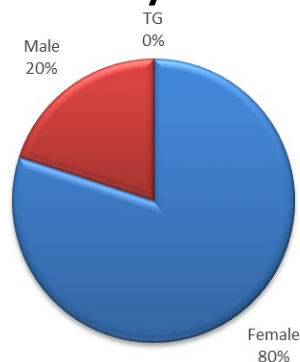
Peter Kinskofer
 Rosita Kitto
 Carolyn Larson
 John Leever
 Lane Litke
 Anne Logan
 Vicki Luckman
 Kyla May
 Leanne McIntee
 Lori McKeown
 Nicole McKeown
 Alisha McLain
 Laura McLaren
 Natalie Meredith
 Sheryl Miller
 Wendy Morin
 Tricia Murphy
 Lisa Nightingale

Sadie Ostler
 Joanne Petersen
 Angie Prescott
 Wendy Richardson
 Colleen Ross
 Mark Ross
 Leigh Simms
 Petra Stewart
 Tanya Storr
 Mark Tazumi
 Thanh Tazumi
 Wendy Thurlborn
 Godfrey Wearne
 Mary Catherine Williams
 Richard Williams
 Jennifer Williamson

Staff by Age



Staff by Gender



JHSNI also acknowledges the dedication of our family caregivers, who provide a supportive living environment for youth in our programs. We would also like to thank all the volunteers who generously give their time to John Howard.

Practicum Students

The Intensive Support & Supervision Program hosted a practicum student from North Island College's Child and Youth Care Diploma program. This student completed **210** hours working on a research project. Another student successfully completed her advanced **180**-hour practicum in the Human Service Diploma program from Selkirk College in Castlegar, BC, with the Comox Valley Youth and Family Substance Use (YFSUS) Team. She supported the YFSUS team in the development of a new Early Recovery Program initiative. This student has now gone on to

complete her Child and Youth Care Degree through the University of Victoria. Campbell River Community Programs hosted two practicum students from Discovery Community College. Both students were in the Community Support Worker program. One completed **75** hours with Youth Outreach Support and Delaware Youth Drop In. The other completed **50** hours with Delaware Youth Drop In. John Howard greatly appreciates the contribution that practicum students make to our services.

MOELLER & COMPANY CHARTERED ACCOUNTANTS

Kent A. Moeller, CPA, CA*
Kyle E. Matthews, CPA, CA*
* Incorporated Professional

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Telephone • 250 • 286-0631
Fax • 250 • 286-3845
Toll Free 1-800-663-4044
E-mail • kent@moellerandcompany.ca

INDEPENDENT AUDITORS' REPORT

To the Directors of The John Howard Society of North Island

We have audited the accompanying financial statements of The John Howard Society of North Island, which comprise the statement of financial position as at March 31, 2015 and the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of The John Howard Society of North Island as at March 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

Campbell River, British Columbia
June 2, 2015


CHARTERED ACCOUNTANTS

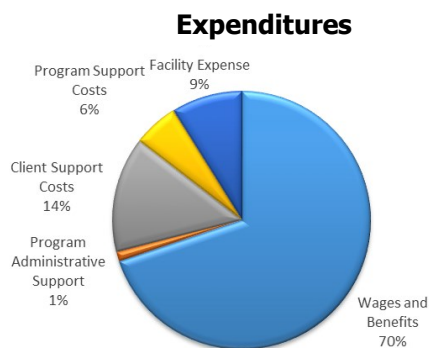
Financial Statements

STATEMENT OF FINANCIAL POSITION

March 31, 2015

	<u>2015</u>	<u>2014</u>
	\$	\$
ASSETS		
Current Assets		
Cash	532,872	854,468
Cash - restricted	208,940	210,507
Accounts receivable	45,126	21,995
Prepaid expenses	29,269	17,143
	<u>816,207</u>	<u>1,104,113</u>
Investments	2,900	2,900
Property and Equipment	1,433,319	651,451
	<u>2,252,426</u>	<u>1,758,464</u>
LIABILITIES		
Current Liabilities		
Accounts payable	114,547	113,668
Wages and benefits payable	153,397	151,063
Deferred Revenue	81,074	56,167
Current portion of long term debt	14,519	-
	<u>363,537</u>	<u>320,898</u>
Long Term Debt	435,481	-
	<u>799,018</u>	<u>320,898</u>
NET ASSETS		
Equity in Property and Equipment	983,319	651,451
Externally Restricted	175,676	176,678
Internally Restricted	33,264	33,829
Unrestricted	261,149	575,608
	<u>1,453,408</u>	<u>1,437,566</u>
	<u>2,252,426</u>	<u>1,758,464</u>

Audited financial statements are available on request.



STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31, 2015

	<u>2015</u>	<u>2014</u>
	\$	\$
Expenditure		
Wages and Benefits		
Wages	2,282,825	2,234,771
Benefits	668,480	603,057
Client Support Costs		
Client activities	21,148	23,147
Clinical supervision	43,008	44,496
Family payments	371,494	408,772
Supplies & program materials	175,769	149,612
Program Support		
Contract fees	39,258	113,567
Telephone	41,837	44,116
Training & development	24,494	26,333
Travel & accommodation	99,666	117,555
Unrecoverable goods & services tax	32,883	14,813
Program Administrative Support		
Advertising	3,949	3,681
Community relations	19,580	22,076
Insurance	11,815	12,722
Interest & bank charges	-	28
Office supplies, small equipment & postage	-	34,488
Professional Fees	14,065	20,672
Facility Expense		
Amortization	84,565	93,425
Maintenance & repairs	41,214	38,495
Rent	228,333	226,017
Utilities	20,330	19,148
	<u>4,224,713</u>	<u>4,250,991</u>
Funding		
Ministry of Children & Family Development	3,047,202	3,008,098
Unearned Revenue	(4,365)	(30,825)
Vancouver Island Health Authority	722,320	719,941
Rent	46,172	41,908
Ministry of Health	15,496	18,400
Miscellaneous	165,787	57,556
Community Living BC	109,743	166,667
Donations & fundraising	87,364	81,957
Gaming proceeds	50,836	49,690
Ministry of Human Resources	-	3,462
	<u>4,240,555</u>	<u>4,116,854</u>
	<u>15,842</u>	<u>(134,137)</u>

Excess (Deficiency) of Revenue over Expenditure 15,842 (134,137)

Make A Difference!

The John Howard Society of North Island encourages and welcomes donations to support our work in building safer, healthier communities. Research demonstrates that early interventions targeted at risk factors can change the paths of young people. Your contribution will help us to make a difference in the lives of vulnerable youth and families. Donations may be given for general use or targeted to specific programs or services.

Three of our initiatives that currently need support are the KidStart Volunteer Mentoring Program, Delaware Youth Drop In, and the Youth Enhancement Fund.

KidStart is a preventative volunteer mentoring program focusing on the positive development of children and youth ages 6-18. Mentoring services are delivered by carefully screened and trained volunteers. KidStart relies on donations, grants, monthly sponsors (KidStart Champions), and Province of BC— Gaming funds.

Delaware Youth Drop In is open weekday mornings for young people ages 13-24 and provides a hot breakfast and connections to job search, health care, and other community services. Delaware is funded solely by donations, grants, and community partnerships.

The Youth Enhancement Fund pays for special expenses for youth that are not covered by other funding, including urgent dental care, emergency groceries and transportation, household items for young people living independently, and job readiness expenses.

After receiving your contribution we will promptly issue a charitable donation receipt.

The Society also greatly appreciates those who have been thoughtful with bequests. If you would like to leave a bequest please contact us for more information, or see your lawyer.

Donors may send contributions to:

Executive Director
The John Howard Society of North Island
#201 – 140A 10th Avenue
Campbell River, BC V9W 4E3

You may also donate through our website: www.jhsni.bc.ca Look for the 'Donate Now' button. Your donation will be processed by Canada Helps, a safe and convenient online donation service for charities.



#201 - 140A 10th Ave., Campbell River, BC V9W 4E3
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E-mail: mail@jhsni.bc.ca Website: www.jhsni.bc.ca