

ANNUAL REPORT 2007

# John Howard Society

NORTH ISLAND  
Since 1967



1967-2007: Celebrating 40 Years of Service



Building Safer and Healthier Communities  
[www.jhsni.bc.ca](http://www.jhsni.bc.ca)



### **Mission Statement**

Our mission is to promote and foster safer and healthier communities by providing appropriate programs of rehabilitation, education, prevention and healing for those who need an opportunity to achieve, maintain or regain a balance within their communities.

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## Who We Are

The John Howard Society is celebrating 40 years of serving the community justice and social services needs of northern Vancouver Island, British Columbia. 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 over 60 communities across Canada, provincial offices in all 10 provinces, Nunavut, and the Northwest Territories, and a national office in Ottawa.

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

- Campbell River Community Programs
- Courtenay Community Programs
- Parksville Youth Justice
- Nanaimo Youth Justice
- Port Alberni Youth Justice
- Port Hardy Youth Justice
- Duncan Youth Justice
- Rockland Centre (Headstart and Oasis Programs), Campbell River
- Activity Centre, Campbell River

## 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.

## Board of Directors

- Terry Moist, President
- Paul Love, Vice-President
- Patrick Field, Treasurer
- Brian Kelly
- Lois Liesch
- Karen Turner
- Sy Pederson
- Rod Phillips
- Dana Henderson

## Managers

### Executive Director

- Paul Barnett

### Assistant Executive Director

- Carol Harling-Bleeks

### Program Managers

- Wendy Richardson, Director of Operations
- Lori McKeown, Campbell River
- Carol Harling-Bleeks, Campbell River
- Diane Collins, Courtenay
- Vicki Miller, Assistant Manager, Courtenay
- Tina Rader, Youth Forensic Psychiatric Services
- Vanessa Bramhill, Attendance Programs
- Tanya Storr, Communications and Development

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## Year End Reports

### President's Report

Another year, another President's report, and another opportunity to publicly state how honoured I am to be a member of The John Howard Society of North Island.

The Society has seen many changes again this year and has carried on doing good work. It continues to provide vitally needed services to youth and adults who pass unnoticed, for the most part, by mainstream society. I am happy to note that the Society has seen no reductions to programming this year and, in fact, has added a number of new services. The dedication and commitment of all staff continues to be a source of joy.

My feeling of joy is, however, tempered by two significant events. One is the recent resignation from the Board of Directors of longtime director, Doug Wright. Doug served 23 years on the Board and gave many hours of his time and volumes of his thoughtful expertise to the running of our Society. Thank you, Doug, we already miss your energy.

The other event is, of course, the pending retirement of our Executive Director, Paul Barnett. As a relatively recent retiree, I don't want, in any way, to characterize Paul's retirement as elegiac, but, it is, for John Howard, a very sad occasion. Paul has provided 26 years of exemplary service to his community and our Society. He has led the Society from a 2.5 employee operation to the vital force it is today. Paul's insight, vision, dedication, sense of justice, and quiet diplomacy have made The John Howard Society of North Island one of the leading social service agencies in the Province and in the Nation. Paul, thank you on behalf of all those clients who never had the time to thank you personally for everything you have done.

The good news is that the Search Committee was able to discover an outstanding recruit as Executive Director and someone who is already in our Society. I am very pleased to welcome Wendy Richardson as Executive Director as of July 1, 2007. Wendy, I look forward to working with you and know you will continue the excellent leadership you have provided in the past.



Thank you to our funding bodies for their continued acknowledgement and support and thank you to all of our employees for all that you do.

Respectfully submitted

A handwritten signature in blue ink, appearing to read 'Terry Moist', with a stylized flourish at the end.

Terry Moist

### Executive Director's Report

This is my 26th and final annual report as Executive Director of this Society. I am using this opportunity to express my gratitude and admiration to all those who have made this organization a very successful and significant player in the cause of social justice for the last 40 years.



I want to begin by thanking the thousands of people who have used our services. They are the core of our existence. They have taught us many things and shared with us their happiness and sorrow, their friendship and frustrations, and their successes and struggles. They have brought us great satisfaction and appreciation in being able to spend time with them.

To The John Howard Society of Canada, The John Howard Society of BC, and the eight other regional Societies in British Columbia, it has been a pleasure being part of a country-wide movement that, despite a wide diversity of programming, shares a common vision. I thank my fellow Executive Directors in BC for their support and kindness throughout the years.

The Provincial Association of Residential and Community Agencies (PARCA)—the community justice federation—means a great deal to me. I was its founding President and I am its current President. Although PARCA is a small organization, it should be proud of its considerable accomplishments. The camaraderie of its Board of Directors is something I will always cherish.

Last fall, I completed my sixth and last year as a member of the Board of United Community Services

Co-op. The brainchild of the CEO Tim Beachy and Tim Agg, Executive Director of PLEA Community Services Society, the Co-op is a wonderful vehicle for financial savings, consultation, and high-level thinking. Our investment in the Co-op has been repaid many times in many ways.

We share a special relationship with two agencies: The John Howard Society of Victoria and PLEA Community Services of BC. In the past year, The John Howard Society of Victoria and JHSNI have joined with PLEA to extend the KidStart mentoring program from the Lower Mainland to Vancouver Island. PLEA and JHSNI have long had a continuing agreement that commits both organizations to joint ventures and full cooperation whenever possible. Years ago, we ran a PLEA family home program. This year we entered into agreement to jointly own and further develop our client information management system—CAMS.

Beyond program and information sharing, our relationship is one of great friendship. I have appreciated so much the comfort of being friends with Dave Johnson and Shirley Williams (the first line-staff I supervised) of JHS Victoria and Tim Agg and Ann Alexander of PLEA. All of them have made great contributions to JHSNI for many years.

It has been wonderful working primarily in the relatively small Comox Valley and Campbell River communities. JHSNI has built a widespread network with many organizations and helping persons. Agencies, for the most part, have worked in a cooperative rather than competitive atmosphere. There has been a real commitment to jointly tackle social issues. Our bond with agencies such as Campbell River Family Services, the two Transition Societies, and Campbell River and Area Multicultural and Immigrant Services Association has led to much better services for our clients.

JHSNI has been very fortunate in our relationship with our funding bodies. While we have not always agreed with policy and financial decisions made by government, the connections with managers and staff on a local, regional and, in some cases, provincial level have been close and supportive. I have appreciated the mutual respect and collaboration from our current major funders—the Ministry of Children and Family Development, the Vancouver Island Health Authority, School Districts #71 and #72, the Forensic Psychiatric Services Commission, and the City of Campbell River.

Our level of support from non-government donors, both businesses and individuals, has consistently risen in the last 15 years. I want to thank all of those who recognize the importance of the work performed by JHSNI.

For the last 15 years, youth justice services have been the focus of our programming. I have thoroughly enjoyed working with both the Ministry and other agencies throughout the province involved in this small sector of social services. I am proud that we are part of a system where best practice is at the forefront on all levels. I pay tribute to Alan Markwart, Assistant Deputy Minister, for his vision, acumen, and support these many years.

None of our achievements would be possible without the members of our Board of Directors and the employees of JHSNI.

I have been privileged and fortunate to have worked with a Board of Directors that has provided wise, progressive governance based on our mission statement and a commitment to our managers, staff, and clients. The Board laid and has maintained a solid foundation that has made this agency a great place to work. Many Board members have stayed on for many years, some for decades. That continuity has been a key element to JHSNI's success. I can't thank the current and past Directors enough for their dedication as volunteers to our cause.

When I assumed my role in 1981, I had two people to supervise. Since that time literally hundreds of people have worked for this agency. I thank the accomplished, hard-working, passionate, and loyal JHSNI employees. Together, whether administrative aides, line staff, or managers, they have helped make the lives of so many people so much better. I have always been proud of their abilities and their desire to improve on those skills. They have made the agency a warm, comfortable, and attractive place to work. Year after year and day after day, they are most responsible for establishing the "JHSNI culture" of delivering quality services.

Finally I would like to thank two superb persons who I believe symbolize what JHSNI has been all about during my tenure.

Terry Moist has been a member of the Board of Directors since well before I became Executive Director. He has donated thousands of hours to

## Year End Reports

JHSNI. He has served as President for several terms. He has recently served as a volunteer in our Restorative Justice Program. He has continually shown his respect and admiration to our staff. He has provided leadership through his integrity, good humour, and insight.

Carol Harling-Bleeks, Assistant Executive Director, has been my work partner for 25 years. We have shared together some hard times but far more often very good times. Her strengths, including patience, steadfastness, and an attention to detail, have offset many of my weaknesses. Carol is as caring and compassionate as anyone I have known. It has been my good fortune and great comfort to have worked so long with a person with whom I rarely disagreed. I thank her for all she has done for JHSNI and for me.

I hand the reins over to Wendy Richardson who will bring her intelligence, goodwill, positive spirit, and incredible initiative to the position. JHSNI is in very good hands.



Paul Barnett

### Continuous Quality Improvement (CQI) Team 4th Annual Report

April 2006 - March 2007

#### Pre-ambler

The primary focus of the CQI team this year has been on recruiting new team members and redeveloping the staff survey. In the upcoming year the CQI team will be focusing on the development of Terms of Reference, increasing returns of Client Satisfaction Surveys, increasing staff morale, and examining the appraisal process.

#### Team Members

The CQI team has undergone a significant change as staff members have left the organization and others have stepped forward to take on the challenges posed by CQI. Natalie Meredith continues to provide leadership and insights to the CQI team as well as back up the work in Case Record Review. Val Colquhoun has provided recording duties. Debbie Grant has assumed responsibility for the Case Record Review team. She and Natalie Meredith are the file review representatives on CQI at this time. Jenn Errico has stepped forward and has undertaken

the task of meeting facilitator. In addition, she coordinated the Staff Survey with Sandy McPherson. Angie Prescott has joined the team and offers her expertise. Angie has agreed to present information to the Board. Wedlidi Speck was our representative on the Occupational Health and Safety committee and was re-examining the roles of various committee members. As the fiscal year was coming to an end, Wedlidi was preparing to leave JHSNI to accept the position of Executive Director of the Wachiy Friendship Centre. Thank you, Wedlidi. We wish you all the best in your new position. Thank you to Sandy McPherson: although he has officially moved off the CQI team, Sandy has continued to provide valuable information and insight, and played a critical role in this year's Staff Survey. Thank you to Debbie Heyes and Rachel Tupper who have left our communities. They offered knowledge, suggestions, and participated fully in CQI. We miss their wisdom and wish them the best in their new endeavours.

#### Case Record Reviews (CRR)

Debbie Grant and Natalie Meredith led the file review process, determined the results, and prepared the reports this year. Heather Cowper, Jetty Niet, and Kathy McCabe have volunteered to assist with file review. The CRR team has spent considerable time over the past year reviewing both the data they collect and the current processes in place to ensure that the information collected is both consistent and relevant. Several meetings with managers have produced greater communication and understanding, and these meetings will continue to fine tune the valuable work of the Case Record Reviewers. The file review process has changed in that all reviewers now work together to evaluate files. This promotes greater consistency and training of new file reviewers. As both communities had improved their files and results were similar, they have been consolidated and reported together.

#### Staff Satisfaction Survey

In early 2007, we conducted a Staff Satisfaction Survey. Consideration was given to changing the survey but it was decided to leave it similar to the previous survey to make the results more comparable and to ensure it remained different from the HOPS (Healthy Organization Project Survey). The response rate was 55% (compared to 63% in 2004 and 78% in 2003). The report included feedback from the staff exit surveys. This survey was compared with the 2004 results. Overall, there seemed to be generalized improvement in many categories and satisfaction was very high. There was dramatic improvement in both

written and verbal recognition from management, and a big improvement in communication with outside parties. Generally, communication has improved with managers and administration. There was moderate improvement in the area of decision making, and most people seem to acknowledge that their level of involvement is self-determined. In all, 86% of respondents indicate that supervisor support and supervision is satisfactory or better but the remainder (14%) needed improved supervision and support. This result was likely due to the absence of a manager in one program for nearly a year. Some staff members suggest they aren't receiving annual reviews or they were inadequate. CQI will examine the appraisal process more fully. And 46% of staff indicated workload is beyond realistic, mostly due to paperwork.

### Outcomes Measurement

A new data collection system has been gradually implemented in the last year. The Client Administration Management System (CAMS) is now being used by accredited programs. Reports indicate that CAMS is simpler to use and staff seem satisfied with its gradual implementation and the system.

### Long Term

Last year the CQI team identified the long-term goal of beginning a process that would lead to Program and Service reviews. The numerous personnel changes over the past year have impacted the achievement of this goal. The team has continued the process of defining the roles and responsibilities of the different CQI team members and are developing CQI Terms of Reference. The Committee is also reviewing the updated COA Standards to ensure that we are maintaining expected services. Numerous changes in committee membership have made it challenging to establish further goals, although increasing staff satisfaction is an area of interest.

### Communication

The CQI team continues to explore ways to increase communication and has met both individually and collectively with staff from Courtenay and Campbell River to ensure that our processes and data are meaningful and relevant. Representatives from the CQI team continue to attend Board meetings. CQI information is presented at monthly Staff meetings and Val Colquhoun will begin attending Strategic Planning meetings as the CQI representative. In addition, Carol Harling-Bleeks has been designated Quality Assurance Manager, and the team can connect with her as the designated individual at the

management level. The CRR Reviews, Quarterly Reports, and completed Recommendations are also posted for staff members to view.

### Noteworthy

Satisfaction surveys are being given to clients and ratings continue to be consistently high. Progress was noted as "much better" to "somewhat better" in 85-93% of responses. Quality of Service was rated "good" to "very good" in 93-97% of responses. Clients seem satisfied with their progress and with the service provided.

### Other Initiatives

The CQI team has been involved in the clarification of the categories that are reported on in the Quarterly Report. Representatives from the CQI team have met with Wendy and Carol to gain clarity regarding issues in the Quarterly Report, and to ensure that the correct reporting processes are in place and that the correct reports relating to these categories are being received. CQI noted the omission of a Human Resources Report. As a result, it is being developed and is in progress with the Management team.

Throughout the year, Lori McKeown presented information and requested feedback from the CQI team on her research project for her Masters of Arts in Leadership and Training.

We wish to thank the Board of Directors and Management for their support, suggestions, and input as well as their willingness to receive recommendations and requests from the CQI team.

### Agency Committees

Staff, managers and board members participate in sub-committees of the Society. These include:

- Continuous Quality Improvement
- Occupational Health & Safety
- Critical Incident Debriefing/Stress Mngt Team
- Training
- Labour Management
- File Review
- Management Committee
- Executive Committee
- Program Screening and Advisory Committees
- Strategic Planning (Task Force Committee)
- Service Delivery Committee
- Golf Tournament Planning Committee
- Succession Committee



### Passing on the Torch

On June 30, 2007, Paul Barnett will retire after 26 years as Executive Director of The John Howard Society of North Island. Wendy Richardson will take over the helm on July 1, 2007. To honour Paul's legacy and to welcome Wendy in her new role, we are including profiles of both of them in this year's annual report.

#### Paul Barnett

When Paul started his position of Executive Director on June 15, 1981, he had one full time outreach worker and one half time administrative assistant to supervise. Since that time he has led the organisation through a period of tremendous growth and diversification. The John Howard Society of North Island now has close to 75 staff members and contractors, and offers a wide variety of programs from 9 locations on Vancouver Island.

Paul first worked for the John Howard Society in 1979, as Project Manager for a federal employment training program in Campbell River. His job was to support four adult parolees as they "educated employers about employing ex-offenders." He applied for the position of Executive Director a year later.

"It was a good fit because I believe in social justice and the principles of The John Howard Society. After my experience with the employment program, I thought the position of Executive Director would be a good challenge."

When he began working as Executive Director, Paul had three main duties. He provided support to the inmates at Snowdon Forestry Camp (an adult open custody work camp) and their families, supervised federal parolees in Campbell River and Courtenay, and assisted drop-in clients recently released from prison in their search for work.

"The work was very interesting. It brought me great satisfaction when clients were doing well, and also heartbreak at times. I met people who were trying hard to turn their lives around."

In the early days in Campbell River, The John Howard Society focused on adult programming. Shortly after Paul came on board as ED, the Society began providing services to young offenders. Assistant Executive Director Carol Harling-Bleeks started work in 1982. As JHS was successful in obtaining more

grants, the staff team began to grow and a small office was opened in Courtenay.

When the Snowdon Forestry Camp closed in 1983, Bill Mathis was hired to write grant proposals and develop a new vision for the facility. The first program to run out of the newly renovated and renamed "Challenge Centre" was an outdoor education program called Connections for late teens/young adults.

"Getting the Challenge Centre up and running was a monumental task. It had been idle for some time and was badly vandalised. We applied for work program after work program to build it. Board member Doug Wright was a key player in that effort," Paul remembered.

In 1985, JHS youth clients worked with the Oyster River Enhancement Society to build the Oyster River Trail. At about the same time JHS was awarded a contract to provide adult sex offender treatment. It was the first time the government had contracted with an agency to perform this service.

This led to a suggestion that JHS provide a program for youth who have committed sexual offences. Paul went "on a wonderful pursuit looking for funding" and managed to secure it from the Ministry of Health, Youth Forensic Services. In time, this programming was expanded beyond sex offenders to youth forensic in general.

"We are still the only non-governmental, full service youth forensic clinic in the province—something to be really proud of."

The agency continued to grow, adding Upper Island Youth Services and programs at Lakeview youth correctional facility to its expanding roster of services.

"From the mid-1980s on, youth programs were our focus. We evolved that way as community needs expanded."

Looking back, Paul confirmed that his initial assumption was correct. It has indeed been a "good challenge", with many memorable moments alongside the everyday tasks of managing a growing Society.

Highlights of Paul's time as Executive Director include his role as founding president of The Provincial Association of Residential and Community Agencies



(PARCA), being seconded in 1992 to work on a year-long project for the provincial government creating standards for child and youth programs, and building relationships with other agencies and funders from across the province.

Paul also remembers many good times with staff and board members. Asked what he believes are the common themes in JHSNI's success, Paul identified "relationship building, quality programming, and accountability to our funding bodies."

After he retires, Paul is looking forward to having his morning coffee in his greenhouse. He plans to do some consulting work, take road trips, and maintain his strong connections with people across BC.

### Wendy Richardson

Wendy has been working for The John Howard Society of North Island since 1990. She is moving into the role of Executive Director on July 1, 2007, and is looking forward to the challenges of her new position.

Wendy was born and educated in Cornwall, England, and moved to Canada with her husband and three children in 1985. She lives on Quadra Island, along with most of her extended family, and has one grandchild and another on the way.

Wendy began working for the Society as a contract accountant and financial manager, delivering training to accounting and support staff. This work led to a part time accounting position, and then, as the Society grew, to full time as Manager of Finance and Administration.

"I chose to give up my consulting practice and work full time for The John Howard Society of North Island because the culture of this agency matches my personal belief system. I inherited strong political and social values that continue to influence me and have encouraged my commitment to community and family."

Wendy became JHSNI's Director of Operations in 2006, providing hands-on leadership in strategic planning, quality improvement, and human resources. During the absence of a full-time Attendance Programs Manager for several months in 2006-2007, Wendy took on that role in addition to her other position.

Wendy decided to apply for the position of Executive Director because it seemed a natural next step.

"The strength of my commitment to The John Howard Society of North Island has grown over the last 16 years as I have been able to play a larger role in the growth and achievements of this valuable organization."

Wendy is a committed lifelong learner and is currently enrolled in the Certified General Accountant program. She received the Intuit Canada Award for achieving the highest grade in BC in Information Management Systems. Wendy plans to take a two year break from this program to complete an MBA in Human Resources Management from Royal Roads University.

Wendy's vision for JHSNI is "to provide the highest quality and most effective service to our clients while being fully accountable to our Board of Directors, funders, and stakeholders."

Her goals include maintaining the positive relationships with provincial and community partners developed by retiring Executive Director Paul Barnett, and continuing to develop best practice treatment models and using them to create a common philosophical framework for JHSNI's services.

Wendy identified JHSNI's people as its most important asset: the Board of Directors, management team, community partners, funders, and, most particularly, the staff. "We need to continue to strive for a committed, self-disciplined, caring team with the shared goal of best service."



Wendy Richardson and Paul Barnett

## Board Members

### Rod Phillips

Board Member

Rod joined the board of The John Howard Society of North Island in September 2006. As a former employee of JHSNI, he brings a familiarity with the Society's work, goals, and values to his role as a board member.

Rod said he was drawn to serve on the board because he believes in JHSNI's community-based programs that support children and youth at risk and provide interventions that help youth make better choices in their lives.

"I was looking for an opportunity to serve in my community and was pleased to hear about the opening on the JHSNI board. It's an opportunity to contribute to an organization that I believe in."

Rod identified the Society's "great staff" as one of JHSNI's key strengths. He noted that recruitment, succession, and retention are a challenge for employers like JHSNI in this competitive labour market.

"For non-profit organisations, finding qualified people with a passion for the work can be challenging because there are so many more job opportunities available these days, especially in the corporate sector."

Rod grew up in Sault Ste. Marie, Ontario, and has lived in the Campbell River area since the early 1970's. He has worked in the career development field for the past 9 years. Rod is currently employed as a Career Advisor with the Creative Employment Access Society (The Job Shop) in Courtenay. His background includes logging, mining, construction, trades, and supervising and instructing youth.

"I find it gratifying to work with people and hopefully add a little to their lives."

Rod's interests include building small wooden boats and other woodworking projects, music, gardening, reading, and just being outdoors, as well as playing with his three-year-old grandson.



### Pat Field

Treasurer

With close to 17 years of service on the board of The John Howard Society of North Island, Pat has seen many changes since he joined in 1991. A partner with Shook, Wickham, Bishop, and Field Law Firm, Pat was initially interested in serving on the board because the volunteer role paralleled his area of expertise.

When Pat started as a board member, the Society's focus was on parole supervision, diversions, and the rehabilitation of offenders.

"Criminal law was a significant part of my practice at the time, so there was a connection with what I was doing professionally. Once I was on the board, I found I enjoyed the people."

Pat has been the board treasurer for many years. He observed that his private sector perspective can be valuable at times. Pat believes the Society does very important work, providing services to clients who truly need the support. "I am glad I have a role to play in getting that job done."

Under funding and funding cuts to valuable programs are challenges that JHSNI continues to face. "Often, the lowest cost of service trumps the quality of service. Smaller regional players can lose out to bigger organisations."

Pat grew up in the Vancouver area and has worked as a lawyer since 1984. His practice now focuses on injury and family law. Pat moved to this area in 1987, and lives on Quadra Island. He and his wife, Kim, have four children, all of whom inherited Pat's tall gene.

When not at work, Pat is an active participant in the family's handmade soap business. On Saturdays in the summer season, he can be found selling their creations at the Quadra Farmers' Market. Two of Pat's favourite hobbies are reading and gardening.

Pat derives inspiration from doing a good job for his clients and doing a good job as a parent. "I keep my fingers crossed on both of them—I'm not done yet!"



## Wedlidi Speck

After serving with JHSNI for close to 18 years, Wedlidi recently left the Society on April 20, 2007 to start a new position as Executive Director of the Wachiay Friendship Centre in Courtenay. Wedlidi takes with him many good memories.



"I would have to say that the people are what I take away with me and the opportunity to grow within the Society. In metaphorical terms, I experienced a rite of passage within John Howard and I am immensely grateful to the Board and Administration for that opportunity."

Wedlidi began working for JHSNI on July 4, 1989. He read the job advertisement in the local paper one day after the closing date. "I called to see if they would consider my application and to my pleasure, Carol Harling-Bleeks agreed. I was interviewed and the rest is history."

Wedlidi's initial position had three separate functions: Parole Supervisor, Adult Diversion Counsellor, and Community Work Service Supervisor. He has also held the titles of Aboriginal Therapist, Community Alcohol and Drug Group Leader, and Alcohol and Drug School-Based Prevention Worker.

He was drawn to work for the Society out of curiosity, a sense of service, and a desire to support people who are struggling. Wedlidi's varied background includes management, biology of cultured species, cross cultural communications, conflict resolution, addictions, and traditional healing.

"I am not a person who places emphasis on diplomas, degrees, or certificates. I like to think of myself as a student of life, a bi-cultural First Nations man who has been caught in the web of contemporary times."

Wedlidi decided to make the transition to the Wachiay Friendship Centre as his new position allows him to work directly with Aboriginal people and develop a capacity of leadership. "Recently, my mother's family hosted a feast in Alert Bay and stood me up as their head chief. This I see as part of my life change and my future leadership role. It is an exciting time for me and I am embracing this opportunity fully."

## David Ayers

David started with JHSNI in 1992, working with adult sex offenders. He remained with Adult Forensics until three years ago, when he moved into the position of Clinical Supervisor.



David earned his Master's degree from the University of Alberta in 1967 and is a registered Psychologist. He has held many interesting positions over his career. He taught at universities and colleges in BC and Alberta, and spent a year teaching inside the prison system.

"The University of Victoria had a program for inmates. I was the entire Psych Department. I really enjoyed it."

David said he has always appreciated JHSNI for letting him be who he is and do what he wants. He values the quality of supervision and the respect the organisation has for its employees.

One of the challenges of working with adult sex offenders was the energy required for each group meeting. Occasionally it felt like there was not much he and his team could do to help someone, but, for the most part, it was very rewarding and the program very successful.

"There is a 5% rate of recidivism for graduates of the sex offender program, compared with a rate of 25-40% for untreated offenders."

David credits JHSNI's success in large part to Paul Barnett, "who has always thought of the Society as a whole—as an entity with a life of its own." David added that Paul's large vision for the organisation is what has made it so healthy.

"We are one of the few organisations that is still good at getting contracts. The Society's strong service orientation, its idealism, and its 'lived ethics' all trace back to Paul."

David plans to retire around the end of July 2007, and predicts that he will remain as busy as ever. He has opened a private practice working with victims—a big change from working with offenders for so long. His 20-acre property, two teenagers, and four dogs also keep him well occupied.



## New Programs

### Seeking Safety

In the fall of 2006 Patty Waters and Hazel Trego offered a group for young women ages 15-18 that treated the dual diagnosis of PTSD (Post Traumatic Stress Disorder) and SUD (Substance Use Disorder). This pilot project, called Seeking Safety, was a new initiative for JHSNI and for Campbell River. It was funded by a Community Development Grant from the Vancouver Island Health Authority. Participants responded to the opportunity with honesty and appreciation.

According to recent research, adolescent females are at particular risk for both PTSD and SUD, with rates for these disorders now comparable to those of adolescent males for the first time. Treatment for this dual diagnosis is rare, although poor psychosocial functioning is common among those who suffer from it.

Hazel and Patty will offer this program again in the fall of 2007. More information about Seeking Safety is available at [www.seekingsafety.org](http://www.seekingsafety.org)

### 180 Degrees Detox and Stabilization Program

The 180 Degrees Detox and Stabilization Program provides young people ages 12-19 with a comfortable, home-based setting to transition from substance abuse to a healthier lifestyle. JHSNI began offering this community-based, non-medical program in the fall of 2006. Clients enter the program voluntarily and have the choice to leave. They reside in John Howard Society Family Care Homes. Youth can self-refer to the program, or be referred by family, friends, social workers, probation officers, schools, or community agencies.

Detox from drugs and alcohol is the first step in the treatment process and recovery. An average length of stay in detox is 4-7 days. Most youth experience only mild to moderate withdrawal symptoms when they stop using drugs and alcohol, and have few physical needs beyond a safe, nurturing environment in which to detox. The Youth Withdrawal Management Coordinator meets with the youth in the caregiver's home to assist with the detox process.

Stabilization enables youth to continue to address their drug and alcohol issues and begin rebuilding their lives. The stabilization period may last up to

3 months. Education, harm reduction, and relapse prevention are emphasized. Stabilization may involve returning to school, searching for work, attending support group meetings, and making other significant lifestyle changes.

### KidStart

KidStart is a positive and meaningful mentoring program for children and youth that volunteers make possible with a 3-hour per week commitment. The mentor and buddy relationship is a recreationally-based friendship that connects caring adults one-to-one with kids ages 6-18. JHSNI began offering the KidStart program in September 2006 in Campbell River. Tara Jordan is coordinating the program.

Kids are referred to KidStart for various reasons, such as: they are struggling in school, lacking a positive role model, their older siblings are in trouble, or a community member has identified that they are in need of support. KidStart was created by the PLEA Community Services Society of BC more than 20 years ago, and the expansion to JHSNI was made possible with a portion of the \$1 Million Vancity Award. KidStart is also supported by gaming funds.

Being a KidStart mentor brings a great deal of joy to a mentor's life. One Campbell River mentor said:

*"It's so much fun. I don't have kids, but now I get to do all sorts of neat things I never used to do."*

Learn more about mentorship opportunities at [www.kidstart.ca](http://www.kidstart.ca)



Campbell River KidStart mentors with Coordinator Tara Jordan



## Families for Youth

Submitted by: Thanh Tazumi, Youth Justice Resources Worker

JHSNI is grateful to our Families for Youth, who provide stable and supportive homes for female and male youth ages 12-19. Youth live in family care homes while participating in the Headstart, Oasis, 180 Degrees Detox and Stabilization, and Youth Justice Community Beds programs. Caregivers receive ongoing support and training from JHSNI staff.



When I stepped into my role as the Youth Justice Resources Worker in November 2006, I wanted to have a better understanding of the experience and needs of our current caregivers. Most importantly I wanted to know what the caregivers get out of being a “Family for Youth”, the challenges they face, and the advice they might have for prospective families, and for me as I go into the community to find additional caregivers to join our team.

I began by interviewing two caregivers, Emily and Noreen, who provide homes for youth in the Headstart and Oasis full time attendance programs. They describe themselves as “regular people” who want to make a difference in the lives of young people. At the end of my interviews with Emily and Noreen, I was inspired, touched, and energized.

Emily and her husband Don have been with Headstart full time attendance program since day one. Noreen and Andy came on board shortly after. Here is what they have to say about their experience as families for youth.

When asked what she enjoys most about being a family for youth, Emily said, “I love kids. I enjoy watching them grow. I get to show them some good skills, like how to live as a family, shopping, social skills, etc. I really like getting to know each of the kids, they are all different. They have different stories...” Noreen shares that this is the most rewarding job she has ever had. “Seeing them achieve something... being able to give to each child. It is very rewarding to be able to help someone.”

When asked what the challenges are, both women laughed and shared some of the mistakes they made

when they first started. Emily explained, “I made lots of mistakes at the beginning. I have learned lots. I’m sure I will still make mistakes.” Just like parenting one’s own children, you do your best. Except in this case, caregivers have access to support and resources from a team of counselors, family, and youth support workers. The support is only a phone call away (24 hours).

Noreen’s challenges include “the foul language, we don’t accept it in our home, and they respect that. Once in a while they will slip up, but they will apologize. Every kid is different, and they come with their own challenges.”

“So, what advice would you give to prospective caregiver families?” I asked. Without missing a beat Noreen said, “Go for it! It’s a worthwhile challenge and a very rewarding experience. Don’t feel like you have failed even if the youth don’t complete the program. Be straight with them from day one, don’t tiptoe around them. Set clear rules and boundaries from day one.” And her final piece of wisdom is, “Mean what you say, and say what you mean.”

Emily’s practical advice is, “Give the kids six or seven rules, not too many or they will get overwhelmed. Tell them your expectations, and also consequences.” It’s also important to give choices: “Ask the kids what they would like to eat. You need to make the youth feel like they are part of the family.” Emily believes caregivers need to be flexible as well.

These are two out of a dozen caring, nurturing, and committed Families for Youth that I have the honour and privilege of meeting and working with. The success of the Headstart and Oasis full time attendance programs, 180 Degrees, and Youth Justice Beds depend largely on these dedicated caregivers.

Youth from these programs often return to their communities to complete school, obtain employment, and engage in healthy lifestyles like those modeled by the families. If you are interested in exploring the opportunity of becoming a Family for Youth, please contact Thanh at: 250-923-9388 ext 225.

A huge “THANK YOU” to all our “Families for Youth” for opening up your homes and your lives to our youth and staff.

## Youth and Family Programs

### Assessment and Treatment

#### Youth Forensic Services

Psychological assessment and treatment for court-ordered youth and their families. Coordination of community treatment-release plans for young offenders.

Location: Campbell River, Courtenay

- 9 pre-disposition assessments
- 9 post-disposition assessments
- 45 youth in treatment

#### Program for Children with Sexual Behaviour Problems

Specialized treatment services to referred children who display sexual behaviours that are raising concern within the family, the school, and their communities.

Location: Campbell River

- 6 clients served

### Counselling and Support

#### Caregiver Support Program

Provides support to foster parents referred by the Ministry of Children and Family Development.

Location: Campbell River, Courtenay

- 57 foster families supported
- 54 brief service interventions

#### Youth Criminal Justice Act Family Support

Assists high-risk youth referred by probation officers and/or social workers to make healthier lifestyle choices through: short or long term individual/family support, assessment and referral to other community agencies, advocacy, crisis intervention, case planning, and management.

Location: Campbell River, Courtenay

- 32 clients served
- 3 brief service interventions

#### Youth & Family Support Program

In cooperation with a school-based team, support is provided for youth and their families experiencing emotional, behavioural, medical/physical issues, or who are at risk of not succeeding in school. Also provided are alcohol and drug assessment, education, intervention and/or referral for students suspended from school for use of a substance.

Location: Courtenay

- 75 Alcohol and Drug suspensions
- 116 clients requiring ongoing service

- 40 group participants (topics include boys' issues, A&D education, girls' issues, and life skills)
- 793 individual brief service interventions for 316 students

#### Youth/Parent Mediation

Provides crisis intervention, mediation, and conflict resolution to teens and their families, as well as parent education courses. A Triple P Parenting group was offered in fall 2006 and a Positive Parenting of Teens group was offered in spring 2007.

Location: Campbell River

- 41 clients served
- 35 brief service interventions

#### Youth Alcohol and Drug Treatment

Alcohol and Drug treatment services for youth; offering assessment, individual, group and family counselling, and follow-up support.

Location: Campbell River, Courtenay

- 68 clients served
- 94 brief service interventions

#### 180 Degrees Detox and Stabilization

Provides service to youth who are in the process of withdrawal from drugs and alcohol. When a youth has been identified as needing assistance, a safe, community based, and individualized withdrawal treatment plan is jointly determined by the youth and the Withdrawal Management Coordinator. Youth reside in a John Howard Society family care home for detox and stabilization. Ongoing support is provided to youth, families, and other agencies. Service area includes Fanny Bay to Port Hardy.

Location: Campbell River, Courtenay

- 20 clients served

#### Youth Alcohol and Drug Outreach Support

Provides an outreach service (including after hours) for disenfranchised youth and/or their families requiring assistance with high risk behaviour, i.e. alcohol and/or drug use, high-risk street activities, disconnection from school and family members. Objectives are improved family interaction, referral to local resources, reconnection to school, and harm reduction.

Location: Courtenay

- 412 contacts made with 60 youth who received service from this position
- 642 additional contacts made providing outreach services and information

### Development and Outreach

#### School Based Alcohol and Drug Prevention

Provides alcohol and drug prevention/intervention services to students of Vanier Senior Secondary School, School District #71, as well as the community.

Location: Courtenay

- 40 clients served, including Alcohol & Drug Suspensions
- Presentations to students at Vanier High, Lake Trail Middle School, Huband Elementary School, and other schools on Alcohol & Drug Issues, Healthy Choices, and Making Decisions
- Presentations to teachers of Vanier High

#### CommunityLINK Program

Provides coordination and support for designated community schools. The programs are intended to improve literacy and learning, encourage healthy lifestyle options, increase social skills, and create cultural awareness and respect.

Location: Campbell River

### Intervention

#### Interagency High Risk Children and Youth

Provides stability for families whose children and/or youth are identified as “high profile” through intensive intervention strategies and interagency coordination.

Location: Courtenay

- 18 children or youth and families served

#### KidStart

A mentoring program for children and youth ages 6-18 that volunteers make possible with a 3-hour per week commitment. Mentors provide positive role modeling through a recreationally-based friendship.

Location: Campbell River

- 11 mentors matched with kids

### Supervision

#### Intensive Support and Supervision

Provides support and supervision to assist high risk youth, referred by probation in developing healthy functioning in education, work, family and community settings.

Location: Campbell River, Courtenay, Parksville, Nanaimo, Port Alberni, Duncan, Port Hardy

- 87 clients served
- 59 brief service interventions

### Vocational

#### Employment and Independent Living

Assists youth to explore options when they are living away from home. Provides advocacy, support, life skills, education, employment readiness, and counselling to youth living independently.

Location: Campbell River

- 53 clients served
- 63 brief service interventions

### Full Time Attendance Programs

#### Headstart Boys Program

Headstart is a six-month community-based residential program for male youth ages 14-18 who are currently on probation. Youth reside in John Howard Society family homes. The first four months consist of a comprehensive individualized day program and the last two months are used to prepare for community reintegration. The focus is on activities such as work experience, paid work, skill development, job search, and independent living skills. A school district #72 teacher provides an individual academic program on site. The young men work with staff to address addiction, behaviour management, mental health issues, and personal health and safety. The staff is committed to providing as many creative learning opportunities as possible.

Location: Rockland Centre, Campbell River

- 16 clients served

#### Oasis Girls Program

Oasis is a six-month community-based residential program that addresses the needs of female youth ages 14-18 who are on probation. Youth reside in John Howard Society family homes. The Oasis staff takes a creative approach to working with each individual youth. Exit planning begins on day one with the team and the youth focusing on setting achievable goals that will prepare the young person to re-enter her community. The first four months consist of attending a day program and participating in a variety of learning activities and personal development components. A school district #72 teacher provides an individual academic program on site. The last two months of the program are individualized to meet the needs of each young person. This time is reserved for such preparation activities as work experience, community college/skill development programs, attending support groups, and other specific activities for reintegration.

Location: Rockland Centre, Campbell River

- 14 clients served

## Youth Programs, Adult Programs, and Other Projects

### Youth Justice Community Beds

Provides residential services to youth who are attending treatment programs and one to one counselling with the Youth Forensic Outpatient Clinic. The beds are reserved for youth who have committed sexual offences and have been accepted for treatment. The youth live in John Howard family care homes, attend local schools, and participate in community activities. A Family Resource Worker provides support to the families and monitors the quality of the home environment. The FRW also works with the Youth Forensic team to support the therapeutic goals of the treatment program. We have three beds available for youth who have committed sexual offences.

Location: Courtenay

- 4 clients served

We also provide residential services to clients by request of the Ministry.

### Adult Programs

#### Women's Support Services

Offers therapeutic support to women who are or have been experiencing abusive relationships.

Location: Campbell River

- 10 women served

#### Adult Forensic Programs

Treatment for provincially sentenced adult sex-offenders who attend by probation order or as a condition of parole. Counselling and support for mentally disordered offenders and those found not criminally responsible.

Location: Campbell River, Courtenay

- 7 men attended sex offender treatment
- Outreach services to 8 men with mental disorders

### Other Services

#### Intake

Information, referral service, and immediate counselling is available to ex-offenders and families who approach the Society.

Location: Campbell River, Courtenay

### Other Programs and Projects

Additional funding from various grants and community donations allows JHSNI to deliver innovative programs and projects. Staff hours are provided either through core program funding or additional grants.

- Youth Community Kitchen, sponsored by Thrifty Foods
- A FoodSafe course
- Bike Shop Project—sponsored by MCFD
- Community Workshops, organized by CADAC which is sponsored by the National Crime Prevention Centre
- Presentations for schools and parent groups
- Supported Independent Living for Youth, funded by the Queen Alexandra Foundation—Strategic Investment Initiatives Fund
- Restorative Justice
- Future Skills, funded by Human Resources and Skills Development Canada, Skill Links, in partnership with MCFD
- Youth for Seniors—sponsored by many local businesses
- Community Forum on Crystal Meth with Courtenay Community Drug Strategy Committee
- Campbell River Community Services Directory
- Youth Justice Information Project, funded by the Federal Department of Justice
- Youth Media Project, supported by CADAC and gaming funds
- Adopt a Highway
- Information cards for youth

### Supports

- Through fundraising dollars JHSNI provides bus tickets for local transportation to attend appointments as well as travel subsidies to attend treatment or detox.
- Swim and skate tickets are made available for clients to participate in these healthy activities.
- A Youth Enhancement Fund provides for emergency needs.
- Several local businesses donated money to cover the cost of the wages so that youth could provide yard work to seniors. JHSNI staff support and supervise youth when engaged in these first employment opportunities.



### Funding Sources

- Ministry of Children and Family Development
- Ministry of Human Resources
- Forensic Psychiatric Services Commission
- Vancouver Island Health Authority
- School Districts # 71 and #72
- Donations and grants—private and corporate
- City of Campbell River
- BC Gaming Commission
- PLEA (through VanCity Award)
- Fundraising events

### JHSNI “Dollars for Youth” Golf Tournament

We are excited to announce our 3rd Annual “Dollars for Youth” golf tournament. This year’s tournament will take place on Saturday, August 25 at Sunnyside Golf Club in Courtenay. We anticipate that the 2007 tournament will be another successful fundraiser. Last year’s tournament raised more than \$5,000 with all the monies directed to our Youth Enhancement Fund.

There are a number of ways to get involved: become a sponsor, make a prize donation, come out and enjoy a round of golf, or volunteer to help with the event. Vancouver Island InsuranCentres has teed off

our fundraising campaign with a \$2,500 Event Partner donation. Many sponsors and players from last year are on board again.

The cost of \$300 per team includes 18 holes of golf, hot dog lunch, steak or chicken banquet dinner, JHSNI player gifts, and great prizes. The “Texas Scramble” format, also known as “Best Ball”, ensures that everyone can play and have a good time because skill is not a requirement. Individual registrations are accepted.

This is a special event for JHSNI staff and board members not only to get together and have fun, but also because it provides the funds for special expenses for youth that are not covered by other funding. These include dental treatments, construction boots to begin employment, cost of FoodSafe courses to prepare for employment, and more.

We applaud the sponsors, players, and all the JHSNI staff who supported the last two tournaments. Please join us this year in our worthwhile and enjoyable 3rd annual golf tournament. If you haven’t already signed up, we’re looking forward to hearing from you.

The Golf Tournament Planning Committee



Vancouver Island InsuranCentres staff (from back left) Kathy Ferreira, Tamara Clandening, Shae Marchand, Judy Shepley, and Elaine McDonald present a 2007 Golf Tournament Event Partnership cheque of \$2,500 to Wendy Richardson, Sharon Geoghegan, and Paul Barnett from JHSNI.

## Community Donations

### Community Donations

Canadian Tire Jumpstart is a community based charitable program from the Canadian Tire Foundation for Families to help kids in need participate in organized sports and recreational activities. Funding is provided to pay for registration fees for individual clients.

Sunnydale Golf Course has supported Courtenay community programs by offering the driving range at no cost for equipment rental (buckets of balls and clubs). This activity has proven successful for a number of youth as a stress releaser as well as being a motivating activity. Regular golfers take notice of our young people and encourage them.

Codes Country Lanes enables the Courtenay community programs to participate in activities with clients at a reduced rate.

A donation of \$200 was received from a family in memory of their son, which was raised through a memorial pool tournament. They also donate \$50 on a bi-annual basis. The Westerley Hotel contributed \$250. All funds are targeted towards assisting youth in Drug and Alcohol programs.

The Courtenay Recreation Association provides our youth with free passes or generous discounts to recreation activities. These offerings are given out by program staff to youth who are unable to afford these activities. The Comox Valley Sports Centre provides swim and skate discount booklets in the same way.

Thrifty Foods continues to provide monthly food vouchers for the Youth Community Kitchen. Youth ages 15–19 who are living independently meet weekly to prepare a variety of healthy foods and enjoy a meal together while talking about life issues. Vouchers have also been used for emergency food for youth. In addition, JHSNI youth workers bring youth to the activity centre to use the computer, work on their resume and other job search activities, and play games. This year's funding provided 42 community kitchen dates where approximately 350 meals were prepared and served to youth. In addition, 3 seasonal craft/baking groups were held.

The following organizations have formed partnerships with CommunityLINK (school programs) and provide support through financial contributions, shared resources, or in-kind donations: Campbell River Parks & Recreation, Laichwiltach Family Life Society,

Campbell River Multicultural and Immigrant Services Association, Literacy BC, Save-On-Foods, Thrifty Foods, Quality Foods, The Real Canadian Super Store, Tim Horton's, McDonalds, CR Fishing Pier, Zellers, Altrusa Club, Centennial Park Preservation and Enhancement Society, Kinsmen, and The Dollar Store. JHSNI greatly appreciates the support of the school principals: Richard Franklin at Pinecrest, Rhona Soutar at Ripple Rock, and Don Kretlow at Cedar.

The KidStart Program received support from North Island Battlefield Outdoor Laser Tag, Showcase 5 Cinemas, On the Rocks Climbing Gym, Let 'Em Loose Playing Café, Jet FM Radio, and the Independent Order of Foresters.

Various individuals have donated many used bikes and parts for our bike project.

Thank you to community individuals who have made donations of household items and cash to support many programs at JHSNI.

CORILAIR made a generous donation of flightseeing tours for youth and staff from the Headstart and Oasis full time attendance programs at Christmas 2006. Mike Farrell, Pat Hadikin, and the CORILAIR team also put together gift packages for the youth. This summer CORILAIR will donate flightseeing tours to the Summer Quest program.



Youth and staff from Headstart and Oasis enjoyed free flightseeing tours donated by CORILAIR, Christmas 2006



## Grants

Thanks to a \$2,000 grant from the Ministry of Children and Families (MCFD), the Youth Community Kitchen and Activity Centre now has a new computer and will receive a new stove and blender. This funding will allow the community kitchen to replace worn and broken equipment.

MCFD provided a \$3,000 grant for the Summer Quest program. Summer Quest combined morning classroom sessions with fun afternoon activities once a week from July 5 to August 9, 2006. Six male and two female youth between the ages of 13 to 17 participated in the group. The program was open to the public as well as clients from the Ministry of Children and Family Development. The day started with a two-hour class of anger management techniques, life skills, and communication skills. In the afternoons the group took part in a variety of activities, including disc golf, wall climbing, the ropes course at Strathcona Park Lodge, and a Painter's Lodge ocean rapids boat tour. JHSNI is grateful to the participating businesses for providing discounts. Everyone involved in Summer Quest 2006 pronounced the program to be a resounding success. JHSNI is looking forward to offering Summer Quest again in 2007.



Summer Quest 2006

JHSNI received a one time grant of \$9,600 from MCFD that enabled a Future Skills Outreach Worker to provide a unique work experience/job preparation program for high risk youth. The Youth Summer Employment Program was facilitated by Tara Jordan and ran from July 10 to September 8, 2006. Youth gained between two hours/week to 19 hours/week

of experience, and were paid \$8/hour. A total of 18 youth participated, completing a combined total of 390.75 hours of work experience. Four senior citizens received assistance on a regular basis with yard and lawn maintenance, as well as cleaning and painting around their homes. The youth also assisted four associations. They delivered phone books for the Mountainair Avian Rescue Society, gardened for the Discovery Masonic Lodge, cleaned the Salvation Army Thrift Store, and helped in the Fraternal Order of Eagles catering department. Positive outcomes included improvements in work ethic, job-related self-esteem, and connections to the community. Youth had the option of participating in intensive individual job search training with their worker.

The Bike Shop work experience program took place from July 11 to August 25, 2006. This program was funded by MCFD. The Bike Shop gave one 15-year-old youth the opportunity to build valuable skills and confidence. Youth worker Gérard Choquette supervised the participant, who completed a total of 42 hours over six weeks. The youth cleaned and repaired donated bicycles and learned the basics of operating a small business. At the end of the program, the youth demonstrated that he could diagnose what was wrong with a bike, select the appropriate parts, and make the repair. He showed pride in his work and cleaned the bikes to make them look almost new. Bicycles repaired by the young person were donated to people in need in the community. This involved networking to find recipients and promoted the concept of charity. Thanks to the sponsorship of Amy Ross of Royal LePage Advance Realty, the 'Bike Shop' work experience program will be rolling out repaired bicycles again in 2007.



Gaining skills and experience in the 'Bike Shop' Program

## Grants

A \$10,000 Community Development Grant from VIHA enabled JHSNI to deliver a program called Seeking Safety to six young women with co-disorders of substance abuse and trauma. Funds from the same grant allowed JHSNI addictions staff to attend a three-day Youth Alcohol and Drug Training Intensive training session in Vancouver. This very beneficial session was facilitated by Jack Hirose. It enabled staff to obtain current professional development and enhance their treatment counselling skills.

VIHA provided a \$40,000 Community Development Grant that allowed JHSNI to purchase a 2006 Ford Freestar Sport 7-passenger van. The van is very useful in transporting youth and staff between communities in the North Island.

A \$3,000 Community Development Grant from VIHA will assist the Campbell River Community Alcohol and Drug Action Committee (CADAC) to raise community awareness of Crystal Meth. JHSNI is administering the funds. CADAC and local First Nations bands have received Union of BC Municipalities (UBCM) funding specific to prevention and education about Crystal Meth. Some of the VIHA funds will assist to further support this initiative. The grant has also funded Crystal Meth pamphlets developed by youth for parents, listing local resources for support and information. CADAC held a planning day in February 2007 to set goals for education and awareness for the coming year. The remaining funds will be used to support these events.



VIHA also provided a \$3,000 Community Development Grant for Crystal Meth education and awareness in the Comox Valley. JHSNI is actively involved in a Community Drug Strategy Committee in Courtenay/Comox. The committee organized a community education session on Crystal Meth in November, 2006. More than 150 people attended the event. The Community Development Grant will

be made available to support further education and awareness initiatives organized by the Drug Strategy Committee, as well as other community development specific to Crystal Meth education in the Valley.

JHSNI helped coordinate an after-school youth media project, supported by CADAC and gaming funds. Facilitator Syd Woodward, a young adult from Campbell River with proven talent and education in media productions, mentored other youth in the fundamentals of filmmaking. The group produced a documentary DVD entitled 'Meth Conception' focusing on the impact of Crystal Meth and other drugs on youth.

The Federal Department of Justice, Youth Justice Renewal Fund, provided a \$4,800 grant to support the Vancouver Island Youth Justice Information Project. In collaboration with MCFD and other Youth Justice partners, JHSNI produced a comprehensive information package featuring artwork by Wedlidi Speck. The package consists of a booklet and PDF listing all of the Youth Justice Programs on Vancouver Island. We are now in the process of distributing the booklet to non-traditional partners, including aboriginal groups, the police, the judiciary, lawyers, social service providers, and other community members. The PDF version will be posted on youth justice service provider websites.



Front cover of the Vancouver Island Youth Justice Programs booklet, featuring artwork by Wedlidi Speck. The salmon represent the three aboriginal groups on Vancouver Island (clockwise from top): Salish, Kwakwaka'wakw, and Nuu-chah-nulth.



## Community Connections

The Society works cooperatively with numerous agencies and organizations to assist clients and promote community development. They include:

- Ministry of Children and Family Development (Probation and Social Workers, Child Protection, Resource Team, Youth Mental Health Team, and Youth Forensic Psychiatric Services)
- Vancouver Island Health Authority
- Transition Societies
- Chamber of Commerce
- Crossroads Crisis Centre
- Campbell River Family Services
- North Island Employment Foundations Society
- Opportunities Career Services
- RCMP
- Service Clubs
- St. Joseph's Hospital (Adolescent Day Therapy, Substance Abuse Intervention Nurses)
- Campbell River Hospital
- VIHA Mental Health and Addiction Services
- Comox Valley Family Services
- Women's Resource Centres
- School Districts #71, #72, and #85
- North Island College (Human Resource Worker Program)
- Community Justice Centre of Comox Valley
- Comox Valley Nursing Centre
- Crown Counsel Office
- Adult Corrections
- First Nations Bands
- Laichwiltach Family Life Society
- Wachiay Friendship Centre
- Campbell River Association for Community Living
- Municipalities of Campbell River, Comox, Courtenay, Cumberland, and Sayward
- Strathcona Park Lodge
- Delta Resources
- Campbell River Assessment and Resource Service Society
- Salvation Army
- Courtenay Recreation Association
- Comox Valley Military Support
- Boys and Girls Club
- Comox Valley Child Development Centre
- Island JADE Society
- Campbell River Volunteer Society
- Campbell River and Area Multicultural and Immigrant Services Association

## Committee Involvement

Society managers and staff are involved in numerous committees and community initiatives, helping to design and support resources that will enhance services and create better places to live. They include:

- AIDS—Vancouver Island
- Regional Addictions Advisory Committee
- Campbell River Relationship and Sexual Violence Committee
- Comox Valley Community Justice Centre
- Adolescent Resource Lineworkers Network
- Comox Valley FAS in Action Committee
- Campbell River Interagency Committee
- Multicultural Youth Leadership Committee
- Comox Valley Family Court and Youth Justice Committee
- Community Integrated Case Management Steering Committee
- Community Alcohol and Drug Action Committee
- Youth for Diversity Project
- Vancouver Island Community Services Co-op
- Campbell River Alcohol and Drug Networking Meetings
- Joint Education Committee
- Behavioural Consultant to Caregivers Advisory Committee
- Campbell River Sexual Exploitation Action Team (SEAT)
- Upper Island Area Managers (Alcohol & Drug) Meeting
- Campbell River and Area Critical Incident Stress Management Society
- Restorative Justice
- C.R. Food Security Committee
- Agencies for Suicide Awareness and Prevention
- Youth Justice Intervention Programs
- Courtenay Planning Committee for Pulse (an annual youth festival)
- Comox Valley Community Non-Profit Administrators Network
- Youth Early Intervention & Transition Committee for Courtenay/Campbell River Mental Health
- Comox Valley Justice Liaison Network with RCMP
- Success by Six
- Community Drug Strategy Committee, Courtenay/Comox
- CARI's Childcare
- Youth Justice Advisory Committee
- Youth Forensic Psychiatric Services to Aboriginal Youth, Families, and Communities Committee

## Staff Members

### 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:

Jana Allingham  
David Ayers  
Sarah Badgero  
Paul Barnett  
Pat Bavis  
Suzanne Bennett  
Miranda Blomquist  
Paul Bozenich  
Vanessa Bramhill  
Gérard Choquette  
Edward Clarke  
Diane Collins  
Valerie Colquhoun  
Diane Copp  
Cassandra Corbett  
Heather Cowper  
Ryan Derry  
Lisa Devine  
Melanie Devine  
Meghan Dockrill  
Laura Downen  
Jenn Errico  
Helen Farrell  
Joanna Foster  
Andrew Frew  
Shelley Garneau  
Crystal Genereux  
Sharon Geoghegan  
Debbie Grant  
Gerhard Gross  
Sheila Haegert  
Kerry Hammell

Carol Harling-Bleeks  
Robin Havelaar  
Debbie Heyes  
Tanya Hughes  
Megan Irvine  
Sarah Jarvinen  
Tara Jordan  
Deborah Joyce  
Lorraine Kemper  
Peter Kinskofer  
Harvey Kirsch  
Rosita Kitto  
Denise Krivokuca  
Guy Larkin  
John Leever  
Lane Litke  
Amber MacDonald  
Ronda MacKenzie-Cooper  
Maddelena Maher  
Paul Mason  
Penny Mathews  
Kathy McCabe  
Vicki McCoy  
Lori McKeown  
Alisha McLain  
Sandy McPherson  
Natalie Meredith  
Vicki Miller  
Wendy Morin  
Russell Mowatt  
Cheryl Newton  
Lindsay Neufeld

Jetty Niet-Jongh  
Frank Osawamick  
Terry Papiernik  
Clifton Pinder  
Brenda Pollard  
Angie Prescott  
Rob Prescott  
Tina Rader  
Don Ramer  
Wendy Richardson  
Terry Robinson  
Colleen Ross  
Mary Ross  
Wedlidi Speck  
Derek Steinhäusser  
Uwe Steinmann  
Tanya Storr  
Mark Tazumi  
Thanh Tazumi  
Michel Therrien  
Gillian Thibedeau  
Wendy Thurlborn  
Hazel Trego  
Rachel Tupper  
Patty Waters  
Godfrey Wearne  
Paul Weisgerber  
Nicole Wilson  
Richard Williams  
Colleen Young

JHSNI also acknowledges the dedication of our John Howard Society families, who provide a comfortable and supportive living environment for youth in our programs.

### Practicums

The Safe Care/Addictions Outreach Program in Courtenay hosted a practicum student from the Human Services Program at North Island College. The Alcohol and Drug School Based Prevention Program in Courtenay partnered with Vanier Sr. Secondary in providing a three month practicum for a third year student from the Child and Youth Care Program at Malaspina University-College. Headstart and Oasis full time attendance programs in Campbell River hosted two practicum students from Discovery College's Community Support Worker Program.

Their focus was front line youth work and educational assistance in the classroom. A student from Douglas College completed his final practicum for his Youth Justice Diploma. He provided support to the 180 Degree Program, Outreach, and a variety of programs in Campbell River. The Campbell River office hosted an administrative practicum student from Discovery Community College's Business Management Program. JHSNI greatly appreciates the contribution practicum students make to our services.

## Statement of Financial Position

March 31, 2007

Assets	2007	2006
Current Assets		
Cash	1,134,117	943,868
Cash – restricted	119,993	152,883
Accounts receivable	97,263	83,320
Prepaid expenses	16,993	18,230
	\$ 1,368,366	\$ 1,198,301
Investments	2,900	2,900
Property and Equipment	382,219	330,775
	\$ 1,753,485	\$ 1,531,976
Liabilities		
Current Liabilities		
Accounts payable	17,172	13,432
Wages and benefits payable	187,654	217,008
Deferred revenue	54,738	47,443
	\$ 259,564	\$ 277,883
Net Assets		
Equity In Property And Equipment	382,219	330,775
Externally Restricted	115,100	152,093
Internally Restricted	2,088	1,738
Unrestricted	994,514	769,487
	\$ 1,493,921	\$ 1,254,093
Commitments	\$ 1,753,485	\$ 1,531,976

## Statement of Operations

Year Ended March 31, 2007

Revenue	2007	2006
Gaming proceeds	20,000	25,122
Donations and fundraising	25,799	35,266
Miscellaneous	76,481	32,894
ADAPT Society	—	33,950
Compensation increase	200,771	—
Ministry of Children and Family Development	2,870,502	2,792,995
School Districts	407,831	423,377
Ministry of Health	64,283	101,044
Vancouver Island Health Authority	618,375	536,367
Ministry of Human Resources	40,268	33,730
City of Campbell River	75,947	—
	\$ 4,400,257	\$ 4,014,745
Expenditure		
Advertising	17,133	8,064
Amortization	62,681	73,024
Community relations	5,355	5,461
Contract fees	315,312	184,777
Family payments	383,122	279,422
Food	36,978	33,147
Insurance	22,577	19,225
Interest and bank charges	3,312	2,605
Maintenance and repairs	26,755	58,926
Office supplies	38,508	38,155
Professional fees	41,411	10,499
Rent	171,652	142,323
Start up costs	13,619	—
Supplies and program materials	48,941	33,893
Telephone	51,171	43,380
Training and development	9,389	12,111
Travel and accommodation	107,055	105,306
Utilities	6,073	17,910
Unrecoverable Goods and Services Tax	18,440	12,576
Wages and employee benefits	2,780,945	2,581,973
	\$ 4,160,429	\$ 3,662,777
Excess (Deficiency) Of Revenue Over Expenditure	239,828	351,968

## How You Can Help

The John Howard Society of North Island encourages and welcomes donations to support our work in helping to create safer, healthier communities. Donations may be given for general use or targeted to specific programs or services.

The Society has two funds to provide for recreation and other needs not covered through contracts: the Youth Enhancement Fund and the Mia Harley Fund. The latter was initiated in 2004 as a memorial to a former staff member. The fund is attached to the Oasis girls program.

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**  
**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](http://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.



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