

Annual Report

2025-2026



London & District



London & District

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Human Rights Policy

Recognizing the intrinsic worth and dignity of every human being, the John Howard Society is committed to upholding the principles set out in the Human Rights Code of Ontario and Canada. This commitment is expressed in the following undertaking:

- * The Society shall provide services within its mandate to every person without discrimination regardless of race, ethnicity, language, religion, marital status, gender, sexual orientation, age, abilities, economic status, political affiliation, national ancestry or criminal record.
- * The Society shall maintain such personnel policies and practices as are consistent with the tenets of the Human Rights Codes of Ontario and Canada.
- * The Society, through its employees, shall deal with representatives of the community in a responsive manner with courtesy, respect and without prejudice or discrimination.

OUR CORE VALUES

- * We believe that every individual has intrinsic worth and has the right to be treated with dignity and respect.
- * We believe in the potential of all human beings and in their capacity for growth and change.
- * We believe that all individuals have the right to live in a safe and peaceful society and that justice is best served through measures that resolve conflict and promote the reparation of harm.
- * We believe that individuals are responsible for their own actions and must be held accountable for those actions.
- * We believe that the root causes of crime are found within communities and that the solutions to crime are also found in communities.
- * We believe in serving community needs by cooperating and collaborating to achieve a healthy and safe society.



Mission Statement

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



MANDATE

In furtherance of its Mission, the Society:

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



DESCRIPTION

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



INCLUSIVITY/DIVERSITY

The John Howard Society of London and District recognizes the barriers which prevent some members of the community from participating fully in society and affirms its commitment to policies, practices and the provision of services without prejudice or discrimination, as stated in the Human Rights Policy of the John Howard Society of Ontario.

Message from the President of the Board of Directors and the Executive Director



Stuart Ewing
President,
Board of Directors

As we reflect on the past year, we are reminded of the strength, resilience, and determination of the individuals and families we serve. Every day, our organization works alongside people who are involved in, or at risk of becoming involved in, the criminal justice system. We know that meaningful change does not happen through one program or one intervention alone. It happens when people have access to the right support, at the right time, and when organizations come together to address the barriers that can make it difficult to build safe, stable, and healthy lives.

This past year, we were proud to build on our existing programs while also responding to important gaps in the supports available to our clients. Through new grants and strategic partnerships, we expanded our ability to provide practical, timely, and client-centred assistance to individuals navigating complex circumstances. These investments allowed us to establish and strengthen programs designed to meet emerging needs and ensure that people have opportunities to connect with support before challenges become crises.



Taghrid Hussain
Executive Director

One of the most important lessons of the past year has been the value of meeting people where they are at. For many of the individuals we serve, involvement with the criminal justice system is connected to circumstances that extend far beyond the justice system itself. Housing insecurity, unemployment, poverty, mental health challenges, substance use, social isolation, and limited access to community resources can all create barriers to stability. Our new programs recognize these realities and seek to address the underlying factors that can contribute to justice-system involvement.

Last year, the Society launched the Safe Targeted Options for the Prevention of (STOP) Violence Program to address intimate partner violence. The Society submitted a proposal under Ontario's Action Plan to End Gender-Based Violence and received funding through the Ministry of Children, Community and Social Services to offer the program for two years. The STOP Violence Program provides counselling, psycho-educational programming, and case management to individuals who have been charged with or convicted of a sexual assault or an intimate partner violence related crime, as well as those who are at risk of engaging in these behaviours.

We are particularly proud of the new pilot project that the Society launched in partnership with the John Howard Society of Ontario and the Goodwill Industries -Ontario Great Lakes called the Fair Chances – Employment Pipeline Program. The Fair Chances Program helps individuals with criminal records overcome systemic barriers to employment and build sustainable career paths. The program provides wraparound services to eligible individuals and refers them to Goodwill for job readiness training, before being hired for meaningful roles within Goodwill's London operations. This program is financially supported by the London Community Foundation.

The Breaking the Cycle of Post-Incarceration Homelessness (BTC) Program continues to grow and makes a significant impact on people's lives. Last year, the Society was visited by Assistant Deputy Minister Sarah Caldwell with the Ministry of the Solicitor General who came with her team to meet with senior management, BTC staff, and two former participants of the BTC Program. She was very impressed and extremely pleased with the program's achievements and impacts. Later in the year, the Society was selected among three JHS offices in Ontario to participate in a project with JHS Ontario and the Social Research and Demonstration Corporation (SRDC). The project focuses on housing solutions for individuals leaving incarceration. This project has allowed the Society to expand and further evaluate the impact of the BTC Program. The expansion included extending the clients' stay at the hotel, more staffing time, counselling, and employment services.

We are also grateful to the City of London for funds received under their Core Area Safety Grant that has allowed us to install metal gates on our premises to increase the safety of our staff, volunteers, clients, and office buildings.

Throughout the year, we also worked to strengthen connections between our programs and the broader network of community services. The gaps experienced by our clients cannot be addressed by any one organization. Collaboration allows us to connect individuals to resources that complement our own services and create stronger pathways to housing, employment, health and wellness, and other supports. We are grateful to our funders and community partners that have shared our commitment to creating better outcomes for the people we serve. Every grant, partnership, donation, referral, and expression of support helps create opportunities for people who may otherwise struggle to access the services they need. Your confidence in our organization allows us to respond to gaps, try new approaches, and continue building a stronger and more inclusive community.

Last year, we witnessed an increase in the number of clients accessing our programs. We were able to provide direct support to 4047 individuals. The impact of our work and effort is about much more than numbers. It can be seen when someone obtains stable housing after experiencing homelessness, when an individual secures meaningful employment, when a client successfully connects with counselling or other supports, or when someone who once felt overwhelmed by the system begins to see a path forward. These moments may appear small, but they can represent profound turning points in a person's life.

As we look ahead, we remain committed to building on the progress made this year. The new programs established during the year have created important foundations for continued growth, innovation, and improved service delivery. We will continue to listen to our clients, examine where gaps remain, and pursue opportunities to develop programs that respond to changing needs. Our goal is not simply to provide services, but to ensure that those services are accessible, relevant, respectful, and capable of helping people achieve lasting change.

None of this work would be possible without the dedication of our staff. We extend our deepest appreciation to every member of our team for the compassion, professionalism, creativity, and perseverance they bring to their work each day. Working with individuals who are experiencing significant barriers requires patience, flexibility, and a genuine belief in the potential of every person. Our staff consistently demonstrate these qualities, often going above and beyond to ensure that clients feel heard, supported, and respected. Their commitment is at the heart of everything we accomplish.

We also extend our sincere thanks to our Board of Directors. The Board's leadership, governance, and continued commitment to our mission have been instrumental in helping the organization move forward. Board members generously contribute their time, expertise, and perspective to ensure that we remain accountable to our clients, our community, and the values that guide our work. We are grateful for their thoughtful leadership and unwavering support.

The year ahead will bring new opportunities and, undoubtedly, new challenges. We enter it with optimism and a renewed sense of purpose. The progress we have made demonstrates what is possible when dedicated people, community partners, funders, and volunteers come together around a shared belief: that every individual deserves the opportunity to move forward and build a positive future. We continue to strive for *effective, just and humane responses to crime and its causes*.

Thank you to everyone who has contributed to our work over the past year. Together, we are helping create pathways to stability, opportunity, and meaningful change and in doing so, helping to build a community where fewer people are drawn into the criminal justice system, and more people have the support they need not just to survive but to thrive.

With sincere appreciation.

Stuart Ewing
President of the Board of Directors

Taghrid Hussain
Executive Director



BOARD OF DIRECTORS

Directors

Professor Peter Barton

Mr. David Peeling

Mrs. Christina Ninham

Mr. Chris Dobson

Mr. Michael Cywink

Mr. Michael Shannon

Chief Thai Truong

Mr. Paul Ladouceur

Mrs. Heather McCallum

Mr. Andre Lisowyk

Mr. David Ferri

Ms. Sharan Abraham (until January 10, 2025)

Officers

Mr. Stuart Ewing, President

Mr. Jeff Gray, 1st Vice President

Ms. Sandy Ferreira, 2nd Vice President

Mr. Abdulrahman Saad, Treasurer (until
September 12, 2025)

Mr. Sandy McCallum, Treasurer

Honourary Directors

Mrs. Margaret MacGee

Mrs. Judy Webb



OUR STAFF 2025-2026

- Taghrid Hussain, Executive Director
- Julianna (Juli) McGrenere, Assistant Executive Director
- Kelly Reiter, Manager of Accounting and Administration
- Anita Parker, Indigenous Services Program Supervisor
- Carolyn Henry, Indigenous Services Worker
- Rachel Read-Baxter, Indigenous Services Worker
- Isaac Youmans, Indigenous Services Worker
- Courtney Coqu, Counsellor/Institutional Worker/BTC Coordinator
- Sofia Reyes, Case Manager
- Steward Pullinney, Social Worker/Youth Worker
- Samantha Fernandes, Social Worker/Team Lead
- Alicia Lozon, Social Worker
- Denise Elliott, Social Worker
- Mackenzie McIntosh, Social Worker
- Hannah Gilmore, Counsellor/Direct Accountability Program Coordinator
- Jaime Medeiros, Counsellor
- John Linder, Support Worker
- Lara Hicks, Volunteer Program Coordinator/Support Worker
- Mark Tutu, Counsellor/Financial Support Worker
- Rajaa Al-Abed, Youth Program Supervisor
- Adnan Osman, Youth Worker
- Ajibola (Samuel) Adebajo, Youth Worker
- Amanda Wright, Youth Worker
- Natasha Henry, Youth Worker
- Erin Beasley, Youth Worker
- Mathew Dewit, Bail Supervisor/PAR Program Coordinator
- Tia Elkhayri, Acting Bail Program Manager
- Jovana Lojpur, Bail Supervisor
- Rouba Hamou, Bail Supervisor
- Trevor Oudekerk, Bail Supervisor
- Carley Van Hoof, Bail Supervisor
- Tala Elkhayri, Bail Supervisor
- Mackenzie Daniels, Bail Supervisor
- Pernell Jones, Indigenous Bail Supervisor
- Matilda Henry, Indigenous Bail Supervisor
- Maddie Nichols, Support Worker/Bail Supervisor
- Rodrigo Obregon-Siles, Bail Supervisor
- Farwa Zaidi, Support Worker

OUR VOLUNTEERS

The aim of our Volunteer Program is to build leadership and organizational capacity and to develop the next generation of volunteers. Members of the community are recruited, trained and supervised in the provision of agency services. Volunteers expand the capacity to deliver effective services to the community.

- Lori Cunningham
- Sydney Raposo
- Morgan Henry
- Mallory Crispin
- Travis Eveland
- Grace Valeri-McLacklan
- Gabriella Corrago
- Habiba Muniwalla
- Franciso Castillo
- Abby Isaacs
- Deepthi Smarasinghe
- Jason Hamilton
- Mary Potter
- Mackenzie Daniels
- Mackenzie Afecto
- Zainab
- Lina Nkuzimana
- Erika Raimondo
- Kayla Driscoll
- Abigail Twaits
- Chelsea Berg
- Sharone Tensy
- Alena Beniamen



22
Volunteers

953
Hours Contributed





CAROL REID

VOLUNTEER OF THE YEAR AWARD 2025

The Carol Reid Award was established in 2001 in honour of Carol Reid who was a long-term staff member of the John Howard Society of London and District. Carol was a woman of courage and determination. Carol, a social worker who lived with a visual impairment, carried a large caseload of clients, conducted interviews at Elgin Middlesex Detention Centre, developed community education programs for elementary school children, supervised students and performed the role of volunteer coordinator. Her standards were high and she demanded the best from her volunteers and students. Following her untimely death, this annual award was established to recognize the volunteer who has made an exceptional contribution to the agency that year.

It is our great pleasure to name Sydney Raposo as the 2025 Volunteer of the Year for the John Howard Society of London and District. Sydney has been a dedicated volunteer of the Women's Group since March of 2025 and has brought immense joy and feelings of safety into her role.

The Women's Group provides necessary support for women with loved ones involved and impacted by the criminal justice system. This is a coveted space built on vulnerability and trust – areas of support in which Sydney excels. Each week Sydney shows up to provide a nest of comfort through validation, reassurance and compassion. Ensuring that the women feel seen, heard, understood and accepted. Sydney's positivity, empathy and kindness have undoubtedly made a positive impact on the lives of those we support.

Congratulations Sydney on a well-deserved award!



Receiving the Carol Reid Award in 2025 was both unexpected and incredibly meaningful. My time volunteering with the Women's Group at the John Howard Society has been one of the most rewarding experiences that I have ever been a part of.

Each week, I have the privilege of spending time with a remarkable group of women whose strength, resilience, and compassion continually inspire me. Through their stories, lived experiences, and perspectives I have gained a deeper understanding of the challenges many individuals face, as well as the importance of creating spaces where people feel supported, valued, and heard.

What began as a volunteer opportunity quickly became something much more meaningful. The Women's Group has strengthened my commitment to advocacy, deepened my appreciation for the power of community, and reminded me that even small acts of kindness can make a lasting difference. While I am honoured to receive this award, the true reward has been the relationships I have built and the lessons I have learned from the women and staff who make this program so special.

I am deeply grateful to the John Howard Society for the opportunity to be part of this incredible community and to contribute, in a small way, to its mission of supporting and empowering others.

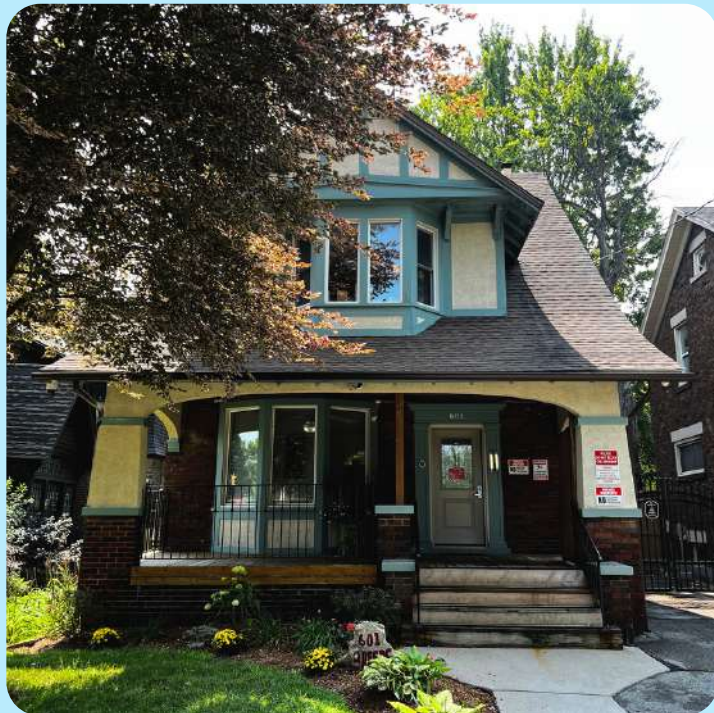
Sydney Raposo

My Volunteer Experience





PROGRAMS





PROGRAMS

Counselling

The John Howard Society of London and District (the Society) offers both short and long-term counselling services. Counselling is provided to individuals who are involved in or are at risk of becoming involved in the criminal justice system. Counselling is also provided to their respective families.

Funded by:



Counselling services are offered in-person or remotely. The length and frequency of the counselling sessions vary based on clients' needs and progress. Social workers engage the client in a therapeutic relationship to assess risk and needs and to develop an intervention plan. Clients are assisted with problem-solving, developing new coping and social skills, improving familial relationships, addressing mental health and substance use, and examining attitudes and beliefs which create barriers to their success in the community.



Greg's Story

Greg was hesitant entering the Counselling Program as it was his first time accessing counselling and his first time being involved in the criminal justice system. Despite his initial misgivings, Greg quickly felt safe enough to share his story with his counsellor and develop a strong therapeutic relationship. With the support of his counsellor, Greg identified his long-term goals, which included finding meaning and fulfillment in his life. Greg and his counsellor collaboratively developed a plan to work towards these goals by pursuing a volunteer opportunity and engaging in emotional processing related to past traumatic experiences. Greg continues to strengthen his coping strategies and explore opportunities to give back to the community.



PROGRAMS

Institutional Visiting

The John Howard Society provides weekly visits to the Elgin Middlesex Detention Centre (EMDC) to provide information, counselling, and advocacy to assist individuals with planning for their reintegration into the community. Incarcerated individuals discuss their struggles due to their involvement in criminal activities, how to avoid future involvement, resources for addiction treatment, both inside the criminal justice system and community-based services, connections with family members, expectations in various institutions, planning for release on parole or mandatory release, and more. Incarcerated individuals may place a request with the guards on duty to see a worker from the John Howard Society. Collect calls are accepted from all provincial and federal institutions.

Funded by:



Community Service Order (CSO) Program

As a probation order or as a conditional sentence, judges may order individuals to perform a specified number of hours of volunteer work in the community at charitable organizations. The Society oversees the completion of these community work orders by setting up work placements, providing support to participating community agencies, and by verifying that the work order has been completed satisfactorily. The Society provides this program in both Grey and Bruce Counties.

Funded by:





PROGRAMS

Anger Management

The Anger Management Program is a cognitive-behavioural based program for individuals aged 16 and over which is delivered in 8 sessions on a one-on-one basis or in a group setting. The goal of this program is to help individuals learn to recognize anger, promote self-regulation, identify triggers, learn to communicate more effectively, and make better decisions in the future.

Safe Targeted Options for the Prevention of (STOP) Violence

The STOP Violence Program provides counselling, psycho-educational programming, and case management to individuals who have been charged with or convicted of a sexual assault or an intimate partner violence related crime, as well as those who are at risk of engaging in these behaviours.

Funded by:



Ministry of
Children, Community &
Social Services

The program includes a six-session program for more low-risk referrals, as well as a 12-session curriculum for more high-risk individuals.



Aaron's Story

When Aaron first accessed the Society following charges related to intimate partner violence, he was reserved, quiet and unsure that the programming would make much of a difference. In the weeks that followed, Aaron was able to practice elements of self-reflection to help him understand his levels of accountability and the cycles of abuse and violence that he had been stuck in without his knowledge. In attending the STOP Violence Program and learning about the impacts of violence, Aaron was able to identify that his actions had been negatively impacting his partner and unintentionally creating an unsafe environment for them both. With dedication, vulnerability and a willingness to sit in the discomfort of accountability, Aaron was able to meet his conditions and make steps toward meaningful change to return home to his partner. Aaron thanked his counsellor and the Society for providing him the opportunity to make positive changes and a safe space to learn. At the conclusion of his programming, Aaron shared that he had already been implementing the skills learned in his sessions.



PROGRAMS



Children's Group

The Children's Group is an after-school program for children living in the Boullee, Huron, and Kipps Lane communities. The John Howard Society offers a group for girls and boys between the ages of 5 and 12 years. The group offers a safe place to go after school to engage in fun educational activities, eat snacks, build positive relationships and develop skills.

Funded by:

LAWSON
FOUNDATION
MIGGSIE FUND

“

As Overheard in Children's Group

- ♥ One of our regular attendees at the Boullee location, said "You guys always have good snacks for us, I like them even though you say they are healthy."
- ♥ Another child agreed and said they always look forward to their favorite crackers, and also liked the different options they had for crafts at group.



Teen's Group

The Teen's Group supports youth aged 12-18 in developing leadership skills, critical awareness, and opportunities to positively impact their own lives. The youth are involved in the design and implementation of the program activities, thereby "sharing power" with adults. The program assists youth to develop skills through exploration of teamwork, cultural diversity, critical thinking, peer relationships, family relationships, bullying, racism, and other issues. The youth are introduced to positive role models through interaction with staff members and volunteers.

Funded by:



Women's Group

The John Howard Society offers a weekly support group for women who have a loved one involved in the criminal justice system. The group offers women an opportunity to receive support through emotional crises, evaluate their relationships and receive relevant information about the criminal justice system. The women share common experiences and emotions in a confidential and non-judgemental setting and develop new coping skills. Through involvement with the group, women build friendships with other women and feel less socially isolated.



PROGRAMS

Turn2Us Program

The Turn2Us Program addresses risk factors for street level violence among youth and enhances pro-social skills through case management, skill-building, referrals to community resources, and connection to community activities and supports. The program aims to build resiliency, strength, and skills in youth through education and awareness. The main component of the program is participation in nine sessions that are tailored to the needs of youth and focused on prevention of violence. The program offers personalized support in education, employment, housing, health, and community engagement.



Ezekiel's Story

Referred by a justice center worker, Ezekiel joined the program to engage in social-emotional learning after his involvement with the justice system. As he progressed, he developed crucial skills in self-reflection, helping him understand the consequences of his choices. Today, Ezekiel has not only completed the program but he is also committed to sharing his experience with other youth, using his story as a beacon to steer them away from the justice system. Ezekiel's courage in reflection and his willingness to help others is a testament to the power of the program in breaking cycles and building hope.



Funded by:





PROGRAMS

Youth Empowerment Program

The Youth Empowerment Program addresses risk factors for youth violence. The program targets youth aged 16-30, with a focus on Indigenous, Black, and newcomer youth. The program also focuses on prevention by working with youth to address risk factors, develop resiliency, and enhance social skills. The main component of the program is participation in an nine-session skill-building curriculum designed to enhance essential skills. The program also offers personalized support in education, employment, housing, health, community engagement, and referrals to additional programs and services.



Ivan's Story

Ivan initially struggled to engage with the curriculum due to a slight language barrier, but the necessary adaptations were made, and he completed the program curriculum successfully as part of diversion. Ivan spoke about his personal experiences as a newcomer, his emotional struggles around the ongoing war back home, and how these factors led to his involvement in the criminal justice system. At the end of the program, Ivan expressed how helpful the curriculum was and how thankful he was for the opportunity to speak about his experiences and emotions for the first time.



Funded by:



Public Safety
Canada



PROGRAMS

Stratford Jail Institutional Visiting and Reintegration Program

The John Howard Society provides regular visits at the Stratford Jail to provide information, counselling, advocacy and support to assist individuals with reintegration planning. Individuals are connected to community resources to access additional support. Follow-up is offered to facilitate the individual's successful reintegration into the community.

Funded by:



United Way
Perth-Huron



Sam's Story

Sam was referred to the Institutional Worker by a social worker at the Stratford Jail. When Sam first met with the worker, he was carrying the heavy weight of grief and guilt following the unexpected death of his brother. On the night of his brother's passing, Sam missed a critical phone call—a haunting regret that weighed heavily on him. This tragic event marked the beginning of a downward spiral, as Sam grappled with overwhelming emotions and turned to alcohol and, eventually, more harmful substances as a means of coping.

When the Institutional Worker first met Sam, he was visibly shut down, avoiding eye contact and reluctant to engage. It was clear that he was trapped in a cycle of despair, burdened by the guilt. However, through weekly meetings, a foundation of trust was built. Sam's willingness to open up was a gradual process, but with each meeting, he began to tell his story.

As time went on, the Society's Institutional Worker assisted Sam to craft a comprehensive plan for his release, which included a robust relapse prevention strategy and a referral to the Society's Counselling Program to develop positive coping mechanisms for grief. Additionally, Sam was connected to the Breaking the Cycle Program, a post-incarceration program for individuals exiting the jail system.

Sam exited the Stratford Jail and successfully completed the Breaking the Cycle Program. He now rents a room, has secured part-time employment, and has regained partial custody of his daughter.



PROGRAMS



Emergency Transportation

In 2020, both United Way Perth-Huron and the John Howard Society saw firsthand the significant challenges of individuals released from the Stratford Jail with no means to return to their hometown. The lack of funds for transportation for individuals released from custody, who live out of the region, has created a substantial gap in service in the community of Stratford. To eliminate this gap, the United Way Perth-Huron has generously provided the Society with funding to support emergency transportation for inmates released from custody who are in need of transportation to return to their hometown.



Record Suspension

The John Howard Society assists individuals in completing applications for a suspension of their criminal record. The Society also offers information about travel waivers (a document that allows Canadians with a criminal record to travel to other countries). This service assists individuals in regaining confidence, finding employment, and boosting their self-esteem.



Learning Information for Financial Transformation (LIFT) Program

The Learning Information for Financial Transformation (LIFT) Program provides financial literacy support, financial counselling, and problem solving to individuals involved in the criminal justice system and those who are at risk of involvement. The LIFT Program aims to improve the overall financial literacy and well-being of our clients. The program provides one-on-one support to help clients work towards reaching their identified goals. The program also offers support with budgeting, debt management, applying for social assistance, and completing income taxes.

Funded by:

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario



PROGRAMS

Fair Chances Employment Pipeline Program

The Fair Chances Employment Pipeline Program is a collaboration between the John Howard Society of London and District (JHSLD), John Howard Society of Ontario, and Goodwill Industries, Ontario Great Lakes (Goodwill), that helps individuals with criminal records overcome systemic barriers to employment and build sustainable career paths. The Society will identify 30 individuals with criminal records who are “job ready” and provide them with wraparound supports, including housing assistance, mental health services, and criminal justice support. These participants will then be referred to Goodwill for job readiness training, before being hired for meaningful roles within Goodwill’s London operations.

Funded by:



Client Testimonial

Joining the Fair Chance Job Pipeline was a definitive turning point in my search for a stable job and has helped me tremendously in a variety of ways.

First of all, the Financial Literacy training helped me understand my finances and has since helped me track my expenses and put together a realistic budget.

In addition, the collaboration between my caseworker and the Goodwill Career Centre opened up the opportunity for me to volunteer for the Clothing Works Winter Coat Drive. It gave me the chance to show my work ethic and transferable skills to a potential employer. This led directly to a job interview at the Goodwill Donation Centre and consequently stable employment since the middle of November.

Finally, my caseworker’s advocacy and support have made a huge difference. He has given me advice and encouragement throughout, and gave me the confidence I so desperately needed. It makes me feel safe and supported knowing that he advocates on my behalf and is there if I have any questions, or need access to any additional resources.

Altogether, the Fair Chance Job Pipeline has been the most effective program I’ve been a part of since moving to London 6 years ago with a criminal record and very limited job opportunities. I am very thankful for it.



PROGRAMS

Breaking the Cycle of Post-Incarceration Homelessness (BTC) Program

The BTC Program is a hotel-based intervention program that provides rapid stabilization for those experiencing post-incarceration homelessness and facilitates supports into safe and suitable accommodations. This program aims to help vulnerable individuals aged 18 years and over who are newly released from custody to avoid living unsheltered in London. The program provides intensive case management, reintegration support, mental health and addiction counselling, assistance with accessing basic needs, and system navigation.

Funded by:



United Way
Elgin Middlesex



**Ministry of the
Solicitor General**

The Society received funding from the United Way Elgin Middlesex (UWEM) to pilot the project in 2020. UWEM continues to be the main funder for the BTC Program. The Society also receives funding from the Ministry of the Solicitor General (SOLGEN) to offer the BTC Program to individuals on probation to help them reintegrate into the community.



Joel's Story

Joel had a home and someone to share it with, which gave him assurance of a safe place to return after his incarceration. On the day of his release, the assurance quickly vanished and Joel was left without a home or an explanation. Joel could only describe himself as “heartbroken”, a feeling all too familiar from losing his parents to alcohol and growing up in the foster care system.

Joel used the BTC Program as a safe place to land and take steps in finding a new direction for himself with the support of BTC staff. His first steps were simply building a routine of eating healthier and going to the gym, then taking courses at employment agencies, and learning opportunities to rebuild his skills for work. He took these steps all while working with BTC staff to slowly learn how to manage his emotions on days he felt hopeless and without purpose.

In the end, Joel found employment and successfully secured a room at a community residential treatment program where he continues to surround himself with positive supports. He has since taken steps to attend post-secondary school and pursue new goals for himself.



PROGRAMS

Partner Assault Response (PAR) Program

The PAR Program is a Domestic Violence Court initiative. It is a 12-session group intervention that provides participants with an opportunity to examine their beliefs and attitudes towards domestic violence and learn non-abusive ways of resolving conflict within a relationship. The program also assists victims/partners by reducing their isolation and providing information that will help them to make informed decisions about their safety and their relationship.

Funded by:



Ministry of the
Attorney General



Brad's Story

When Brad first entered the Partner Assault Response (PAR) Program, his engagement was characterized by significant resistance and resentment. Like many participants, he felt that his referral was "unfair" and he viewed the legal requirements as an external burden rather than an opportunity for introspection. During the first four weeks, Brad remained largely defensive, often externalizing blame and struggling to acknowledge the impact of his actions on his partner and family dynamic.

The shift in Brad's perspective began during the mid-point of the curriculum, specifically during the modules focused on what children and victims go through. By analyzing the "tactics of isolation" and "emotional abuse," Brad began to recognize that his behaviour was part of a larger pattern of control rather than isolated incidents of "losing his temper."

A breakthrough occurred in Week 7, when Brad participated in a group discussion regarding the intergenerational cycle of violence. This allowed him to connect his current reactive tendencies to historical influences, moving him from a state of resentment to one of accountability.

By Week 12, Brad's transformation was evident to both the facilitators and his peers. He moved from being a silent, resentful participant to a vocal advocate for accountability within the group. He completed the program not just as a legal requirement, but with a stated commitment to maintaining a healthy, egalitarian relationship based on mutual respect and shared decision-making.



PROGRAMS

Bail Verification and Supervision Program

The program provides community supervision to eligible individuals who do not have the financial or social supports to meet bail requirements. Prospective clients are interviewed while in custody to determine eligibility. If release is approved by the Court, clients report weekly, or more frequently, to have their conditions monitored. The program also provides enhanced supervision to support clients with mental health and substance use issues. The program offers specialized bail services for Indigenous people using a culturally appropriate approach to supervision. Our Indigenous Bail Supervisor also participates in the London Gladue Case Management Court to support our Indigenous clients.

Funded by:



Ministry of the
Attorney General

The Bail Program is currently offered in the following jurisdictions: London, Woodstock, St. Thomas, Stratford, Goderich, Owen Sound, and Walkerton. Supervision is also available at the Chippewas of the Thames First Nation.



Toby's Story

Toby was admitted into the Bail Verification and Supervision Program following his first involvement in the justice system and was very lost and confused on the implication of his charges. Toby was very reluctant to be interviewed and subject to supervision with the John Howard Society due to his distrust of social services. Through empathy and kindness, Toby gradually came to trust and confide in his bail supervisor and increasingly appreciated the assistance of the Bail Program.

Toby reported consistently and was extremely apologetic when he missed any appointments. He took initiative in making up for any missed reports by contacting the office on the following business day. Toby made a conscious effort to seek counselling and employment to assist in mitigating his sentencing. Toby was provided with a support letter to demonstrate his consistent efforts to take his allegations seriously. Toby was very grateful for the support and guidance of the John Howard Society and was thankful for being released to the community as opposed to awaiting sentencing in custody. Ultimately, Toby was sentenced to 1 year of probation with the remainder of his charges being withdrawn.



PROGRAMS

Indigenous Services Program

The John Howard Society is under contract with the Ministry of the Solicitor General and the Ministry of Children, Community and Social Services to provide culturally relevant probation and parole supervision for Indigenous adults and probation services to youth. The Society employs Indigenous workers who supervise sentence orders for Indigenous adults and youth residing in London, and the three neighbouring communities: Oneida Nation of the Thames, Chippewas of the Thames First Nation, and Munsee-Delaware First Nation. The Indigenous Services workers incorporate traditional Indigenous approaches in their work with clients.

Funded by:



Ministry of the
Solicitor General



Ministry of
Children, Community &
Social Services



Carrie's Story

Carrie was initially sentenced to a one-year conditional discharge. She was not enrolled in school, displayed pro-criminal attitudes, and had no recreational involvement. Carrie incurred new charges and was sentenced to 18 months probation. The probation officer used a trauma-informed, strength-based approach and was able to refer Carrie to the Youth Empowerment Program, counselling, and the attendance centre. Since being involved in probation, Carrie has been engaging in counselling, programming, school, and demonstrating a desire to change.

John's Story

When John first arrived at the John Howard Society for adult probation, he made it clear he did not want to be there. He was guarded, frustrated and saw probation as another system telling him what to do. The early meetings were tense, and John participated very little in the process, questioning everything and displaying anger regarding his circumstances.

Over time, something changed with John, and it was mainly because of his own determination. Despite his hesitation and frustration with the system, John kept showing up. Little by little he began to engage more with his probation worker and eventually agreed to cultural programming and counselling. Through those experiences, he started reconnecting with parts of his identity.

It became evident that John started to see the worthwhileness of investing in himself. He enrolled in school to upgrade his education and took pride in his progress. He also secured employment and found his own apartment, which was something he had doubted he could maintain before. His confidence became more visible.

While the road was not always smooth and progress was not always linear, John's persistence was unwavering. John's ability to maintain the course and continue to show up for himself, even when uncomfortable, was admirable.



PROGRAMS



Gladue Court

The London Gladue Court was established in January 2012. It was developed in collaboration between the London Ontario Court of Justice and other community partners, including the John Howard Society of London and District. The Gladue Court was established to meet the needs of First Nation, Inuit and Métis accused individuals. The Court officially opened on January 16, 2012, with six matters being heard on that day. Initially, the Court was held every two weeks for half a day. However, over time through word of mouth and active public awareness by the Gladue Court committee, the Court began to operate weekly for a full day. The Court currently sits every other Thursday with a dedicated Judge and Crown.

The John Howard Society contributes to the Court in several ways. The Society's Gladue Court worker attends each Court in a support capacity. The worker brings the traditional medicines each Court day: sage, tobacco, sweetgrass and cedar, and ensures tobacco ties are available for those who need one. Each Court day, smudging is offered to those present. The eagle feather is provided to the accused during their matters if they desire. An eye is kept for family members of the accused who might require some support in the Courtroom. The Society worker also speaks with the accused in the prisoner's box to inquire if they need a John Howard worker to come and visit them at the local detention centre. The Society's Gladue worker has also been part of the Gladue Court Committee since the Court's inception and continues to support the Gladue team as the Court grows.

In March 2016, the John Howard Society and several community partners, held a one-day symposium at the N'Amerind Friendship Centre. Members of the legal, policing and therapeutic communities were in attendance in addition to Judiciary, Indigenous Knowledge Keepers, community members and helpers. The symposium was an opportunity to reach out to the extended community for their input on how the Gladue Court could continue to grow in a good way. It was well-attended and there were insightful and valuable contributions offered. Today, through its committee, the Gladue Court continues to work on its development to ensure its unique cultural identity, purpose and practice is honoured.

As part of the Gladue growth in London, the need for a Gladue case management Court became necessary to achieve several goals. It was felt by the committee that a case management Court was needed to track and effectively assist all First Nation, Inuit, and Métis people with criminal matters prior to the guilty plea or conviction stage. Planning for this Court was initiated in April 2024 and after numerous committee meetings to plan, the Court officially opened on March 7, 2025.

The case management Court was also developed to ensure the proper screening and relevant Gladue factors are considered by the Crown, at the beginning stage of a matter, and to provide Indigenous participants the opportunity to connect with Indigenous service providers at the earliest possible stage. This is to support their needs regardless of the outcome of the matter. Participants engage in counselling, treatment or programming and their progress is monitored through the case management Court.

The Society's Indigenous Bail Supervisor is part of the case management Court, and their presence is required to support clients during their Court appearances and to provide updates to the Justice. This process reduces the number of adjournments at the Gladue Court level. The Gladue case management Court also aims to reduce the number of warrants and other punitive measures and instead encourages compliance in a manner that is culturally appropriate, respectful, and upholds the principles of restorative justice. The Gladue case management Court is overseen by a dedicated Indigenous Justice of the Peace. Members of the Court include Indigenous service providers and other non-Indigenous, dedicated justice partners. The Court begins with a smudge, and the sacred medicines (sage, tobacco, cedar and sweetgrass) and eagle feather are available.



PROGRAMS



Direct Accountability Program

The Direct Accountability Program is an alternative to prosecution for eligible individuals over the age of 18 who have been charged with minor criminal offences. The program involves accused persons being held accountable through community-based sanctions. The five programs held at the John Howard Society are the Stop Shop Theft Program, Alcohol and Drug Awareness Program, Anger and Substance Awareness Program, Anger Management Program, and Counselling, Support, and Intervention Program. Individuals referred to those programs have been assessed to benefit from an opportunity to address the problematic thinking, feelings, and behaviours that led to their involvement with the criminal justice system.

Funded by:



Ministry of the
Attorney General



Case Management and Supervision (CCMS) Program

The Canada Border Services Agency (CBSA) implemented a national Community Case Management and Supervision (CCMS) Program, in partnership with the John Howard Society of Canada, to provide an alternative to detention for those who would otherwise be detained in custody awaiting the resolution of their immigration issues. The John Howard Society offices across the country are participating in this national program. The John Howard Society of London and District is one of the affiliates in Ontario that established the CCMS Program. The program offers intensive community supervision and case management services to eligible individuals so they can be supervised in the community and access counselling and services as required.



Funded by:

Canada Border
Services Agency



Community Education Program

The John Howard Society works closely with many community groups and coalitions to educate and involve more people in understanding the social justice issues affecting John Howard Society clients, providing information and workshops about the criminal justice system and its impact on society. The John Howard Society provides speakers to churches, service clubs, government, and community organizations.

The Society as a Wraparound Support



When individuals connect with the programs at the John Howard Society of London and District, their worker will provide them with referrals to ensure that they receive wrap around support to accomplish their goals. As the agency has many different programs available, often individuals will be referred to programming internally to ensure that they are getting the best support on their journey. Below is a testimonial from one such individual who was able to connect to many different programs at the Society.



Client Testimonial

My introduction to the John Howard Society was their bail supervision program which allowed me to be released from jail while awaiting resolution of my charges. If not for this program I would have spent a much longer time incarcerated. Rouba has been very supportive in my participation in the program, I enjoy speaking with her every week.

I first met Courtney, my worker from the John Howard Society, at the Stratford jail. At the time I felt as if I did not have any hope for my life. She listened to my story and did not judge, she gave me hope. I was accepted into the Breaking the Cycle program and when I was released from jail I had a hotel room, food and most importantly emotional support, and resources. While I was at the hotel for three months I got to know her team and they were very supportive. I enjoyed the weekly coffee and chat in the hotel lobby. I stumbled while in the program and was admitted to the hospital for two weeks. Courtney was there to support me, she did not give up on me.

The weekly check-ins to apply for community resources, and the welfare checks, literally saved my life. Courtney found me a room to stay in, provided me with clothing and food. My application to Ontario Works was approved as was my last months rent loan from the Salvation Army program. After several attempts at applying for my birth certificate it was finally issued thanks to Courtney. Breaking the Cycle supported me in my application to the MRAP housing stability program at the City of London and to my astonishment I was accepted.

The JHS provided counselling services when I needed them the most. The sessions with Sam provided me with a confidential outlet for my personal issues and ongoing concerns reintegrating into society. The personnel at JHS London were always so inviting and warm, I never felt out of place, anxious or judged.

Courtney introduced me to Mark who heads up their new employment program, and Mark has been working with me to find employment in the community. Although it does sometimes seem insurmountable, if you do not try you will not succeed. Mark also did my taxes which was a great weight off of my shoulders, at no charge.

As I had mentioned earlier, I was approved for the MRAP program through the housing stability office at the City of London. I am now living in a brand-new apartment which has greatly supported my successful reintegration into society. Another program that Courtney and Ontario Works helped me with was my application for ODSP benefits, as well as CPP Disability. I am happy to report that I have been approved for both programs which provides additional long-term stability for me in the community.

I have a counsellor I see every two weeks outside of JHS and I would not have had the opportunity to get this counselling had it not been for the JHS. I am making friends in my new apartment building and participating in social functions. I cannot begin to thank Courtney, and the staff at JHS, for accepting me into the Breaking the Cycle program, and for providing all of the other programs and supports that have made such a difference in my success after my release.

One of my many goals in life is to be able to give back to the John Howard Society and be an advocate for the homeless. I would not be writing this today, or be able to have these goals, without the amazing support I have received. Thank you so much, your work is so important and I appreciate you all.



THANK YOU

Our Funders



United Way
Elgin Middlesex



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London
CANADA

London
Community
Foundation



LAWSON
FOUNDATION
MIGGSIE FUND



STRATFORD PERTH
COMMUNITY
FOUNDATION

Canada
Summer Jobs



BY THE NUMBERS



3546

Case Conferences/
Clinical Reports



29,625

Sessions/
Interviews



22,947

Collateral
Contacts



97

Community
Events



953

Volunteer
Hours



552

Group
Sessions



4047

Clients Served

FINANCIAL REPORT



Revenue:
\$3,148,043

Ministry of the Attorney General	32.2%
Ministry of the Solicitor General	15.05%
Ministry of Children, Community and Social Services	12.81%
United Way Elgin Middlesex	12.32%
Public Safety	11.12%
City of London	6.92%
Ontario Trillium Foundation	2.64%
Capital Contribution Recognized	1.32%
London Community Foundation	1.16%
United Way Perth-Huron	1.04%
Donations	0.81%
Miscellaneous Other	0.50%
Social Enterprises	0.50%
Lawson Foundation	0.48%
Westminster College Foundation	0.48%
JHSC/CBSA and JHSW/CSO	0.39%
Canada Summer Jobs	0.17%
Stratford Perth Community Foundation	0.02%



Expenses:
\$3,098,231





MILESTONE SERVICE AWARD

Our success as an organization is due largely to the hard work of our amazing staff members who meet the intense challenges of the day-to-day work. We truly appreciate your hard work and commitment to the work of the John Howard Society of London and District. As such, the Society has established the Milestone Service Award in order to recognize our staff members for their dedication and years of service to the agency. The agency recognizes staff for each five years of continuous service. At each milestone, our employees receive a certificate of service and an award gift.

This year we have five exceptional staff members to recognize!

Anita Parker for 25 years of service

Taghrid Hussain for 20 years of service

Mathew Dewit for 5 years of service

Lara Hicks for 5 years of service

Samantha Fernandes for 5 years of service

Thank you for the loyalty and dedication you have brought to the organization over the years. Thank you for your hard work, devotion and commitment and for going above and beyond every day to assist one of the most vulnerable client populations in our community.

Congratulations
Anita, Taghrid, Mat, Lara, and
Samantha!



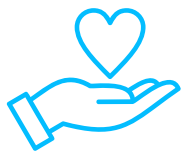
UNITED WAY CAMPAIGN 2025

The John Howard Society of London and District has been a community partner of the United Way Elgin Middlesex for over 70 years and the United Way Perth-Huron for over 15 years. The Society is able to achieve its mission each year due to the ongoing financial support of the United Way.

This year's campaign included participation from staff, as well as volunteers, and board members, all of whom contributed to the campaign's success.

The United Way Campaign holds a heartfelt space for those who participate because it unites us all for a cause that profoundly impacts our community. The campaign team created its popular "United Way Calendars" where every weekday for a month, a draw was held for a prize. In addition, we held several events, such as the step challenge, silent auction draws and raffles.

The Society would not be able to continue to provide services to our community members without the continued support from the United Way.



Total funds raised for the 2025 campaign were

\$6,416

Thank you to our campaign team, staff, volunteers, and board members who continue to embody the spirit of collaboration for a well-deserved cause!



United Way
Perth-Huron



United Way
Elgin Middlesex

Our Team



Taghrid



Juli



Kelly



Carolyn



Isaac



Courtney



Sofia



Steward



Hannah



Denise



Mackenzie



Mark

Our Team



Rajaa



Amanda



Samuel



Natasha



Mathew



Tia



Jovana



Rouba



Trevor



Maddie



Rodrigo



Farwa

ANNUAL GENERAL MEETING



AGM 2025 - Guest Speaker

Dr. Alexander Summers MD, MPH, CCFP, FRCPC
Medical Officer of Health
Middlesex-London Health Unit

Dr. Alex Summers is the Medical Officer of Health for the Middlesex-London Health Unit, a position held since March 2022, and previously the Associate Medical Officer of Health starting July 2018. Dr. Summers holds a Bachelor of Science from Queens University, a Doctor of Medicine from Queens University and a Master of Public Health from Harvard University. He completed his residency in public health and preventive medicine at the University of Toronto.



AGM 2026 - Guest Speaker

Dr. Ken Lee, MD MCFP (Addiction Medicine)
Rapid Access Addiction Medicine Clinic
CMHA - Thames Valley

Dr. Lee is the Medical Director at the London Rapid Access Addiction Medicine (RAAM) Clinic. Dr. Lee's general medical practice is located within the Canadian Mental Health Association (CMHA), providing medical and psychiatric care to persons diagnosed with serious mental illness.

Dr. Lee is also involved in the following work:

- Veterans Affairs Canada Operational Stress Injuries Clinic treating Canadian Forces Veterans suffering from PTSD
- Surgical assistant at London Health Sciences Centre (University site)
- College of Physicians and Surgeons of Ontario (Quality Assurance)

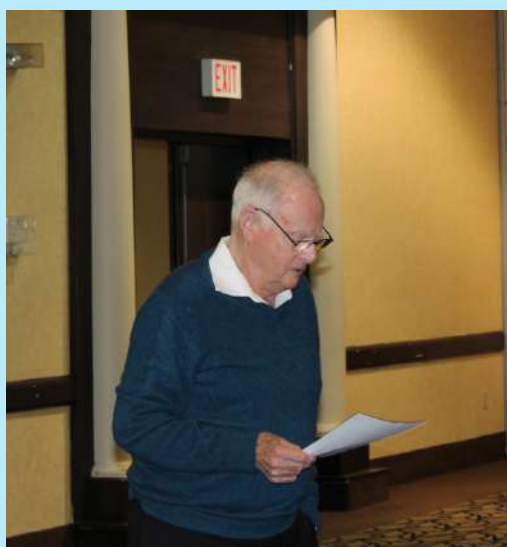
Western University Appointments:

- Family Medicine
- Psychiatry

Past work has included:

- 10 years at the London InterCommunity Health Centre
- 10 years at the Salvation Army Medical Clinic (located within a homeless shelter & detox facility)
- 10 years at Regional Mental Health Care London (Adolescent Unit for 5 years & Addiction Unit for 5 years)
- 5 years at London Middlesex Children's Aid Society and Genest Detention Centre for Youth
- Medical Consultant to the London Drug Treatment Court

AGM 2025



AGM 2025



AGM 2025



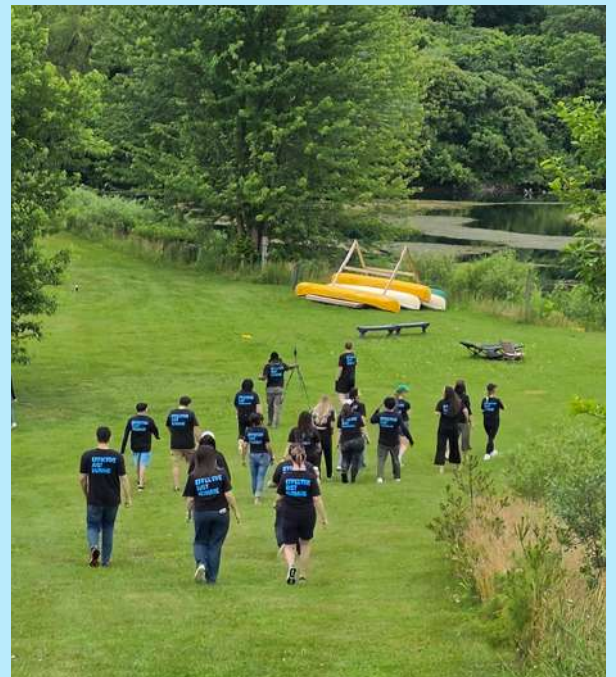
Summer Reception



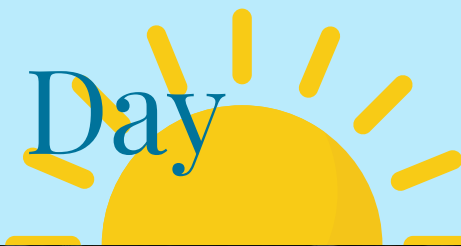
Summer Reception



Summer Social Day



Summer Social Day



Summer Social Day



Holiday Party



Project BUILDS Conference



The John Howard Society of London and District played a key leadership role on the Planning Committee for the second annual Project BUILDS Conference, *The Core: Finding Strength in Your Story*.

In partnership with the London Police Service, St. Leonard's Community Services, LUSO, Atlohsa Family Healing Services, and CMHA, the conference brought together more than 100 High School students from across London.



The Youth Empowerment Team facilitated three *Lead & Lift: Leadership and Mentorship* workshops, focusing on leadership, mentorship, social-emotional learning, and resilience. These interactive sessions equipped youth with practical skills, confidence, and positive connections to support healthy decision-making and leadership development.



This collaborative initiative demonstrates the impact of strong community partnerships in empowering youth, strengthening resilience, and building a safer, more connected, and inclusive London Community.

Community Events



STOP Violence team at Fanshawe College During O-Week



United Way Spirit of Community Celebration
2025-26



Fair Chances - Employment Pipeline Program at LCF Donor Event



Volunteer Fair hosted by the London Public Library

Behind the Scenes

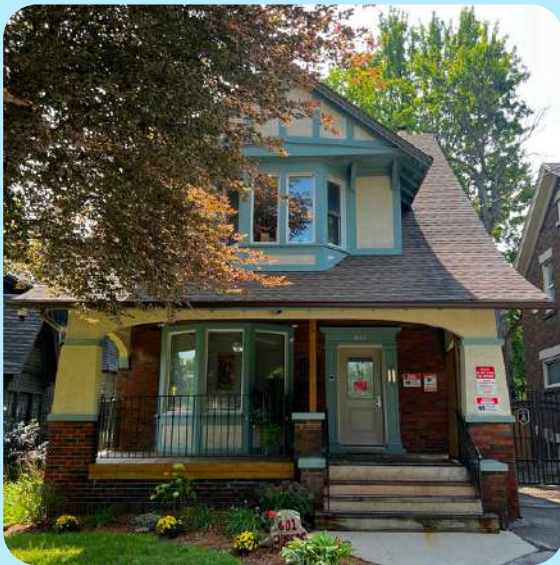


Behind the Scenes



john howard society

London & District



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United Way
Perth-Huron



United Way
Elgin Middlesex



Designed by:
Rouba Hamou
