



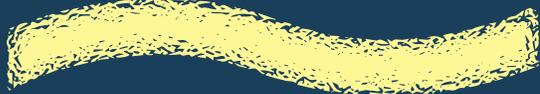
2023 / 24 ANNUAL REPORT

75 Years of Progress and Change



**“Progress is the result of bold vision,
meticulous reflection, rigorous planning and
tireless effort. It is intentional – with the
power to be transformational.”**

– DeAnn Hunter, CEO



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

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

Our stance is united with the Indigenous Peoples of Canada.



Reflections on 2023/2024

2023/2024 marked a year of significant renewal for the Edmonton John Howard Society. With the approval of a new *Strategic Direction*, and retirement of our 50-year Business Plan, the agency took important steps to lay the groundwork for our future.

We invested significant time, resources and energy to build comfort and understanding of the new strategic direction within the agency. We challenged our team – the employees and board – to dream bigger. To think braver. To come together to serve our clients and the community with renewed vigour. The pivot has been both exhilarating and challenging.

Reimagining the EJHS Brand and Purpose

Transforming the culture and growing the agency will continue over the next two years of the plan.

A central focus has been a collaborative, big-picture exercise to redefine the EJHS Brand and what we stand for. This includes determining how to best tell the EJHS Story in a meaningful way that respects the individual journey, raises awareness, shares impacts, and reduces stigma.

It has been an inclusive and intentional exercise that will serve as a compass to guide us moving forward.

Taking a fresh look at the agency's Purpose has been a key priority. There has been valuable debate on our role in meeting the community's need for public safety. The Board and staff are working hard to articulate our findings to guide EJHS in the next stage of our journey. EJHS will continue to build safer communities by supporting individuals with the greatest challenges to develop connection to community.

This evolution reflects the continual growth and progression of EJHS. In the early years, we largely focused on helping offenders released from incarceration. Over the



Jim Klingle
CHAIR



DeAnn Hunter
CEO

ensuing decades, EJHS offered programs and services to address the underlying factors that lead to crime and social disorder.

Today, while EJHS continues its focus on helping individuals who are justice-involved, we also need to demonstrate how we are contributing to the development of safe communities by helping those with the greatest challenges to lead healthy, meaningful lives. Working to reduce social determinants of crime and disorder has created far more opportunities to enhance community safety.

Future-Ready

We are adapting and evolving to reflect the challenges and address the opportunities of the times. As you can see by the historical timeline that follows, we have not been content to sit still.

Our entire team is excited about what the future holds. We are working hard to put ourselves in a strong position to better serve our clients, and help them recognize their strengths and overcome the challenges they face. This work is being accomplished in cooperation with a host of community organizations, three levels of government and an increasingly engaged population.

Our agency has a powerful story to tell. The work we have put into reimagining our brand and articulating our role has been incredibly reaffirming. We're on the right path, and have a great deal more to offer.

Jim Klingle
Chair

DeAnn Hunter
Chief Executive Officer



The Evolution of EJHS

EJHS: A Trajectory of Change and Growth

As an organization, the Edmonton John Howard Society has been responsive and adaptive to change throughout our 75-year history. With the introduction of our new Strategic Direction, we are setting the stage for the years ahead.

1949

From a handful of dedicated volunteers and a \$7,000 budget, the EJHS was tasked with looking after the immediate needs of released offenders in the community.

Mid-1980s

EJHS developed its Vision and Mission statements, and articulated its core values, through a collaborative process that involved Board, staff, program users and community stakeholders. These statements helped to focus the development of EJHS into an organization that increasingly sought the participation and involvement of the greater community in achieving its goals.

Early-1990s

The new Vision helped guide a flurry of activity, as EJHS expanded its focus to include employment, literacy and housing supports. The goal was to provide ex-offenders with the tools to get back into mainstream society.

Early 2000s

In 2001, EJHS developed a 50-year Business Plan to guide and direct the organization. That same year, the Society purchased a building as a permanent home for over 100 staff members and 60+ volunteers.

There was growing recognition that crime exists due to a series of underlying social issues (poverty, unemployment, substance addictions, discrimination, family instability and poor education). The focus was to address root causes as a means to decrease crime, incarceration and punishment.

Today

Today, EJHS oversees a \$14M budget and relies on a staff of over 200 employees to manage a wide range of services.

While our agency continues to play its traditional role serving individuals who are navigating the justice system and seeking the necessary supports to reintegrate into community, we also work to reduce the social determinants of crime and disorder. We do this through restorative justice, specialized court support, family violence prevention, continuum of housing and community supports for youth and cultural supports and connection.

EJHS is actively in the process of renewing our purpose as an organization and determining how to tell our story and deliver on our mandate. We continue to support and advocate for individuals through our services and programs – while taking a more visible role in promoting public safety through inclusivity, understanding and compassion. Working to reduce social determinants of crime and disorder has created far more opportunities to enhance community safety.

What Guides Us

Our Values



Respect

Every individual has intrinsic worth and has the right to be treated with dignity.



Accountability

Every individual is responsible for their actions and can learn how to be accountable through their capacity for change.



Potential

Every individual has the capacity for growth and change.



Community

We believe in connectedness and that the determinants of crime and social disorder, and their solutions, are found within community.



Safety

Every individual has the right to live in a safe community with access to justice and other measures that resolve conflict and restore harmony.



Collaboration

We believe in the power of collaboration to achieve a healthy and safe community.

Our Purpose

To build safer communities by supporting individuals with the greatest challenges to develop connection to community.

Board of Directors

Focus. Passion. Commitment.



Jim Klingle
CHAIR



Erika Rebus
DIRECTOR



Dan Yeriniuk
DIRECTOR



Kim Collister
DIRECTOR



Steve Burford
DIRECTOR



Melissa Tordoff
DIRECTOR



Greg Erickson
DIRECTOR



Sarah Fox-Junker
DIRECTOR



Andre Tinio
DIRECTOR



Christine Moore
DIRECTOR

Edmonton John Howard Society is governed by a volunteer Board of Directors whose members represent a cross-section of the community and diverse areas of expertise and interest. The Board has a legal and corporate authority and responsibility for the agency's operation, and links with other organizations.

Thank you to long-term board members, Faye Hamilton and Lorne Penner who retired in 2023. Faye brought her social work and post-secondary education expertise to the board and Lorne brought his legal and finance expertise. We are grateful for their governance support over the past 11 and 6 years respectively.



Our Strategy

EJHS 2023–2024 Strategy

The past year has been about working toward achieving our new Strategic Direction. We accomplished much together and are pleased to share the highlights. Our work has focused on **three key strategies**.

Strategy 1: Build Our Team

In 2023-2024, EJHS added **18 new positions/capabilities** to support evolving client needs and employee wellness. We introduced new positions, including a **Manager of Human Resources, Manager of Facilities and a Communications & Marketing Specialist**. Additionally, we created a dedicated **Client Experience Department**.

Enhance our Skills and Knowledge

An organization is as strong as its people. This past year, we resourced and sponsored **formal leadership development and wellness programs** across the agency. Initiatives included:

- The development of an employee-led, expert-advised leadership and wellness program (Leadership by Potential).
- Provided a formal leadership program for Strategic Leadership Team (7 modules over 7 months).
- Introduced monthly operational excellence training for Team Leads (9 sessions).
- Expanded debrief training within higher acuity areas.

Strategy 2: Build Our Story

EJHS received funding from the *Stollery Charitable Foundation* to support us in **building a Marketing & Communications function**. This is an incredibly important addition that will help us ensure EJHS's brand reflects the experience and value we offer clients, employees and stakeholders.

This allowed us to hire a **local marketing and communications firm**, *Vision Creative*, to review, renew and clearly articulate the EJHS brand, which will continue into 2024.

Key communication goals moving forward will be to generate greater awareness for the Agency, reduce stigma, enhance services and impact, attract more volunteers and increase fund development.

Stakeholder Engagement and Feedback

Guided by our marketing partner, **EJHS engaged with over 45 internal and external stakeholders** to solicit feedback on EJHS and how the organization is perceived. The responses were insightful. There were two recurring themes:

1. EJHS has a **solid reputation among those who know and work with us**. We are seen as a partner of choice, known for our inspirational spirit.
2. On the other hand, there is **limited awareness and misconceptions about what we do among the community at large**.

The second finding reveals the need and opportunity to focus on how we tell our story and reinforce our brand presence and community impact.

Strategy 3: Build Our Community Services

Our team is continually seeking new opportunities to strategically grow the community services we offer. Several new initiatives were launched in 2023-2024, including:

- **New Identification Program** – EJHS began its official ID program so individuals can apply and receive essential documentation needed to access housing, employment, healthcare, and social services.
- **Community Reintegration Expansion** – EJHS added five new employees to support individuals leaving the provincial correctional system. This enhances our ability to build recovery capital, wellness, self-agency and provide housing and employment opportunities.
- **Enhanced Programming for Prolific Offending and Gang Exit** – This includes increased partnerships with EPS for youth and adults with high offending tendencies and gang involvement with a desire to leave and change.
- **Expanded pre-employment programming to residential programs** – a program with focused workshops to prepare clients for sustained employment.

“They gave me time to work through community supports that work for me. I made positive changes for community living.”

– Independence Apartments resident

“I was in a bad spot and couch surfing and they helped with the transition to my own place.” ”

– Donnelly House resident

At EJHS we believe in the power of storytelling. Our success is woven into the narrative of our clients and staff. Their stories are the driving force behind our collective achievements, shaping the fabric of our success. In 2023, EJHS’s Innovation Award supported digital storytelling. The links below represent stories of our clients and staff.

(Click links to view videos)

Austin's Story

<https://drive.google.com/file/d/1C9qDBhVNI7YSFDpsSZ-6qgR3tUuZB1F/view>

Lori's Story

https://drive.google.com/file/d/1x8_2RAEDuCzqjQCKD78m5v15Q9sG9d_m/view

Ricky's Story

https://drive.google.com/file/d/1QWdXaWYn3Xo_JRpSI3UbarUR6peAWMIN/view

Our Impact

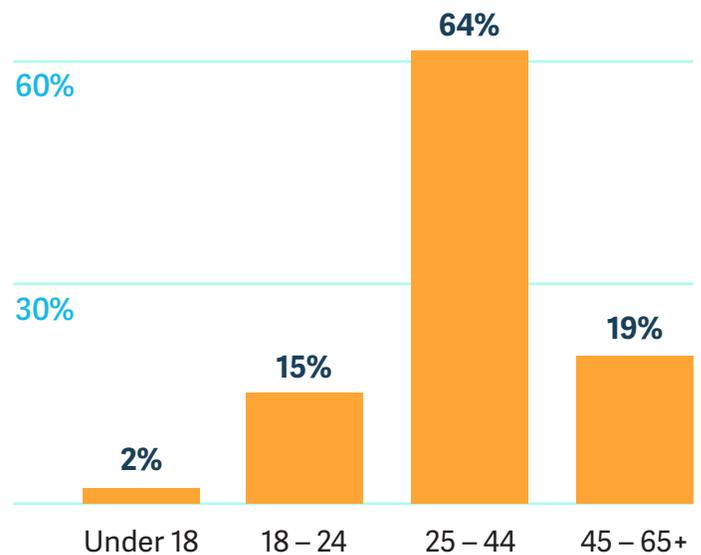
Positive Impacts. Meaningful Outcomes.

Total Clients Served

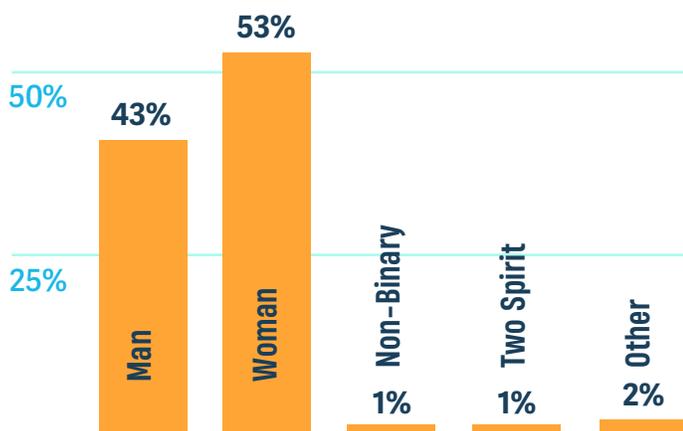
3,927

- In Justice Residential: 283
- In Justice Community: 2,453
- In Housing: 191
- In Community Safety & Wellbeing: 1,000

Age Range of Clients



Gender Distribution of Clients:



“This program helped me to stay in peace and feel supported by the community”
– Independence Apartment resident

Division / Program Focused Highlights:

Clients shared how the following programs have assisted them on their journeys:

Specialized Court Support Programs:

94% of clients reported an increased understanding of the domestic violence court process

1,926 clients were supported to navigate the criminal court system through domestic violence and drug treatment specialized courts

Family Violence Programs

100% of clients reported being able to overcome barriers to living free from abuse

Translation Services

Were provided to clients **103 times**

Housing and Justice Residential Programs

110 residents successfully transitioned into stable housing

87% achieved their reintegration goals*

* This is a noteworthy number considering the high barriers for those coming out of federal incarceration.

88% reported improvements in their daily living skills

Justice Community

247 workshops facilitated at Edmonton Remand Centre
Topics included: communication, financial literacy, stress management, employment preparation, and pre-release planning

2,352 resource linkages were provided to support clients in their journeys

79% increased their knowledge to obtain and maintain employment

Client Goal Achievement

Clients reported high rates of success in achieving the following goals:

Employment Goals: **77%**

Housing Goals: **67%**

Financial Goals: **71%**

Legal Goals: **89%**

Education Goals: **81%**

Mental Health/ Substance Misuse Goals: **81%**

Stakeholder Feedback

97% of clients felt supported by staff when accessing EJHS programs and services

93% of community stakeholders felt EJHS programs make a valuable contribution to addressing community safety needs

100% of Crown Prosecutors reported increased efficiency in Edmonton's courtrooms through EJHS's court support programs

EJHS Program Impacts

Justice Community Division

Specialized Court Support

These programs work closely with the court system, correctional facilities and parole to support individuals navigating the criminal justice system.

Domestic Violence Justice Response (DVJR)

EJHS provides court support for individuals involved in domestic violence. The goal is to ensure victims are informed and supported when navigating the criminal justice system, and to provide a platform for all partners to engage and resolve cases in docket court before reaching trial. Victim support includes court accompaniment, emotional support, safety planning, referrals and form completion. Our *Nalah program* serves those in Docket Court while the *Domestic Violence Complainant Assistance Program (DVCAP)* is for those in Trial Court.

Outcomes:

After working with EJHS:

- **90% of clients reported reduced anxiety** related to the court process
- **95% increased their understanding** of the DVC process
- **85% become more aware** of available supports
- **95% in Nalah increased their knowledge** of risk and safety

Nalah

1,504 individuals enrolled

- 60% women
- 21% Indigenous
- 13% not born in Canada
- 335 had children
- 1,825 referrals from EPS

DVCAP

377 individuals served*

- 94% women
- 56% had dependent children
- 27% Indigenous

* While this is a 15% YoY decline, the services offered in 2023-24 were more intensive.

Edmonton Drug Treatment Court Service (EDTCS)

EDTCS is a specialized court supporting individuals charged with a crime due to substance use. It is intended to break the cycle of criminal behavior by offering participants a chance to avoid prison and complete a drug treatment program in the case of non-violent offences. EJHS offers the case management service for this court and supports individuals to build recovery capital.

Outcomes:

In 2023, EJHS surveyed and held focus groups with current and graduated participants.

- **80% of participants graduated**
- **100% felt supported**
- **100% noted improvements** in mental and physical health
- **27% were employed** at the start of the program
- **42% were employed** during the program

Justice Residential Division

Mandated Housing for Individuals Serving Custodial or Community Sentences

Through our Justice Residential programs, EJHS offers integrated services for individuals serving custodial or community sentences. This includes mandated housing facilities that accommodate specific rules and risks identified by Correctional Service Canada, Alberta Health Services and/or EJHS.

Mandated housing allows opportunities for shared programming with community partners and service providers. This expands the supports necessary to support successful community reintegration.

Independence Apartments & 101 Street Apartments Programs

For over 40 years, EJHS has offered community-based residential services for men leaving the justice system. This includes Independence Apartments and 101 Street Apartments. The two residences can accommodate 60 individuals on federal parole or under the authority of Canadian Border Services Agency. Mental and physical health treatment is available through qualified staff at 101 Street. Cultural support is available at both residences.

Journey Home

EJHS offers mandated transitional residential services to individuals leaving a healthcare environment after receiving psychiatry treatment – and deemed Not Criminally Responsible (NCR) under the authority of the Alberta Review Board. Journey Home provides six beds, individualized caseworker support and a safe, supportive, and structured environment. In 2024, the program will be expanded to serve all genders. In 2023-24, four residents were approved to move to independent living and one resident received an absolute discharge.

“They believed in my need for change, which clearly I was willing and ready for this crime free lifestyle”

– 101 Street resident

Mandated Residences Support Services

Residents in all of EJHS’s mandated residences are assisted in developing and achieving SMART goals and have access to the following services:

- Cultural Elder and Indigenous supports
- Recreation opportunities
- Employment assistance
- Education
- Life skills development
- Pet therapy

The Impact of Economic and Housing Challenges

In 2023, transition planning was impacted by the reduced availability of rental units and a higher cost of living. It was challenging for the program to find lower-cost rental options in desired neighborhoods. The escalating cost of grocery and hygiene products required an increase in the amount allocated to each resident for weekly personal shopping.

Justice Residential Division Continued

New Services Introduced in 2023–2024

- Another Indigenous Support Worker hired (Justice Residential)
- Began facilitating in-house client AA meetings
- Onsite client workshops in anger management, employment and financial literacy

Justice Residential Program Outcomes

Outcomes:

In 2023, 287 individuals were served at Independence Apartments and 101 Street Apartments. Clients achievements included:

- **83% learned practical skills** contributing to independence
- **62% achieved their reintegration goals** at discharge (101 St)
- **80% achieved their reintegration goals** at discharge (IA)
- **32 successful IA transitions**
- **65 transition packages completed (IA)**

“It gave me the change and encouragement needed to enter a more regular life in the community!!”

– Journey Home resident

Housing Division

EJHS offers housing opportunities for youth and adults who may not be justice involved. We provide programs with **voluntary housing** (non-mandated) **supportive housing** for up to 18 months. There are opportunities for cross-referral to find the program that fits best for each client.

To help youth and young adults focus (refocus) on healthy choices, positive influences and safer lifestyles, EJHS offers a continuum of residential and community services. Our continuum of services is intentional and includes preventative, early intervention and intensive intervention services.

Youth Housing First

A young adult, Tyler*, who was living in their own place through EJHS’s Youth Housing First program was able to successfully complete YOUNG’s Verto Program. Verto is Latin for “turn around” and is a unique, 21-day pre-employment program for youth to support transition out of harm and back to school or work. Tyler was able to maintain employment through his work experience placement and is now working full time in a kitchen as a line cook.

The LOFT

Prior to living at the LOFT, Jeremy* was without stable housing for 5 years and for the last year before connecting to EJHS, he was living out of city shelters.

Once connected to the LOFT, Jeremy participated in a culinary skills training program through the Newcomers Centre. Soon after starting this program, staff noticed a significant difference in his confidence, motivation, and sense of belonging. Jeremy would share his skill set with other youth living at The LOFT by cooking meals in the evening to enjoy together.

The value of employment within our housing programs, especially with our youth population is vital. We are able to provide guidance, support, and opportunities when they find themselves in a scary and vulnerable situation. Without stable housing, this opportunity would not have happened. Jeremy is now employed in the culinary field.

Residential Continuum of Services



NOVA

A voluntary supported living environment (up to 18 months) for high-barriered youth facing chronic homelessness.

- Residents develop skills to make positive lifestyle choices and live independently
- 24/7 onsite support
- Directed savings account
- Recreation, employment and healthy living opportunities

LOFT and DONNELLY

Voluntary short-term (6 months) supported living environments for medium to low-barriered individuals 16 and over at risk of homelessness.

- Encourages commitment to recovery
- End goal of sustainable housing
- 24/7 onsite support
- Directed savings account
- Recreation, employment and healthy living opportunities

Youth Housing First (YHF)

Youth begin to live independently in the community (market housing) with support to maintain stable housing and apply life skills.

- Operates on a phased, Critical Time Intervention (CTI) Model
- Staff are readily available for home visits, crisis planning, landlord relations and goal setting

Community Continuum of Services

WrapED

A collaboration between community agencies to support youth in making positive changes in all aspects of their lives.

- Prevention & early intervention
- Timeline is based on individual needs
- Addresses root cause of social disorder to affect positive change
- Prevention of youth gang involvement

Shift

Voluntary support for at-risk youth to gain skills, knowledge and confidence for a successful transition to adulthood.

- Early intervention
- Addresses basic needs to prevent involvement in the criminal justice system
- Education, employment training, financial support, housing, prosocial support

Integrated Offender Management

Partnership with EPS and other community partners to address the issue of prolific offending.

- Operates on Intensive case management and wraparound principles to create an integrated plan for change
- Utilizes risk-need and responsivity best practices
- Program serves previous Gang Exit Community Outreach (GECOS) clients to ensure continuity of care in pre-existing relationships

“This program helped me to get started with a new job”

– Community Safety and Wellbeing client

Community Safety & Wellbeing Division

EJHS offers walk-in and referral-based community programs and services tailored to vulnerable youth and adults navigating multiple barriers. These programs focus on providing intensive case management and a wraparound support model that includes specialized client outreach, employment and educational support, life skills training and cultural supports.

The goal is to provide transformative tools designed to reduce barriers and promote wellness.

New Reintegration Funding Announced in 2023–2024

In 2023, EJHS received funding to hire five new reintegration specialists to work with justice involved individuals – with a focus on those leaving provincial correctional centres. It was a welcome announcement that will benefit a historically under-resourced population who struggle to find supports upon release. *Funding was provided by the City of Edmonton and Government of Alberta.*

These new positions complement and expand on EJHS’s existing specialized reintegration services for targeted audiences including gang exit, justice involved youth and those prone to prolific offending. Community reintegration is one of the primary factors in reducing recidivism, stigma and complexity of needs.

Leaders and Experts in the Wraparound Model

Our Community Safety and Wellbeing programs follow an evidence-based model that is focused on sustainable wellness and recovery. It is an integrated approach involving EJHS and our community partners, delivering measurable results related to:

- Justice avoidance
- Reducing gang involvement and prolific offending
- Increasing employment and school attendance
- Elevating self-awareness and feelings of hope
- Creating cultural connection

WrapED Social Return on Investment (SROI)

In partnership with Reach Edmonton and community agencies, WrapED supports youth affected by high-risk lifestyles, including gang involvement.

- \$1 invested = SROI of \$1.36
- \$1.2M reduction in EPS and justice costs
- \$924K saved by avoiding homelessness
- \$214K value in school and employment training

Integrated Offender Management (IOM) Social Return on Investment

In partnership with EPS, and community agencies, IOM supports individuals who have complex and prolific offending patterns.

- Generated 2X the value of its investment in 2019
- \$1 invested = SROI of \$2.05 through reduced recidivism, increased employment and income, improved social networks and educational opportunities

Donors, Funders & Partners

2023–2024 Donors, Funders & Partners

Because of our donors, funders and partners we were able to serve 4,000 clients and make our community safer. Thank you for the compassion and belief in what we do.

Individual Donors

Rob Albright
Kelly Alsmo
Hussien Al-Turk
Dwayne Andrews
Cyril Balitbit
Calvin Binnema
Ronald Blum
Corry Broks
Leo Broks
Kaitlyn Carter
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Duane Wade
Michael Wagar
Dan Yereniuk
Thomas Ziegler

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Al-Terra Engineering Ltd.

Partners

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Alberta Works
Canadian Border Services Agency (CBSA)
Community Initiatives Against Family Violence (CIAFV)
Edmonton Crown Prosecutor's Office
Edmonton Remand Centre
Edmonton Young Offender Centre
Family Centre
Fort Saskatchewan Correctional Centre
Multicultural Health Brokers
Native Counselling Services of Alberta
YOUCAN Youth Services

Funders

Alberta Children & Family Services
Alberta Health Services
Alberta Justice
Alberta Public Safety & Emergency Services
Alberta Seniors, Community and Social Services
Anonymous Donor
Canadian Red Cross
Government of Canada (Correctional Service Canada)
Edmonton Community Foundation
Edmonton Police Service
Homeward Trust Edmonton
Reach Edmonton Council
The John Howard Society of Canada
Stollery Charitable Foundation
United Way, Alberta Capital Region



EJHS was incredibly grateful to be the recipient of a fundraising campaign through Al-Terra, a local engineering firm who chose EJHS as their charity of choice in 2023.

Al-Terra employees raised \$40,000 for the agency!

We are so grateful to have community partners who share a passion for the work that we do.

Financial Statements

2023-2024 Financial Statements

It was a positive year for the Edmonton John Howard Society. In 2023-2024, we managed to grow our annual revenue while making significant investments in the agency.

In March, 2024 the Board approved EJHS's budget for the upcoming fiscal year. It is a balanced budget that allows for continued agency growth and reinvestment into the Agency and our programs.

Governance, Compensation and Financial Directives

From a governance standpoint, EJHS introduced several new initiatives that will help us maintain the highest level of accountability and transparency. Highlights include:

- A new financial reporting process that will allow the Board to make more strategic decisions, while providing a more practical platform for leaders. This was supplemented with financial literacy training.
- Compensation adjustments were made, including cost of living adjustments for all employees, shift change recognition, and a living hourly wage).
- The development of a Compensation Philosophy for the whole agency.
- A challenge to the agency to think about revenue diversification and what that could mean, strategically and operationally.

Edmonton John Howard Society Statement of Revenues and Expenditures

Year Ended March 31	2024	2023
Revenues		
Correctional Service Canada	\$ 4,075,606	\$ 3,853,183
Homeward Trust	1,933,272	1,953,199
Alberta Health Services - operations	1,467,595	1,332,894
Other	1,326,762	1,431,307
Alberta Public Safety and Emergency Services	981,383	-
Alberta Justice	681,532	1,756,248
Alberta Children and Family Services	453,226	450,947
United Way, Alberta Capital Region	200,360	201,950
Edmonton Police Service	127,500	77,388
REACH Edmonton Council	103,959	83,281
Amortization of deferred contributions capital assets	103,791	93,252
	<u>11,454,986</u>	<u>11,233,649</u>
Expenditures		
Salaries and benefits	7,472,629	7,627,582
Food services	459,639	484,820
Amortization	213,727	206,236
Service charges	65,720	64,641
Other	3,342,753	2,902,579
	<u>11,554,468</u>	<u>11,285,858</u>
Deficiency of revenues over expenditures	\$ (99,482)	\$ (52,209)

Statement of Financial Position

March 31	2024	2023
Assets		
Current	2,473,164	1,821,964
Capital assets	1,760,450	1,827,264
Intangible asset	206,313	246,575
	<u>\$ 4,439,927</u>	<u>\$ 3,895,803</u>
Liabilities		
Current	1,992,714	1,351,970
Long-term	839,207	836,345
	<u>2,831,921</u>	<u>2,188,315</u>
Net Assets		
Internally restricted by board policy	484,052	473,598
Invested in capital assets	1,123,954	1,233,890
	<u>1,608,006</u>	<u>1,707,488</u>
	<u>\$ 4,439,927</u>	<u>\$ 3,895,803</u>

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



EJHS Team 2023 / 24

Thank You from Individual Experiencing Family Violence

May this note find you with a full heart.

This is an attempt to put into words the gratitude I feel for you and the support you gave me as I realized that it is possible to live an abuse-free life and take those first steps toward it.

Being connected with you (and JHS) has been a powerful catalyst in my healing journey, one that is changing my (and my son's) life for the better.

The care, empathy, and wisdom you shared with me helped me move through some enormously challenging moments. I honestly don't know what I would have done if I had not been connected with you.

From our first phone call, I sensed the depth of care you offer - it was deeply comforting to experience. As you might recall, I was often overcome with tears of gratitude and relief on our calls because of you, and the gentle and calm way you held space for my experience and emotions.

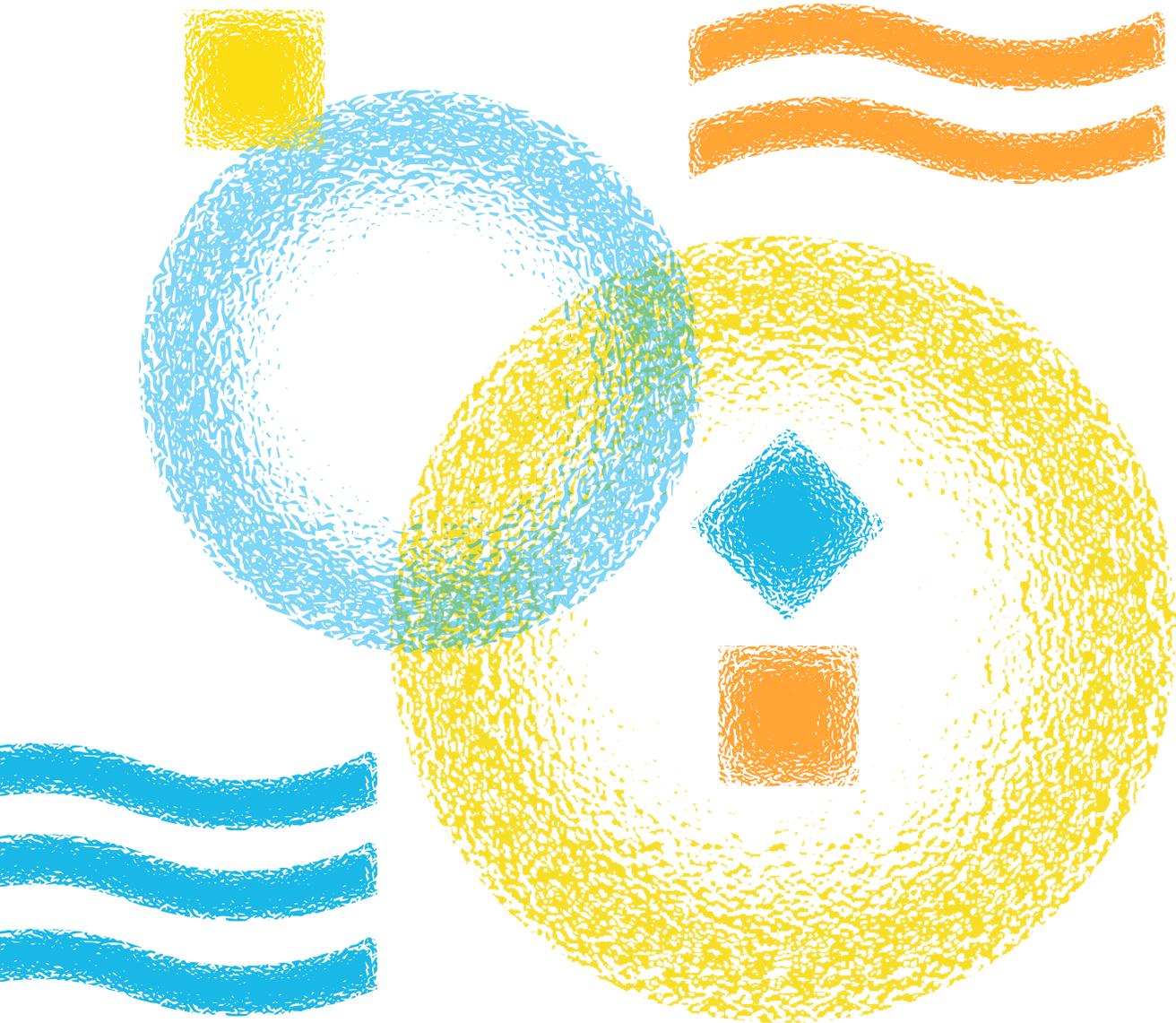
You were gentle and considerate in the way you shared information with me, being sure to not overwhelm my already overwhelmed brain. Every time I needed to connect with you, you were there and gave me the time I needed - you listened and heard me.

Your responsiveness and commitment to following up with me and helping guide me toward the support that I needed is invaluable.

Receiving your support and having you walk beside me through those initial weeks is something I will be grateful for and remember for the rest of my life.

Thank you





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