

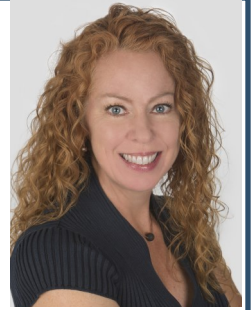
John Howard

THE JOHN HOWARD SOCIETY OF THE
CENTRAL AND SOUTH OKANAGAN

Annual Report

2014-2015

Executive Director's Report



I stepped into this role in July of 2014, and have greatly enjoyed getting to know the staff, board and the programs along with the participants and residents. Our team is strong, talented and committed to their work and I enjoy working alongside them each day.

This year we signed a new three year agreement with Interior Health for staffing at Cardington Apartments. We have continued to build on our strong relationship with the United Way of the Central and South Okanagan Similkameen and are grateful for their support.

Our Adult Restorative Justice Program continues to grow, seeing close to 100 new cases this year. We are working closely with the youth program at the Boys & Girls Club to ensure consistency of practice and a cohesive volunteer development strategy.

All of our outreach programs; Gateway Mentoring, Probation and Forensic continue to see steady referrals and good relationships with funding agencies.

The fiscal year saw the successful completion of the third One Cup at a Time program, with 9 of the 10 participants finding meaningful work or making the decision to further their academic education. The Bladerunners program graduated 21 participants.

All of our residential units were full throughout the year, with waitlists for most. Our turnaround time on vacated suites has been reduced to an average of two days, meaning that our building staff are highly efficient and our program staff are able to respond quickly to vacancies ensuring that those who have the highest needs in the community are placed as soon as possible.

A new partnership with the RCMP's Domestic Violence Unit and UBCO brought about the Domestic Violence Referral Program, which started in February.

We have made a concerted effort this year to strengthen our relationships with other non-profits in the community. Working collaboratively, particularly when we have mutual clients, just makes good sense and provides the best service and support to the client. We are fortunate to have so many excellent agencies working in our community.

We are losing a number of long-standing board members this year. Ann Petrone, Betti Galpen, Gary Hansen and Gus Richardson collectively have over 50 years of time donated to our agency through our board. Their leadership, support and individual talents have been invaluable getting this organization to where it is today. I, and the rest of the board, thank them for their years of service and wish them well.

Gaelene Askeland
Executive Director

Report from the Board Chair, Gus Richardson

It is with pleasure and pride that I write this report on the state of the John Howard Society for the Central and South Okanagan. This past year has been another time of accomplishment. A decade ago our society was struggling; we had few activities and most of the funding we had acquired to run programs had been cut off. Our former Executive Director assured that, like the phoenix, we rose from our ashes; our current Executive Director has consolidated programs and facilities and continued to build new relationships and overcome challenges.

Gaelene Askeland began her career with us in July, 2014. Since that time she has demonstrated a quiet competence in leading JHS in a positive manner. Under her leadership we signed a new three year agreement with Interior Health for the operation of Cardington Apartments. A host of other collaborative activities and programs have been maintained or developed this year, and they are mentioned in the Executive Director's Annual Report. We have continued a reputation as an agency that does not shy away from the difficult cases, and as a result some innovative and specialized programs have been developed to meet community and client needs.

We are fortunate in having an excellent staff; human service professionals who exhibit a genuine concern for a client base with a plethora of presenting problems. Our funders seem to appreciate the work we do as much as we appreciate the money with which they provide us to do the work.

Our residential facilities feature high occupancy rates, often with wait lists. We are building new relationships in the South Okanagan; and hope to play a positive role in working with the new Provincial Correctional Facility in Oliver. We want to improve our level of co operation and involvement with indigenous peoples. The demand for service seems to be increasing, not only for the traditional things we do, but also for specialized programs and services. As president, I regard our agency with pride and the satisfaction that comes with knowing that a job is being well done.

I first became involved with the John Howard Society when I was a young parole officer in Prince George in the late 1960's. I have related to the organization in a variety of ways since then, and have noted many changes in the philosophies and practices that drive us. I am particularly pleased with where we are now.

I will not stand for re election to the Board for next year. It is time for me to step aside and allow a younger, dynamic group of people to carry on.

In taking my leave I must thank staff who carry out our mandate with skill and patience. Your time, talent and tenacity have been much appreciated. The same is true of my fellow Board Members who give of their time to serve as stewards of the organization. The amount of support and recognition we have received from a wide variety of sources is gratifying. I know that the Society will continue to prosper, and will continue to play a meaningful role in assisting folks who have been marginalized or are at risk of so being. Thank you all for your collegiality.

Respectfully submitted,

J.A."Gus" Richardson

The **Gateway Mentoring & Outreach Program**—Elliot Penner, Program Manager

Nearing its seventh year of being offered, the Gateway Mentoring & Outreach Program (henceforth known as Gateway) has continued to prove itself to be a robust and innovative program that meets the pressing needs of adults with Fetal Alcohol Spectrum Disorder and other neuro-behavioural conditions in the Central Okanagan. Utilizing evidence-informed best practices, Gateway aspires to offer support to those considered by others to be unsupportable or who have burned all their bridges in the community. Additionally, all persons served in Gateway had additional challenges struggling with concurring issues such as homelessness, mental health concerns, addiction, and criminal justice involvement, in varying degree.

The 2014 / 2015 reporting period had several notable areas of growth and progression within the program. This occurred amidst the program's continued focus on its ultimate mandate, and strength, of providing long-term, qualitative, and individualized community and home-based outreach support. In terms of expansion, the program commenced service with five new clients while three persons served exited service. At total of twenty-one individuals received service through the program, this is down over last year (29). However, this decrease is entirely a result of a

change in the eligibility to the group component of the program.

The average amount of days individuals were in the program was up from last fiscal (593 days, up from 530). Individuals not only received service longer but fewer left the program. Gateway Connections, the group social component of the program, switched from being entirely open to community participants to only encouraging current and former Gateway participants to attend.

This had a great impact for persons served through Gateway as it contributed towards building a more consistent and cohesive core group and mitigated barriers to attendance, as the smaller group reduced participants' sense of anxiety and potential for over-

stimulation. The smaller group size allowed for greater resources per person as well increased autonomy and decision making in the group.



In terms of demographics, the program largely continued to support the same individuals who had received service during the previous reporting period. However, in terms of new referrals, the program witnessed an influx of referrals of younger and high-risk adults, still struggling with the transition of youth to adult services (average age of new referrals being 23; whereas the average program age is 30). In addition to being young adults, these individuals were often single-parents (child outside the home), Aboriginal, and FASD diagnosed. Compared to last year's 20/80 split, this year 25% of persons served were female and 75% male. The persons served identified as being of Aboriginal descent was up to 30% from 24% last year. Of those who disclosed, 37% of persons served have children, and none of those children are residing with the participant.

In October 2014 individuals served by Gateway had the opportunity to be part of a large Quality of Life survey, available to many service providers in the CLBC Interior region. Survey results were returned at the reporting period change-over, and as a result are not reflected in this report. Appreciating the value of Quality of Life scales, Gateway was the first program in the Interior Region to sign itself up to be part of the survey. The Gateway program looks forward to the research of the survey and, where possible, plans to utilize the results to improve and maximize program delivery.

The program had an entire team of incredible and qualified individuals running it during the reporting period. Staff included: Thomas Lait, Darren Wittner, Kate Harling, Dawn Kennedy, Amanda Moir, Teri Marreck, Michelle Bennison, and Ryan Ennis. Gateway staff participated in the *Living Well FASD & Mental Health* conference held in Winnipeg, MB. in November 2014. The program also created an FASD workshop to train and build competency for internal staff.

The **Forensic Outreach Program**—Thomas Lait

The Forensic Outreach Program has been a mainstay of the Society as well as an integral program for serving the public interest within our community. Based on the growing appreciation that treating mentally ill offenders like any other offenders failed to properly address the interests of both the offenders or the public, the Forensic Outreach Program was formed. The Forensic Psychiatric Services Commission refers individuals (18 years or older) to the program who have come into contact with the law, suffer from serious and persistent mental illness, and have been deemed not criminally responsible (NCR) due to their mental disorder. The objective of the Forensic Outreach Worker is to provide resources and support to assist the individual to re-integrate back into society and increase overall public safety.

All referrals come from the Forensic Psychiatric Services Commission. In the last fiscal year there were 30 clients who received support through the program, 70% were male and 30% female. 10% identified as being First-Nations. These percentages are fairly consistent with the average population demographics of clients served through the John Howard Society.

The **Prostitution Offender Program**—Elliot Penner

The Prostitution Offender Program of the Okanagan (POP) ran for a second round in autumn of 2014. Ten individuals were referred and nine individuals completed the daylong class or John School. The class taught how the actions of sex-trade consumers impact families, businesses, communities, public health, and ultimately how it supports an industry responsible for the commercial exploitation and abuse of youth and other vulnerable populations.

POP was offered without conflict with new prostitution laws coming into effect in response to *Canada (AG) v Bedford* ruling of the Supreme Court of Canada. The new prostitution laws were more focused on the sex-trade purchaser to increase penalties and criminalization of the purchase of sex.

POP is collaborative project between the John Howard Society, NOW Canada, Living Positive Resource Centre, Downtown Kelowna Association, the Royal Canadian Mounted Police, Ministry of Justice, University of British Columbia's Centre for Applied Psychology and Law (CAPSL), and various community stakeholders. The program is evaluated by CAPSL to ensure efficacy in the program's objectives and outcomes.

The **Probation Outreach Program**—Colette Mayne

The Probation Outreach program is an essential outreach option offered by the John Howard Society. Provided in partnership with the Ministry of Justice, this program is unique as it is only available to adults within the Kelowna/Lake country and West Kelowna areas who are on probation. The outreach programs supports those who require some assistance with navigating the court system, accessing housing options, food resources, complying with and understanding their conditions of probation, accessing mental health supports, and several other needs. Referrals come directly from Kelowna Community Corrections as only Probation Officers can request our outreach support.

The program's mandate is to serve any adults 18 years and older. On average the program receives two to three referrals a week; the majority of referrals over the last year have been males (70%) and the average age of referrals at intake is 35 years old. Within the last reporting period, the Probation Outreach program has supported over seventy-four new clients (and one-hundred clients over the year) with obtaining and/or searching for housing, connecting with community resources, finding employment and connecting with emotional, mental health, and anger management resources. This program continues to prove itself as a successful partnership between the Ministry of Justice and the John Howard Society, and is an integral resource in our community for those needing support navigating within the community when they are released from a provincial correctional facility and into the Central Okanagan.

The **Adult Restorative Justice Program**—Michelle LaBoucane, Coordinator

The program deals with crime at a community level, bringing the victim, offender and involved community together to solve the situation. The program has seen steady growth, and since our new coordinator was hired there have been 83 new files. Almost all the files have been referred by the RCMP with a few from ICBC. We have been working with our youth counterparts at the Boys and Girls Club to create a steady and well trained volunteer pool.

Theft under \$5,000 makes up 85% of the files, with Mischief and Fraud rounding out the top three charges. 43% of the clients have mental health issues. We have a 75% completion rate and 16% of referrals were denied because they didn't fit the criteria of the program. Only 8% did not complete their agreements. We are seeing a steady increase in the number of files that we receive.

The program coordinator has participated in the Volunteer Fair, Law Day and attended the re-opening of the Elizabeth Fry Society. During Restorative Justice Week in November we hosted the movie "Planting the Seeds" and welcomed community members to join us. Working with our RCMP Liaison, we have met with most of the general duty RCMP members and have presented to them how the program can be beneficial not only to them but to the victims, the offender and the community as a whole.

REnEW (Residential Energy Efficiency Works) - Elliot Penner

REnEW is a long-standing John Howard Society program, in partnership with FortisBC, presented in the Central Okanagan. The program supports those facing various barriers to employment, with the opportunity to gain new employment skills and experiences, working towards achieve meaningful employment. During this fiscal year, the REnEW program was in the planning stages for the seventh-cycle, and therefore, not offered before the 2014/15 year end.

REnEW is an immense collaboration project between the John Howard Society, Fortis BC, construction businesses, educational partners, UK Trades, and fellow community agencies. REnEW also requires partnership with local construction sites, to provide participants the opportunity to directly apply their newly acquired construction and energy-retrofitting knowledge. Sites are selected based on social purpose, such as associations that operate seniors residences, recovery or supportive housing; spaces which may not be able to otherwise afford required renovations necessary to upgrade energy consumption and costs.



One Cup at a Time—Elliot Penner

One Cup at a Time is an employment training program funded by Service Canada, offered annually and within a fully functional social enterprise café setting. The café itself is open for business year round. The program accepts individuals that self-identify with a disability, whether physical or cognitive, and struggle with acquiring or maintaining employment as a result of that disability. Disabilities have included, although are not limited to, individuals with visual impairment, mental health diagnosis such as anxiety, developmental disability or acquired brain injury.



The program consists of providing 6 months of employment readiness and skill development, industry recognized certification, and hands-on paid café and catering employment. Participants develop a range of skills related to the food-service industry such as customer service, operating point of sale (POS) machines, catering and barista training. The program has been known to have a very high rate of immediate employment, post-graduation. This year's graduation finished well after this reporting period.

The program was launched prior to the fiscal year end and most of the program fell beyond the reporting period. Two employment support staff, Kerry Erickson and Karen Kelly, were brought on to coordinate the launch and assist with the ongoing operation of the program. Prior to launch there was considerable interest by the community for the program. Employment support staff had a great deal more referrals interested in the program than vacant spots.

Bladerunners—Elliot Penner

With optimizing the method in which the program was delivered, BladeRunners was able to support a high number of referrals within the reporting period. Components of the program, such as industry foundational certification, employment readiness/life-skill workshops, funding for start-up tools and equipment, and resume and job search assistance, remained the same. New to the program, BladeRunners began holding classes composed of a small group of people (typically three to six people) who shared a common interest in an employment areas, such as the food-service industry or construction. Previously BladeRunners was only one-to-one.

Thirty-one individuals between the age of 18 and 29 started the BladeRunners program. A total of twenty-one individuals completed the program from start to finish. The



other ten received programming and certification in varying degree, but did not complete the program due various reasons including, loss of interest, needing availability for new employment, moving out of the city or health complications.

The intent of the program is to work with high-risk young adults who are experiencing barriers to employment. Many participants of the program struggle with maintaining housing, mental illness, and lack of training or familiarity with employment expectations. As an employment readiness program, BladeRunners intervenes early in the lives of individuals to support them by providing employment related life-skills, equipment, and training to get started. Seventy percent of individuals who complete BladeRunners went on to find work or continue their education as a result of assistance from BladeRunners, within the first three months of finishing the program. Two employment support staff members, Samantha Beeson and Kaylin Smith assisted with the operation of the program.

In terms of demographics, 8 participants were female and 23 male. 40% of participants identified as being of Aboriginal descent.

Finance & Administration—Michelle Fehr

The end of this fiscal year also marks the beginning of my first month working as Manager of Finance/Administration and learning the dual objectives of overseeing all aspects of the financial management as well as all administrative processes related to programs of the John Howard Society of the Central and South Okanagan.

My primary task in the last year has been to train on the job and familiarize myself with all of the financial workings of the agency and its various funders. This is no small order, but with the support of the Board of Directors, Executive Director, and all agency staff, I have been able to dive in with both feet and succeed. There is always something new happening and I have welcomed the many opportunities that I have had to contribute and put my own "value" into the agency. I have continued to work towards increasing the efficiency of the agency's operations through various methods, including reorganizing financial record-keeping systems, standardizing processes and strengthening controls throughout the organization. Ultimately, these improvements will enable us to make the most productive use of the resources at our disposal to fulfill the agency's mission.

We have welcomed many energetic and eager new faces to our staff team and said good-bye to others who have moved on to make their mark elsewhere. At the end of the fiscal year, March 31, 2015, the agency's total workforce was made up of 46 people.

In the past year, I have enjoyed participating in special occasions for the agency, such as the launch event for the One Cup at a Time Participants. I have also been proud to witness some of the quieter moments of victory for both our clients and staff. All of these experiences give me great pleasure to be a part of this organization and great hope for its future and make me happy to work every day.

Cardington Apartments—Amanda Barrett, Residential Manager

Cardington Apartments is a 30 unit supportive housing development for adults (19+) who are homeless or at risk of homelessness and working towards managing mental health and substance misuse issues. As a transitional and supportive housing development participants commit to engaging in programming prior to occupancy.

Cardington Apartments' main focus is to work with the participants on Wellness Planning, goal setting and support. Case-workers may have anywhere from 4-8 participants at a time on their case load and work in collaboration with community service providers. Programming also includes participants connecting with our partners at Interior Health, utilizing Mental Health and Substance Use Clinicians, etc.

From April 1, 2014 to March 31, 2015, Cardington Apartments has housed approximately 69 individuals that were homeless or at risk of becoming homeless; of those 69 individuals housed 57 were male, 11 female and 1 transgender. 43 is the average age of participants that not only Cardington Apartments houses but of all the referrals received. The most common misused substances among Cardington Apartments participants is alcohol followed by crack cocaine and then heroin/opioids. Mental health issues are also common amongst participants of Cardington Apartments; depression being the most common followed by bi-polar and schizophrenia.



Approximately 35 participants moved on from Cardington Apartments over the past year. Several participants transitioned to New Gate Apartments. Several other participants transitioned to main-stream housing and treatment centers.

Through the support of Cardington Apartments staff, Interior Health and other local service providers, participants have been achieving their goals, thus the ability to move forward in their lives.

In October 2014, participants of Cardington Apartments participated in building a scarecrow to submit to the Uptown Rutland Business Association's Scarecrow Festival. Their hard-work paid-off as they were the winners of the 'Pre-made Scarecrow People's Choice Award'! Cardington Apartments also held a pumpkin carving contest whereby many participants enjoyed themselves!

1043 Harvey House

1043 Harvey House is a 7-unit home for adult men (19+) who are in recovery and working towards living independently. This 1-year program assists males in maintaining their sobriety with weekly wellness planning meetings, one-on-one time with a case-worker, life-skills support, workshops, and ensuring they are connected with various service providers in the community. The John Howard Society of the Central and South Okanagan (JHSCSO) receives referrals from all over the province, including drug treatments facilities, correctional facilities, and multiple health authorities, which includes but is not limited to our partner, the Interior Health Authority (IHA). Self-referrals are also accepted and reviewed by the Manager of Residential Services to ensure eligibility into the program.



With all the basic necessities being met, participants are able to focus on upgrading their education, developing healthy supports within the community in order to maintain abstinence, and developing healthy living and coping skills with the intention of re-integrating participants into the community with employment and stable housing in place. Participants residing at 1043 Harvey House have also been referred to JHSCSO employment programs, such as the One Cup at a Time program and the REnEW (Residential Energy and Efficiency Works) program. Within the last year, JHSCSO began offering outreach services specific to our participants, allowing Residential Support Workers to further support clients with appointments, medical care, grocery shopping, and group leisure activities.

Between April 1st, 2014, and March 31st, 2015, there have been 43 males who have resided or are currently residing in 1043 Harvey House. Some of those participants have transitioned throughout our continuum of housing, such as New Gate Apartments or 1033 Harvey House. Many other participants have successfully transitioned into mainstream housing.

New Gate Apartments

New Gate Apartments is a supportive housing program for adult (19+) men and women that were homeless or were at risk of homelessness and are currently able to live independently. New Gate Apartments consists of 49 bachelor suites complete with amenities and utilities. Our participants bring a wide variety of backgrounds and experiences. Over the last year, we have housed 69 participants, 37 of whom were new to the building. Of the new participants, 16 remain (43%) and 21 have left (decreased 7% from last year). Of the 21 that left, 43% successfully transitioned into market housing or alternate supportive housing facilities.

The average age of referral this year was 46, which is three years older than last year. We are consistently seeing an increase in mature applications, 42% of our current participants are between the ages of 50-59 and 70% are between the ages of 40-59. We also saw a slight increase in female participants (from 17-22%). Participants are spending more time in the program than compared to last year as 49% of our participants have resided for more than two years of the approximate three and a half years we have been open.

New Gate Apartments continually remains open in 2012, New Gate Apartments has participants transition into New Gate Apartments residential programs at other facilities, such as the Canadian Mental Health Association's lowbridge. Many of our participants are re-such as, but not limited to, the Kelowna Resource Centre and Community Living British Columbia. This year, external referrals made up 64% of our overall intake and 32% were internal. External referrals have increased 6% from last year. Self-referrals only make up approximately 4% of total referrals however they have increased by 2%.



at full capacity (49). Since our official housed 124 participants. Many participants after having successfully completed as JHSCSO's Cardington Apartments transitional housing opportunity, Wil-ferred by additional local resources Gospel Mission, the Living Positive

The building is staffed by Residential Support Workers (RSWs) 24 hours a day, 365 days a year. RSWs support participants according to individual need and focus on ensuring participants feel safe and secure while in their homes and while enjoying the outdoor areas, connecting participants with community services and supporting them in building skills and managing tasks that promote independent living. RSW support and many of the building's guidelines are meant to provide participants with a supportive environment that prepares them for market housing situations, should they wish to transition in the future.

RSWs and Gateway Mentors of the Gateway Mentoring & Outreach Program continue to work together to provide consistent support to shared clients. Social events are held weekly by the Gateway Mentoring & Outreach Program and are often open to New Gate Apartments participants that wish to join. The One Cup program staff have been regularly utilizing the amenity kitchen on site and many participants compliment the aromas of fresh baked goods. Participants and clients of other JHSCSO programs often know each other and interact fostering a sense of community within the building.

1033 Harvey House

1033 Harvey House provides seven units (shared accommodation) of low cost housing for adult men (19+) who are able to maintain independent living.

We continue to observe participants' willingness to improve the home externally as participants have assisted with the landscaping at 1033 Harvey House this past year. An abundance of vegetables in their garden continue to grow, many of which are donated to Cardington Apartments.

We have also recently replaced the upper deck attached to 1033 Harvey House. With both the improved aesthetics to the landscaping and the new deck, a sense of Zen has been cultivated!



Facilities Report – Kevin Heide, Building Administrator

CARDINGTON APARTMENTS

This year we saw the removal of the old and stained carpeted flooring from our three residential hallways and the installation of new vinyl flooring. This provided residents with a much brighter environment and more importantly, a huge improvement in the appearance and sanitary cleanliness of each floor.

Necessary repairs and improvements were made to the outside irrigation system to allow for proper water coverage on all outside vegetation and shrub beds.

To ensure the safety of residents it was decided this year to change all of the keys and locks on the 30 residential apartments.

New contracts that have been implemented this year to help maintain that Cardington Apartments is run optimally and to ensure a safer environment are:

- Spring & Fall Irrigation start up and winterization
- Annual cleaning of our dryer vents
- Annual cleaning of our residential hallways and office flooring

There were approximately 6 apartments that were repainted as well as numerous repairs and replacements of blinds, furniture and kitchen cabinet doors.

NEW GATE APARTMENTS

This year we hired a local contractor to remove a number of trees and shrubs that have “volunteered” over the last 5 years and were overriding our shrub bed areas and starting to damage our fences. At the same time we replaced some of the dead shrubs and installed new bark mulch as well as installed new weed barriers and rock to help to limit the number of weeds that were taking over the property each year.

It was discovered that on Kelowna’s hottest days, the solar collector panels have been collecting too much heat for our domestic hot water storage units. A plan has been put into place where portion of the solar panels will be covered for the months of July & August to help prevent damage to our systems.

New contracts that have been implemented this year to help maintain that New Gate Apartments is run optimally and to ensure a safer environment are:

- Spring & Fall Irrigation start up and winterization
- Annual cleaning of our dryer vents
- Annual weed control applications

There were approximately 3 apartments that were repainted as well as numerous repairs and replacements of blinds, furniture.

1043 HARVEY AVENUE

This year to help provide a safer environment to staff and residents and to help protect our property, we installed 6 security cameras to the upper and lower floors and front and rear of the building. As well as having to monitor these camera’s locally from the staff office, an additional monitor was installed remotely at both Cardington and New Gate Apartments on the Residential Support Workers desk so they would be able to help monitor 1043 Harvey House security cameras during the times that staff is not on site.

1033 HARVEY AVENUE

After years of deterioration, we are glad to say that the outside deck on the back of the house has finally been rebuilt. All rotten material has been removed and a new fiberglass deck has been installed. We were fortunate to have been helped by a \$1,500 grant obtained from Home Depot for this project.

We were also fortunate to have a very ambitious tenant this past year at 1033 Harvey Avenue that helped provide many hours of his volunteer labor to rejuvenate the outside landscaping, paint interior trim and helped to resurface one of the interior bedroom hardwood floors.

John Howard Society of the Central & South Okanagan

2014-2015 Staff

Residential Services

Residential Manager—Amanda Barrett

Residential Support Workers

Kara Rose	Michelle Bennison	David Smekal
Aniko Farkas	Romana Miltakova	Valerie Allen
Rick Spencer	Danielle Renaud	Kaylee Moore
Jessica Haefner	Laurie Gaal	Brianne Mertler
Lauren Currie	Tara Ruybal	Tamara Sommer
Stephanie Vogt	Nick Phan	Damian Weir
Allison White	Emily Chase	

Programs

Program Manager—Elliot Penner

Bladerunners —Samantha Beeson

Probation Outreach Worker—Amanda Moir

Forensic Outreach Worker—Brianne Mertler, Thomas Lait

Gateway Mentors

Kate Harling	Caitlin Millar	Ryan Ennis
Thomas Lait	Amanda Moir	Teri Marreck
Darren Wittner	Dawn Kennedy	

Adult Restorative Justice—Michelle LaBoucane

One Cup at a Time—Charlene Wiebe, Reign Kinaschuk, Tammy Milkovich

Buildings

Building Administrator—Kevin Heide

Maintenance—Willie Dyck, Antonio Quijada, Peter Barrett

Administration

Executive Director—Gaelene Askeland

Finance & Administration Manager—Michelle McNamara, Michelle Fehr

Bookkeeper —Lynda Fillion