



The Elizabeth Fry Society of Peel-Halton
Annual General Report 2015-2016

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OUR MISSION



We will be a tireless and strong champion within the Peel-Halton Region for the appropriate and non-discriminatory delivery of programs and services to women and youth who are or may be at risk of coming into conflict with the law.

OUR VALUES

Accountability

By measuring and reporting on the outcomes of our programs and services in order to ensure effectiveness, good value of expenditure and responsiveness to the needs of the community served by the agency's programs and services

Advocacy

By continuing to be a leader in our community in the promotion of a fairer and gender appropriate criminal justice system

Collaboration

By being a willing and able partner with those agencies, citizens or organizations who are philosophically aligned with the values and positions of this agency and who will work with us to achieve our mission and vision

Fairness

By providing programs and services to clients and opportunities for employees that are based on inclusion, diversity and respect

Innovation

By constantly being aware of and seeking opportunities for the agency to adopt and utilize best practice in the design and delivery of its programs and services

Respect

By being diligent in recognizing the dignity and worth of every person in all of our dealings whether that is through our programs, services or general interaction

President and Executive Director's Message:

Elizabeth Fry Society of Peel-Halton provides trauma-informed and gender responsive resources, supports and programs to reduce the marginalization of women and girls. Through innovation, collaboration and advocacy, we serve women and girls who are at-risk or are in conflict with the law and provide them with guidance towards reducing their involvement with the criminal justice system.

Our embodiment of these values means that we continue to change, develop and restructure programs to meet the changing faces of our clients within our community. The economic climate has demanded that we are flexible and creative in our approach to programming in reduced funding environments. The ability to re-profile in order to meet the required changes associated with tightening budgets/fiscal restraint and the narrowing of client services has been essential.

We have experienced funding justification as part of contract renewals and the opening of funding opportunities in Peel and Halton that continue to allow us to fulfill our mandate and mission driven work.

We continue to strive for the following outcomes:

- Increasing protective Factors and Risk Mitigation
- Pro-Social Values and Life Skills
- Equal Access and Safety

We embody these agency outcomes through our four pillars of service – Prevention, Support, Reintegration and Advocacy.

Significant events over the past year:

1. The continued conduit voice for women and young persons in our community.
2. The continuous development and expansion of programs that respond to our communities' needs – Brampton Addiction Program, Section 23 school program – a partnership between the Public and Catholic Boards in Peel, Mental Health Supports for Women and Girls through a contract psychologist, the development of a Human Trafficking Program for girls with police and community supports.
3. The provision of a Unsupervised Temporary Absence program for women at Ellen House to allow women to complete mandatory programming outside of the institution.
4. The provision of the first online Intermittent Community Worker Program (ICWP) Substance Program for women in Ontario.
5. The purchase of a triplex for those at-risk in our community.
6. The development of our Social Purpose Enterprise with the support of Peel Region.

In the spring of 2016, the Board President, Mark McNeil, passed away. Mark was a driving force on the board and assisted in moving forward with the purchase of the property beside Ellen House to assist women in transition. Mark embodied the need for development and introspection required of a board member and a president. At the board meeting that followed Mark's passing, the board spoke of their memories of Mark as his presence was definitely missed. Some of the comments included – always a smile, always positive, always supportive. There were tears and laughter shared at that meeting as we all remembered stories of Mark.

The board, at that meeting, also decided to memorialize his memory in naming our girls school – The McNeil Learning Centre, it will be officially unveiled this fall during our open house.

Both Donald Brown, our new Board President, and I look forward to the upcoming year. We will continue to seek out ways to enhance the delivery of our programs and services and welcome any new opportunities for community engagement and development.

Donald and Deb

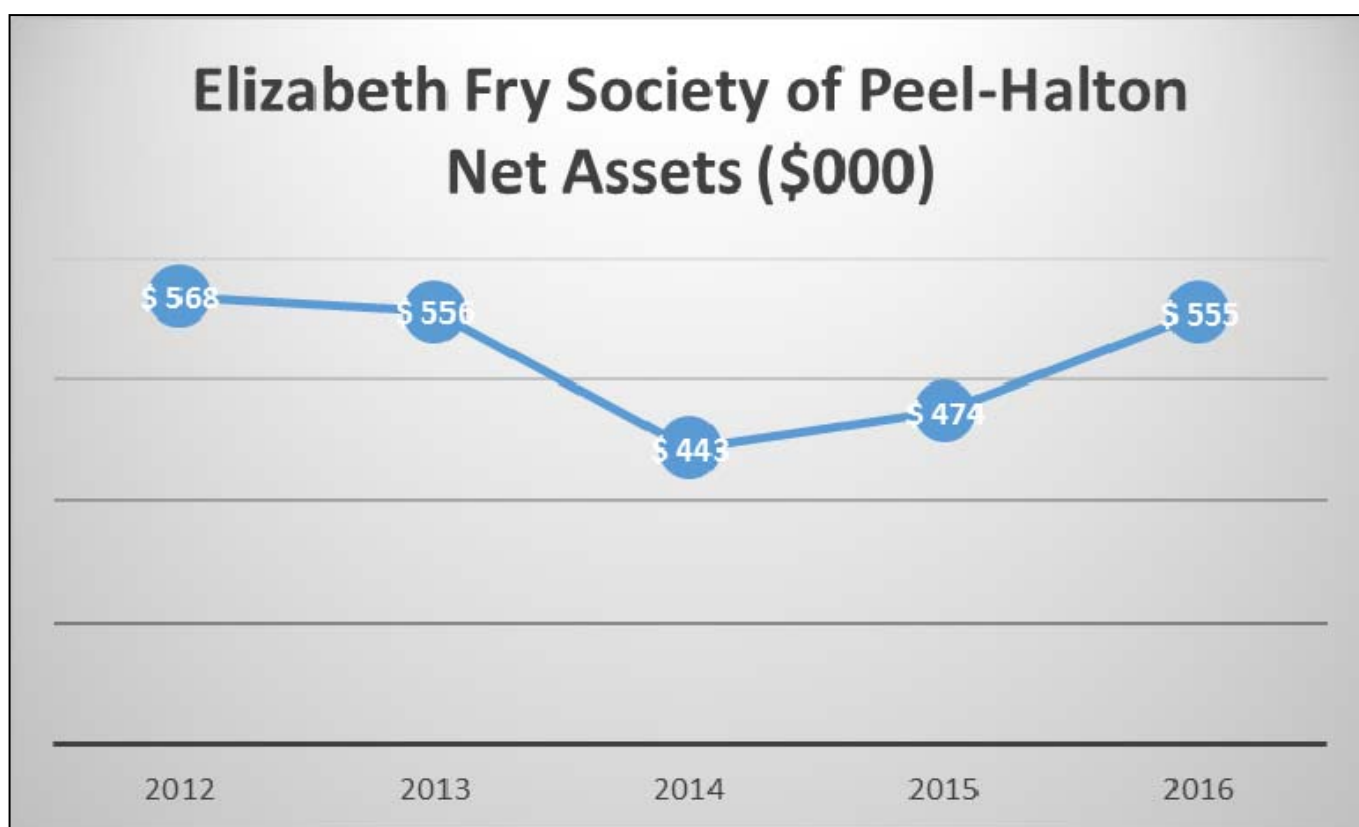


Treasurer's Message:

The agency started the year in a strong financial position, and throughout the year demonstrated good financial performance. We continued to benefit from savings on the office rent in Brampton, which offset increases in other expenditures, mostly related to added programs, maintenance and the upgrade of the office equipment.

Increased revenues were most helpful in realizing agency goals. Contributions from the Region of Peel, the Ministry of Community Safety and Correctional Services, and the Ministry of Children and Youth Services were notably higher than in the previous year, allowing the agency to expand programs and improve provided services.

As a result of the good performance year, the Net Assets of the agency improved further and sustained their rising trend. By end of the 2016 fiscal year, we had completely recovered from losses of the financially challenged 2014.



The highlight of the year was the acquisition of the house at 28 Ellen Street in Brampton. This purchase represents a two fold benefit for the agency; being a financial investment, as well as, providing more capacity for clientele accommodation.

On behalf of the Board, I would like to say special thanks to our hard working financial team under leadership of Marie Palliser. Their contribution into the agency's success is undeniable. Well done!

Elena

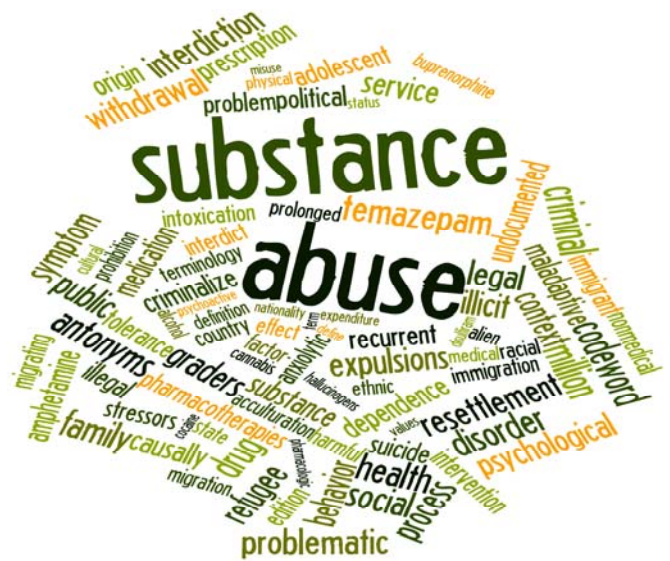
PREVENTION

There's Hope, There's Help

Halton Drug Treatment Court (HDTC)

In May 2012, the Ontario Court of Justice in Halton Region opened a Community Treatment Court that was designed to be a therapeutic court. The emphasis was on providing people identified with mental health and/or drug use with a venue to address the issues that brought them into conflict with the law. Because the focus was on mental health and there was no substance use component, the Federal Crowns office felt there was a need to implement a Drug Treatment Court in Halton Region to complement the existing Community Treatment Court. In 2012, Ted Graham, Federal Crown Prosecutor, with the support of Justice Brown, approached the Elizabeth Fry Society of Peel-Halton to develop and coordinate the start of a Drug Treatment Court in Halton. After a comprehensive review of similar courts, related information, and research, a Drug Treatment Court model was developed for Halton Region. In 2013, the Halton Drug Treatment Court (HDTC) was implemented.

The Halton Drug Treatment Court addresses criminality in people which could be attributed to substance use. It does this by responding to the underlying issue that caused the criminality; the substance use. HDTC provides a specialized court which involves individuals in treatment and supportive services and resources to address the addiction and substance use. The partners involved in the HDTC work collaboratively together to support the participant, these partners are; Court (Federal Crown, Judge, Legal Aid, Duty Counsel, Police), clinical treatment providers (ADAFT), Community stakeholders (John Howard Society, Elizabeth Fry Society of Peel-Halton, Probation and Parole, Burlington Counselling Services, CMHA etc.) This type of court provides a wraparound plan that can offer the individuals support based on their needs, challenges, and barriers to provide the participant with the tools and skills to become substance free and take control of their addiction.



Currently the HDTC is funded by the Region of Halton. In 2016, the Halton DTC was granted multi-year funding and therefore is sustainable for the next three years. The HDTC was also granted monies from HSJCC in order to enhance community awareness of the Halton DTC efforts to reduce substance related harm, substance abuse, crime and recidivism among non-violent persons who commit crime for the purpose of supporting their addiction or dependence on controlled substances.

John's Story

A client by the name of John Smith was accepted into the HDTC January 2015. When entering into the program he had high anxiety, depression, ADHD, trouble connecting with other people, poor health, financial instability, no goals or future plans; he did not graduate high school, had a severe use to marijuana, and was in conflict with the law.

Throughout the 10 months of his participation with the HDTC he was given supportive services for his anxiety/depression, and substance use. John Smith was substance free March 2015 to his graduation and is continuing to do well. He was guided and supported to further his education and applied and succeeded with his GED. This individual became goal oriented and started to focus on his future. He started to participate in sports and joined online services to reconnect with individuals. John Smith met all the graduation criteria and successfully graduated from the HDTC program in Oct 2015. John's sentencing was one of a kind for his charges and he received an absolute discharge. John gave an appreciative speech in the court room the day of his graduation and indicated that he felt he had a second chance in life.

Just recently, August of 2016 John Smith reached out by email to the HDTC case worker to indicate his successes since graduation. He thanked the caseworker and was appreciative of all the help that was given to him in the HDTC program. He indicated that he is still sober and strong and his health is the best it's ever been, along with his mood, attitude, memory, relationships, and self-confidence. John Smith indicates that he has not looked back from graduating from the HDTC program, that it was a life altering experience and a true example of what people can accomplish when they are given the proper resources, and a second chance. John Smith reports he is enrolled in college but he is putting it on hold, as he has made a decision to enroll in University for the Addictions Counseling Diploma. He reports that he is very active with his sports and one of his teams is moving onto the provincial level. John Smith expressed that he now knows and understands the amount of insight into the steps that he needs to take in order to reach his goals in life and be successful.

Brampton Addictions Program (BAP)

The Brampton Addiction Program (BAP) is a collaboration that integrates addiction treatment services into the justice system through individual case management which follows the principles of the Drug Treatment Courts. This collaboration includes: EFry as the lead wraparound case worker, justice partners, and Crown Attorneys, Brampton Probation and Parole, Peel Regional Police, and Peel Addictions Assessment and Referral Centre (PAARC) as the community clinical provider. BAP came into existence as a result of EFry connecting with the above community stakeholders and identifying a significant number of individuals charged with criminal offences in Brampton suffering from addiction to either alcohol or drugs. Many of the offences committed by these individuals are fueled by their addiction, many of whom have lengthy criminal records. Individuals with substance use most often have a host of other problems that make it difficult for them to lead a stable and productive life, and deal with their addiction. Many are homeless, or have unstable housing; are unable to maintain regular employment; have problematic relationships with family and others; are in need of individual therapy, as well as, counselling for their specific substance use. Even with the best intentions, many individuals with substance use need to have a concrete and detailed plan for dealing with their substance use and not participate in criminal activity. With a wraparound approach, the wraparound worker works diligently with the individual to organize, formulate and execute a plan tailored to their specific needs.

“I am very appreciative of all the work the program has put in ... I am enjoying being at a residential treatment and I am feeling good about myself.”

The inception of BAP began in June of 2015, and with the hard work, passion and the commitment of the collaborative members, the first court date was January 15, 2016. Currently there are 13 individuals participating in BAP and the referrals continue to increase. The program is receiving positive response from the Brampton Court and community. Currently, BAP is funded through the Region of Peel as part of the Collaboration Fund. This funding supports an EFry wraparound worker two days a week and provides client relief for individuals in the program.

SUPPORT

There's Hope, There's Help

Female Mobile Support Program (FMS)

The Female Mobile Support (FMS) program provides outreach to young women between the ages of 12 and 24. These outreach services include help accessing services and supports such as basic needs, housing, education, job search, legal support, counseling, safety planning, mental health services, medical care, pregnancy support, as well as providing mentoring and advocacy. This program provides trauma-informed, anti-oppressive, client-centered support specifically to victims of commercial sexual exploitation, which includes sex trafficking and various forms of online and in-person sexual exploitation.



Where are we in regards to Human Trafficking in Peel and Halton?

Stats: (Canadian Women's Foundation, 2014)

- Average age of entry in Canada is 14-16 years old*
(Evidence from service providers recorded in 2012 identified)
- 5,651 Commercially Sexually Exploited children
- 16,386 Commercially Sexually Exploited women
(included trafficking and what is considered sexual exploitation)

*But even these number only represent those who accessed services! There are many more slipping through the cracks.

98% of human trafficking victims, worldwide, are women and girls, and all the domestic trafficking cases in Canada so far have been female victims. 93% of victims are Canadian (Canadian Women's Foundation, 2014)

Info on sex industry in Peel and Halton:

- Incredible amounts of \$ being earned by the perpetrators by exploiting young women \$1,000/day/victim)
- Peel Region has the most lucrative strip clubs in the GTA which attracts exploiters
- 22 licensed massage parlors / 5 unlicensed. 8 strip clubs. Numerous residential bawdy houses.

What happens to young girls who are being trafficked in the Peel and Halton Region?

They will endure threats and unspeakable acts of violence, humiliation and degradation, they will be emotionally manipulated, isolated from friends and family, exposed to STI's and HIV; become at risk for developing a dependency on substances, may be denied basic necessities like healthcare, may have multiple miscarriages and abortions; and, they will incur both internal and external injuries as a result of the excessive wear and tear on their body from servicing potentially 5-20 men a night. "The Life" (as they like to call it) is a downward spiral and it only gets worse with time.

Brie's Story

Brie was connected to the Female Mobile Support program by EFry's youth court support worker and Empowering Against Exploitation program facilitator. She had been lured into escorting through Instagram and had two pimps who exploited her over a number of months.

Brie successfully completed the EAE program facilitated by the Elizabeth Fry Society Peel-Halton at the Nexus Youth Centre. During this group, Brie chose to share her story with the group in an effort to educate her peers and help them avoid the tactics her exploiters used to lure her into the life. She also went on to co-facilitate another EAE group for girls with lived experience. Soon after beginning EAE at Nexus, Brie began to work with an FMS worker one-on-one. Together they worked on safety and building a rapport until it came time to testify against her pimp. Brie testified for a day and a half with the FMS worker by her side. Unfortunately, she could not complete the trial due to the emotional stress and intimidation tactics used by her pimp. Brie was encouraged by the FMS worker, her lawyer and the officer on her case who advised that she showed great strength and should consider the act of leaving her exploitive situation and attempting to testify against her pimp as a victory.

Through the FMS program referral, Brie returned to school at The McNeil Learning Centre through the Elizabeth Fry Society of Peel-Halton. This environment, along with the assistance received from the FMS caseworker, provided her the support and surroundings needed in order to attend and achieve her school goals. She was also able to obtain a part-time job. Towards the end of the school year, Brie admitted that she had been using alcohol to cope with her past experiences. The FMS worker set her up with a counsellor at HOPE 24/7 which supports victims of sexual assault. She completed an intake and was put on a waiting list for the fall.

FMS continues to support Brie as she works through the ups and downs that come with living a life of exploitation. Brie continues to stay out of the life. She maintains a positive relationship with her mom, and continues to work towards building a positive future for herself. Brie plans to return to school in the fall, she will begin counselling with HOPE 24/7 and will continue to work with the FMS program to create better stability and a future for



SUPPORT

There's Hope, There's Help

Community Apprenticeship Program (CAP)

Elizabeth Fry Society of Peel-Halton, is pleased to be a member of the Horticultural Technician Pre-Apprenticeship program offered through Humber College. This collaborative partnership includes Humber College, Vanier Centre for Women and Elizabeth Fry Society of Peel-Halton. The collaboration started in June of 2015 and the courses began at Vanier in January of 2016. The program is funded through the Ministry of Training, Colleges and Universities.

This is a unique collaboration of partners and is one of a kind within the College and Justice systems. As such, this program provides Level 1 Horticultural Technician Apprenticeship training to the women incarcerated at Vanier. The program is intended to be accessible to authorized and eligible women at Vanier.

“I learned so much, and completing the program is something to be proud of. It was life changing”.

Students who successfully complete the program will receive Level 1 certification from Humber College. The academic and hands on training provided by Humber at Vanier will be followed by an unpaid work placement to be held there and monitored by the grounds staff identified by the institution. This unpaid placement al-

lows the students to begin accumulating apprenticeship hours that are needed in order to complete their level 1.

Throughout the student's participation in the program and upon release from Vanier, students are supported by EFry through a wraparound case worker. This wraparound worker works in conjunction with Humber College and Vanier from intake to completion of the students work placement. This includes counselling, reintegration supports and any other needed wraparound supports. The wraparound worker will participate in developing discharge plans for each woman involved in the program when they are ready for release, including referral to appropriate employment services agencies in the area of the women's release. The wraparound worker attends classes at Vanier as a means to assist in building rapport, and providing encouragement, and emotional support while the women attend some of their difficult classes. Upon release, the wraparound worker arranges visits and maintains contact with the women in order to provide continuing support; including shopping assistance for specific trade attire, and as a means to assist with follow up on participants at 3, 6, and 12 months following the completion of the program.

On May 27, 2016, a graduation was held at Vanier for 9 of the women who had completed the academic portion of Level 1 of the Horticultural Technician Pre-Apprenticeship program. This was very exciting and a ground breaking event, as this type of an event had never occurred at the institution before. There were representatives from Humber College, Vanier, EFry and the women were able to invite family members. The graduation took place on the grounds of Vanier where the women took their classes. This was an emotional graduation for all involved, as the women in the program worked diligently throughout the program, and all of the graduating students received honours. It was a privilege to take part in acknowledging the women's perseverance and success.

There are currently 13 active women in the program. One woman is working at a gardening centre and the other woman has recently obtained a full time position at a company that imports flowers. There are 4 women being released in September and more in October.

Native Inmate Liaison Officer (NILO)

In July 2016, the Elizabeth Fry Society of Peel-Halton was successful in securing the Native Inmate Liaison Officer (NILO) contract at Vanier Centre for Women for the Ministry of Community Safety and Correctional Services. As a result of this contract, Elizabeth Fry Society of Peel-Halton was able to provide the women at Vanier Centre for Women with culturally appropriate services, delivered directly by an indigenous woman. As the provider of Core Programming at the Vanier Centre for Women as well, the agency has had the opportunity to develop and administer a modulated Ministry program in an institution, in collaboration with correctional staff. The relationship that our staff have developed has generated positive outcomes for the women, the staff and the institution. In addition, these relationships have demonstrated Elizabeth Fry Society Peel-Halton's capacity as a community agency to work directly with a correctional facility towards one common goal: providing gender responsive services that address the needs of criminalized women.



As the NILO worker, this individual is responsible for assisting the aboriginal and non-identifying aboriginal clients with a successful reintegration into the community. This is done through the provision of culturally relevant programs, services and activities aimed at promoting aboriginal healing and wellness. The NILO worker addresses the unique needs of the aboriginal clients within the 'healing continuum' or 'healing journey'.

In a relatively short period of time, the NILO worker has demonstrated the ability to support and advocate for the aboriginal women at Vanier Centre for Women. As part of the NILO position, the EFry worker meets with each individual aboriginal woman upon intake. The NILO worker is responsible for planning, organizing and facilitat-

ing aboriginal programming to aboriginal women on a regular basis. These activities consist of sweat lodge ceremonies, healing circles, smudging, and drumming (which includes accessing necessary community Elders and resources). The NILO worker is a critical component to reintegration process; ensuring access to community resources that are aimed at meeting individuals' educational, employment, housing, health or other identified needs.

Over the years, the Elizabeth Fry Society of Peel-Halton has been honoured and committed to providing quality services to the women of Vanier. Through the provision of a NILO worker at Vanier, the agency has been able to broaden the scope of services to the needs of aboriginal women in the justice system. This has been achieved through service provision offered by an indigenous woman through a gender responsive, trauma informed, and culturally appropriate framework.

REINTEGRATION

There's Hope, There's Help

Follow-up and Aftercare Program (FUAC)

Elizabeth Fry Society of Peel-Halton developed this gender specific reintegration program for female youth in the spring of 2002. To date, the program has served 843 female in our community. Since 2002, the Follow-up and Aftercare Program (FUAC) has provided clients with a continuum of care, which fosters and enhances the potential for the positive personal and social adjustment of young women reintegrating into society. The FUAC program encourages healthy and safe decision-making, while nurturing and encouraging independence and skill development. Emphasis is placed on developing resources and connections to community supports that will assist young women in maintaining healthy lifestyle choices.

The Reintegration Program, offered in open and secure detention/custody settings, assists young women in becoming 'community ready' as they leave custody/detention.



Sarah's Story

Sarah was referred to the FUAC program by her Probation Officer when she was 16. Sarah had a troubled relationship with her mother and had lost her father to suicide. Sarah left home at 14 years old, living with family and her boyfriend until the age of 16, when she qualified for Ontario Works. Sarah was provided with support through FUAC in applying for this assistance, as well as with accessing the Trusteeship program. An application to subsidized housing was also completed and Sarah began school at the Peel Alternative Program.

Shortly after starting to work with the FUAC Program, Sarah believed she may be pregnant. Staff supported Sarah in accessing and receiving healthcare services throughout her pregnancy. Sarah had a complicated birth and required a C-section. Support was also provided following the birth. Sarah was introduced to the Breakfast Club, a pre/post-natal support program run through Public Health, which provided support and learning opportunities for Sarah in her early months as a mother.

Sarah was able to obtain a two bedroom subsidized housing unit in a nice location. Sarah is now planning to attend school and acquire her Diploma.

Grand Valley Institution (GVI) & Ellen House Work Program

Ellen House held its second annual big ‘Spring Clean Up’ with 8 federal women, 3 community volunteers, 2 Grand Valley Institution (GVI) staff, 11 EFry staff and 4 students. This event is a great opportunity for the women serving their sentences at GVI to provide service to the community and also to familiarize themselves with Ellen House. It gives them a



glimpse of what residency will look like while on parole. It also assists them with meeting Parole Board expectations of successfully completing Escorted Temporary Absence passes before release. This is often required of them before they can apply for further passes and parole. GVI staff are very appreciative that Elizabeth Fry Society Peel-Halton assists with this important reintegration step. Elizabeth Fry Society Peel-Halton offers to assist women with Escorted Temporary Absences, and Unescorted Temporary Absences.

Ellen House also benefits as the work crew, staff and volunteers all work very hard cleaning the outside property, cutting trees and branches, raking, mending gardens and doing general clean up. The amount of work done in

the day is amazing. Participants are thanked with a great lunch prepared by the women themselves and residents at Ellen House.

Due to the success of this initiative, another date has been set for October 25th to complete another Fall Clean Up!

Elizabeth House– Transitional Residence

We are proud to announce that ‘Elizabeth House’ has opened its doors to three federal women on March 1, 2016. This house, located next to Ellen House, is the next step for women to assist them in reintegrating back into the community. The Agency purchased the home in the summer of 2015 and one main floor unit was completely re-modernized and transformed into a beautiful home with three large bedrooms for federal women serving day or full parole. This home is a graduated step up and out from Ellen House for women who have been successful with their first step in the reintegration process. Women will continue to receive support and supervision from the staff team at Ellen House but will be afforded the opportunity of more independence. Since opening, it has been at 100 % occupancy.



REINTEGRATION

There's Hope, There's Help

McNeil Learning Centre

The Section 23 program was established as a response to the overwhelming need to provide girls involved in the justice system or at-risk of being involved in the justice system a safe and accessible environment to set and achieve educational goals and receive and address treatment needs. Provided in a gender-responsive, strength-based and client-centered setting, staff work to build trust and rapport with the students. This program works closely with the school board; providing support and management of behavior, attending and participating in case management meetings, observing and documenting items related to programming and supporting and advocating for the girls involved in the school. This unique partnership with the Peel District School Board, the Dufferin Peel Catholic District School Board and the Elizabeth Fry Society of Peel-Halton has provided the opportunity to engage girls from both educational school systems.



Lara's Story

Lara came to the McNeil Learning Centre as a referral from Youth Probation. She was originally from Northern Ontario, but was transferred after exhausting all services within that region. Lara was in the care of CAS, as her father had passed away and her mother suffered with mental health issues that prevented her from providing appropriate care. Lara was residing in a tumultuous foster home, which resulted in her getting into trouble frequently. She was recommended for our school program due to her behavioral issues, which all believed would be best handled within our small class size and through our gender responsive approach. At the start of the program, whenever Lara would become agitated, she would lie on the floor, kicking things and swearing, which would eventually be followed by leaving the building. After four months in the school, with constant and consistent encouragement and redirection, Lara's attendance and behavior improved. Lara attended school regularly and relied heavily on staff to help transition her when she was no longer welcome in her foster home. She began to voice her frustration through communication and she also voiced her trust in the staff group and the support she gained through their encouragement and patience. The kind and empathetic way in which staff helped Lara directly impacted her sense of confidence and self-worth in a positive way.

ADVOCACY

“Intentional Sector Collaboration”

Through reading “The Six Practices of High-Impact non-profits” written by Leslie R. Crutchfield and Heather McLeod, they identify 6 things that non-profit organizations can do to be Forces for Good.

1. Advocate and serve
2. Make markets work
3. Inspire
4. Nurture non-profit networks
5. Master the art of adaptation
6. Share leadership

Our developed partnerships here at Elizabeth Fry Society of Peel-Halton make us stronger and allow us the ability to make significant change for our clients.

The AWARE Project

A Women’s Resource Enhancement (AWARE) is funded by the Region of Peel through Elizabeth Fry Society of Peel-Halton. The AWARE strategy’s purpose is to assist in the further development of a collaboration in its infancy that has been identified as a growing need within the common client population we serve in Peel. More specifically, those that are in conflict with the law or at risk of being in conflict with the law, and the enhanced support needed for the mental health and addiction challenges these individuals face. Through an intersectional collaboration with Catholic Family Services of Peel Dufferin and Family Services of Peel – Peel Institute of Violence Prevention, Elizabeth Fry Society Peel Halton has provided training to over 50 full-time staff in a trauma screening tool, which focuses on social determinants and the intersections in the individuals we support.

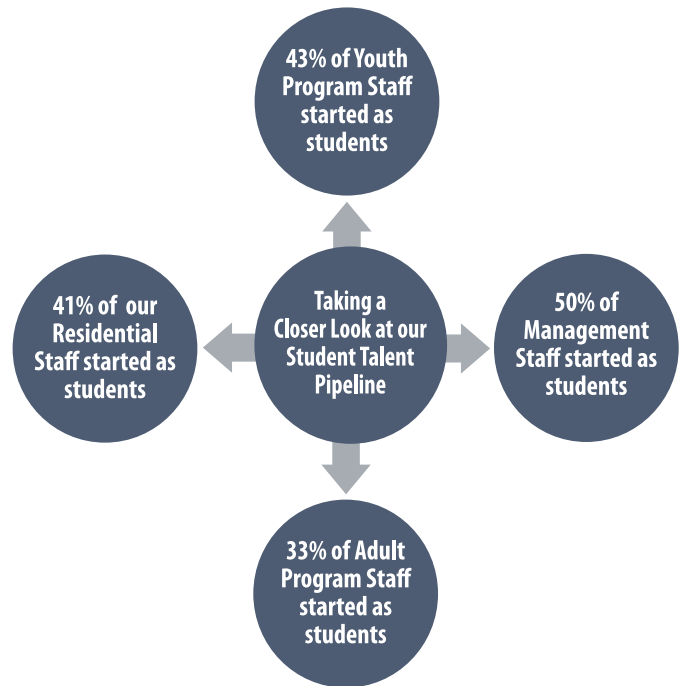
Our Place Peel (OPP)

The intersectoral relationship with the youth crisis shelter started when Our Place Peel (OPP) indicated that they would ensure girls’ safety in their shelter by doing the simplest things, such as locating girls close to the staff office, ensuring that girls would be grouped together and not spread throughout the shelter and that girls’ safety would be primary to ensure that their vulnerabilities were not exploited. Our Place Peel understands the need for gender safety planning and was prepared to work with us to ensure homeless and girls in crisis had a safe place to go. Through this relationship commonalities were found in the work that both organizations do with youth and families. The migration to sharing office space just seemed appropriate and OPP was along side us during the conversation of moving to our new Mississauga space – which allows OPP the ability to have a true presence in our shared space. Our newest venture is within our Brampton location which will be the home of some additional OPP staff to help support the homeless youth in Peel. The partnership will also see both organizations combining efforts to address social/justice issues in Peel. Over the coming months, we look forward to this continued relationship which has and will continue to provide a wealth of services and resources and strength to our community.

VOLUNTEERS AND STUDENTS MAKE A DIFFERENCE

At the Elizabeth Fry Society of Peel-Halton, our students are an integral part of our operations. It is without question that some of our programs wouldn't be able to provide the level of service and engagement that we offer without their support, determination, and commitment to the Agency's values, mission and vision.

Not only do our students assist us with our short-term goals and projects, but they provide the opportunity to test and even grow a longer-term commitment. Students afford the Agency the ability to train the student employee while exposing students to Agency culture, facilitating personal and professional growth, and contributing to a well-trained and well-informed workplace. With that being said, we took a closer look at our current staff body and found that 37% of those individuals started as students (including permanent, contract, and casual relief staff).



Student Practicums

At the Agency, our student representation is all year round! Throughout the fall, winter, and spring, we welcome students from various colleges and universities across the GTA to help facilitate the hands-on portion of their required curriculum. These schools and programs include but are not limited to:

Ryerson University, Bachelor of Social Work
York University, Bachelor of Social Work
Sheridan College, Child and Youth Care
Sheridan College, Community and Justice Services
Seneca College, Social Service Worker
University of Guelph-Humber, Family and Community Social Services
University of Guelph-Humber, Justice Studies
University of Guelph-Humber, Psychology
Humber College, Community and Justice Services

Throughout the summer months, the Agency is able to continue to rely on a student presence through the Canada Summer Jobs Program and the Region of Peel Summer Job Challenge.

Canada Summer Jobs

The Canada Summer Jobs program provides funding to help employers create summer job opportunities for students. It is designed to focus on local priorities, while helping both students and their communities. Moreover, Canada Summer Jobs provides work experience for students; supports organizations, including those that provide important community services; and recognizes that local circumstances, community needs and priorities vary widely.

Region of Peel Summer Job Challenge

Each year the Region of Peel Summer Job Challenge provides youth in Peel with an opportunity to gain valuable work experience throughout the summer months. This initiative addresses inclusion and poverty, seeking out youth with barriers to employment including those:

- Receiving social assistance;
- Living in a priority neighbourhood;
- Non-students in transition;
- In school but never employed;

This year the Elizabeth Fry Society of Peel-Halton had the most students it's ever had in one summer. Through both employment programs, the Agency was able to secure 15 student positions, who all worked across the agency in programs such as:

- Community Counselling
- Community Service Order
- Marjorie Amos Residence
- Ellen House Residence

The Student Experience

The Agency is always soliciting feedback from our students to strengthen our student program. Using exit interviews as a tool to do this we ensure that every student has the opportunity to be reflective of their experience with the Agency, which becomes a helpful driver for organizational development. In summary, we have found that our students find their experience with the Agency:

- **Rewarding**, as it broadens major learning outcomes that align with curriculum studies and objectives.
- **Developmental**, as various job responsibilities and components of their student experience will work to serve them professionally in the future including: case management, case notes, greater understanding of criminal justice system, counselling techniques, communication dynamics, active listening skills, group facilitation, behaviour management, collaboration, gathering resources, administrative duties, and the development of interpersonal skills.
- **Positive**, supportive and reliable with the opportunity to contribute through administrative work, counselling support, and special projects to make a meaningful impact to the Agency and their team.
- **Encouraging**, as the Agency provides a friendly work environment where there is strong communication practices and a variety of programs that help our clients overcome situations of conflict and adversity.

THE MANAGEMENT TEAM

EXECUTIVE DIRECTOR

Deborah Riddle
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Thank You

The Agency would like to thank all individuals and organizations who kindly made donations to the Elizabeth Fry Society of Peel-Halton in the 2015/2016 fiscal year. Due to the Privacy Act we are unable to publish their names but we are truly appreciative of all donations received. Without these donations we would not be able to continue the work we do.





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