

ELIZABETH FRY SOCIETY OF CALGARY

2014 ANNUAL REPORT



EMBRACING A YEAR OF CHANGE

OUR MISSION

The Elizabeth Fry Society of Calgary offers pathways to healing, through supports and advocacy, for women who are affected by systemic social issues which contribute to their criminalization.

OUR VISION

Equality that promotes a woman's sense of self in her journey through lived experience towards infinite potential.

OUR VALUES

Integrity - Consistency and truthfulness in actions and values

Ingenuity - Flexibility and adaptability in providing value-added services within an ever-changing social framework

Advocacy - Foster an environment of courage and empowerment for all those who interact with the agency



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FACT:

Programming for female offenders while incarcerated is limited as the primary mandate of incarceration is to ensure public safety and penalize offenders. Trauma S\ screening and treatment have not been a priority nationally or internationally. Trauma can translate into serious health and social consequences, including physical and mental illness, substance abuse, unemployment, and low education attainment.

*Source: Leslie Shepard, January 6, 2015
- St. Michael's Hospital Newsletter - Toronto*

FACT:

The “2014 Corrections and Conditional Release Statistical Overview” states that nearly half of aboriginal offenders are under 30 when they enter the system, compared with 36 percent of non-aboriginal offenders, and they are more likely to serve two-thirds of their sentence, compared with the one-third generally served by other offenders.



HIGHLIGHTS FROM OUR HISTORY

The Elizabeth Fry Society of Calgary (EFry) is proud to be part of the Canadian Association of Elizabeth Fry Societies. For almost 50 years, we have been providing hope, help and healing for at-risk and criminalized women. We are honoured to carry on the legacy of Elizabeth Fry, a passionate advocate for those without a voice and champion of prison reform for women. Elizabeth Fry's original services began with prison visitation and counselling and have continued to remain one of our strongest and longest programs for women who have been systemically criminalized.

Here is a brief recap of our history and our work in the Calgary community:

- 1st Elizabeth Fry Society in Canada opened in Vancouver in 1939 by Agnes McPhail
- Post Second World War, Venda Amy, with the support of the Calgary John Howard Society, began to develop the Elizabeth Fry Society of Alberta, which was established in 1965
- The Alberta Elizabeth Fry Societies of Alberta joined the Canadian Association of Elizabeth Fry Societies in 1977 – reaffirming Calgary’s advocacy role on issues of national importance
- The Elizabeth Fry Society of Edmonton was formed with support from Calgary in 1979
- In recognition of Elizabeth Fry Society of Edmonton, the Elizabeth Fry Society of Alberta changed its name to The Elizabeth Fry Society of Calgary to include both agencies within the region
- Adult Court Programs began in 1975 in Calgary
- In 1981, the Elizabeth Fry Society of Calgary moved operations into its own building after several years of being housed with the Calgary John Howard Society
- Youth Court Program was formed in 1990 in Calgary
- Berkana House was launched with the Calgary John Howard Society in 2001 as a residence to support federally sentenced women on day parole and on conditional sentences
- The Community Awareness Program for Immigrants was piloted in 2006 and has since become one of EFry’s most preventative programming supports for immigrants in the city
- Adult Court Programs expanded into Family Justice Services in 2012
- Regional Court Programs were developed commencing with the southern expansion in 2013 and northern expansion in 2014
- The SAGE: Emotional Wellness and Employment Readiness Program was part of the Calgary Urban Aboriginal Initiative Collaborative Granting Process in 2013. The program commenced in 2014 providing culturally relevant support to women with barriers to employment



FACT:

Aboriginal women represent 34.5 per cent of all women in prison, while aboriginal men represent 22.6 per cent of male prisoners. Aboriginal adults represent about three per cent of the total Canadian population.

Source: 2014 Corrections and Conditional Release Statistical Overview



It's hard to believe that the Elizabeth Fry Society of Calgary has been servicing Calgary for nearly 50 years. Since the beginning, EFry has continued to grow and change in response to the needs of our clients. This year we focused on working with our Executive Director to streamline financial reporting and accounting processes as well as internal and external communications. The Board commenced the next round of strategic planning to incorporate changes to our internal and external environment and to solidify goals that will lead EFry through the next three years. We are working on exciting fundraising strategies including a major event for the spring.

We are hopeful that EFry will continue to reach a greater number of people with the introduction of the new court locations, as well as our SAGE and UNLOCK programs. With our increased focus on better communication, we want to make it easier for others to get to know and support our organization.

We are so very lucky to have the energy, creativity, knowledge and

commitment of our Executive Director, Katelyn Lucas, our extremely capable staff, and a committed team of talented Board members. It is a pleasure to be associated with an organization of such a high caliber of professionalism. EFry owes its reputation as one of the most successful programs of its kind, in large part, to the hard work of the Director and staff.

I would like to take this opportunity, on behalf of the Board of Directors, to say how very grateful we are to our funders whose continued support enables pathways to healing for women who are affected by systemic social issues which contribute to their criminalization.

And finally, as always, EFry relies heavily on volunteers and I would like to take this opportunity to thank the many volunteers who make a difference in the lives of our clients.

Sincerely,



Virginia Ashley *Board President*

2014 was a year of changes for our Society as we began to review our agency structure and services to evolve our work with the women we serve. As an agency, we have strongly established ourselves in the Calgary community. We are celebrating 50 years of dedication and advocacy for women involved in the criminal justice system. We support women who - without our body of work - may not have a chance to turn their lives around.

Elizabeth Fry Society of Calgary continues to build upon the founding principles of the prison work that we are primarily known for in the community. We have increased the depth of our work through adapting to an intensified case management model. We are making a larger impact and notable changes in women's lives through their engagement in our community and outreach program. Reducing recidivism is a lofty goal; however an achievable one for many of the women who pass through our doors as they work on the core issues that led to their incarceration or involvement with the justice system.

This past year, we increased our support to over 704 newcomers with clinics and workshops designed to assist them in developing awareness regarding their rights and responsibilities within the Canadian legal system. Additionally, we provided individualized support to 132 women and their families with immigration documents and legal information.

We evolved our regional court programs by adding four new court houses: – Canmore, Cochrane, Didsbury, and Turner Valley. These are in addition to the existing Airdire and Okotoks court house work we provide. We assisted nearly 11,500 in the adult case management office, youth court, family justice services, and regional court programs in 2014. Individualized support was provided to 89 women in the Calgary Courts Centre, assisting those who are not eligible for supports through Legal Aid and cannot afford a lawyer.

Our volunteer program was restructured as we implemented a stronger training program providing eight pre-role training modules on Agency Orientation, Agency Operations, Peer Support, Aboriginal Awareness, Immigrants and Cultural

Diversity, Social Issues and Incarceration, Criminal Law, and Family Law. Fifty-nine volunteers supported our court programs and assisted with our agency programs.

In recognition of the 45-60 % Aboriginal women that we serve, our Society regained an emphasis on Aboriginal Cultural Supports. We implemented monthly Aboriginal ceremonies, moccasin making, and elder supports. Thanks to the generous support of Alberta's Aboriginal Relations, we were able to fund Aboriginal cultural activities in conjunction with our SAGE: Emotional Wellness and Employment Readiness program.

The SAGE program was piloted in 2014, providing a successful opportunity to women with barriers to employment. Through this program, they could engage in meaningful activities that contributed to their ability to overcome personal challenges and trauma, as well as address the next steps of employment, training or education.

Our UNLOCK functional skills program has also evolved as we spent 2014 revamping the

original curriculum in response to the feedback of our 2013 pilot. The program is provided in the Calgary Remand Centre weekly and the Calgary Attendance Centre 3-4 times a year. A total of 381 women attended the program in 2014.

The dedication of the Elizabeth Fry Staff is essential to the growth and quality of programming and supports that are provided through the agency. Women who have felt judged, victimized, criticized, and misunderstood by the media and society, find a haven of support within the agency as EFry staff offer hope and enduring support to assist them on their pathways to healing. Ultimately every woman deserves another chance.



Katelyn Lucas *Executive Director*

"I would like to say thanks for everything EFry does for us while we are incarcerated." – EFry client

OUR PROGRAMS

Aboriginal Cultural Supports

Elizabeth Fry acknowledges the Aboriginal women who are over represented in the Justice System. We provide a foundation of Aboriginal cultural supports within our agency structure. We offer access to elders, ceremonies, cultural activities and supports.

Berkana House

Elizabeth Fry co-owns and manages the Berkana House program with the Calgary John Howard Society. This program provides transitional housing and supports to women who are under conditional releases from federal institutions. Women obtain supports to assist them with adjusting into the community, and re-establishing connections to support their success.

Calgary Court Programs

Within the Calgary Court Centre we provide legal information on plea options in Adult and Youth Criminal Court, and on the Family Justice Services floor. Staff and volunteers provide resources and supports to assist those who are attending court on first and second appearances.

Community Awareness Program for Immigrants

Newcomers to Canada are provided with workshops and clinics around Administrative Law (Employment, Housing, Health, and Systems) to assist them with their legal rights and responsibilities in Canada. This preventative program is meant to provide appropriate legal information to assist newcomers in avoiding complications with their immigration status. Additionally, individualized support is provided to women and their families to address status issues and assist with navigating immigration processes and documentation.

Legal Information Programs

Women who are unable to access legal help with documents and more in-depth information are supported through individualized legal assistance related to family, criminal, and bylaw issues.

Prison Community Outreach Program

Our longest-running program includes supports for women during their incarceration in Calgary Remand Center and Lethbridge Correctional Centre. Women obtain supports to help manage their incarceration productively and work

on release planning. Intensified case management follows when women are released into the community. Additionally, case management support is given to women who are in the early stages of interfacing with the criminal justice system using a preventative approach to address the issues that may lead to further and deeper involvement.

Regional Court Programs

Similar to our Calgary Court Programs, youth and adults are supported regarding legal information on plea options and resources in the Regional Courts of Airdrie, Canmore, Cochrane, Didsbury, Okotoks, and Turner Valley.

“Out of all the resources out there I know EFry helped me the most. EFRY covers so many areas of a woman’s life, from housing, education, financial, legal and personal needs. I don’t know what I would have done without you guys.” – EFry client

SAGE: Emotional Wellness & Employment Readiness Program

Women with barriers to employment receive support through a 12-week program that assists them with functional and employment skills. This program addresses emotional issues through the use of art, photography, and writing to assist with appropriate options for emotional expression. Aboriginal culture, ceremonies, and healing are implemented as the foundation of the program.

U.N.L.O.C.K. Functional Skills Program

(Unlocking New Levels of Capability and Knowledge)

Group programming is provided to women in the Calgary Remand Centre and at the Calgary Attendance Centre. Programming is focused on the enhancement of functional skills to enhance personal development.

Volunteer Program

Elizabeth Fry utilizes volunteers to support many of our programs. In particular, the court programs depend on volunteers to help manage the flow of people. Volunteers play a pivotal role in assisting our agency’s operations, communications, and programs.

2014 PROGRAM HIGHLIGHTS & ACKNOWLEDGEMENTS

- Introducing SAGE: Emotional Wellness and Employment Readiness Program – funded through Aboriginal Relations and Calgary Learns
- Restructuring of the Prison Community Outreach Program (PCOP) to focus on an intensified case management model – funded through United Way of Calgary and Alberta Justice and Solicitor General
- Addition of Program Administrative Support Worker – support for the PCOP team addressing intakes and systems navigation supports - funded through multiple funders
- Strengthening Aboriginal programming to secure monthly sweats and biweekly elder visits
- Restructuring the Community Awareness Program including stronger focus on workshops and clinics – funded through Alberta Law Foundation
- Revising the Volunteer Program with an eight-module pre-training program for volunteers – funded through Alberta Law Foundation
- Expanding the northern catchment for the Regional Courts Program – funded through Alberta Law Foundation
- Securing housing supports for five women in collaboration with the Mustard Seed Ministries – funded through Rotary Club, Knights of Columbus, Alliance Pipe and various other donors



COMMUNITY COMMITTEES

In 2014, our staff participated in the following community committees, offering our expertise and insights on important issues:

- Calgary Urban Aboriginal Initiative
 - Justice Domain
- Aboriginal Standing Committee on Housing and Homelessness
- Calgary Poverty Reduction Initiative
 - Justice Constellation

COLLABORATIONS

We are proud to work with a number of Calgary agencies to help create positive change for the women we serve. Thank you to our partners:

- Calgary John Howard Society
 - Berkana House
- Calgary Alpha House Society
 - Weekly Detox and Shelter Visits
- Mustard Seed
 - Affordable Housing Tower
- Calgary Attendance Centre
 - U.N.L.O.C.K.
 - Functional Skills Program
- Canadian Mental Health Association
 - Street Outreach Stabilization Team (biweekly on-site visits for EFry clients)

FUNDING AND GRANTS ACKNOWLEDGMENT

- Alberta's Aboriginal Relations
- Alberta Gaming and Liquor Commission
- Alberta Justice and Solicitor General
- Alberta Law Foundation
- Calgary Foundation
- Canadian Association of Elizabeth Fry Societies
- Knights of Columbus
- Community Spirit Fund
- Rotary Club of Calgary
- United Way of Calgary and Area
- Corporate Aponsors, Individual Donors, and Bequests

FACT:

As of April 14, 2013, 579 women were incarcerated in Federal prisons at an annual cost of \$211,618 each. (The total cost would be \$122,526,822.)

Source: The Edmonton Sun, March 18, 2014

BOARD OF DIRECTORS

2013-2014

Virginia Ashley
*Jessica Karpat
*Margaret Keelaghan
** Tiff Mochinski
Brett Pearce
*Lisa Rothwell
Tasha Taylor

2014-2015

Virginia Ashley
Brett Pearce
Jessica Karpat
Lisa Rothwell
*Carlos Garcia
*Charles Newton Price
**Margaret Keelaghan
*Supreet Sidhu
* Vidya Venkatraman

**Newly elected*

***Left during term*



Volunteers - Christmas 2014

THANK YOU TO OUR 2014 VOLUNTEERS

Leanne Alfaro
Selma Alkiz
Yelda Anwari
Tara Astorga
Stephanie Autio
Vihideh Azar
Amy Badry
Michelle Baron
Lauren Barr
Kristina Baykusheva
Alex Bernier
Stacy Canavan
John Casuga
Melissa Chow
Colah Dorab
Jovita Dias
Vasil Dimitrov
Amy Dornian
Alisha Eisenberg
Solenia Fox
Kyle Garwood
Erica Gouchie
Anmal Hehar
Kendra Heinz
Shalu Hirji
Katrina Kahler
Kismet Kaur
Gerardo Kelly
Stefan Lewis
Neilly Little

Sheila Marasigan
Wissam Al Massari
Alicia McCallum
Genevieve McLean
Sidrah Mobeen
Ashlee Morris
Fay Munro
Vi-An Nguyen
Sara Orban
Christian Orozco-Lutz
Tracy Orr
Elaine Paul
Samantha Pauls
Ella Ponchiano
Bianca Ross
Rabia Shuaib
Saba Siddique
Christie Simons
Caitlin Tighe
Nicole Tremere
Laura Triana
Vanessa Tsai
Pedro Van-Dunem
Catrina Webster
Stefani Wesley
Qimat Zafar
Jeanine Zahara
Stanislava Zigurova
Vanessa Zuchetto

STATEMENT OF OPERATIONS

For the year ended December 31, 2014

	Operating	Berkana House (Note 2g)	2014	2013
Revenue				
Alberta Law Foundation	\$ 308,703	\$ -	\$ 308,703	\$ 282,921
Government of Canada	-	271,261	271,261	249,904
United Way	280,534	-	280,534	299,634
Alberta Solicitor General	125,571	-	125,571	125,557
Casino	54,051	-	54,051	15,987
Donations and memberships	35,559	1,000	36,559	31,553
Calgary Foundation	10,890	-	10,890	4,247
Other income	1,331	-	1,331	7,431
Amortization of deferred contributions	2,139	5,601	7,740	8,855
Community Spirit	3,337	-	3,337	2,652
Interest income	2,927	-	2,927	572
Miscellaneous income	2,177	-	2,177	4,100
Canadian Association of Elizabeth Fry Societies	1,075	-	1,075	1,500
Rental income	-	588	588	-
Government of Alberta	16,517	-	16,517	410
	844,811	278,450	1,123,261	1,035,323



	Operating	Berkana House (Note 2g)	2014	2013
Expenses				
Salaries and wages	612,010	206,424	818,434	767,265
Premises	60,112	11,104	71,216	41,868
Office	29,229	15,152	44,381	45,270
Program costs	35,810	32,648	68,458	70,939
Professional fees	33,802	4,200	38,002	37,593
Repairs and maintenance	26,136	10,764	36,900	13,583
Travel	18,010	4,627	22,637	17,821
Amortization	3,105	6,116	9,221	10,470
Insurance	3,916	2,834	6,750	7,849
Conference and workshops	4,959	-	4,959	6,291
Goods and services tax	4,249	-	4,249	3,079
Meetings	2,790	1,398	4,188	1,243
Memberships	3,607	-	3,607	6,053
Telephone	-	3,265	3,265	708
Interest and bank charges	1,292	-	1,292	676
Donation	1,000	-	1,000	-
Advertising and promotion	320	-	320	-
Fundraising expenses	50	-	50	125
	840,397	298,532	1,138,929	1,030,833
Excess (deficiency) of revenue over expenses	\$ 4,414	\$ (20,082)	\$ (15,668)	\$ 4,490

For complete financial statements visit www.elizabethfrycalgary.ca or email executivedirector@elizabethfrycalgary.ca

DIRECTION FOR 2015

As we move into 2015, the goal is to continue to strengthen our core programs and identify areas in which we can enhance supports to our women. In 2015 we will be stressing Aboriginal Cultural Supports as a priority along with cultural diversity. Calgary Learns has graciously funded a Blackfoot literacy program to commence in the fall. We will be expanding our youth program to include a preventative initiative that includes youth mentorship and legal information. This program has been funded with the generous support of the Rotary Club of Calgary.





ELIZABETH FRY SOCIETY OF CALGARY

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