

# Elizabeth Fry Society of Manitoba Inc



## 2008/2009 Annual Report

*"An eye-for-an-eye approach...  
Leads only to the blindness of all"*  
~ Mahatma Gandhi



## **The Elizabeth Fry Society of Manitoba Inc**



### **2009 Annual General Meeting February 11, 2010 5:00 – 6:00 pm**

#### **Business Meeting Agenda**

- |     |  |                  |
|-----|--|------------------|
| 1.  | Welcome  | Stacey Soldier   |
| 2.  | Prayer   | Tracy Booth      |
| 3.  | Staff, Board and Volunteer Introductions   | Shawn-Marie Tole |
| 4.  | Nominating Report  | Isabell Day      |
| 5.  | Recognition of Service<br>(re: Denise Pelland, Shannon Sampert, Karen Wastasecoot) | Stacey Soldier   |
| 6.  | Minutes of 2008 AGM  | Stacey Soldier   |
| 7.  | President's Report   | Stacey Soldier   |
| 8.  | Executive Director's Report  | Tracy Booth      |
| 9.  | Treasurer's Report   | Cheryl Stapleton |
|     | a. Appointment of Auditors 2009/2010   |                  |
| 10. | Concluding Remarks   | Stacey Soldier   |



## Elizabeth Fry Society of Manitoba Inc

*“When Thee builds a prison, Thee  
had better build with the thought  
ever in Thy mind that Thee and Thy  
children may occupy the cell.”  
~ Elizabeth Fry, 1780-1845*

### **EFSM Mission**

To empower, provide support, advocacy and guidance to women who are involved in the legal system

### **Canadian Association of Elizabeth Fry Societies Mission**

CAEFS is an association of self-governing, community-based Elizabeth Fry Societies that work with and for women and girls in the justice system, particularly those who are, or may be, criminalized. Together, Elizabeth Fry Societies develop and advocate the beliefs, principles and positions that guide CAEFS. The association exists to ensure substantive equality in the delivery and development of services and programs through public education, research, legislative and administrative reform, regionally, nationally and internationally.

### **Enhancing the Self-Worth of Women in the Criminal Legal System**

The Elizabeth Fry Society of Manitoba Inc was established as an independent non-profit organization in 1983 to address the unique needs of women and female youth in the provincial and federal justice system.

We provide advocacy, access to resources and support to families of women who are in conflict with the law. Some of the issues our clientele struggle to overcome are addiction, poverty, mental health issues, marginalization, racism, long-term effects of residential schools and other forms of discrimination.

## Some of the programs and resources we offer include:

- **Bail Verification and Supervision Program** – provides community supervision and support to women who are charged with offences. The Bail program serves the principles upon which our democratic system of justice is based: the presumption of innocence and the fair and equitable treatment of all people regardless of social or economic background.
- **Women for Change** – created in response to the Manitoba Government's Zero Tolerance policy as a mean of dealing with rise in numbers of women charged and convicted of domestic violence. The program deals with women as abusers. Women are given the tools and knowledge to cope with their anger in a positive non-violent manner. It's a 10 week program running 3 times a year fall, winter and spring. The program looks at: the cycle of violence, safety plans, anger management techniques, human emotion, socialization of men and women and the impact of violence on children.

**STOPlifting** – for women who have or had committed shoplifting, fraud and other breach of trust offences in Winnipeg. The project works to reduce the risk of recidivism and promote a healthier lifestyle through individual and group support programming and community accountability. To ensure women and girls learn and practice new methods of dealing with our shoplifting, fraud and breach of trust offences in a safe and non-judgmental environment.

- **Transitional Housing** – offering a supportive living arrangement for four to six women by bridging the gap between homelessness and independent living. EFSM will offer women a chance for successful reintegration, an opportunity to work on education, employment literacy, health and other identified objectives, as well as access to services. The above are done in an environment that nurtures the women's individuality and potential for success.

**Reading Stories Project** - The purpose of the project is to give women an opportunity to connect with their children through reading fictional stories using their voice. These readings are recorded and a copy of the recording and fictional story book is sent to the mother's child.

**Clothing Depot** – 'Release packages' to women who have recently been released from the Winnipeg Remand Centre, provincial and/or federal institutions. Often, women who are incarcerated at The Winnipeg Remand Centre or Portage Correctional Centre have only the clothing they were wearing at the time of arrest. If there has been a change of season, the women will have inappropriate seasonally based clothing (re: summer clothing in winter); and to assist women with very practical needs when they are released from The Winnipeg Remand Centre, provincial and/or federal institutions. These practical needs are providing some clothing,



some hygiene products (if available) and a few household items on an ad-hoc basis.

- **The Womens' Books for Prisoners Project** – The books are donated from the community and university students. The books are vetted for the following exclusion criterion: no hard cover books, true crime stories, and no positive stories of gang and criminal involvement. These books are then distributed to Portage Correctional Centre, the Winnipeg Remand Centre, The Pas Correctional Centre and the Manitoba Youth Centre.

### **EFSM...**

Specifically focuses on women who are at risk at becoming, or have been involved with the legal system. We also provide support in the province of Manitoba upon their release.

### **According to the Canadian Association of Elizabeth Fry Societies:**

*We aim to increase the availability of community-based, publicly funded, social service, health and educational resources available for marginalized, victimized, criminalized and imprisoned women.*



## Manitoba President's Report

It has been an honour to serve as President for the 2008-2009 fiscal report. This past year has continued to be challenging but also been a time of positive change for Elizabeth Fry Society of Manitoba (EFSM).

Many thanks go to our wonderful staff for their hard work and commitment to the work we do for our woman. They have continually risen to the challenges that the agency has faced with integrity and exemplified the true spirit of teamwork.

Of course, we must acknowledge the contributions of our Executive Director, Tracy Booth. She has spent countless hours advocating for the woman our agency serves, working with staff to ensure they have the necessary supports to do their jobs effectively and always has a smile of welcome to anyone who comes through our doors.

As a result of a recent strategic planning session, I am pleased to announce a new mission statement for EFSM has been proposed. *"To empower, provide support, advocacy and guidance to women who are involved in the legal system."* This statement is more in line with the work EFSM has been doing in recent years.

### New Faces

**We are pleased to welcome new members to our EFSM board.**

**Joy Thompson** has agreed to fill the position of vice-president. She has been on the board since September of this year.

We have also invited **Maryann Flett**, **Naseem Seissan** and **Dan Furlan** to be part of our board. Maryann and Naseem join us as Directors and Dan has taken on the role of Secretary. They are strong advocates of Human Rights, Women's Rights and Prisoner's Issues and will bring new insight and fresh ideas to our board.

A big welcome to new staff, **Len Duchon**, manager of the Bail Verification and Supervision Program and **Kevin Johnson** and **Jo-Anne Pelletier**, bail workers. They have been working hard to ensure their program runs efficiently and effectively for women on interim judicial release.

Also welcome to **Tina Chartrand**, Community Liaison and Housing Coordinator. She has done phenomenal work and is a great addition to the team

### New Programming

The Bail Verification and Supervision is a very busy program through Manitoba Justice. Staff visit women at Remand Centre, interact with lawyers, attend court and write reports for Court. They also work to support the women while in the community to ensure they meet the conditions of their judicial release. They do this by making referrals to other programs related to substance use, domestic violence and anger management counselling and/or general counselling related to unresolved issues that may be hindering their progress in building a better life.

Our Community Outreach Program is always our most public and innovated programming. Just to name a few services the Outreach Program offers: Networking with partner and neighbouring organizations and canvassing for donations, visiting women at Psych Health PX3 at Health Sciences Centre, Winnipeg Remand Centre and Portage, the Literacy Program at all facilities, furniture referrals for women who need assistance in setting up their new homes, addiction

treatment, Book Drives, coordinating and recruiting volunteers. The list is by no means exhaustive but highlights the value our programming has in the community.

### **Conclusion**

EFSM is still in a transition mode, but moving forward in a positive way. Every credit goes to the hardworking and caring staff of EFSM. We hope to continue our work in advocating and supporting of our many clients.

*"So let us reach for the world that ought to be -- that spark of the divine that still stirs within each of our souls." Barack Obama*

**Elizabeth Fry Society of Manitoba Inc.  
Nominating Report  
2009/2010 Slate Board of Directors**

President	Stacey Soldier
Vice-President	Joy Thompson
Secretary	Dan Furlan
Treasurer	Cheryl Stapleton
Director	Louise Catherine (Chickadee) Richard
Director	Isabell Day
Director	Brenda Fontaine
Director	Maryann Flett
Director	Naseem Seissan

**Ongoing Board Directors:**

Stacey Soldier  
Cheryl Stapleton  
Louise Catherine (Chickadee) Richard  
Isabell Day  
Brenda Fontaine

**Incoming Board Directors:**

Joy Thompson  
Maryann Flett  
Naseem Seissan  
Dan Furlan

**Resigned Board Directors:**

Wendy Martin-White  
Denise Pelland  
Shannon Sampert  
Karen Wastasecoot



## **Elizabeth Fry Society of Manitoba**

### **2008/2009 Board of Directors Biographies**

#### **Stacey Soldier President**

Stacey Soldier grew up in Thompson, Manitoba. She has a Bachelor's degree from the University of Winnipeg in Political Science and Conflict Resolution Studies and a Bachelor of Law degree from the University of Manitoba. She is a Criminal Defence Lawyer at Buetti Wasyliv & Associates. Prior to obtaining a law degree, she worked at the Department of Indian Affairs and Northern Development as well as on the political staff of Rosann Wowchuk, former Minister of Agriculture. She has also served on the Aboriginal Youth Committee for Canadian Heritage: The Urban Multipurpose Aboriginal Youth Centres. Stacey was appointed to the Citizens Equity Committee for the City of Winnipeg for a two year term in 2001. Her family's traditional home is the Swan Lake First Nation in Treaty One territory.

#### **Joy Thompson Vice-President**

Joy Thompson joined the Board of Directors of the Elizabeth Fry Society of Manitoba in October 2009. Joy has worked for over 25 years with non-profit organizations committed to eradicating gender discrimination and empowering women. Joy is committed to principles of anti-racism and equality and had played a leadership role in developing community and individual capacity as a volunteer in numerous roles.

Joy currently works for the Family Violence Prevention Program, Manitoba Government, providing support for government funded domestic violence service providers throughout Manitoba and analyses public policy on the issue of family violence

Joy is interested in the work of the Elizabeth Fry Society of Manitoba because she is committed to human rights and social justice. Joy is looking forward to making a contribution to the board of EFSM and hopes that her management experience in the non-profit sector can further the mission of the agency. Joy is willing and eager to learn more about the how to overcome the marginalization of women who have been criminalized.

#### **Cheryl Stapleton Treasurer**

I was born, raised and have lived in Winnipeg most of my life. I spend most of my adult life raising my twin daughters, who are now beautiful adult women. I have 20 years of hands on experience at a Chartered Accounting firm and have been hired as the Controller for six companies and provide accounting services for various contractors and entrepreneurs. I first

became acquainted with the Elizabeth Fry Society of Manitoba by providing accounting services to help prepare internal statements in June of 2007. I remained in contact with the EFSM throughout 2007 helping and training on the accounting as necessary. In June 2008, I was asked to return to EFSM to help provide additional help and training to complete the March 31, 2008 Year End. I became aware of an opportunity to provide my skills and experience to the Board of EFSM and tendered my application to fill the vacant position of Treasurer. I have enjoyed being a part of the Board this past year and look forward to continuing my participation as Treasurer of this vibrant and active agency.

**Dan Furlan**  
**Secretary**

Dan has worked in the field of Human Resource Management for over 30 years as a Human Resources Manager, consultant and coach in both public and private sector organizations. In addition to management consulting, he has been teaching Human Resource Management at the college and universities for 10 years, and sits on a related advisory committee with Red River College. He has been involved in a number of community and business organizations during his career, including, the Human Resource Management Association of Manitoba (Past President), Winnipeg and Manitoba Chambers of Commerce, University of Winnipeg Alumni Association Board, agencies supporting employment for disabled persons, Red Road Lodge, Manitoba Historical Society, Manitoba Theatre Centre and in the initial days of Rossbrook House. Born and raised in Winnipeg, he has a daughter, and was invited to apply to join the Board in December, 2009. He is concerned over both conditions in Canada's prisons, as well as, practical support for those involved in the legal system needing support to make their way. As a member of the Board he hopes first of all to learn, and provide support for the goals of EFSM through good governance and effective links with the community to effectively promote achievement of those goals.

**Catherine Louise Richard**  
**Director and Canadian Association of Elizabeth Fry Societies (CAEFS) Prairie**  
**Region Representative**

My name is Binesii Quimin Ikwe, Thunder Rain Woman. I am also known as Chickadee and Catherine Richard to my colleagues.

I am from the Bear Clan. The name I am known by is Chickadee, which I have carried all my life. I am originally from Sandy Bay, Manitoba and have resided here in Winnipeg for approximately 24 years.

I have been actively involved with my Communities across Turtle Island in many different ways. I have worked with many diverse organizations and groups to bring justice to marginalized people for the past 20 years. I currently work with the Winnipeg Remand Centre as a Spiritual Care Giver, but many people also know me as a community activist. I also a grandmother, mother, sister, daughter and most of all, an Anishinaabe Ikwe.

**Isabell Day  
Director**

Biography unavailable

**Brenda Fontaine  
Director**

I joined the Elizabeth Fry Society of Manitoba in October, 2008. I thought I could make a difference being on the board knowing how our women involved in the legal system are treated, as I am an Aboriginal Court Support Worker with the Province of Manitoba (Department of Justice). There is a high need for the assistance and services offered by EFSM.

I am single parent with a son, daughter and one grandson. I am an Ojibwe from the Sagkeeng First Nation (Fort Alexander)

I have been with Manitoba Justice since January, 1990; working at the Law Courts and at Traffic court. I came to the Aboriginal Court Work Program in April, 1996.

**Maryann Flett  
Director**

Maryann Flett is the mother of two children and a member of the Sandy Bay First Nation in Manitoba. Ms. Flett has achieved a Bachelor of Arts from the University of Manitoba and a Bachelor of Journalism from the University of Kings College in Halifax, Nova Scotia.

Her professional experience includes journalism, justice and corrections and work with Aboriginal organizations in Manitoba and Ontario.

Maryann is presently employed by the Manitoba Human Rights Commission as a Human Rights Officer/Investigator.

Ms. Flett believes strongly in defending human rights and civil liberties and strives to contribute toward fostering the recognition of these rights and liberties both personally and professionally.

**Naseem Seissan  
Director**

Biography unavailable

## **Report by the Executive Director Tracy Booth**

- We see women who have criminal records and this is a barrier to securing employment.
- We see women whose only life experience is institutional: child welfare, group houses and youth correctional facilities.
- We see women who do not physically see their children while they are incarcerated: remanded, provincial or federally sentenced.
- We see women who struggle to find housing, and to maintain housing.
- We see women who have multiple barriers to being able to meet their basic needs of food, clothing and shelter.
- We see women who have lived in the residential school system whose culture, language and way of being were eradicated.
- We see women whose parents and grandparents have lived through the residential school system whose culture, language and way of being were eradicated.

### **Some highlights of 2008 include:**

- Our struggle with a management turnover. Despite this challenge, we continue to weather this storm, and to focus on position and effective transitions and programming. Our statistics prove that not only did we persevere, but we grew and expanded our supports to the community.
- A change in leadership. The Elizabeth Fry Society of Manitoba said good bye to Executive Director, Margaret Marin, and wishes her well in her future endeavours. I was honoured to step into this role in October 2008.
- Quality programming and services. I would like to take this opportunity to offer my gratitude to the staff in 2008. EFSM staff continues to provide services to women who often represent the most socially excluded women in the community.
- Exceptional volunteerism. With the Community Outreach Worker/Volunteer Coordinator to offer guidance, orientation, and support, our volunteer program continues to grow. To our volunteers and students in 2008, you are an important part of our team with value beyond measure.
- Strengthening of funding. To all our funders, thank you for empowering us to do our good work, and for believing that we can and do make a difference in our community.
- Community involvement, awareness and support. To our special donors, including the retail businesses who support our clothing depot, and the community members who collect travel sized hygiene items and donate them to our Elizabeth Essentials, while some may see these as small acts with little impact, I can advise otherwise. The dignity associated with receiving a hygiene product, and finding a clean change of clothes makes our community donors and supporters true heroes.

Throughout all of the challenges, changes and successes of 2008, the Elizabeth Fry Society of Manitoba stayed focused on our mission to advocate on behalf of criminalized women in Canada, particularly, in Manitoba. I look forward to continuing this positive momentum into 2009.

## **Treasurer's Report**

### **Cheryl Stapleton**

The Elizabeth Fry Society of Manitoba Inc. continued to finance the fallout of staffing issues during the course of its March 2009 year end. The period April 2008 to March 2009 had EFSM paying out severance wages of approx \$15,000 while it also engaged the services of a temporary Executive Director. The staffing issues also required legal services which cost the agency an additional \$20,000 over and above what it might otherwise be paying out for such services. The loss of \$53,000 being reported on the internal financial statements is representative of those two noted expenses plus certain programs ran over budget. We are going to investigate these programs to ensure that we have received the entire amount of the grants pledged prior to the final financial statements being issued. We are indebted to the United Way for continuing to provide us with the means to continue the programs that are so vital the success of this agency and a special thanks to our program funders for granting us the funds required to run the programs that our women need.

## **Program Highlights**

### **Community Outreach/Clothing Depot/Volunteer Coordinator – Heather Bristow**

My position is recruiting and coordinating volunteers, and assisting women who are reintegrating into the community from the criminal justice system, or have dealt with their charges and are in the community access resources and peer support to help provide a healthy and positive transition with finding resources such as food banks, shelters, education and employment supports, parenting and addiction programs, etc, and access to “Elizabeth’s Essentials” (Clothing and Household Items Depot).

#### **Services for Women who are incarcerated**

- Prepare and send packages of clothing to women incarcerated at the Winnipeg Remand Centre (WRC), Portage Correctional Centre (PCC), Okimaw Ochi Healing Lodge (OOHL), Edmonton Institute for Women (EIFW), and to women in PyschHealth Centre PX3 Forensic Psychiatry Unit (PX3) at The Health Sciences Centre
- Support and access resources for women who are incarcerated at WRC, PCC, OOHL, EIFW, and to women in PX3
- Literacy supports are offered weekly to the women in the WRC, both a group program and one on one tutoring. Math and spelling worksheets are mailed out to women in PCC by request on an ongoing basis. In partnership with Winnipeg Anarchist Black Cross (ABC), Recording Stories Project-“Tell me a Story” is offered weekly in WRC and PX3. This Project gives women an opportunity to connect with their children through fictional stories using their voice. The Women’s Books for Prisoners Project is offered on an ongoing basis to women in all correctional centres across Manitoba and PX3.

### **Services for Women in the Community**

- One on one support for women in need, and who are in conflict with the law
- Support and assist women with finding resources and programs, such as food banks, shelters, education, employment, parenting, addictions, etc.
- Access to Elizabeth's Essentials (Clothing and Household Items Depot)

Networking with partner and neighbouring organizations, committees and groups, and Manitoba Justice is a focus, as well as canvassing for donations. New mediums and potential new donors are frequented. Promotional material is often distributed to partner and neighbouring agencies, which allows for many women to request and access services.

### **Volunteer Program**

- Women help organize and maintain Elizabeth's Essentials, sort through donations and assist in selecting clothing for the women
- EFSM volunteers are facilitating a weekly Literacy Program Group, which is well attended, and offering individual tutoring with women in WRC. Group work consists of writing and art expression, and numeracy.
- Women help prepare Care Packages for the holidays, such as Christmas and Mother's Day, and Release Packages to women coming out of incarceration

This year, the volunteer program has grown. Several women expressed an interest in volunteering with EFSM in all program capacities such as, co-facilitating community-based programs and the Literacy Program, office support; in the Community Outreach Program, the Provincial Reintegration Coordinator and Bail Supervision and Verification Program.

**To all our dedicated volunteers  
To our community partners and agencies  
For all the donations of clothing and household items  
To all who have contributed to our success**

- |             |             |
|-------------|-------------|
| - Anitha    | - Gloria    |
| - Annette   | - Irene C.  |
| - Barbara   | - Irene H.  |
| - Carly     | - Karen     |
| - Chenoa    | - Kathy     |
| - Christina | - Jaqueline |
| - Dorota    | - Jenn      |
| - Erin      | - Jennifer  |
| - Freda     | - Jesse     |
| - Genevieve | - Jo        |

- Larissa
- Laura
- Lisa B.
- Lisa D.
- Lisa P.
- Mandi
- Mary C.
- Mary H.
- Maureen
- Megan
- Mylene
- Monica
- Primrose
- Rebecca
- Samantha
- Shirley
- Tara
- Val

- Assiniboine Credit Union • C.D. Plus • Delta Hotel • FACT • Folklorama
- Goodwill Industries – The Goodwill Store (70 Princess) • Harley Davidson Winnipeg
- Ikwe Widdjiitiwin • Judy Clouston (Procter and Gamble) • Lynn Kammerlock (Avon)
- Manitoba Government Employees' All Charities Campaign • MLCC • Opportunities for Independence Inc • Oyate Tip Cumini Yape • RBC Royal Bank (1399 McPhillips)
- Reitman's Unicity Shopping Centre • Reitman's St. Vital Centre • Ricki's Kildonan Place Shopping Centre • Safeway (594 Mountain) • Share Christmas
- St. Andrews Church • Selkirk MCC Thrift Furniture Shop • Shoppers Drug Mart Tuxedo Park Shopping Centre • Smart Set Polo Park Shopping Centre • Smart Set Portage Place
- Smart Set St. Vital Shopping Centre • Thyme Maternity Polo Park • Thyme Maternity St. Vital Shopping Centre • Wal-Mart (McPhillips and Court) • Wedding Bells
- Great West Life • CN Rail • Rycom Office Solutions • Cakes Unlimited
- Northland Healthcare Products • United Way Donor Directed Giving

### **Provincial Reintegration Report – Marcie Tavares**

The role of the Provincial Reintegration Coordinator is to provide in-person support, counselling, pre-release, follow-up services and advocacy to remanded and sentenced women incarcerated in the Winnipeg Remand Center and Portage Correctional Center. Women can access me through the toll free 1-800 telephone line for these services.

Women coming in the community from incarceration have priority in community counselling and support services. Empowering the women through our services helps them begin their healing journey. However, women in conflict with the law can access this service even though they have not currently come out of an institution.

**Winnipeg Remand Center:** I attend the Remand center every Wednesday afternoon from 1:00 till 3:00. The women's floor has 2 units. I spend an hour on each unit with the women. During this time we do activities on self esteem and culture. This gives me an opportunity to discuss EFSM services with the women.

**Portage Correctional Center:** I attend PCC the first and third Tuesday of the month. I am able to meet the women and work together with their pre-release plans. This gives the women an opportunity to establish a rapport with me before they are released. I assist the women with

making first contact with Employment Income Assistance (EIA), access to our clothing depot and support their initial contacts with their children and community agencies. Most importantly, I assist women with connecting to positive social network agencies or resources. I advocate on their behalf with Employment and Income Assistance, Child and Family Services, probation officers and lawyers, etc.

**Community Women:** When women are released from the WRC and provincial institutions, I continue to work with them in the community. Examples of this are, meeting the women at the bus depot from provincial institutions. Their first contact is with me and together we are able to arrange EIA appointments, Winnipeg Harvest appointments and CFS appointments. I also provide transportation to and from probation appointments, court hearings and programs within the community. In this way, I am able to assist the women with their various needs from other social service agencies which will facilitate with their reintegration back into the community.

### **Community Liaison/Housing Coordinator – Tina Chartrand**

The Elizabeth Fry Society of Manitoba provides women who are released from provincial and federal institutions with two, two bedroom on-site transitional housing units. The purpose of these units is to offer safe, temporary emergency housing, as well as to connect women with supports and assist in recovery and reintegration.

The tenants can reside in transitional housing for a period of up to six months. Throughout this time I work with the tenants to find permanent, safe and secure housing. I also provide community and incarcerated women with low-income housing applications to various organizations, and advocate for safe housing on their behalf.

While living in our units they have a chance to take programs that we provided on site such as:

- Ladies AA group
- Beading Classes
- Women for Change (Anger management)
- Life skills training

The women who stay in the transitional housing units have the opportunity to receive individualized support to help each of them deal with her particular issues. I try to help each woman develop the skills to live a safe, healthy life for themselves and their families.

Finding housing continues to be a challenge because of the shortage of safe housing and the long waiting list for low income housing.

- I visit the Portage Correctional Centre and the Winnipeg Remand Centre to speak to women about their housing needs upon release. This is an excellent opportunity for the women and me to become familiar with one another. The relationship I establish with them assists me with learning about and assessing their needs upon release to our housing or into the community.



### **Bail Verification and Supervision Program – Len Duchon, Jo-Anne Pelletier and Kevin Johnson**

The Bail Verification and Supervision Program provides community supervision and support to women who are charged with offences. The Bail Program serves the principles upon which our democratic system of justice is based: the presumption of innocence and the fair and equitable treatment of all people regardless of social or economic background. The goals of the Bail Program are:

- To reduce the number of pre-trial and pre-sentence women who are being remanded into the province's overcrowded correctional facilities.
- To reduce the risk of recidivism and promote a healthier lifestyle through individual and group supports programming and community accountability.
- To ensure that the women understand the expectations of bail, their legal rights and obligations.
- To connect women to the community programs and services that are available and needed by the women to comply with conditions of bail;
- To provide access for Aboriginal women to Traditional Medicine People, Pipe Carriers, Elders and Traditional Healers for their healing journeys.

## **Staff Biographies**

### **Tracy Booth Executive Director**

My name is “Blue Thunder Woman”. I am a second generation urban Aboriginal Torontonion of Haudenosaunne and Anishnawbe heritage (Maternal grandmother – Six Nations, Paternal grandmother – Tyendinaga; Paternal grandfather – Nishnawbe Aski Nation). I have lived and worked in four provinces; British Columbia, Alberta, Ontario and Manitoba. I moved to Winnipeg in March, 2005. During my travels, I have been honoured by my cousins who have taught me many things in terms of Traditional knowledge, language and ceremony. Also, I am a Traditional Jingle Dress Dancer.

I have three degrees: Bachelor of Applied Science from the University of Guelph in 1986, Bachelor of Social Work from York University in 1999 and a Master of Social Work from the University of British Columbia in 2003. It is my hope to pursue a PhD location and thesis topic (topic still to be determined). As well, I have a Family Mediation Certificate from the University of Toronto in 1999.

I am also an auntie raising an 11 year old boy from Long Plain First Nation with the care and support of his uncle.

### **Shawn-Marie Tole Office Manager**

I have been married for 20 years and have a 22 year old son and 11 year old daughter, as well as a self-absorbed Siamese cat named Fergus.

I have a varied career background in administration and Human Resources. I have served in the Canadian Naval Reserve, owned my own business, been a Recreation Director in a small Manitoba Interlake community, an Executive Assistant while working at a prominent business furniture company in Winnipeg and worked in the hospitality industry in Lake Louise, AB, London, ON, Gimli, MB and Winnipeg. I am very familiar with non-profit organizations as both a board member and as an employee.

I enjoy being physically active and pass that joy along by being a certified fitness instructor with the Manitoba Fitness Council, a certified Stott Pilates instructor and a certified Zumba instructor.

I trust the value and benefits of self-care in a mental, physical and spiritual sense and believe strongly in the work of EFSM. We approach and practice our work from more than a legal advocacy point of view because we believe that the women we help need a more holistic approach if they are to succeed on their healing journey.

I am a socially minded person who believes strongly in the saying, “You are either a part of the solution or a part of the problem.” I enjoy being a part of an organization which seeks to address the marginalization of women, particularly, aboriginal women in Manitoba.

In 2009, I completed six years of night and summer school courses by earning my Human Resources Management Certificate with Honours through Red River College as well as earning my Canadian Human Resources Professional (CHRP) candidacy by successfully passing the Canadian Council of Human Resources Associations (CCHRA) National Knowledge Examination (NKE) in October 2009.

**Len Duchon**  
**Bail Verification and Supervision Program Supervisor**

I was hired in August, 2009 as the Bail Supervisor for the EFSM Bail Program which had been in the developmental stage for several months. The program began accepting referrals in June, 2009. To date the program has kept the two bail workers and me very busy; not only with respect to the day to day work and activities that need to be done but also with respect to the fact that this is a new program for all the staff and there is a natural learning curve involved.

I bring to this position 35 years of experience in the Criminal Justice System as a Probation Officer in Winnipeg. This has included the preparation of court documents as well as case management, both of which are mainstays of our current Bail Program. I retired from my employment with the Province of Manitoba in April, 2009.

I have two adult sons with whom I continue to remain actively involved. Until moving into an apartment very recently, I used to spend a great deal of time outdoors tending to my garden and flowers. As a lifelong dog owner, I continue to enjoy the company of my current “baby,” a seven year old Bichon Frise named Abby.



**Marcie Tavares**  
**Provincial Reintegration Coordinator**

I am an Ojibway woman originally from Skownan First Nation and currently live in Winnipeg. I am a single parent to two wonderful girls, who are five and 11 years old. I have been in social services since completing the Developmental Social Work Certificate from Red River College in 1997. I have been with the EFSM since 2003 when I was hired as the Community Support worker. In 2006, I became the Provincial Reintegration Coordinator, a position I enjoy very much because of the variety of duties and challenges it brings to me.

**Heather Bristow**  
**Community Outreach/Clothing Depot/Volunteer Coordinator**

I had been involved with EFSM for four years (2004-2008) as a volunteer, and program facilitator. In January, 2008 the opportunity to obtain full time employment arose. The transition from volunteer to full time employee was, in a positive way, overwhelming. Redeveloping a program (Community Outreach) that had not been operating for two years was thrilling, and having women access it was even more exciting. I am completing a program at Red River College that focuses on the affects of FASD. I have completed two programs which focused on criminal justice, counselling and case management.

**Tina Chartrand**  
**Community Liaison/Housing Coordinator**

My name is “Red Thunderbird Woman.”

I was born and have lived in the Winnipeg North End my entire life. I graduated from St. John’s High School in 1991. I returned to school at Urban Circle in 2004 and took the Family Support Worker Program.

I was employed at Marymound for many years helping youth to try and find their healing path.

I began my position at the Elizabeth Fry Society of Manitoba in April 2009 as the Community Liaison Coordinator which I enjoy greatly.



I have three beautiful children. They are the source of my strength to become a better person. I believe that everyone has gifts to share no matter where they are from or who they are. I believe that everyone who has come into my life has been a part of my journey.

**Jo-Anne Pelletier**  
**Bail Verification and Supervision Program Worker**

I am a single mother to three children ages 21, 18, and a 16 years old. I obtained my B.S.W. in 2004 through the Inner City Access Program, which is now located on Selkirk Avenue. My studies and my heart have always been to empower women. After convocation I was employed in the mental health area; however, I found that position was not a fit. In 2006, I was employed by Saakaate House, a Women's Shelter in Kenora, Ontario. Ironically I was the Mental Health Therapist. My title was just that. A title as my position had to be different than the resident counsellors. My duties at Saakaate House were individual counselling and groups. I wanted to stay in Kenora; however, after 1 ½ years I was missing my children. After returning back to Winnipeg, I took a sabbatical. This brings me to the present. I am very honoured to be working with the women at EFSM. Thank you Elizabeth Fry Society of Manitoba and Board Members for allowing me to be part of your organization.

**Kevin Johnson**  
**Bail Verification and Supervision Program Worker**

The experience that I bring to this job consists of working as a youth support worker for three years in the Supported Independent Living Program of the Ranch Ehrlo Society in Regina, SK. The Ranch Ehrlo Society has clients who are special needs, at risk, and in some cases, in trouble with the law. I worked mostly with clients who were in the age range from 15-55 years, and a high percentage of these clients were First Nations. Also, I have been employed for a number of years either as a loss prevention officer or a security officer. I have also been a slot attendant at the Casino Regina and a server at Boston Pizza and Moxies in Regina.

My education background consists of having a Recreation and Leisure Management Diploma from the Saskatchewan Institute of Applied Sciences and Technology and I have taken two years of Arts at the University of Regina and I also have numerous certificates and training to my credit.



On a personal note, I am married and have one child named Ethan, who is almost four. He keeps me busy when I am at home and I love him more than life itself. I also like to keep busy by going to the gym, hiking, fishing, running, reading, playing PS3 and going to movies. I also am learning to navigate Winnipeg. I have lived here for almost two years after living in Regina for the last 15 years. I have never lived anywhere other than Saskatchewan, but Winnipeg is slowly growing on me.

I have enjoyed working at EFSM, mainly because there is never a dull moment, but mostly because the people here are enjoyable.

### **Special Thanks and Acknowledgements Our Funders**

**United Way of Winnipeg**

**Government of Manitoba – Department of Justice**

**Canadian Association of Elizabeth Fry Societies**

**Winnipeg Foundation**

**Winnipeg Housing and Homelessness Initiative**

**Government of Canada – Department of Indian and Northern  
Affairs**

**Government of Canada – Service Canada (Summer Students)**

**Jewish Foundation**

**Winnipeg Public Library Board**

**Winnipeg Regional Health Authority**

**THE ELIZABETH FRY SOCIETY  
OF MANITOBA INC.**

**FINANCIAL STATEMENTS**

**March 31, 2009**

**THE ELIZABETH FRY SOCIETY OF MANITOBA INC.**  
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**March 31, 2009**

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**Auditors' Report**, dated February 4, 2010

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## AUDITORS' REPORT

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To the Board Members of  
**The Elizabeth Fry Society of Manitoba Inc.**

We have audited the balance sheet of **The Elizabeth Fry Society of Manitoba Inc.** as at March 31, 2009 and the statements of revenues and expenses and changes in net assets for the year then ended. These financial statements are the responsibility of the board. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many charitable organizations, the organization derives revenues from donations and fundraising activities, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenses, and net assets.

In our opinion, except for the effect of adjustments, if any, which might have been determined to be necessary had we been able to determine the completeness of the donations and fundraising activities referred to in the preceding paragraph, these financial statements present fairly in all material respects the financial position of the organization as at March 31, 2009 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles, described in Note 2 of the financial statements.

*Thornton & Co.*

CERTIFIED GENERAL ACCOUNTANTS

**Winnipeg, Manitoba**  
February 4, 2010

**THE ELIZABETH FRY SOCIETY OF MANITOBA INC.**  
**BALANCE SHEET**  
**As at March 31, 2009**

	2009	2008
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash and short-term investments	\$ 14,443	\$ 832
Accounts receivable	37,236	107,712
Prepaid expenses	1,634	1,877
	<u>53,313</u>	<u>110,421</u>
<b>CAPITAL</b>		
Land, building, furniture and equipment	<u>416,707</u>	<u>416,707</u>
	<u>\$ 470,020</u>	<u>\$ 527,128</u>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Bank overdraft	\$ 0	\$ 13,436
Accounts payable and accrued liabilities	26,294	21,248
Deferred revenue	8,271	1,476
Current portion of long term debt	5,279	5,279
	<u>39,844</u>	<u>41,439</u>
<b>LONG-TERM DEBT – (Note 5)</b>	<u>36,626</u>	<u>39,051</u>
<b>NET ASSETS</b>	<u>393,550</u>	<u>446,638</u>
	<u>\$ 470,020</u>	<u>\$ 527,128</u>

**APPROVED ON BEHALF OF THE BOARD**

\_\_\_\_\_ Director

\_\_\_\_\_ Director

The accompanying notes are an integral part of these financial statements.

**THE ELIZABETH FRY SOCIETY OF MANITOBA INC.**  
**STATEMENT OF REVENUES AND EXPENSES**  
**For the Year Ended March 31, 2009**

	2009	2008
<b>REVENUES</b>		
Grants		
United Way of Winnipeg	\$ 140,000	\$ 140,000
Province of Manitoba - Justice	69,255	45,200
- Neighbourhoods Alive	9,205	7,708
- Manitoba Community Places	0	6,000
The Canadian Association of Elizabeth Fry Societies	8,218	7,500
Winnipeg Foundation	0	20,000
Other grants – (Schedule 1)	60,629	169,330
National Homelessness Initiative	73,619	40,360
	<b>360,926</b>	<b>436,098</b>
Miscellaneous, Donations and Fundraising	17,708	28,256
Rent	9,435	5,778
	<b>388,069</b>	<b>470,132</b>
<b>EXPENSES</b>		
Salaries and benefits	283,024	274,756
Building and occupancy costs	68,686	31,280
Computer updates	0	20,391
Database	0	29,325
Fundraising costs	4,692	0
General office administration	28,071	16,004
Meetings and public relations	4,227	19,077
Professional fees	27,951	4,430
Program services	12,736	19,397
Staff recruitment and training	4,404	5,964
Travel	7,366	7,259
	<b>441,157</b>	<b>427,883</b>
<b>EXCESS REVENUES OVER EXPENSES</b>	<b>\$ (53,088)</b>	<b>\$ 42,249</b>

The accompanying notes are an integral part of these financial statements.

**THE ELIZABETH FRY SOCIETY OF MANITOBA INC.**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**For the Year Ended March 31, 2009**

	Invested In Capital Assets	Unrestricted	2009 Net	2008 Net
Balance – beginning of year	\$ 372,377	\$ 74,261	\$ 446,638	\$ 404,389
Invested in capital assets	2,425	(2,425)	0	0
Excess revenues over expenses	0	(53,088)	(53,088)	42,249
Balance – end of year	\$ 374,802	\$ 18,748	\$ 393,550	\$ 446,638

The accompanying notes are an integral part of these financial statements.

**THE ELIZABETH FRY SOCIETY OF MANITOBA INC.**  
**NOTES TO FINANCIAL STATEMENTS**  
**As at March 31, 2009**

## 1. PURPOSE OF ORGANIZATION

The Elizabeth Fry Society of Manitoba Inc. is a non-profit community agency aimed "to empower, provide support, advocacy and guidance to women who are involved in the legal system."

## 2. SIGNIFICANT ACCOUNTING POLICIES

## Capital Assets

The cost of capital expenditures has been expensed in the year of acquisition. These Capital expenditures are accounted for on the balance sheet with an offsetting entry to Invested in Capital Assets. The Society does not record amortization.

## Income Taxes

As a registered charitable organization, the Society is exempt from income taxes under Section 149(1) of the Income Tax Act.

## Pledges

The Society does not record pledges of contributions.

### Donated goods and services

In common with organizations of this nature, the Society is the recipient of volunteer labour, the value of which is not recognized for accounting purposes.

Goods and Services that are normally purchased by the Society, but which are donated, the fair market value of such goods and services is recorded in the accounts. No such donations were received in 2009 or 2008.

### 3. GRANTS

The Canadian Association of Elizabeth Fry Societies receives grant funding from the office of the Solicitor General of Canada for distribution to the local societies. Of the 2008 – 2009 grants, \$8,218 was allocated to The Elizabeth Fry Society of Manitoba Inc.

#### 4. ECONOMIC DEPENDENCE

The Society is economically dependent on the United Way of Winnipeg and the Province of Manitoba for grants to fund operations.

## 5. LONG-TERM DEBT

**Long-term debt consists of the following:**

North Winnipeg Credit Union Limited, monthly payments of \$439.92 including interest at 6.69% per annum. Secured by property at 544 Selkirk Avenue	\$	41,905	\$	44,330
Less: current portion		<u>5,279</u>		<u>5,279</u>
	\$	<u>36,626</u>	\$	<u>39,051</u>

## 6. PUBLIC SECTOR COMPENSATION DISCLOSURE

Based on our audit, one employee received aggregate compensation in excess of \$50,000.

Thornton & Co.

**THE ELIZABETH FRY SOCIETY OF MANITOBA INC.**  
**OTHER GRANTS - Schedule 1**  
**For the Year Ended March 31, 2009**

	2009	2008
<b>OTHER GRANTS</b>		
Access to Justice	\$ 0	\$ 13,888
CAHRD – Summer Students	2,074	3,337
Government of Canada	41,579	106,182
HRDC – Summer Students	5,668	2,420
Indian and Northern Affairs	0	35,600
Jewish Foundation	(612)	1,812
North End Community Renewal Corporation	0	1,620
Winnipeg Foundation – Community Outreach	11,920	4,471
	<u>\$ 60,629</u>	<u>\$ 169,330</u>