



Annual General Meeting

WEDNESDAY, MAY 12, 2004

Guest Speaker

Kim Pate, Executive Director
Canadian Association of
Elizabeth Fry Societies



“Looking Back - Moving Forward”

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Mission Statement and Objectives

Elizabeth Fry Society of Edmonton's mission is fostering the dignity and worth of women who come into conflict with the law and helping them live as valued members of their communities.

The objectives of the Elizabeth Fry Society of Edmonton are:

1. Provide a supportive environment for individuals, particularly women in conflict with the law.
2. Work in conjunction with other agencies to provide programs and services to women in conflict with the law.
3. Assist women in their re-integration into their communities.
4. Advocate for improvements in the Criminal Justice System.
5. Provide education directed toward the reduction of crime to institutional professionals, support groups and the community.
6. Increase public awareness of:
 - issues affecting women in conflict with the law
 - the need for programs for women in conflict with the law
 - the need for changes in the Criminal Justice System.



Dedicated to Elizabeth Fry

Elizabeth Fry (1780 – 1845) was an English Quaker who became an influential minister of her faith, an educator and a reformer of prisons while raising her eleven children. She became an adviser to many European rulers, especially about the conditions of imprisoned women and the dreadful conditions of prison life. Ordained as a Quaker preacher in 1811 Elizabeth Fry's prayers have been published in The Flowering of the Soul – A Book of Prayers by Women.*

Dearest Lord, increase my faith more firmly, more fixedly establish me upon the Rock of Ages, that however the winds blow, the rains descend, or the floods beat against me, I may not be greatly moved; and let not any of the hindering or pulling of things of this world lessen my love to You and to Your cause; or prevent me from going steadily forward in heights and in depths, in riches and in poverty, in strength and in weakness, in sickness and in health; or prevent my following hard after You in spirit, with a humble, faithful, watchful, circumspect, and devoted heart.

Elizabeth Fry



* Vardey Lucinda. *The Flowering of the Soul - A Book of Prayers By Women*. Vintage Canada. Toronto, 1999.



25th Annual Meeting and
Volunteer Appreciation
May 12, 2004, Edmonton House
10205 - 100 Avenue, Edmonton
5:00 - 8:30 pm

AGENDA

- 5:00 Sign in and refreshments
5:30 Welcome Deborah Stewart
- Supper
- 6:00 Annual General Meeting
- Agenda for 2004 AGM Deborah Stewart
 - Approval of AGM Minutes 2003 Deborah Stewart
 - Reports:
 - i. Chairpersons Report Deborah Stewart
 - ii. Treasurers Report Tannis Dukart
 - iii. Auditors Report Al Scherbarth
 - iv. Appointment of Auditor for 2004 Tannis Dukart
 - Executive Directors Report Bev. Sochatsky
 - By-Law Amendment Deborah Stewart
 - Nomination Committee Report Deborah Stewart
 - Board of Directors Slate for 2004/2005 Deborah Stewart
 - Oath of Board of Directors 2004/2005 Board Members
- 6:30 Guest Speaker – Kim Pate, Executive Director - CAEFS (Canadian Association of Elizabeth Fry Societies)
“Looking Back – Moving Forward”
- 7:15 25th Anniversary Cake & refreshments
- 7:30 Volunteer Appreciation Lesley Wimmer



MINUTES

24th Annual General Meeting

Wednesday, May 12, 2003
Odysium – 11211 – 142 Street

Annual General Meeting Business

1. Welcome and Introductions

Chairperson Gloria Grieco welcomed those in attendance and called the meeting to order at 5:45 p.m.

2. Minutes of the 2002 Annual General Meeting Minutes

Motion: To accept the minutes of the 2002 Annual General Meeting as presented.
Pam Vidal/Darlene Hirshmillier. C.

3. Chairperson's Report

Gloria Grieco presented her report highlighting the following:

- The agency by-laws have been revised, thanks to the hard work of Board Member Pam Vidal and Pro-Bono Student Blair Willie.
- A Board Policies/Procedures Manual has been developed.
- Many staff changes have taken place. Previous Executive Director Sara McEwan resigned in August 2002. Beverly Sochatsky was chosen as the new Executive Director in September.

Motion: To accept the Chairperson's Report as presented.

Denise McLaren/Pam Vidal. C.

4. 2002 Financial Report

Pam Vidal presented the audited financial statements.

Motion: To accept the 2002 financial report as presented.

Gloria Grieco/Denise McLaren. C.

5. Appointment of Auditors for 2003

Motion: To appoint Al Scherbarth Professional Corporation Auditors for 2003.

Deborah Stewart/Vicky Beauchamp.C

6. Executive Director's Report

Beverly Sochatsky presented her report:

- The agency continues to develop and deliver programs that are preventive, educational and collaborative.
- New teen programs have been developed.
- The greatest resource at the agency are the staff and volunteers who donate time and energy to assist with the work of the agency.
- Many staffing changes have taken place. We bid farewell to Wanda Gorician and Elsie Paul and welcomed Sara Stewart, Tammy Wasman, Alma Swan, Karla Walli and Dortha Flauer.

Motion: To accept the Executive Director's Report as presented.

Pam Vidal/Gloria Grieco. C

7. Special Resolution – Bylaw Amendments

Pam Vidal presented an update regarding the proposed changes to the Bylaws.

Motion: To approve the proposed Bylaws as presented.

Shelagh McGregor/Gloria Grieco. C

8. Nominating Committee Report

Deborah Stewart presented the report on behalf of the Nominating Committee.

9. Presentation of the 2003/2004 Board Slate

The slate is as follows:

Ongoing Board Directors:

Rosemary Fayant
Gloria Grieco
Denise McLaren
Deborah Stewart
Pam Vidal

Incoming Board Directors:

Cecilia Blasetti
Tannis Dukart
Jodi Querengesser

Retiring Board Directors:

Darlene Hirshmilller

Resigned Board Directors:

Ronda Bedard
Geri-Lynn Duval
Claudette Moses
Melanie Nimmo
Shelann Potter

Motion: To accept the slate of names as presented.

Pam Vidal/Denise McLaren. C.

The 2003/2004 Board of Directors recited the Oath of Conduct.

10. Adjournment

Motion: To adjourn the Meeting.

Pam Vidal/Vicky Beauchamp. C.

Guest Speaker Janet-Sue Hamilton followed the Business Meeting.

A Volunteer Appreciation event followed the presentation by Janet-Sue Hamilton.



Financial Report



Statement of Financial Position December 31, 2003		
ASSETS		
	2003	2002
CURRENT		
Cash – Unrestricted	\$ 110,715	\$ 127,979
Accrued Interest – Unrestricted	-	129
Accounts Receivable (Note3)	22,957	29,846
Goods and Services Tax Recoverable	-	202
Prepaid Expense	3,967	3,663
Sub-Total	137,639	161,819
OTHER		
Cash – Restricted	198,126	220,978
Accrued Interest – Restricted	2,217	1,270
Capital Assets (Note4)	20,481	25,662
Sub-Total	220,824	247,910
TOTAL	\$ 358,463	\$ 409,729

	2003	2002
LIABILITIES		
CURRENT		
Accounts payable	\$ 5,674	\$ 12,573
Goods and Services Tax Payable	287	-
Deferred Revenue	57,009	61,047
Sub-Total	62,970	73,620
NET ASSETS		
Unrestricted Surplus	74,670	88,199
Equity in Capital Assets	20,481	25,662
Restricted Funds – Bingo	62,041	62,878
Restricted Funds – Casino	138,301	159,370
Sub-Total	295,493	336,109
Total	\$ 358,463	\$ 409,729
Statement of Operations – Year Ended December 31, 2003		

Revenue	2003	2002
Justice Department (Alberta)	\$ 96,081	\$ 95,769
Solicitor General of Canada	94,261	107,726
United Way of Edmonton and Area	94,134	69,296
Alberta Law Foundation	80,000	80,809
Alberta Human Resources and Development	52,980	22,075
City of Edmonton	47,809	46,383
Transfer form Casino Surplus	25,000	-
Health Canada	15,125	-
Memberships, Donations and Other	11,959	12,674
Wildrose Foundation	11,604	26,344
Solicitor General of Canada Core Funding (CAEFS)	8,760	8,174
Estate of Robert Tegler	8,529	2,971
The Anglican Church	7,850	-
Seed/Step	7,593	7,456
Clifford E. Lee Foundation	7,265	2,735
The United Church	4,000	-
Kristie Foundation	3,923	-
Interest	2,018	1,302
Transfer from Bingo Surplus	2,000	-
Muttart Foundation	750	-
Segregation Studies	385	-
Edmonton Community Foundation	285	5,717
Mail out	63	339
Human Resources Development-Literacy	-	26,168
Public Auction	-	7,553
Oteenow	-	6,250
Vending Machine Sales	-	576
TOTAL	582,374	530,317

Expenses	2003	2002
Salaries	\$ 403,348	\$ 372,248
Benefits	54,831	46,868
Bookkeeping	34,327	15,563
Transportation	25,022	19,326
Office Supplies	16,233	16,428
Agency Development/Promotion	8,463	2,415
Maintenance	6,303	2,439
Volunteer Expenses	6,109	5,356
Telephone	5,980	7,535
Release Kit Supplies	4,993	-
Client Services	4,218	2,974
Honoraria	4,050	4,375
Pardon Expenses	4,009	5,642
Photocopying and Printing	3,915	10,001
Staff Development	3,671	4,597
Professional Fees	2,880	3,269
Insurance	2,236	1,919
Fundraising	1,470	2,109
Internet Setup and Operation	1,292	1,466
AWP Retreat	1,000	723
Annual Meeting	543	311
Vending Machine Supplies	-	406
Bad Debt	-	35
TOTAL	594,893	526,005
Excess (Deficiency) of Revenue over Expenses	\$ (12,519)	\$ 4,312

The above financial summary is prepared from financial statements audited by Al Scherbarth , Professional Corporation Certified Management Accountant.



President's Report



D E B O R A H S T E W A R T

The year 2003 was another year of growth and change for the Elizabeth Fry Society of Edmonton.

As we all know, growth and change present many challenges. This past year was at times difficult and demanding, often exhilarating and always interesting. Despite the frustrations and challenges we faced, EFry Edmonton continued to rely on the support and unyielding dedication of its staff, board and volunteers to make sure good things came out of the challenges.

Last May, the membership elected three new women to serve on the Board of Directors, bringing our numbers up to nine. As 2003 came to a close, two of our board members had moved on to other challenges in their lives. Even though we were small in numbers, we were a strong and mighty board of dedicated women who came together monthly, donating our time and expertise to ensure the ongoing success of the agency.

In October 2003, the Board participated in a 10 hour Board Development Workshop. We came away from that very important session with an action plan for the year. More importantly, it gave us the opportunity to get to know one another and to form the strong bonds that are needed to effectively do the job we were tasked to do.

A major undertaking for the Board and the agency was the development of the three-year strategic plan. Over two working days in the fall, the Board and staff of the agency came together to chart a course of action for the next three years. By the end of the planning session, a new vision, mission statement and organizational values had been developed in addition to six key strategic directions.

In the pages of this report, you will read the detailed descriptions of the many programs the agency offers. I encourage you to read the reports – I'm sure you will be impressed with the knowledge, passion and commitment that runs through each and every program the agency runs.

What will 2004 bring for Elizabeth Fry Society of Edmonton? We will continue to build on our successes and look at completing year two of our strategic plan.

EFry Edmonton has been doing important advocacy work on behalf of criminalized women and girls for over 25 years. It is my hope and belief that we will continue to do so for the next 25 years and beyond!

I would like to offer my heartfelt thanks to the passionate and hardworking women who choose EFry Edmonton as their place of employment. Your work is so important to the women we serve and their families. I hope all of you know that you are the lifeblood of

the agency...and your work is very much appreciated. Thanks also to the wonderful women who have joined me at the boardroom table this year. You have made my first term as President an experience that I will never forget.

"I must do what I can to alleviate the sorrows of others; exert what power I have to increase happiness; try to govern my passions by reason; and adhere strictly to what I think right."

Elizabeth Fry



Executive Director's Report



B E V S O C H A T S K Y

Thank you for joining with us as we celebrate our 25th anniversary. On June 8, 1979 the Elizabeth Fry Society of Edmonton was incorporated under the Societies Act of Alberta and later that year was registered as a charity with Revenue Canada.

Our society was formed as the result of a small group of dedicated volunteers who travelled from Calgary to Edmonton in the early years and held a vision of providing assistance to people going through the courts. With initial pilot project funding from the Clifford E. Lee Foundation and subsequent financial support from the United Way of Edmonton and the Alberta Law Foundation, the agency was off to a good start.

The first newsletter of the agency published in the fall of 1981 notes that a Volunteer Coordinator was hired. The article states that she worked long hours to recruit and train volunteers for the courts and worked out of an office provided by the John Howard Society. Although many things have changed in the past 25 years a lot remains the same. We are blessed with the financial support of funders who continue to support the work and that our agency continues to attract an eclectic, dynamic and passionate group of women and men who volunteer and are paid staff at the agency. Today, we have volunteers who provide services not only in the courtworks program but work alongside the twelve staff of the agency. During 2003, the agency volunteer roster totalled 132 who contributed 6611 volunteer hours.

It is unfortunate that in 2004, the work of the Elizabeth Fry Society in Edmonton, and growing number of societies across Canada are needed more than ever. Canada is incarcerating women at an unprecedented rate. We are sending women to prison for crimes not unlike those that our namesake, Elizabeth Fry encountered when she toured London's Newgate Prison in 1831. Homelessness, poverty, theft, mental health issues continue to be contributing factors to incarceration. So... our agency in concert with our 24 sister agencies across the country and CAEFS, our national association continue to move forward the social justice agenda with the goal of addressing and taking action on the systemic issues that criminalize women and to create pathways to enable women, upon release from prison to claim their place in our society as valued and contributing citizens.

At the Elizabeth Fry Society of Edmonton in 2003, board and staff worked together to create a Strategic Plan. It is timely in our 25th year of operation, to have a plan that sets the course for our work into the future. The strategic planning process provided us with the opportunity to reflect back with the goal of moving forward. A key part of the process was to stop and take the pulse of the agency. We asked women who access our agency, funders and community stakeholders to provide us with feedback on our programs and services.

Women in prison said:

“E. Fry staff treat me like a human being and not a prisoner”

Participants in community based programs said:

“It is a very safe place and all of the staff and volunteers are doing an excellent job. I enjoy coming here”

Funders reported:

“You are doing a good job, keep up the good work”

As part of the strategic plan we created a vision for our agency - “Women on the Wings of Change”; named the values and beliefs that guide our work and identified six strategic directions that we will focus on over the next three years. The vision speaks to the heart of our work, our values and belief statements remind us of what’s important and inspire us during the difficult times and the key strategic directions keep us on course.

In closing, as the Executive Director of the agency I observe and am privy to the stories of staff, conversations with women who access our agency, information shared during meetings with funders and the myriad of contacts with community stakeholders who are eager to tell me of the moments that turn lives around, open hearts and purse strings, challenge stereotypes and remind us that the work we do changes the world.



Slate for 2004 - 2005 Board Members

Ongoing Board Directors

Cecilia Blasetti	(2003)	Denise McLaren	(2001)
Tannis Dukart	(2003)	Jodi Querengesser	(2003)
Gloria Grieco	(2000)	Deborah Stewart	(1999)

Incoming Directors for 2004

Nancy Modeste	(2004)	Nicole Truscott	(2004)
Lynne Tang	(2004)		

Resigning Board Directors

Rosemary Fayant	(2000)	Pam Vidal	(2002)
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Proposed Board of Directors Elizabeth Fry Society of Edmonton

Cecilia Blasetti	Denise McLaren	Deborah Stewart
Tannis Dukart	Nancy Modeste	Lynne Tang
Gloria Grieco	Jodi Querengesser	Nicole Truscott

The Executive will be elected at the 1st Board meeting on June 16th, 2004.



Special Thanks & Acknowledgements

Our Board of Directors 2003/2004

Cecilia Blasetti
Tannis Dukart
Rosemary Fayant

Gloria Greico
Denise McLaren
Jodi Querengesser

Deborah Stewart
Pam Vidal

Our Funders

Alberta Alcohol & Drug Abuse Commission
Alberta Human Resources & Employment
Alberta Human Resources & Employment-STEP
Alberta Solicitor General
Alberta Law Foundation
Canadian Association of Elizabeth Fry Societies
City of Edmonton - FCSS & Operational Grant
Clifford E Lee Foundation
Correctional Services Canada
Edmonton Community Foundation
Health Canada
Human Resources Development Canada-SCP
Kristie Charitable Foundation
The Anglican Church of Canada
The Estate of Robert Tegler Trust
The Muttart Foundation
The United Church of Canada
The United Way of Alberta Capital Region
The United Way of Calgary Region
Wildrose Foundation

Financial Supporters

All-Type Office Services Ltd
Catholic Social Services
Changing Together-A Center for
Immigrant Women
Marcel Darmanin
McLab Enterprises
PAAFE
Sisters of the Immaculate Conception
The Body Shop
Weyerhaeuser Company Ltd
Hon. P.L. Adilman
Hon. M. Bowker
Zelekash Alemu
James & Mary Campbell
Clarence Collins
Marion deShield
Tannis Dukart

Elaine Fleming
Darlene Hirshmilller
Ruth & Donald Horne
Fran Losie
Norma Mitchell
Elsie Paul
David Paull
Dr. Pierce
Jodi Querengesser
Charles Seto
Beverly Sochatsky
Al Sherbert
Gunnar Thorvalds
William Trofimuk
Alexandra Unruh
Evelyne Zajic

Christmas Donors

APEGGE Women's Club
Book Publishers Association of Alberta
Centre for Spiritual Awareness
Christmas Bureau of Edmonton
Cornerstone Pentecostal Women's
Ministry Assembly
Delton Sausage House Co. Ltd.
Freemasons Hall of Edmonton
From the Good Earth Produce Co.
Highlands United Church
Italian Bakery
Julian Bakery
MacDonald's Restaurant
Portugese Canadian Bakery
Richfield Christian Fellowship
Sacred Heart Church

Second Cup Coffee Company
St. David's A.C.W.
St. David's Anglican Church
St. George's Anglican Church
Success-By-Six
Van's Delicatessen
G.M. Achtymichuk
Jessica Gilbert
Isaac Ikram
Marianne Kirkwood
Barry Lycka
Helgard Proft-Mather
Norma Robertson
Lisa Snyder
Alison Treichel
Lesley Wimmer

In-Kind-Donors

Caprice Re-Sale
Centre for Spiritual
Awareness
Changes – The Classy
Consignment Co.
City of Edmonton, Donate-
A-Ride
Hallmark Garments MFG
Ltd
Hole's Greenhouse &
Gardens Ltd.
Robes and Relics
Kathryn Berry
Crystal Deines
Francine LeBlanc
Jan McMillan
Lynn McPherson
Michelle Vanlonderzele
Zelekash Alemu
Dora Armstrong
Faye Boer
Maureen Brown

Hannan Cadieux
Stephanie Chappell
Amy Chow
Marion deShield
Darlene Desmarais
Lynda Dolinsky
Shirley Edgar
Dorthe Flauer
Keri Flesaker
Linda Giroux
Elaine Hancheruk
Sandra Herman
Angela Hubble
Pat Hughes
Janet Hutton
Anita Jensen
Joan Keen
Shirley Leonard
Mary-Ann Lepers
Trina Lepp
Laverne Lewis
Susan Lobregt

Fran Losie
Coleen Lynch
Lois Mackie
Caroline Madill
Jan Newman
Tina Nightingale
Melanie Nimmo
Mary Norton
Danika Packwood
Gerry Panas
Ashley Saunders
Melanie Shepard
Nadine Shepard
Elizabeth Smart
Beverly Sochatsky
Sarah Stewart
Pam Stubbs
Alma Swan
Beverly Tweedle
Karla Walli
Lesley Wimmer
Patricia Wimmer

Our Volunteers

Administration

Cecillia Blassetti
Chris Burchell
Nana Dimachi
Tannis Dukart
Rosemary Fayant
Andre Flauer
Gloria Greico
Ruth Horne
Marianne Kirkwood
Denise McLaren
Nancy Nelson
Jodi Querengesser
Deborah Stewart
Laurie Tymchuk
Volkder Rademacher
Pam Vidal

Adult Court

The Body Shop-
Edmonton Center
The Body Shop-
Kingsway Garden Mall
Nickela Anderson
Dolly Ashe
Maxine Andrushak
Janna Booth
Danisha Bhaloo
Danielle Deveau
Kealy Dube
Melissa Gibson
Lisa Hendrickson
Shalen House
Sormeh Khorasani
Ashley Lone

Don Reid

Shannon St. Louis
Laurie Tymchuk
Saira Woosaree
Lesley Wimmer

CAFFY

Donna Carson
Blanche Chymycz
Michelle Cruickshank
Gail DesRosiers
Julie Evans
Jessica Gilbert
Sheila Humble
Docia Lysne
Shelagh McGregor
Christine Miles

Shazin Mohamed
Carol Oranchuk
Lenda Sadoon
Brenda Scoby-Mainman
Leah Shinkewski
Cindy Suttie

Casino 2004

Zelekash Alemu
Gerard Beauchamp
Victoria Beauchamp
Cecilia Blasetti
Jynel Christ
Tyson Christ
Sarrah Cloutier
Marcel Darmanin
Lisa Dodman
Tanis Dukart
Dorthe Flauer
Keri Flesaker
Lindsey Gagne
Evelyn Guignon
Christina Harris
Darlene Hirshmilller
Jackie Horejsi
Shirley Howarth
Patricia Kennedy
Bernard Krewski
Michelle Norton
Colleen Novotny
Darlene Plamondon
Volker Rademacher
Bonnie Sayers
Melanie Shepard
Karen Smith
Beverly Sochatsky
Christine Stevens
William Trofimuk
Beverly Tweedle
Lesley Wimmer

Christmas

Sharon Boechler
Nathan Brown
Cynthia Chalifoux
Marilyn Combe
Carmen Conlin
Andre Flauer
Jessica Gilbert
Nolvia Gutierrez
Isaac Ikram
Lois Kruger
Jesse Lipcombe
Michail MacAdams
Denise McLaren
Cam Morissette
Carol Oranchuk
Treena Paranteau
Jodi Querengesser
Sonja Rhelm
Audrey Schuster
Lori Scott
June Simmons
Lexie Stevens
Dora Steven
Deborah Stewart
Kara Tait
Beverly Tweedle
Maria Yakula

Community Resources

Jennifer Allport
Alexander Hamilton
Nancy Nelson

Legal Clinic

Nancy Cush
Maria Gallo
Ashton Gill
Marshall Gourlay
Gloria Grieco
Ning Ramos
Dan Scott

Darin Slaferek
Nicole Sissions
Cindy Turner
Pam Vidal

**Prison Liason
ERC/EIFW/FSCC**

Nana Dimachi
Tara Matheson
Leanne Wright
Laurie Tymchuk
Saira Woosaree

**Private Home
Placement**

Nana Dimachi

Youth Court

Renu Abbi
Andrew Aguilak
Jennifer Allport
Kathryn Berry
Sunita Chowdhury
Crystal Daschuk
Surry Dowell
Rachel Dueck
Jessica Gilbert
Krista Gilbert
Pascal Paradis
Matthew Ramos
Lenda Sadoon
Jessica Salmon
Loree Semeluk
Julie Shemanchuk
Leah Shinkewski
Melinda Thomson
Su Tan

Special Projects

SAFEST:
Angela Abdul-Malek
Laurie Nelson



Program Highlight's



Aboriginal Women's Program Report

T A M M Y W A S M A N

The Aboriginal Women's Program is designed to meet the needs of First Nations women who are over represented in the criminal justice system. The program works to address issues of loss of identity, poverty, isolation, addictions, family separation, unemployment, low levels of education, emotional and mental health issues and generations of direct influences of the residential school syndrome. The program provides culturally sensitive programming, traditional ceremonies and referrals to community resources. Programming is based on the Medicine Wheel teachings with a focus on the four elements: physical, emotional, mental and spiritual. The program is built on the belief that when First Nations women connect with their traditions, culture, spirituality and value systems they build a healthy self-image, recognize their personal strengths and their rights and responsibilities.

Programs and activities during 2003 included: First Nations Teachings, Aboriginal Craft Teachings, Ceremonial/Spiritual activities, crisis intervention, one-on-one support and Drop-In services. A total of 1960 women accessed this program in 2003 and evaluations confirm that participants feel less lonely and more connected to others and the community and their traditional ways, have started on their healing journey, have an increased sense of spirituality, feel stronger and more focused.

"The program made me aware that the old ways - the Aboriginal teaching is the best way and I miss it. It is up to me now to teach my children and grandchildren to the native way of life".

Participant quote

In 2003, the Indigenous Healing Fund provided the agency with funds to support programs and special initiatives to address the intergenerational and long term effects of Residential Schools. Traditional ceremonies (Sweats & Pipe Ceremony), Medicine Wheel Teachings, a Residential School workshop for staff and a Strong Woman workshop for clients were organized and offered. A Strong Woman curriculum was developed by Tammy Wasman and Elsie Paul and the program was offered in November 2003. Six women participated in the four day Strong Woman workshop. As a result of the workshop participants report a need to continue on their healing journey and the very important role of First Nations culture and ceremonies.

This program is funded by the United Way of The Alberta Edmonton Capital Region, City of Edmonton Family and Community Support Services (FCSS) and the Indigenous Healing Fund (Anglican Council of Indigenous Peoples and United Church of Canada).

Adult Courtwork Program Report

J A C K I E H O R E J S I

The Adult Courtwork Program runs weekdays at the Edmonton Law courts. Staff and volunteers are available outside courtrooms #265 and #268 and approach people appearing in court on their first and second appearance.

The Courtwork Program:

- Ensures that accused persons appearing in court understand the charges they are appearing for;
- Ensures persons appearing are aware of their plea options before entering them in court;
- Explains court terms and protocol;
- Provides accurate and relevant information;
- Assists in giving people an opportunity to confer with a Duty Counsel or Native Counsel;
- Offers support to accused person and their families;
- Refers accused persons and their families to appropriate community resources and counselling services.

This past year has been a busy one. 22 volunteers donated 1686 hours of service and over 18,000 units of service to people appearing in courtrooms #265, #268 and the Domestic Violence courtroom.

Many people who are appearing in court for the first time are anxious and confused. Some leave the courtroom in tears. One woman who appeared in court on a first offence, left the courtroom weeping. Her charges had been put over for the Alternative Measures Program. She had no idea what this was and thought it meant she would be going to jail. A volunteer left the courtroom with her and patiently explained the program. The volunteer stayed with her until she had calmed down and assured her that someone from Elizabeth Fry Society would be present on her court next appearance to help her. She later called the office to express her gratitude and appreciation for the time spent with her and stated: *"I don't know what I would have done without you."*

This is a common occurrence in docket court. We offer a big thanks to the wonderful volunteers who are always available to offer their support.

This program is funded by The Alberta Law Foundation and The United Way of The Alberta Capital Region.

Changing Paths Program Report

D O R T H E F L A U E R

Changing Paths, a literacy and lifeskills program, works to empower women to address patterns of behaviours that have brought them into conflict with the law. The program curriculum explores: addictions, anger issues, maintaining healthy and equitable relationships, setting appropriate boundaries, parenting, childhood issues and the cycle of crime.

Participants are referred to the program by probation officers, social workers, lawyers, and the courts to complete fine option and alternative measures programs or to complete community service hours. Program participants come from diverse socio-economic backgrounds. The average age of women in the program is 37 and a range of from 19 – 60 years of age. Women report low literacy skills, addictions, history of emotional, sexual or physical abuse, physical or mental health issues and poverty as contributing factors to coming into contact with the legal system.

During 2003, a total of 136 women attended the program. During this time, 74 women successfully completed the program and 13 women continued with the program into 2004. Changing Paths program provided a practicum experience for four students and along with six volunteers contributed a total of 836 volunteer hours to the agency.

Successes and Highlights from the Year:

- Participants in the Changing Paths program have contributed many hours working and assisting the United Way's In Kind Centre with several different projects including the assembly of more than 3000 bags for the Great Human Race and sorting hundreds of 'Coats for Kids', and other donations.
- Throughout the year, Changing Paths participants have made a significant contribution of 'giving back to the community' by stuffing thousands of envelopes at the United Way main office for their various campaigns.
- Changing Paths participants were involved in the preparation of food and dessert items for a number of community initiatives during the year that included: Correctional Services Canada Wellness Day, Elizabeth Fry Society of Edmonton's Open House and community Christmas party and the Citizens Advisory Committee Inter-Agency Fair.
- The EFry clothing room has grown and Changing Paths participants have taken a leadership role in the transformation of this initiative. Women in the program participate in helping to unpack, sort and organize many bags of donated clothing for 'EFry's Boutique.'
- The Changing Paths program has incorporated various activities to help women continue to work on their self-growth with a very successful component being 'scrap-booking'. On several occasions, Teresa and Valerie, two community members donated their valuable time and resources to assist in this activity that assisted women to connect with their past by making their precious photos into valuable memories.

- The writings and meditations of the Changing Paths participants are being compiled into a meditation day timer that will be printed and sold as a fundraiser for Elizabeth Fry Society.
- The Changing Paths program in an ongoing partnership with the Edmonton John Howard Society gives women the opportunity to learn to use computers and to improve their skills in the computer lab.

This program is funded by Alberta Solicitor General.

Christmas Events

Those of us fortunate enough to be connected to the Elizabeth Fry Society of Edmonton during the Christmas season receive the ultimate Christmas gift. This gift is manifested in the work of many compassionate and loving citizens and local businesses that generously share their time, special talents, food and music with women incarcerated over the holiday season.

In conjunction with agency partners and donors our agency organized Christmas celebrations at the Edmonton Institution for Women, the Edmonton Remand Centre, Fort Saskatchewan Correctional Centre, the Edmonton Young Offenders Centre and an agency community party.

The Centre for Spiritual Awareness supplied a mountain of delicious food, prepared with love and an impeccable attention to festive detail for women at the Edmonton Remand Centre. There was carol singing a sharing circle and lots of one on one visiting.

At Fort Saskatchewan Correctional Centre women feasted on a meal of buns filled with meat and cheese. As well, there were fresh vegetables, mandarin oranges and goodies donated by St. David's Anglican Church and prepared by women from St. George's Anglican Church. Hand made cards touched the hearts of women at FSCC (made by the Sunday school children at St. George's). A special gift from the Beaverlodge Presbyterian women and a gift bag from the agency were also distributed.

At the Edmonton Institution for Women, there was a banquet of wonderfully prepared food from the Italian Bakery, Good Earth Produce, the Portuguese Canadian Bakery and specialty treats from staff at the agency. A talent show and Karaoke provided laughter and a wonderful sharing by all. Women on the segregated unit at the Edmonton Institution for Women decorated gingerbread houses and enjoyed Christmas goodies. All women received a gift bag filled with journals, bookmarks, candies and greeting cards.

The Edmonton Young Offenders Centre event had CAFFY volunteers and staff share movies, popcorn, laughter and the decoration of gingerbread houses.

The agency community Christmas party was rich with First Nations culture that included a smudge, ceremonial prayers, a round dance and a ceremonial performance of cultural dancing and teachings. Guests, staff and volunteers enjoyed a hot turkey dinner with all the trimmings and a visit by Santa Claus was a highlight for the children. Children received gifts that were gathered from generous donors and parents were given beautiful books donated by the Book Publishers Association of Alberta.

Community Resources Program Report

M A R Y - A N N L E P E R S

The Community Resources Program is an umbrella for a number of programs and initiatives designed to meet the needs of women who have just been released from prison and include: Adult Shoplifting, Clothing Program, Agency Drop-In, One-on-One Support, networking and referrals to community programs and resources. This range of programs and services are woven together to provide an integrated model to assist women with their immediate needs of accessing food, shelter, clothing and links to community resources. The goal of this program is to provide the necessary supports to enable women to survive the first few days upon release from prison and break the cycle of crime. Working to address the systemic issues that are contributing factors to the criminalization of women the Community Resources program provides services that include advocacy, educational and employment supports.

A total of 28 women participated in the Adult Shoplifting Program in 2003. This 10 week program is offered three times a year and is designed to address the underlying issues that contribute to shoplifting behaviour. Women are referred to the program by the courts, probation officers, self referrals and social workers.

As a result of participation in the program, 100% of women report taking responsibility for their shoplifting, fraud and/or theft behaviour, have increased knowledge of the serious legal and criminal consequences of committing shoplifting and have an increased knowledge of negative impact of shoplifting on self, family and society.

“The Shoplifting program helped me to understand and face my problems so that I can make the right choices in the future. I learned how to gain the necessary skills and attitudes to return to a “normal” life without crime”

Participant quote

During 2003 the Clothing Program was accessed 368 times by 246 women. Women report accessing this program because they simply require clothing, need warm clothing and require appropriate clothing to return to school and or work. Generous donations from local clothing businesses and individuals maintain the clothing inventory.

The Community Resources Program Coordinator takes a lead role to provide coverage in the Drop-In. The Drop-In services include access to a telephone, newspapers, books, job

posting board, community resources bulletin boards, clothes washer/dryer, computer, fax, temporary mail drop for women recently released from prison. As well women report the need to have a safe and warm place to come to during the day. The Drop-In at the agency meets these needs.

This program is funded by the United Way of Alberta Capital Region and Alberta Solicitor General.

Legal Clinic Program Report

C H R I S T I N E S T E V E N S

The Elizabeth Fry Society of Edmonton's Legal Clinic Program was originated in 1999 to meet the needs of women who are incarcerated at the Edmonton Institution for Women (EIFW). Women at EIFW reported an ongoing need to access legal advice on a variety of issues including family, civil, institutional, immigration, and criminal matters.

The Legal Clinic roster includes twelve lawyers who volunteer their time and provide legal advice to this program. Volunteer lawyers attend sessions on a rotation basis every other week, and provide expertise from a variety of legal backgrounds.

The primary concerns of the women are -

- Child Welfare matters which may include custody disputes or permanent wardship hearings
- Family matters which may include divorce proceedings
- Civil matters which may include bankruptcy
- Immigration matters which may include deportation
- Criminal matters where there may be outstanding charges from other jurisdictions.

The volunteer lawyers make a valuable contribution to the Edmonton community by offering their time, and legal advice to incarcerated women who may not otherwise have easy access to legal counsel.

This program is funded by the Alberta Law Foundation.

Pardons For Women

B E V T W E E D L E

The Pardons for Women project began as a pilot in the spring of 2001. This collaborative project engaged seven community partners including Edmonton John Howard Society, the Candora Society, Wecan Co-operative, Beverly Town Community Development Society, Amity House, Unity Centre and Kara Family Services. The community partners were committed to assisting women who have a criminal record to obtain a pardon.

Criminal records are a barrier that prevents women from securing employment, returning to school, volunteer and travel opportunities.

The Kristie Foundation and the Edmonton Community Foundation have provided funds during the pilot as well as second stage funding support as we explore sustainable funding options for this very innovative and worthwhile project.

A total of 96 women have applied for their Pardons through this initiative. To date 7 women have received their completed pardons.

“The pardon will make a tremendous difference in my life. I will be free from my past. I have been away from criminal activities for years and I believe this will impact my life and give me freedom from my past”.

Participant quote

This program is funded by Edmonton Community Foundation and The Kristie Foundation.

Prison Liaison Programs

The Edmonton Institution for Women and The Edmonton Remand Centre

A L M A S W A N

The Prison Liaison program offers services at Edmonton Institution for Women (EIFW) and Edmonton Remand Centre (ERC). The Prison Liaison maintains regular visits to both of the institutions to establish a community link and assist with reintegration.

The Prison Liaison made contact with 930 women serving a federal sentence at Edmonton Institution for Women and 546 women remanded in custody at the Edmonton Remand Centre.

In March 2003 the Secure Unit (Maximum Security) was opened at EIFW. It is an ongoing challenging to meet the needs of a smaller population that has different needs than the rest of the prison.

A major project since 2001 has been providing input into the submission to the Human Rights Commission. This project is done in collaboration with the Elizabeth Fry Societies across Canada, the Canadian Association of Elizabeth Fry Societies (CAEFS), the Native Women's Association of Canada and other organizations including the Canadian Bar Association, the Assembly of First Nations and the National Association of Women. The concerns are regarding the treatment of federally sentenced women in federal correctional facilities. Also, of great significance was the disproportionate number of Aboriginal women in the justice system and the treatment of incarcerated Aboriginal women with

cognitive and mental disabilities. Our hope is that changes will be implemented as a result of this submission.

The Christmas parties at Edmonton Institution for Women and Edmonton Remand Centre are always a welcome event. Some women find these events a ray of hope in an otherwise hopeless existence. Once again, women at EIFW and Elizabeth Fry Society staff enjoyed the talents of their peers in a talent show and food was brought in as well. There was great camaraderie among incarcerated women, Elizabeth Fry Society staff, and volunteers. The ERC women enjoyed great food, Christmas carolling, Christian fellowship, and the opportunity to meet Elizabeth Fry Society staff, board members and volunteers. Many thanks to all to the volunteers, community members, agencies, and businesses who contributed to these successful events. These celebrations would not be possible without such phenomenal support.

As part of the reintegration work that we do, three women from EIFW volunteered at our community Christmas party which gives them an opportunity to give back to the community. It is also an excellent opportunity for institutional staff to see some of the work that Elizabeth Fry Society does in the community. Attendance and support at parole hearings, including Elder Assisted, has steadily increased.

Elizabeth Fry Society staff attend Inmate Committee meetings. We consistently advocate to improve policies and procedures that will effect the entire population at EIFW. The prison liaison coordinated a successful Prisoners' Justice Day Event in August. This event was held on the institutional grounds. It included staff, volunteers, summer students board members and EIFW residents.

This program is funded by Correctional Services of Canada.

The Fort Saskatchewan Correctional Centre

L E S L E Y W I M M E R

This year has seen several staffing changes in the prison liaison program at the Fort Saskatchewan Correctional Centre (FSCC), with Mary-Ann Lepers and Dawn Stratichek providing services until August 2003 at which time I took over the position. The work has provided me with lots of learning's and at the same time it has been extremely fulfilling and rewarding.

There are many issues that women serving time in the provincial system face. The issues include, and are not limited to: the millennium phone system, limited resources and lack of support while incarcerated and upon release, lack of availability and access to safe, sober and affordable housing upon release and the ongoing challenge of community reintegration. The Elizabeth Fry Society of Edmonton works to address these issues, working with women while they are incarcerated and upon release into the community. Advocacy, building bridges to access education, employment, community resources, developing creative problem solving skills and one-on-one support are the key areas of work to ensure successful reintegration for women leaving the provincial correctional system.

Prison visits occur twice weekly, on Tuesday and Friday afternoons and any necessary follow-up work occurs at the main office. There has been an increase in the number of women accessing the services of the prison liaison worker during the on site visits and at the agency office, upon release, to access the Clothing room and to participate in the Changing Paths, Stopping and Women's Work programs.

During 2003, it was a privilege to have a volunteer going to FSCC for the Friday visits and it is my goal to have volunteers participating in the twice-weekly visits. Many women at FSCC are seeking help with obtaining identification, finding appropriate housing and sourcing information for treatment facilities. For some of the women there is a need to have one on one time with the liaison worker to discuss concerns about family, their health or concerns within the institution. Many women do not receive visitors and the prison liaison is the only outside visitor they receive. The prison liaison worker provides women with an opportunity to visit, make connection with society outside of prison and share their experiences and stories.

This program is funded by Alberta Solicitor General.

Private & Supported Home Placement Programs Report

M E L A N I E S H E P A R D

The Private Home Placement and Supported Private Home Placement Programs offer women on Conditional Release from a federal institution the opportunity to reside in a private family dwelling as opposed to a community residential facility. The Private Home Provider offers individual guidance and one on one support to the woman residing in their home. The Supported Private Home Placement Program was designed to accommodate women with special needs who require a more intense level of support and guidance. Women with special needs face unique challenges and barriers to a successful reintegration and the supportive provider assists the woman with practical assistance to deal with the many different obstacles on a day to day basis.

Both programs follow a woman-centered approach, with focus on role-modelling the positive behaviors and adaptive coping mechanisms of their provider. The opportunity for women to observe and participate in a 'family setting' enables participants to practice new skills in a supportive, non-judgmental and caring environment.

In the year of 2003, an average of 9 homes were available to women on Day Parole; 6 women were placed in homes, (with 5 women completing Day Parole); 3 women were matched with providers and are awaiting release to a private residence.

The Regular and Supported Private Home Placement Programs would not succeed without the commitment and care of the Providers and their families. Providers spend many months visiting women during incarceration without financial gain. They

volunteer their time, energy and a listening ear to many women during this relationship building time. I would like to recognize the Providers as an essential component to the volunteer core of the Elizabeth Fry Society of Edmonton.

The Elizabeth Fry Society of Edmonton would also like to thank all of the women who have trusted in our agency to assist with the reintegration process. The participants of the program are breaking new ground and are allowing interested community members to “make a difference” in the lives of others. With the continued assistance of the community, we can help women as they face the next steps in their journey.

The Elizabeth Fry Society of Edmonton is contracted by the Correctional Service of Canada to recruit, train and maintain the Regular and Supported Private Home Placement Programs.

This program is funded by Correctional Service of Canada and Edmonton Area District Parole

Release Kit Project

L E S L E Y W I M M E R

The Release Kit is an initiative of the Elizabeth Fry Society of Edmonton, on behalf of the Prisons Task Group of the Alberta Non-Prescription Needle Use (NPNU) Consortium with funds from Health Canada.

This project addresses the need of women in prison who are at risk of contracting HIV/AIDS and hepatitis C, and upon release to provide information about community resources that will reduce the risk of re-offending. The rationale for this project is based on research that the first 72 hours upon release from prison are critical to successful re-integration into the community.

The Release Kit is a harm reduction initiative. Women in prison are invited to participate in an educational session on HIV/HEP C and information on community resources. Upon release from the Fort Saskatchewan Correctional Centre, the Edmonton Remand Centre and the Edmonton Institution for Women, women are provided with a fanny pack that includes deodorant, toothpaste, toothbrush, soap, shampoo, comb and other toiletries. It also includes two bus tickets for those without transportation and has a set of information cards attached. These cards provide information on such things as emergency clothing, shelter, and treatment centers, how to get help if you are pregnant, employment information and how to obtain new identification.

This program is funded by Health Canada.

Teen Shoplifting Program Report

MARY - ANN LEPERS &
LISA HENDRICKSON

The Teen Shoplifting Program is designed for girls and young women aged 13 to 18 years who want to stop shoplifting. The program was offered three times in 2003 and runs for 8 weeks.

The program goals are to:

- help young women understand why they shoplift;
- learn consequences of criminal behavior;
- learn healthier ways to manage stress, anger and depression;
- deal with peer pressure;
- build self-esteem;
- improve communication skills;
- learn more effective ways to resolve conflict;
- learn about relationships.

Three 8 week groups were offered to date. 24 girls participated in the groups with 16 girls completing the programs. All of the girls who participated accepted responsibility for their shoplifting, fraud and/or theft behavior. They also stated they had increased knowledge of why they shoplift and the negative impact of shoplifting on themselves their family and society.

"I walked into the store, thought about stealing and walked back out".

Participant quote

This program is funded by the United Way of The Alberta Capital Region.

Volunteer Coordinator

LESLEY WIMMER

During 2003, the Elizabeth Fry Society was blessed to have so many individuals who dedicated their time, gifts and energy assisting women who access the services of our agency. A total of 132 volunteers donated a total of 6611 volunteer hours during the year.

Dorothe Flauer worked as the agency Volunteer Coordinator until May of 2003. At this point I took over the position and have thoroughly enjoyed the work. The agency is working towards the goal of attracting a greater number of volunteers to programs that operate out of the main office. We are well on our way to seeing that become a reality. Our current and ever growing roster of volunteers support programs that operate out of the main office and include: our trusted librarian, a computer expert, volunteer

receptionists, volunteers in our clothing room, prison liaison volunteers as well as a volunteer in our Aboriginal Women's Program.

During the Christmas season the agency was filled with the spirit of Christmas as volunteers participated in Christmas events in four prisons in the Edmonton area and the agency community Christmas party. Food was prepared and served by various church organizations, gifts were made and food was generously donated. The complete list of individuals and groups who made these events such a success are listed under Christmas Volunteers in this report.

The annual Volunteer Appreciation event was held in conjunction with the Annual General Meeting on May 7, 2003. All volunteers were celebrated and presented with a certificate, gifts and a rock that was blessed by the agency Elder, Christine Daniels.

We look forward to increasing the number of volunteers and ensuring that these valued members of the community are able to participate in the full range of programs that are offered at the agency. We work to ensure the most innovative and creative fit between volunteer time, talents and the needs of women that the agency is mandated to serve. The valued support of volunteers is felt and appreciated by the women we serve and as well by staff at the agency.

Women's Work Program Report

K E R I F L E S A K E R

The Women's Work program provides employment-related services to women in contact with the law and women at risk. The program is a sister operation to the Bissell Centre's employment program but is specifically designed to meet the unique needs of women. Women accessing the program face a variety of barriers, which often include poverty, mental health issues, addictions, criminal records, isolation, child welfare issues, lack of education and discrimination. Working with other community agencies and each woman's unique goals, the Women's Work Program seeks to reduce these barriers. The Women's Work Program offers the following services:

- Casual and permanent job placements
- Workshops on resume and cover letter development, job search techniques, interview etiquette and dealing with criminal records
- A comprehensive intake to identify personal strengths and barriers, goals and an achievable action plan
- Individual resume development and life skills assistance sessions
- Job search tools, including access to daily newspapers, the Internet, computers, phones, photocopier and fax machines
- A resource centre with information on job searching, labour market trends, occupational profiles and educational institutions
- Referrals to training programs and educational institutions
- In-reach to women at Fort Saskatchewan Correctional Centre and Edmonton Institution for Women.

The Women's Work program continues to grow rapidly. Our contract with Alberta Human Resources and Employment was renewed for a second year, beginning on August 1, 2003. In the one and one half years since the program started, 250 women have registered for employment assistance. There have also been over 400 temporary and permanent job placements through the program. Eighteen employment-related workshops have been presented at the Edmonton Attendance Centre, the Fort Saskatchewan Correctional Centre and in the community.

Seeing women succeed is the highlight of this program. Several women have been accepted into pre-apprenticeship Trades programs. Other women are currently taking programs for Academic Upgrading, Nursing Attendant training and University Transfer. Through the Women's Work program, many women have learned about the Pardon Assistance program offered at the Elizabeth Fry Society. Obtaining a Pardon can greatly increase a woman's chance of securing employment.

Currently, building strong relationships with employers in the community is a large part of the program. A lot of time is spent educating employers about stereotypes and the systemic issues that bring women into conflict with the Law. Work is still being done to broaden the base of employers who access the free temporary and permanent referrals offered by the program.

This program is funded by Alberta Human Resources and Employment.

Youth Courtwork Program Report

C H R I S T I N E S T E V E N S

The Elizabeth Fry Society Youth Court Program operates from the Law Courts Building and works with youth aged 12 - 17 charged under the Youth Criminal Justice Act. In 2003 the Youth Courtwork program's sixteen volunteers donated 676 hours of service. They provided 10,282 units of service to 3731 youth who appeared in the Youth docket court.

In 2003 the Youth Criminal Justice Act replaced the Young Offenders Act, which brought about many changes. The new act highlights rehabilitation, reintegration, and accountability, and encourages extra-judicial measures rather than court proceedings when possible. There are additional sentencing dispositions added to encourage the use of non-custodial sentences, and allows advisory group to confer with judges, police, and others.

Youth report that they are unsure of what to expect in court, and have many questions relating to their court appearance. The Youth Court volunteers provide support and information including plea options, outcomes, terminology, courtroom procedures and protocol. They also provide referrals to Duty Counsel, Native Counsel, Legal Aid, and other youth resources. The volunteers assist the Duty Counsel office by gathering

information from the youth for the intake forms prior to their meeting. This assists in speeding up the process, and contributes to a smooth running court system.

When court is in session, volunteers track statistical information on their daily dockets, including upcoming court appearances, pleas, dispositions, legal representation, and other relevant data. This information is useful to persons arriving late, lawyers, probation officers and other Youth workers. There is a collaborative effort between the youth workers and volunteers to work together for the best interest of the youth.

The Youth Court volunteers continue doing an awesome job in displaying their enthusiasm, commitment, and dedication to working in this program. The program would not function as efficiently without their ongoing involvement.

The Court Assistants for Female Youth (CAFFY) Program is an initiative of the Youth Courtworks program where trained volunteers are matched with girls who are charged with criminal matters. The volunteers provide advocacy, education, emotional support, mentoring, and referrals to community resources. Additionally, they attend court hearings, and will act as a liaison between the lawyers and girls as required.

There were eighteen CAFFY volunteers who provided 725 hours to 35 young clients in 2003. Services included: court assistance, community advocacy, life skills development, prison visiting, and providing support to address the issues that the girls are experiencing. Highlights from December 2003 was the Christmas party at The Edmonton Young Offenders Centre. Volunteers and staff provided gifts and treats to the girls in custody; Santa made an appearance; JAENESS performed and gave the girls inspirational messages and the Karaoke music was enjoyed by all in attendance.

Another highlight from 2003 included a Russian Delegation Juvenile Justice study-tour that visited Edmonton to research the Canadian Juvenile Justice System. A panel made up of youth court workers, Elizabeth Fry staff, a CAFFY volunteer, and client her client. discussed the effectiveness of having a mentor, and the positive impact it made on both of them. This presentation really touched the Russian Judges and as a result, one of the Judge's gave the CAFFY client her own bracelet. The Judge stated that this program was very admirable to provide assistance to girls in conflict with the law. Furthermore, she confirmed that she and the other delegates were planning to discuss this program upon their return to Russia.

The involvement of the volunteers in this program allows for greater community awareness and knowledge of the criminal justice system, and of the issues that young women experience.

This program is funded by The Alberta Law Foundation.



Agency Staff 2003

Beverly Sochatsky	Executive Director
Zelekash Alemu	Financial/Office Manager
Bev Tweedle	Admin Assistant/ Pardon Project Coordinator (to November 03)
Darlene Plamondon	Admin Assistant (to December 03)
Patricia Kenedy	Intake Worker (to December 03)
Tammy Wasman	Aboriginal Women's Program Coordinator (to November 03)
Kari-Ann Harrison	Aboriginal Crafts and Teachings
Jackie Horejsi	Adult Court Coordinator
Andrea Perry	Adult Stoplifting Program Assistant
Lisa Hendrickson	Adult Stoplifting Program Assistant (to August 03)
Sarah Stewart	Changing Paths Coordinator (to March 03)
Mary-Ann Lepers	Community Resources Program Coordinator (to November 03)
	Teen Stoplifting Program Coordinator (to July 03)
Alma Swan	Prison Liason Program Coordinator
Dawn Straticchuk	Prison Liason, Fort Saskatchewan Correctional Centre and Release Kit Project (to September 03)
Lesley Wimmer	Prison Liason, Fort Saskatchewan Correctional Centre and Release Kit Project and Volunteer Coordinator
Kathryn Berry	Teen Stoplifting Program Coordinator
Kealy Dube	Teen Stoplifting Program Assistant
Melanie Shepard	Supported and Private Home Placement Program Coordinator
	Teen Stoplifting Program Co-coordinator (to July 03)
Dorthe Flauer	Volunteer Coordinator (to August 03)
	Changing Paths Program Coordinator
Christine Stevens	Youth Court/CAFFY/Legal Clinic Programs Coordinator
Karla Walli	Women's Work Program Coordinator (to August 03)
Keri Flesaker	Women's Work Program Coordinator
Faith Cachene	Custodial Worker (2003)

Agency Placement/Practicum Students

Elisha Anthony	Shelagh McGregor
*Adrienne Belch	Nicole Nunes
Kassandra Charles	*Ryan O'Fee
Sarra Cloutier	Trina Piche
Nana Demanchi	Sharee Roberts-Scott
Lindsey Gagne	Michelle Suelzle
Tavrie Gibson	Corrine Trottier
Lynda Gladue	*Erin Viala
Patricia Kenedy	*Blair Willie
Jo-Anne McCartney	

*Pro Bono Students

Summer Staff 2003

Andrea Perry
Jennifer Gladue

Lisa Hendricksen
Lesley Wimmer

2003 Private & Supported Home Providers

Barbara and Len Belcourt
Gloria Edwards
Dave and Elizabeth Martian
Lori Gibb and Garry Griffin

Janice Adam and Edwin Piper
Dona Mills
Donna Miller
Donna and Calvin Goertz

