



SARNIA-LAMBTON REBOUND ANNUAL REPORT 2013-2014



## OUR MISSION

Rebound is a caring partner in the successful development of youth.

## OUR VALUES

**SUPPORT** Every youth has the right to support in their developmental journey.

**COMMUNITY** That youth are equal and valued partners in the framework of the organization and our larger community.

**COLLABORATION** We are committed to ongoing program evaluation, knowledge exchange and community collaboration.

**SUCCESS** That every volunteer, staff and board member is vital to the success of our organization and equally valued for their contribution.

## OUR VISION

We will maintain our focus on the well-being of young people and their families.

We will promote changed attitudes and behaviours that assist young people in achieving their full potential.

We will network young people and mentors to create meaningful opportunities for discovery and purpose.

We will strive for excellence in all areas of our organization through competency and commitment to youth and families.

## Table of Contents

2. Mission, Vision Values	16. SAFE Choices, Section 23	28. Strategic Planning
3. Highlights of 2013-2014	17. SAFE JR, In School Detention	29. Program Evaluation, Field Placement Students
4. Agency Overview	18. P.A.S.S. Program Chatham	30. Partnerships
5. Rebound Star	19. ACT II, Youth in Transition	31. Our Team
6. Executive Director's Report	20. Spectrum, Native Liason	32. Board Governance
7. Board President's Report	21. Expressive Arts, Transitions II Classroom	33. The Year Ahead
8. Thirty Years of Rebound	22. Volunteers	33. 10 Ways to Make a Rebound Difference
10. Programming Overview	23. In their own words	34. Financial Reports
12. Life Choices, Choices, T.A.G.	24. Youth Engagement	
13. Thrive	26. Fundraising	
14. S.T.A.N.D., S.T.A.G.E	27. Hearts for Youth, Run up for Rebound	
15. County Programming, P.A.S.S		

# HIGHLIGHTS

**30 YEARS IN OPERATION 3796 YOUTH SERVED IN 16 PROGRAMS THIS YEAR**

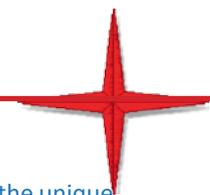
**15,639 HEART-FILLED VOLUNTEER HOURS DONATED, THE EQUIVALENT OF 8.6 FULL-TIME STAFF**

**BUDGETED TO RAISE \$711,207 IN FUNDRAISING DOLLARS, AND REALISED SUCCESSES TOTALLING \$1,074,611**

**CONTINUING ON OUR PATH TO BECOME THE “CENTER OF AWESOMENESS”**

# OVERVIEW

## AGENCY OVERVIEW



Sarnia-Lambton Rebound is a non-profit organization that provides support for children, youth and families in our community. Since our founding in 1984, we have been committed to supporting young people. Today, our programs serve children and youth between the ages of 8 and 24. We recognize the challenges and opportunities that this stage of development presents and Rebound continues to offer responsive, evidence informed practice based on the needs identified in our community.

Recent themes or trends in service requests include: mental health, stigma, peer pressure, identity issues, searching for belonging, sexual orientation and bullying. Many youth need a safe place to explore their feelings and some caring guidance in helping them learn strategies to make better informed, more positive decisions.

There are extraordinary changes that occur during adolescence; socially, physically and cognitively. There are validated findings through research that the first few years of a child's life are very important in learning how to relate to others, but the dramatic changes that occur during adolescence allow for new opportunities for the young person to grow, learn and adjust their relationship patterns to allow for more informed decision-making. The human brain is still being developed during adolescence. The last area of the brain to develop is the frontal lobe, which consists of the areas that govern emotions, planning, organizing,

judgment, problem solving, impulse inhibition, analysis, self-awareness, self-concept and identity.

Given the critical and complex tasks that youth undergo on the developmental highway to adulthood, Rebound works to create a safe, structured and caring environment where young people can experience acceptance through supportive relationships with the volunteers and staff. All too often, we look at youth as young adults who do not need us any longer. However, the reverse is true. Just like children learning to walk, teens need support as they are learning to plan their lives, problem-solve situations, weigh the pros and cons during decision-making and test out these new skills in a trusted environment.

Rebound supports youth in learning how to understand and consider other people's values, behaviours and feelings, to recognize how their behaviour affects others and why people respond to them the way they do. We aim to help youth acquire the social skills they require to help them succeed as productive members of our community.

We have found that with the effective delivery of evidence informed prevention and early-intervention programs, we can succeed in strengthening youth before behaviours and issues escalate into the potentially devastating events that we hear about all too often. Rebound has created programming that ensures that support is accessible for any youth needing services. We have created a program model that alleviates lengthy

wait times and customizes support based on the unique needs of each youth that we see.

Employing a creative program model, Rebound uses community volunteers to act as mentors and positive role models to support young people as they undertake the hard work of examining their own behaviour, values, actions and lives. The significance of healthy relationships that include family, community and peers cannot be underscored at this stage.

We provide a variety of programming that includes Extra Judicial Measures Programs under the Youth Criminal Justice Act for Lambton County and The Ministry of Children and Youth. The Ministry's Youth Justice Branch funds a portion of our programs. All of Rebound's social skill programs are available to serve young people in a community setting.

All of our programs are open to any youth in the community. Referrals come from a variety of sources. We are actively promoting Rebound services as appropriate for any young person in our community who would benefit from support along their developmental journey.

By the end of 2014, Sarnia-Lambton Rebound will have successfully served more than 30,000 young people from across Lambton County in community-based programs.

We are honoured to support young people become happy and productive contributors to society.





## The History of the Rebound Star

For many years, the Rebound Star has been a prominent part of Rebound Programs. As part of the decision making process, the star is used as a “memory hook”.

The Rebound Star is designed with four points, each of which is a consideration to be used along the decision making journey.

**STOP**  
**THINK**  
**ACT**  
**RESULT**

**SUCCESS**  
**THROUGH**  
**ACCEPTING**  
**RESPONSIBILITY**



## EXECUTIVE DIRECTOR'S REPORT

# DIRECTOR

I love celebrations! This year is a milestone celebration for Rebound as we mark thirty years of supporting youth in our community. It has been an honor to be a part of something that has become a cornerstone in the fabric of the social services community but beyond that, to work with the team responsible for making this organization awesome. To take it a step further, I am fortunate to meet amazing young people who come through the doors at Rebound.

Some youth come to us full of energy and ideas and exciting plans for the future. Others don't. I am often impacted by the complexities and challenges of daily life that more and more of the youth we support face. Mental illness, poverty, homelessness, loss of identity are becoming more frequent challenges for today's youth. Now more than ever, we are tasked with the job of creatively using our resources to be responsive to the needs of young people in our community. Sarnia Lambton is fortunate to have a range of services and supports prepared to rise to the needs of today's youth.

Collaboration occurs naturally amongst service providers but we realize a greater task is at hand. In order for us to be truly successful in crafting supports

and services for youth, we must strive to create an environment that not only seeks but endorses the voice and wisdom of youth in our program design and delivery. Youth engagement is woven into the fabric of our work at Rebound and we see the benefits. This past year, our Getting Possibilities Started youth action committee, in addition to their bi-weekly meetings, held a successful fundraising yard sale, produced, directed and showcased a sold out performance of "The Little Mermaid", hosted a spooky haunted house, designed beautiful art for 4 sound boards, partnered with the Imperial Theatre to present "Off Broadway", worked to house a family in a Habitat Youth Build and engaged in "Reaching Out" a youth suicide prevention campaign.

All proof that the youth of Sarnia Lambton are engaged and committed to community wellness.

We have seen the expansion of Rebound this past year as new programs grow out of identified community need. Our Choices program has officially spread to 8 communities across Ontario as a promising practice prevention program for youth at risk of substance abuse. As our programs work to become more holistic in nature, we have seen the benefits of the expressive

arts as an alternate means of self-expression.

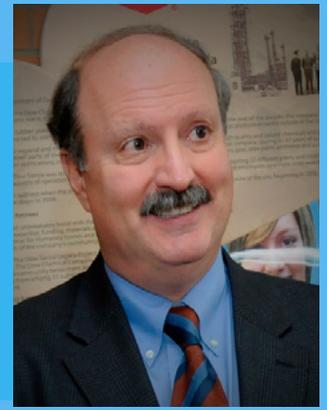
We launched a Youth In Transition position for youth aging out of care in the child welfare system, a collaborative partnership with the Transitions II classroom for youth disengaged from the traditional school system and worked as consultants for the Nova Scotia Health Authority on program development. Every new opportunity is a means for Rebound to support our Mission as a caring partner in the successful development of youth.

This year a pearl is the symbol of Rebound's thirty years of supporting youth and strengthening community. Pearls are thought to give wisdom through experience, protection and luck. Known for their calming effect, they can balance one's karma, strengthen relationships and keep children safe. The Pearl is also said to symbolize purity, integrity and loyalty. These are qualities that we embrace at Rebound and have had thirty years to cultivate. We look forward to the next thirty years when the youth of today will be the leaders and innovators of our community.

Regards,  
Teri

# PRESIDENT

## BOARD PRESIDENT'S REPORT



Looking back on the last several years' reports from the Board President, I was moved by how much Rebound had developed into a mature agency. By that I mean Rebound has grown out of its old surroundings and has become a comfortable resident in its new building site. It has expanded its staff and volunteers to meet the demands of an ever increasing spectrum of service delivery. Programs have been implemented in other centres across Ontario with Rebound as project leader, providing the Rebound imprint in other communities.

Rebound has in every sense become a leader in delivery of service to the youth of this community and across the Province.

But what strikes me most in looking back, is that this agency and its staff, volunteers and leaders, never look back. They are always trying to be better at serving youth and to be at the very cutting edge of doing so. We should all appreciate the commitment of these people to be the best for the youth they serve! The Staff and Volunteers are challenging youth to become "engaged" like we have never challenged them before, and as we engage youth, they become more successful and confident in themselves!

Executive Director Teri Thomas-Vanos and the staff of this agency are truly committed to a vocation of serving youth. They don't do it for the dollars, or for

the recognition or for any personal reward...over and over the staff will go far and beyond the job description to assist in theatre projects, fund raising, program development and planning. Personal time is given every day, week and year to better the agency. Even the Annual General Meeting is held at the home of our beloved Business Manager Sarah McCann's backyard with the assistance and blessing of her husband. And the staff and volunteers BBQ and bring salads and desserts as if it were part of their job description! It isn't, but commitment like that is what differentiates this group and agency from so many others. As large as the agency has grown, we are still very much a tight knit family.

The volunteers are equally responsible for the success of the service delivery to the youth of our community. We can only say thanks in so many limited ways, yet this dedicated group seem to find comfort and reward in seeing the youth they serve succeed.

In other years, I have dwelled on awards, milestones and memories. This year, Rebound is celebrating its thirtieth anniversary and the memories of all those past achievements are being recalled. As we celebrate, we should do so knowing that the memories of the past serve as the foundation of this agency to go forward.

As we have experienced the passing of some of the founding members of Rebound these last few years, and as we see people like Bruce Lester, Don Cook and Ray Heeringa retire from the Board, one is reminded ..."To you from failing hands, we pass the Torch...!" I truly am in awe of these people and what they achieved, but am equally comforted in the knowledge that capable people have replaced them, and others, at the Board, Executive, Staff and Volunteer levels. So as we celebrate the past 30 years of Rebound, we look forward to the future. What will we look like in a year, five years or thirty years from now? One thing is certain: the strategy of the agency is that we recognize that serving "at risk youth" truly means serving every child. Every child is "at risk" and would benefit from the programs and themes of Rebound. So as we meet the challenges of the future, we do so knowing that the better the Rebound programs are, the more we reach out to youth to be involved in Rebound, the more relevant and important it is to reach out to an even greater spectrum of youth, in age, in challenges and diversity.

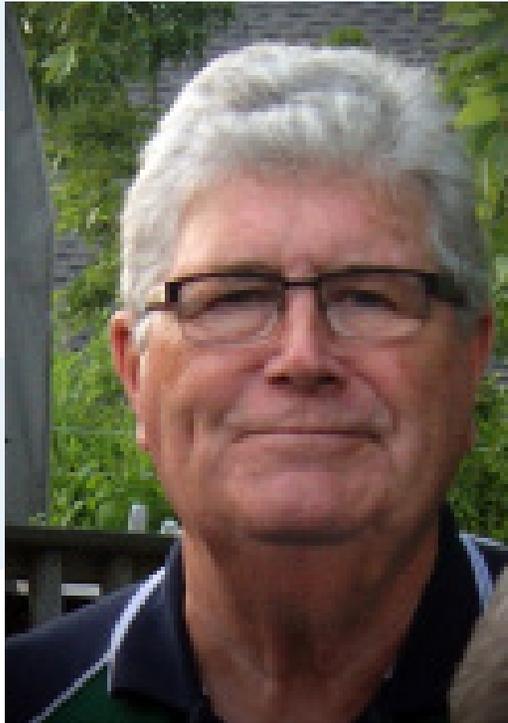
I am John Ruffilli, and, to borrow the catch phrase from this year's Hearts for Youth Gala, *"I am Rebound!"*



**30 years,  
30,000 youth.  
2014 marks  
the 30th  
anniversary  
of Rebound  
Success  
Stories.**



# From our Founder

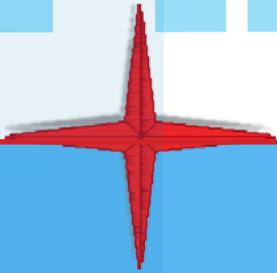


Barry Symington, Rebound co-founder

As I look back on our past history, I see an idea that was good and good people came to help. We learned hard lessons and started in very humble surroundings but carried on until the idea grew to be a program and more good people came to help. Many young people were given second chances at having a successful life and the program began to realize it was successful. We recognized our many great leaders, coaches and dedicated staffers who gave unselfishly of their time and talents. A talented board of Directors lent their considerable experience and wisdom. Struggles with money marked our history from time to time and more good people came, money was given and raised and Rebound went on to new heights and the unthinkable happened. We got this beautiful new building. Wow! More programs came to assist even more kids and then guess what? Rebound got kids to come and advise the adults. Whodathunkit? Good things begin to come to reward all the hard work and great ideas and suddenly Rebound has arrived in other cities and a whole lot more good people come to help and we all realize that Rebound is no longer just a program but a giant voice for young people everywhere. Let us recognize just for a second here what I believe is a great part of Rebound's success. Prayer! A lot of good people have prayed for Rebound and the children it serves for the past thirty years. We now look forward to our future and all the new endeavors. I know that greater successes await and on behalf of the late Terry Fitzgerald and Dee Cox, I commend the next thirty years to all of you, The Good People.

## PROGRAMMING OVERVIEW

# PROGRAMMING



We are on an incredible journey. We have fostered new relationships with youth serving organizations across the province, across the county and most importantly, refocused our partnerships with local youth. We are challenging ourselves by asking tough questions about our programs and services through a program evaluation project, we are challenging ourselves every time we seek out funding for new services and we are challenging ourselves by accepting the call to empower youth to be fully engaged in our organization to take us in new directions that support the needs of young people in our community.

Sarnia-Lambton Rebound is committed to supporting young people in reaching their full potential in life. Adolescence is an essential developmental stage in which interpersonal skills are honed and youth learn how to successfully manage the challenges and responsibilities of adulthood. It is a time of transitioning from the family unit to the peer group. A teen's skill at negotiating relationship

issues, particularly with parents, peers and dating partners, most often determines whether or not a young person engages in risky behaviours. Research tells us that relationships with family, peers and community are at critical levels during this period and that these relationships have the power to act as strong protective factors against upcoming challenges (Wolfe, Jaffe and Crooks, 2006).

It is a time of tremendous peer pressure and expectations. Prevention and early intervention strategies that aim to prepare youth for adolescent experimentation and engagement in risky behaviours must take this stage of development into account and focus on building strong relationship skills, and other social skills such as communication, goal-setting, respect for self and responsibility.

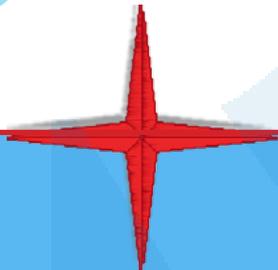
At Sarnia Lambton Rebound we view the tween and teen years as a potential time of risk for any young person. We recognize that youth will be faced with many challenging decisions that they will have to

make. Our goal is to ensure that youth know that they are not alone in this decision making process and that there are many concerned adults who are happy to offer their support and experiences. Ultimately, we strive to foster an environment where youth feel empowered to make choices that are right for them and that they are resilient in the face of challenging times.

We see a wide variety of children and adolescents at our agency. Referrals to our programs come from a variety of sources such as:

- parents/caregivers concerned about the pressures facing their child
- teachers and school administrators working with young people who are struggling in one or more aspects of their school life
- young people themselves wishing to gain skills in resisting peer pressures and in working through family issues

# at REBOUND



Our services are easily accessible and responsive to community needs and identified gaps in service at the local level. Rebound staff are actively involved in many community based committees. We sit at a variety of planning and program development tables and we intentionally work to engage youth through our Youth Action Committee in order to ensure that our programming is current and responsive.

By working with the Ontario Centre of Excellence in Child and Youth Mental Health, we have undertaken a comprehensive program evaluation review in an effort to ensure program outcomes are on target for youth who participate in our services.

Research has identified the elements of effective services. These elements include:

- programming that is based on areas such as antisocial attitudes, values, beliefs, substance use, antisocial peer associations, school failure, and dysfunctional parenting

- programming that is tailored such that there is less intensive service for lower risk youth
- programs that are delivered in a community setting and actively involve youth and their family
- programs that are structured and focus on concrete behavioural goals and are skill based
- programs that build on the strengths of youth and family
- programs that are offered in a timely and realistic manner
- individuals delivering the programs are selected with care, represent pro-social role models and provide meaningful support

At Sarnia-Lambton Rebound, we are committed to developing our services and programs on evidence-informed principles. To that end, we stay current with the literature and research and work very hard

to ensure that our programs and services are designed and delivered in the most effective manner.

The Rebound team strives to ensure our programs evolve with changing needs, utilizing evaluation methods that reflect best practice standards in measuring, monitoring and revising programs to ensure targeted outcomes are achieved.

# PROGRAMMING AT SARNIA-LAMBTON REBOUND

## Life Choices

34 youth served

The flagship program of Sarnia-Lambton Rebound, the Life Choices Program services youth between the ages of 12 and 17 to gain new skills in the areas of decision making, communication, enhanced healthy relationships in order to help them move forward confidently in their daily lives.

Topics covered during this ten week session can include: communication, decision making, goal setting, respect for self and others, conflict resolution. The lessons are designed to include the different learning styles of the youth by utilizing group discussions, videos, guest speakers, written tasks and lively activities.

Some of program outcomes include: Improved sense of self (i.e., related to self-esteem, self-confidence, self-awareness), enhanced skills in communication, and improved functioning in the community. Life Choices successfully graduated 34 participants in the 2013-2014 year.

Percentage of youth that report a significant improvement in:

their grades, missing classes, relationship with teachers, suspensions **67%**

their relationship with their family members **69%**

their decision making skills **80%**

their communication skills **82%**

their self-esteem, self-confidence, self-awareness, self-care **87%**

their relationship with their family members **84%**

their communication skills **82%**

## Choices

16 youth served

This program is the combination of the Life Choices and SAFE (Substance Abuse Facts and Education) Choices programs. The program focuses on decision making, communication, goal setting, substance use. It is a 10 week program for youth aged 12-17. Choices has a variety of elements to assist with the learning materials including impaired vision goggles, weekly goal setting, guest speakers, behaviour rehearsals, pro/con discussion on marijuana as well as many other activities. Choices ran one session this year with 16 participants who successfully graduated.

Percentage of youth that report a significant improvement in:

showing respect to adults **86%**

handling bullying in a positive way **72%**

listening to what others say **71%**

## TAG

Tools for Attaining Growth

38 youth served

Tools for Attaining Growth (TAG) is Rebound's program for boys ages 8-11 years. The program focus is on learning new skills related to problem solving, communication, team work and relationship building. While in TAG, youth learn about how their behaviour impacts others and tools to assist in their personal development. The TAG program continues to expand with the exciting addition of new sessions. Youth have been able to express themselves through art and connecting with others. This has happened by participating in activities such as mask making, personal sharing and relaxation. This past year we served 28 youth at the Rebound location as well as another 10 youth in Forest.

# PROGRAMMING AT SARNIA-LAMBTON REBOUND

**165** youth served

## Thrive

Since the Fall of 2012, the resiliency based program, Thrive, has been supporting youth (ages 12-14) in the development of personal qualities of perseverance, confidence and courage. Thrive teaches youth how to turn their potentially negative coping mechanisms into positive ones when dealing with the challenges of everyday situations. Within this 10-week program youth openly discuss the different situations they have encountered, possible coping strategies, who their supports are and are encouraged with the tools necessary to navigate their adolescent lives. Youth have the ability to practice the skills they are learning, connect with impactful video clips and guest speakers and most of all – realize that they are not alone in their struggles. 27 youth were served in our in-house program.

In September 2013, as a result of a grant received by the Ontario Trillium Foundation, Rebound was pleased to be able to offer the Thrive program to elementary schools within Lambton County. To date Rebound has serviced 15 schools totalling 138 youth with very positive outcomes. A second grant from Green Shield Canada allowed us the opportunity to add the expressive arts to the Thrive programs that we offered in the county.

## Thrive in School

Percentage of youth that report an increase in:

have increased in how they feel about themselves and what they can do **76%**

have increased their coping skills **83%**

have increased their resiliency **68%**

## Thrive in House

Percentage of youth that report that they:

have increased their self esteem **75%**

have increased in their problem solving skills **83%**

have increased in their communication skills **50%**

# PROGRAMMING AT SARNIA-LAMBTON REBOUND

## STAND

Stop, Think and Decide

To meet the various needs of the youth being referred to us for service, Sarnia-Lambton Rebound offers an individual program referred to as STAND. This program is in response to an identified need to provide appropriate programs for youth who require a different type of supportive environment. STAND empowers young people to use strategies that help them make good decisions for themselves.

Alternatively, the STAND program can be used to provide immediate service for young people waiting for the next available group program to begin. In this way, Rebound staff can ensure that each client can receive immediate service without having to be placed on a waiting list. For young people for whom a group program is deemed to not be in their best interest, we are able to accommodate them in this one-on-one service with a trained professional. Recent program sessions have included discussions about family breakdown, unhealthy relationships, addiction, sexual orientation, and grief and loss.

## STAGE

Strategies Towards Achieving Girl Empowerment

This 10-week program was created in 2008 when our city's police and court partners found that relational aggression amongst females in Grades 7 and 8 was on an increase. Young girls aged 8-11(Jr.) or 12-15(Sr.), attending the STAGE program agree that they deal with relational aggression and body image pressures on a daily basis. They come together, weekly, in either Junior or Senior groups to learn positive coping skills. Goals for the STAGE program include: increased communication skills, awareness of relational aggression, awareness of external messaging, conflict resolution skills, coping skills, resilience as well as an improved sense of self in relation to self-esteem, self-confidence and self-awareness. Within the 2013-2014 year the STAGE program saw 30 participants.

52 youth served

30 youth served

Percentage of youth that report that they:

made progress with their individual goals **93%**

are feeling comfortable at Rebound **99%**

feel less stressed about things that worry them **88%**

have learned new skills **92%**

Percentage of youth that report a significant improvement in:

their communication skills **84%**

their communication skills **80%**

their ability to appropriately deal with girls being mean **79%**

their relationship with their family members **74%**

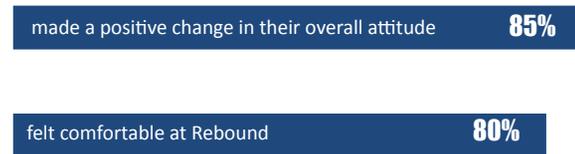


# PROGRAMMING AT SARNIA-LAMBTON REBOUND

Percentage of youth that report improvement in:



Students answered that they:



## County Programming

Seen as a leader in our industry, Sarnia Lambton Rebound is very proud to deliver services and programming throughout Lambton County. With satellite offices in Forest and in Petrolia; we are happy to support the youth of the county through programming delivered in a unique combination of both Life and SAFE Choices, as well as offering the STAND program. We continue to build flexibility into our county programs to meet the needs of rural and small town clients and their families, and make the best of considerable challenges such as transportation and weather. Rebound County staff are proud to work closely with our local schools and continue to foster close community relationships.

**54** youth served

## PASS Program

Positive Alternative to School Suspension

Over the last year, PASS has undergone some changes and improvements. There has been consistency in the number of referrals; we have served 144 youth in the Sarnia-Lambton Area. The program continues to assist youth with their school work and provide interactive life skills that engage youth. Our life skills lessons are always shifting and adapting to best suit the needs of the youth we serve so they will be able to use them in their own lives. The PASS Program attributes most of its success to the Placement Students from Lambton College who bring a new perspective, positive strategies and new materials to help the youth succeed. This program has many success stories and continues to be a positive space for students. We look forward to another exciting year as we continue to make ongoing improvements in the delivery of our alternative to suspension program.

**144** students supported

E 1984

# PROGRAMMING AT SARNIA-LAMBTON REBOUND

## SAFE Choices

Substance Abuse Facts and Education

This program focuses on substance use education for youth between the ages of 12 and 17. Participants discuss the dangers associated with a variety of substances, health issues, addiction, assertive choices and many more. Most importantly it is a 'SAFE' place for youth to ask questions and get honest, non-judgmental answers and advice. SAFE utilizes a variety of videos, activities and guest speakers in order to help the youth learn and stay focused, develop confidence and make informed decisions.

There are three main components to the SAFE Program:

**Drug Resistance Skills:** providing accurate information on the consequences of various substances, examining media influences to use substances, practicing refusal techniques and delay tactics to be used when specifically approached to use substances.

**Social Skills Development:** including communication, assertiveness, decision-making, problem-solving, and building of healthy relationships.

**Self-Management Skills:** focused on goal-setting, self-confidence, coping strategies for stress and anxiety.

20 youth served

Percentage of youth that report a significant improvement in:

their decision making skills **78%**

their relationship with their family members **73%**

their grades, missing classes, relationship with teachers, suspensions **61%**

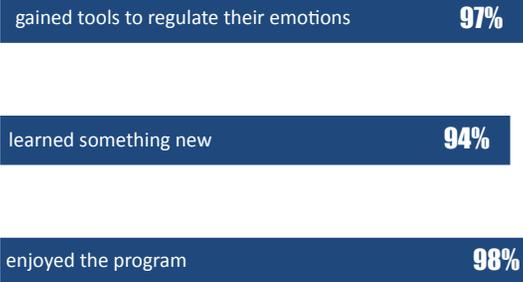
## Section 23

The Section 23 Program serves students who, for a variety of reasons, require their educational needs to be met outside of the regular school system in specialized settings. Students in Section 23 programs are clients of local agencies and community, taught by Lambton Kent District School Board teachers following the Ontario Ministry of Education curriculum. An important part of these programs is the development of personal life management skills. Individual education and treatment plans are created for each student to address his or her strengths and needs.

26 youth served

SINCE

Percentage of youth that report that they:



## SAFE JR

Substance Abuse Facts and Education Jr

59 youth served

SAFE Jr. is a 10 week program offered to youth ages 9 to 12. SAFE Jr. was offered in local schools and community centres through the Safer and Vital Communities Grant. SAFE Jr. focuses on learning about oneself, identifying long and short term goals, recognizing problems, problem solving and changing behaviour, short term effects of drug and alcohol use, why people choose to use or not to use drugs and alcohol, identifying and coping with feelings along with non-verbal and verbal communication skills are taught in a fun and interactive way. SAFE Jr was delivered at Aamjiwnaang First Nation Community Centre, Brigden Public School, Corunna Sir John Moore, East Lambton Elementary School, Kettle and Stony Point and Mooretown Public School.

The need for earlier intervention with younger children regarding the dangers of substance use came from a local family's experience. Following the death of his child, a father identified a gap in educating children at a younger age about the risks associated with drugs and alcohol. SAFE Jr was a pilot project aimed at a younger demographic. The program was well received by youth and community partners.

## In School Detention

For the past nine years, the St. Clair Catholic District School Board has contracted with Rebound to provide staff at each high school in Lambton County and Kent County to coordinate an on-site PASS Program for youth who would normally be suspended for 1 or 2 days from school. In this program, the students are referred through school administration and instead of being sent home, they participate in the on-site detention program held in a classroom within the school. While in the program, the students complete their schoolwork with support from the staff and participate in social skills development activities.

The aim is to offer a progressive discipline response and early intervention with the young people to prevent further detentions and or suspensions.

2986 youth served

1984

# PROGRAMMING AT SARNIA-LAMBTON REBOUND

## PASS Program - Chatham Location

Positive Alternative to School Suspension

**53** youth served

The successful Sarnia PASS program was piloted in Chatham to serve Chatham Kent students in grades 4 through 12. Chatham PASS is an alternative to home suspensions in a classroom setting, which consists of two Child and Youth Workers and Post-Secondary Placement Students, which results in individualized consideration for each youth. Students, referred by their Principal, have an opportunity to complete their schoolwork that they would otherwise miss due to suspensions. Students remarked that they appreciated the quiet, non-judgmental environment where they were not embarrassed to ask for assistance. Students who typically are not capable of the same workload as classmates due to varying reasons such as attention, learning disabilities or mental illness, often leave the PASS Program feeling pride and achievement because of catching up on overdue assignments. 98% of the students found it useful to participate in the PASS Program rather than being sent home during their suspension.

Additionally, the PASS Program focuses on specific reasons for suspensions and facilitates formal social skill lessons. The program also assists in developing positive interpersonal skills by providing supportive modeling and interactive displays of acceptable behaviour. Encompassing observations, insights from Educational Assistants and feedback from classroom teachers, Program Staff can implement individual behaviour modification techniques to provide additional support for the school once the student returns to their classroom. To date, 53 students have utilized the Chatham PASS program and we are optimistic the referral rate will increase as awareness is amplified throughout the community.

Percentage of youth that report that:





# PROGRAMMING AT SARNIA-LAMBTON REBOUND

100 youth participants

## ACT II

Currently in its fifth year, Act II is proud to be creating another extraordinary theatre production for September 2014 when the stage will come to life with the magic of Aladdin. The goals of the theatre production include increasing self-esteem and confidence, building friendships and learning new skills all while utilizing a youth engagement model. Each position on the production and creative team is filled by a youth with adult allies to support as needed. The decisions are made by the youth in this active learning model.

Act II finished its fourth year with a very successful run of the Little Mermaid in September 2013. This was our first year at the Imperial Theatre where we sold out three of four shows! The youth and adult allies were challenged with the magnitude of the show from the music, dancing, acting, costumes and set. The challenge was accepted and met with great success.

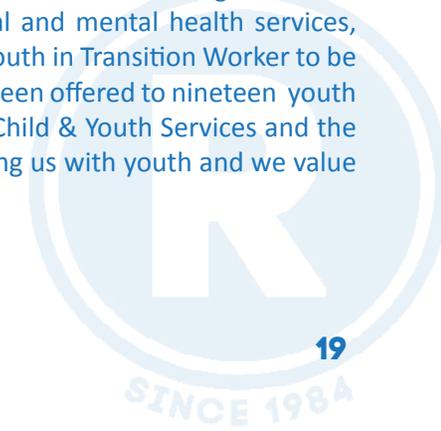
Thanks to an overwhelming number of volunteer hours by the many youth and adult volunteers; the success of the Act II program is attributed to them.

## Youth in Transition

As part of the findings from the My REAL Life Book: Report from the Youth Leaving Care Hearings, the Ministry of Children and Youth Services has hired fifty (50) Youth in Transition Workers across the province. Sarnia Lambton Rebound was the agency selected to provide this service throughout Lambton County.

The role provides support for youth aged 16-24 who are transitioning out of the care of the Children's Aid Society (CAS) into independent living. Some of the areas of support that these youth require include: finding affordable and safe housing, education and employment assistance, connections to medical and mental health services, developing life skills and positive social supports. This unique program allows the Youth in Transition Worker to be able to connect with the youth in their communities. Since January supports have been offered to nineteen youth in Lambton County. Referrals have come from the Children's Aid Society, St. Clair Child & Youth Services and the local school boards. Our community allies continue to be instrumental in connecting us with youth and we value these partnerships.

19 youth served



# New to



## Spectrum

On May 27, 2013 Sarnia-Lambton Rebound created the first Lesbian, Gay, Bisexual, Transgender, Two-Spirited and Questioning (LGBT2SQ) youth drop-in for Sarnia and Lambton County youth aged 14-24.

Sarnia-Lambton Rebound prides themselves on the successful development of youth. Lesbian, Gay, Bisexual, Transgender, Two-Spirited and Questioning (LGBT2SQ) youth did not feel supported in the community. Rebound wanted to change that. Spectrum works to ensure a safe and supportive environment for all LGBT2SQ youth of Lambton County so that they may celebrate their individuality and feel comfortable in their indentified sexuality. Youth who attend Spectrum experience one-on-one support, a place to find acceptance, knowledge of LGBT2SQ history, accurate and up to date sexual health information, develop friendships, hear guest speakers who identify as LGBT2SQ and have fun through art, board games and movie nights.

Just a few of the past year's accomplishments:

- Partnering with GPS to participate in a sexuality and sexual health lesson from London HIV/AIDS Connection
- Delivering Professional Development alongside Rainbow Health Ontario on Spectrum, LGBT 101 and Queer Health
- Presenting a community soundbyte entitled "LGBT Best Practices for Frontline Staff, Spectrum Youth Drop-In" at Rainbow Health Ontario 2014 Conference in Toronto
- Partnering with Lambton College to host the first LGBT2SQ Summit "Understanding Gender and Sexual Diversity & Inclusivity" in Sarnia. This Summit included guest speakers from Jer's Vision, EGALE Canada, Run For Rocky and Windsor Pride and included service providers, educational partners, parents of LGBT youth, community members and student participants.

## Rebound Welcomes Native Liaison

A Native Liaison position was made available to Sarnia-Lambton Rebound through funds from Walpole Island. These funds allowed a representative from Sarnia - Lambton Rebound to bridge gaps and create partnerships, and to reach out to the Aboriginal communities in our area. The result has been increased awareness and collaboration between the First Nations communities and Rebound.

# Rebound



## Expressive Arts

Expressive Arts were introduced and enthusiastically received by several Rebound programs beginning in the Spring of 2013 with the STAGE Jr. Program; followed by the TAG Jr. program in the Fall. Art activities were also facilitated in County elementary schools over a two-week period in the THRIVE program and continue into the 2014 school year. Youth in the TRANSITIONS II classroom, Spectrum and PASS have also embraced weekly expressive art activities.

Expressive Arts fosters creativity, provides personal empowerment, self-discovery, self-esteem, resiliency and healthy life style choices in a safe and non-judgmental space.

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## Transitions II Classroom

Grown out of identified need, a core partnership of local agencies and the Ministry of Child and Youth Services - Youth Justice Services came together to pilot a specialized classroom to support youth disengaged from a regular school environment and transition back into a school environment that fits their learning style. With a model that mirrors a similar program in Windsor, we hope to find success by engaging youth in identifying their personal and academic goals. We look forward to the future of this program and continue to collaborative with our partners to find innovative and youth focused strategies to ensure that every youth in our community achieves their full potential.

# VOLUNTEERS

Volunteer hours  
15,639

It is amazing that Rebound is celebrating our 30th anniversary, but even more amazing are the dedicated volunteers. As Rebound has grown, so has the number of volunteers. We have over 100 volunteers who donated just over 2500 hours to our regular programs, 12,000 hours to our theatre program, 184 to Hearts for Youth Gala, 63 for Run Up for Rebound, 105 for Guest Speakers/Special Events/Maintenance, 360 for Bingos, 357 for GPS and 200+ hours for the Board of Directors this past year alone.

It is these fantastic people who keep the heart of Rebound beating! Our volunteers and committees have helped the youth directly through mentoring in the various programs we offer. We also have volunteers that the youth might not meet but still reap the benefits of the skills and talents they offer us with ongoing maintenance, fund raising, community events and governance of this organization. Each person who volunteers is valued by all of us here at Rebound!

The 30th anniversary is represented by a pearl. How appropriate. A pearl takes in an object that is foreign (not a usual part of itself but something seeking refuge in a clam's protective shell – just like a youth coming to Rebound), will encase it in layer on layer of a soothing substance (Rebound programs and volunteer mentorship) and then from this emerges a lustrous, lovely gem: the youth transformed by the inspiration and guidance of Rebound! Thank you to all who have volunteered over Rebound's 30 successful years. Thank you for your pearls of wisdom – you are all treasured gems to us!

# IN THEIR OWN WORDS

My name is Tyler and last summer I joined the ACT II program at Sarnia Lambton Rebound. As a child I thought I was a typically normal child who had his place in the world, I enjoyed television and sports just like any other child. Another one of my hobbies was theatre. Starting elementary school was when I realized how false my view of myself was. I was different from the rest of my classmates, they made that clear. The constant physical and verbal torment was an indication that I needed to be more like them. For the remainder of my elementary school life and my first three years of high school I became what I thought everyone else wanted me to be, hiding behind a mask of lies and deceit. This made me feel as though I had no purpose and my life was a lie, which it basically was. I became easily agitated and very sad as I knew I was lying to myself and everyone around me. By the time I reached grade ten, I knew in my heart that I was gay but I constantly denied it both to myself and to others. Not telling a single soul about my deepest secret, not even my best friends. I never could see myself being with another male and I planned on living alone and sad the rest of my life. Last May some friends encouraged me to audition for Rebound's production of The Little Mermaid. Joining this program changed my outlook on myself and life. I realized I was not alone in life and it was okay to be me. Thanks to Rebound and ACT II, I became comfortable with something unchangeable, who I was. In October 2013 I came out as gay to my family and friends. Though I do not preach it from the rooftops, I openly admit it and feel no shame when talking about relationships. Most of my friends and family have stayed by my side and through this emotional roller coaster there is one place where I truly feel at home, Rebound.

Age:17

# YOUTH ENGAGEMENT

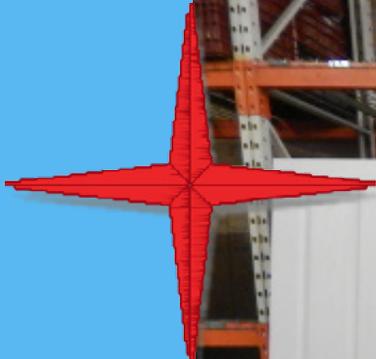
Getting Possibilities Started (GPS) has been very active in the community over the last year. Our youth facilitators and GPS members continue to bring awareness and support to youth who want to make change and give youth a voice.

GPS members meet bi-weekly to exchange ideas, make plans and most importantly make a change. They are a sounding board for Rebound programming, with their input we can most certainly make more informed decisions about the real issues for youth in our community and how to ensure our message is heard in a way that will be well received and understood.

Just a few of the past year's accomplishments include:

- Painted canvasses to cover sound panels in program rooms
- Garage sale that raised over \$500 for GPS
- Two High school football tournament concession booths
- Haunted House that raised \$100 in donations for GPS
- Hosted a speaker from CMHA to learn about adolescent mental health concerns
- Partnered with Spectrum to participate in sexuality lesson from London HIV/AIDS Committee
- Continue to provide feedback and direction to Rebound Staff with respect to program content and development
- Assisted with Reaching Out event
- Participated in the Habitat for Humanity Youth Build

ENT



# SARNIA-LAMBTON REBOUND FUNDRAISING

Sarnia-Lambton Rebound relies on many different sources of funds to ensure the delivery of programs. It is important for our financial stability to have as many different sources of income as possible.

In this way we greatly reduce the risk of the reduction of service if we experience an unexpected loss of a particular revenue stream.

To this end, we build our fundraising plan around a wide variety of income sources. This past year 23% of our revenues came from a single source, which indicates a strong stability in our financial plans. Rebound management sets a goal each year to ensure that a minimum of 75% of the next fiscal year's operating budget is already contracted with various bodies such as government, the United Way of Sarnia-Lambton, local school boards, and foundations. This past year we achieved a 77% contracted revenue base, which left us with 23% to raise through donations, special events, corporate gifts, client fees, bingos, and new foundation grants.

We were inspired by the generous donations of our community businesses, service groups and individuals who still found a way to contribute financially to youth in our community.

Rebound's fundraising initiatives in 2013/2014 produced:

Type of Funds:	Goal:	Actual:
General Donations	\$ 44,000	\$ 40,621
Hearts for Youth Gala	\$ 37,000	\$ 39,269
Run Up for Rebound	\$ 12,000	\$ 10,358
Rack N Roll	\$ 4,000	\$ 5,151
Foundations / Grants	\$ 75,000	\$ 86,441
ACTII Production	\$ 12,000	\$ 19,531
	\$ 184,000	\$ 201,371

We budgeted to raise \$711,207 and the actual total was \$1,074,611

We projected \$742,284 in expenses and our actual was \$1,022,592

## 2013-2014 Funders

1197306 Ontario Ltd.  
12049770 Ontario Limited (Jackson Seed)  
All Saints A.C.W.  
Alliance Fabricating Ltd.  
Antonio's Pizza (Corunna)  
Babcock Welding  
Bill Bush Flowers  
Blackburn Radio  
Bluewater Power Distribution Corp.  
C.W.L. of St. Philips Church  
CAM-RON Insurance Brokers Limited  
Carlo Cimetta Professional Corp.  
Catherine Wilson Foundation  
Chandisherry Foundation  
CIBC Children's Foundation  
City of Sarnia  
Community Foundation of Canada  
Confederation Central Public School  
County of Lambton  
Courtright Catholic Women's League  
Curran Contractors

Custom Plumbing  
Dallas Haul Inc.  
Dentons Canada  
Dr. L. Slipacoff Dentistry  
Egale Canada – Human Rights Trust  
F. Filia & Associates Inc.  
General Contracting  
George Murray Shipley Bell  
Gore Mutual Insurance Co. Foundation  
Grace United Church ADVT Fellowship  
Green Shield Benefits Association  
H & I Service Centre Limited  
H. Moore & Son  
Hydro One  
IBEW 530  
Imperial Oil Foundation  
Jaga Musical Entertainment  
Knights of Columbus Council No. 9447  
Labourer's Local 1089  
Lambton College  
Lambton Financial  
Lambton Generating Station  
Lamsar Inc.

Lanxess Inc.  
Leadwave Technologies Inc.  
Libro Financial Group  
Living Hope Christian Reform Church  
Magermans & Raes Insurance  
Micro Tax  
MIG Engineering (2011) Ltd.  
Municipality of Lambton Shores  
OJT Woodworking  
Ontario Credit Union Charitable Foundation  
Ontario Trillium Foundation  
OPG Charity Trust  
OPSEU Local 145  
Optimist Club of Sarnia Lakeshore  
Picuz Solutions  
Preferred Towing  
Professional Answering Service of Sarnia  
RBC Royal Bank  
Sarcor  
Sarnia Community Foundation  
Sarnia Financial Centre  
Sarnia Muslim Association  
Sarnia Northern Collegiate

Sarnia Police Association  
Scotiabank  
Sisters of St. Joseph's  
Sixth Line United Church Women  
Southwest Credit Union Ltd.  
Southwest Credit Union Ltd.  
St. Luke's United Church  
St. Luke's United Church Women  
St. Matthews Catholic School  
St. Patrick's High School  
St. Paul's Outreach Foundation  
TAKLA Foundation  
Telus  
The Ice Creamery  
The Optimist Club of Forest  
The Toronto-Dominion Bank  
TRL Financial Group  
Ultraguard Security Systems  
United Way Calgary  
United Way Greater Toronto  
Worley Parson  
Wyoming United Church Women  
YMCA of Sarnia-Lambton

# SARNIA-LAMBTON REBOUND FUNDRAISING

## 15<sup>th</sup> Annual Hearts for Youth Gala

The Hearts for Youth Gala (our yearly signature fundraising event) celebrated its 15th year in 2014. This year's campaign, "30 tables for 30 years" in celebration of Rebound's 30th anniversary, was an amazing success. We celebrated an incredible evening with 306 guests, community partners, supporters and stake holders which was a new record for our Hearts for Youth Gala.

This event could not happen without the help and support of our community from the volunteers who donate countless hours to our partners who donate goods and services to make this evening so special. Rebound acknowledges the youth and speakers who share the true meaning of the event with guests. We thank Ineka, Darian and Monique for sharing their heartfelt and moving stories. It takes courage to stand before a crowd and share your story. We would like to acknowledge Barry Symington, Monique D'Arcy and Brennah Freer for acting as our emcees for the evening. They kept us entertained throughout the evening.

We are grateful for the inspiring words from Don Cox in memory of Dee Cox and Barry Symington, co-founders of Rebound. They recounted the birth and journey of Rebound over the last 30 years.

Rebound also thanks the gala volunteers for their commitment and hard work. Without them the evening would not have been such a success. They are: Debbie Richie, Julianna Hoekstra, Micha Isaac, Hailey Buckle, Michael Cassidy, Jonathan Lawrence, Alisha Lee, Katie McCray, Bernadette Ross, Annette Houle, Gabby Genovese, Taylor Hartwick, Sean Arseneau, Alys Munro-Peebles, Kristin Clendenning, Kirsten Vandenheuvell, Miriam Carmody and the many behind the scenes hands that helped out.

Total funds raised from this magnificent event **\$39,269**

## 2<sup>nd</sup> Annual Run UP for Rebound

Run UP for Rebound is a pledge-based fundraiser that is dedicated to fun, fitness and the youth of our community. During our second annual event on Saturday, June 22, 2013, we saw 36 participants take to the stairs of the Seaway Centre.

Each participant climbed 15 flights 8 times conquering a total 1824 stairs and their fundraising efforts produced an amazing \$10,358 dollars for Sarnia-Lambton Rebound.

Trophies were awarded as follows:

Most Donations Raised  
Individual: Warren Parrott  
Team: Rebound Rush  
Female – Best Time  
Shelley Martsch-Litt  
Male – Best Time  
Andrew Hadley  
Team – Best Average Time  
Team: Scotiabank



We would like to extend our thanks and appreciation to Warren Parrott and Scotiabank for "stepping up" as the event's main sponsor for the second year in a row.

We would also like to thank Ironworks Fitness for sponsoring trophies for the winners, Booster Juice, Belfor, the EMS team, the Fuel Factory, GMSB, Goodlife, Inner Dawn, One Tooth and the Seaway Centre for their contributions to this successful event.

Lastly, we would like to thank the many volunteers who assisted on event day.

Total funds raised at Run up for Rebound **\$10,358**

# SMART, STRATEGIC STRONG

strategic  
planning

Since our comprehensive Strategic Planning sessions in 2013, we are proud to report that we are well on our way to attaining the goals laid out for us, helping to shape Rebound's future while achieving excellence today.

**Our three Strategic Initiatives include:**

- 1 We will become innovators in our field.** By engaging our partners, empowering stakeholders and exploring future opportunities, we will create an environment where young people can realize their full potential.
- 2 We will establish a culture of excellence.** Through team development, staff accountability and program advancement, we will lead with purpose and habituate best practices.
- 3 We will cultivate new models of sustainability.** Adapting to change, we will pioneer effective ways to resource our efforts while continuing to best serve young people by exploring innovative funding opportunities.

As time marches on, the staff and volunteers that make "The Rebound Awesome Machine" run are working every day to ensure that these goals are not only realised, but achieved to the high standards the community has come to expect from Sarnia Lambton Rebound.

# PROGRAM EVALUATION - KNOWLEDGE EXCHANGE

Rebound completed our second Planning Evaluation grant through the Centre of Excellence in Child and Youth Mental Health on the Strategies Towards Achieving Girl Empowerment (STAGE) program in October 2014. We have applied the findings from both of our program evaluations on the Life Choices and STAGE programs to strengthen and improve programming. Tangible examples include the creation of program logic models and evaluation frameworks for every program offered by the agency, an enhanced database, the implementation of standardized measurement tools for pre and post-test measures, strengthened working relationships with key stakeholders, a more active involvement in knowledge exchange activities both internally and externally, increased confidence and understanding by staff related to evidence informed practice and engaging in meaningful evaluation and heightened sense of professionalism and credibility. We are excited to continue our journey with a comprehensive evaluation of the Positive Alternative to School Suspension (PASS) program over the 2013-2014 academic year. Additionally, we engage in ongoing Focus Groups with key stakeholders, members of the community and the social service sector to identify gaps in service in our community, gain input on our course in achieving our Strategic Initiatives and ensure the voice of youth is represented at the local and provincial level.

Knowledge exchange is an important and ongoing process at Rebound. We believe in ongoing professional development and have been fortunate to have had many learning opportunities over the past year. These opportunities have covered the topics of trauma, resiliency and diversity. After every offsite professional development opportunity the staff share the information during a lunch and learn. Hours continue to be dedicated for a staff to be made available for community outreach and informative presentations. A Rebound volunteer and staff presented in St. John's last June at the first Child and Youth Care World Conference on our youth engagement model in the Act II program. To further Rebound's global knowledge exchange, two Rebound staff will be presenting on the Spectrum program at the Dare To Stand Out: Canada's National Service Providers Summit next spring.

## FIELD PLACEMENT STUDENTS AT SARNIA-LAMBTON REBOUND

Each year Sarnia Lambton Rebound mentors placement students from the Child & Youth Worker (CYW) program & the Social Service Worker (SSW) program, fostering a collaborative partnership with Lambton College. These students bring their curiosity for learning and passion to support youth to Rebound and in exchange we provide a fertile ground to practice their professional skills and develop confidence in their chosen field of practice.



This past year we were pleased to have the following students on our team: CYW Students Julianna Hoekstra, Hailey Buckle, Bernadette Ross, Jonathan Lawrence, Alisha Lee, Katie McCrae and SSW Students Michael Cassidy, Orson Martinez and Debbie Richie.

These students have excelled in helping with fundraising & marketing, community involvement, program development and program delivery. We were very fortunate to be a part of their learning process.

# PARTNERSHIPS

“When you hand good people possibility,  
they do great things.”

— Biz Stone

## Consultation with Nova Scotia Health Authority

Awareness of Rebound’s evidence informed practices is spreading. Rebound was approached by Caper Base, an agency in Nova Scotia to assist with the revision of the life skills and substance abuse awareness programs that they deliver to youth. Caper Base asked Rebound to review, revise and update their program materials as well as develop new activities and content to address current topics.

Rebound reviewed and refreshed the materials for three of the Caper Base programs. The programs included substance abuse prevention and intervention, building healthy and positive relationships, bullying and coping skills.

## The Choices Program Goes Provincial

As reported last year, we had a successful pilot of our substance abuse program Choices in six sites across the province. From that success, we were approached by the Local Health Integrated Network (LHIN) to provide the Choices program to eight sites across the province.

Four of the original sites from the pilot will be continuing the program and we have four new sites. Rebound Choices will soon be delivered in Kenora, Sudbury, North Simcoe and Scarborough in addition to our existing sites in Thunder Bay, Sault Ste. Marie, Brockville and Chatham. Training of the Program Coordinators and volunteers for the new sites will occur in the spring and summer of 2014. A comprehensive program evaluation will take place through the project.

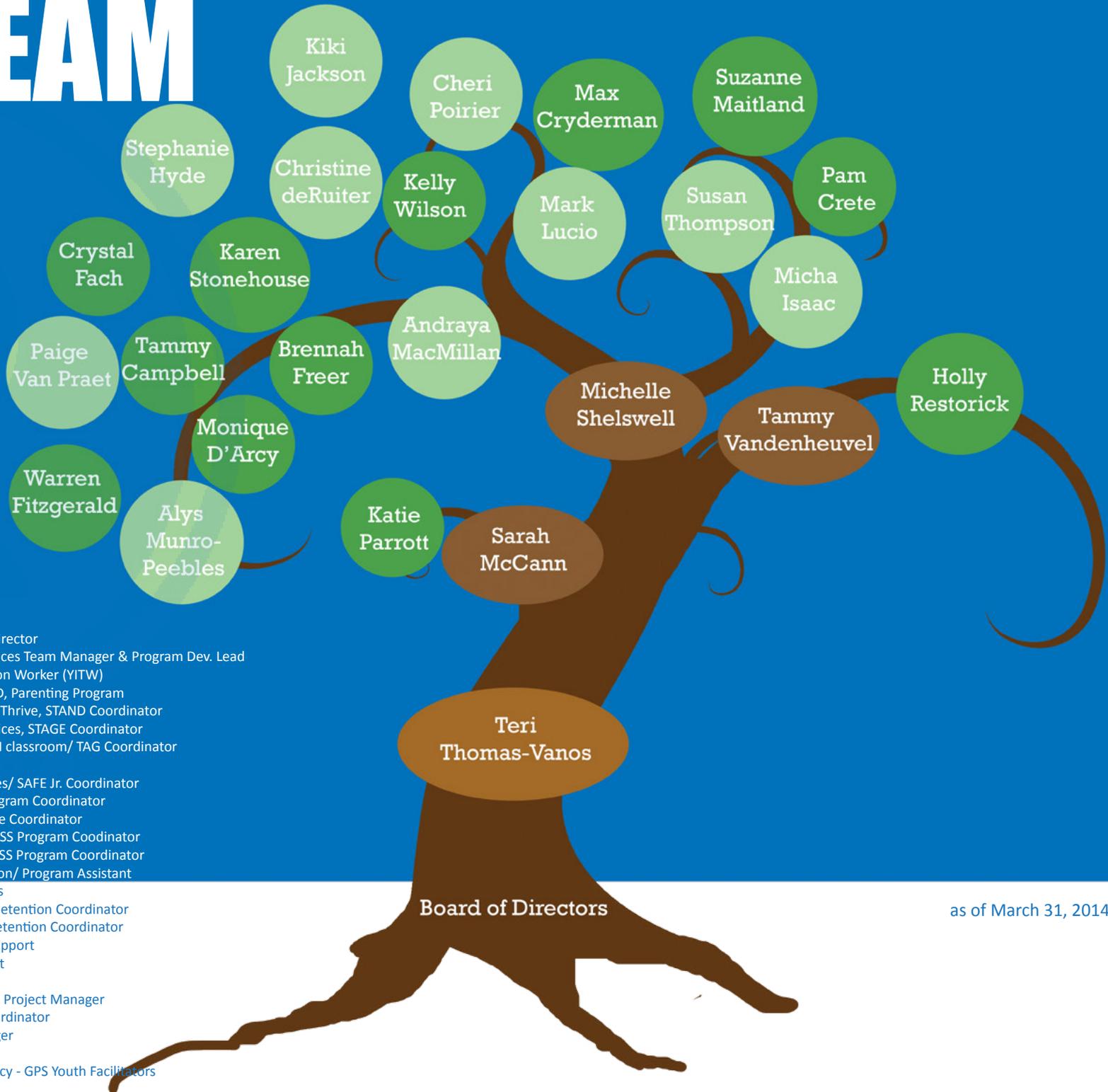
## New Member Agency

Through an innovative partnership, Rebound worked with Southwest Credit Union to meet a need in the Wallaceburg community. Southwest Credit Union was looking for an innovative way to give something back to the youth of Wallaceburg. They decided to purchase the Rebound Thrive program to deliver to youth in grades 7 and 8 in that community. The partnership grew to include Chatham Kent Community Health Centre as the service provider and the Lambton Kent District School Board as the host of the program to the youth in their schools throughout the Wallaceburg area.

## Sarnia Lambton Children’s Aid Society

Rebound continues to work in close partnership with the local CAS to deliver early help services to children, youth and families engaged with the Society. In addition, the Spectrum program continues to be an outcome of the partnership as well as parenting support meetings. We enjoy the opportunity to work with the CAS to offer creative and responsive support to the families of Sarnia Lambton.

# The TEAM



- Teri Thomas-Vanos - Executive Director
- Michelle Shelswell - Client Services Team Manager & Program Dev. Lead
- Kelly Wilson - Youth In Transition Worker (YITW)
- Stephanie Hyde - Intake, STAND, Parenting Program
- Andraya MacMillan - In School Thrive, STAND Coordinator
- Kiki Jackson - Life Choices, Choices, STAGE Coordinator
- Warren Fitzgerald - Transitions II classroom/ TAG Coordinator
- Crystal Fach - Spectrum
- Tammy Campbell - SAFE Choices/ SAFE Jr. Coordinator
- Alys Munro-Peebles - PASS Program Coordinator
- Paige Van Praet - County Thrive Coordinator
- Karen Stonehouse - Chatam PASS Program Coordinator
- Christine deRuiter - Chatam PASS Program Coordinator
- Micha Isaac - GPS/ Native Liaison/ Program Assistant
- Cheri Poirier - County Programs
- Suzanne Maitland - In School Detention Coordinator
- Susan Thompson - In School Detention Coordinator
- Max Cryderman - Behaviour Support
- Mark Lucio - Behaviour Support
- Pam Crete - Section 23
- Tammy Vandenheuvel - Special Project Manager
- Holly Restorick - Volunteer Coordinator
- Sarah McCann - Business Manager
- Katie Parrott - Office Support
- Brennah Freer & Monique D'Arcy - GPS Youth Facilitators

as of March 31, 2014

# GOVERNANCE

## Board Governance

Board leadership is critical to Rebound’s success to have effective governance and direction. Our Board of Directors carries the trust of our community, our donors, our clients and their families. To do so, they must ensure that they have strong policy governance practices in place. Our voluntary Board is deeply committed to our Mission and Vision. It provides leadership to ensure quality service is consistent with our values and principles that is responsive to the community. The Board governs through policies that set the organizational goals, the processes to achieve these goals, and management limitations. The Executive Director is given executive freedom to manage the agency’s operations to achieve these goals within the parameters of the limitations identified by the Board. The Executive Director reports to the full Board and the use of committees of the Board is reserved for the following tasks: Executive and Audit/Finance. Subcommittees include include: Fundraising, Human Resources and Member Recruitment. Ad hoc committees are formed for specific projects and mandate. Annually, the Board focuses on strategic plans, operational accomplishments, and risk management.

### Board Governance

The Board of Directors participates in self-evaluation processes annually, reviews policies and procedures biannually, develops three-year strategic plans, and monitors operational plans biannually.

### Audit/Finance Committee

The Board of Directors ensures adequate risk management through the monitoring of compliance with the laws, rules, regulations and contracts that govern it as well as a review of our Insurance policies and internal procedures and controls. Fundraising plans are identified and form the basis of annual budget preparation.

## 2013-2014 Board Members

John Ruffilli, President

Mike Callander, Vice President

Dawn Borho, Treasurer

Jill Harding, Secretary

Sharon Berry-Ross, Past President

Barry Symington, Member at Large

Bruce Lester, Member at Large

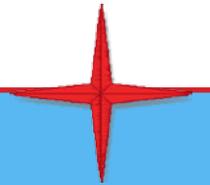
Pam Graham, Member at Large

Don Cook, Member at Large

Jim Stewart, Member at Large

Gigi Walent-Burke, Member at Large

Wendy Asher, Member at Large



## THE YEAR AHEAD

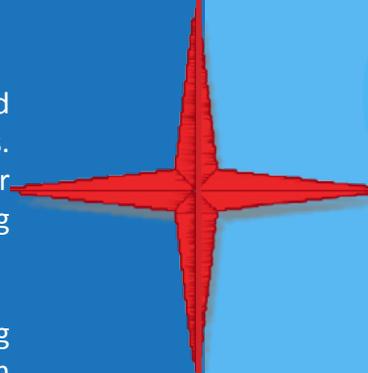
As we reflect on the past and look to the future, the Rebound Board, staff and volunteers must focus on the ongoing success of our programs and services. Program evaluation will continue to shape the content and delivery of our services, input from stakeholders will be sought to ensure responsive programming and sustainability will be explored through social enterprise opportunities.

We will continue to leverage our partnerships to find innovative ways of engaging and empowering youth. Our focus will remain on building strong relationships with youth as we recognize their investment in the organization as an extension of their commitment to this community. Youth engagement will continue to guide and influence our direction as we move to the future.

This year's theatre production, Aladdin Jr. will find us back at the Imperial Theatre; we head into Year 2 of delivering the school based Thrive program to youth in Sarnia Lambton and we look to the continuation of the innovative classroom program Transitions II as a means of an alternative learning environment where youth can find success.

One thing that hasn't changed in 30 years is the passion and commitment to supporting youth and strengthening community. The staff today possess the same values of the founding members of the organization and a belief in the potential of every youth who walks through the Rebound doors. Our Board, staff and volunteers keep giving of themselves to ensure the accomplishment of our Mission- for Rebound to be a caring partner in the successful development of youth.

It's not too late, come be a part of Rebound!



# CONSOLIDATED BALANCE SHEET

AS AT MARCH 31, 2014

	2014	2013
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 183,965	\$ 109,233
Short-term investments	\$ 281,891	\$ 199,088
Accounts receivable	\$ 48,745	\$ 51,752
Prepaid expenses	<u>\$ 2,827</u>	<u>\$ 9,772</u>
	\$ 516,528	\$ 369,845
DEPOSIT	\$17,566	
EQUIPMENT	<u>\$30,202</u>	<u>\$ 24,354</u>
	\$564,296	\$ 394,199
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable and accrued charges	\$ 88,525	\$ 35,325
Deferred revenue	<u>\$ 117,764</u>	<u>\$ 59,044</u>
	\$ 206,289	\$ 94,369
DEFERRED CAPITAL CONTRIBUTION	<u>\$ 11,493</u>	<u>\$ 7,826</u>
	\$ 217,782	\$ 102,195
<b>NET ASSETS</b>		
Internally restricted	\$ 282,491	\$ 219,520
Invested in equipment	\$ 18,709	\$ 16,528
Unrestricted	<u>\$ 45,314</u>	<u>\$ 55,956</u>
	<u>\$ 346,514</u>	<u>\$ 292,004</u>
	\$564,296	\$ 394,199



To find full audited financial statements, please visit our website at [www.reboundonline.com](http://www.reboundonline.com).

# STATEMENT OF REVENUE AND EXPENSE

FOR THE YEAR ENDED MARCH 31, 2014

	2014	2013
<b>REVENUE</b>		
Grants	\$ 834,117	\$ 684,498
Donations	\$ 65,389	\$ 79,141
Client fees	\$ 3,255	\$ 2,936
Fundraising	\$ 142,093	\$ 122,653
Membership Fees	\$ 7,384	-
Other	\$ 17,545	\$ 6,391
Amortization of deferred capital contribution	<u>\$ 4,828</u>	<u>\$ 2,272</u>
	\$ 1,074,611	\$ 891,500
<b>EXPENSE</b>		
Amortization	\$ 10,899	\$ 8,611
Bank charges	\$ 6,712	\$ 3,270
Insurance	\$ 9,625	\$ 9,361
Office and misc.	\$ 30,347	\$ 16,473
Fundraising	\$ 75,186	\$ 74,189
Professional fees	\$ 7,146	\$ 7,222
Programs	\$ 58,549	\$ 38,941
Rent (net)	\$ 45,146	\$ 42,312
Staff development	\$ 6,312	\$ 4,726
Telephone	\$ 6,555	\$ 6,075
Travel and promotion	\$ 12,753	\$ 8,911
Wages and benefits	<u>\$ 753,362</u>	<u>\$ 658,413</u>
	\$ 1,022,592	\$ 878,504
EXCESS OF REVENUE OVER EXPENSE(EXPENSE OVER REVENUE)	\$ 52,019	\$ 12,996

## Management Notes to the Financial Statements

1. Cost allocation notes: In terms of our expenses, each expense (with the exception of the three noted below) is allocated to the program for which the monies were expended. Each department is able to keep an accurate accounting of their expenditures.

2. Investment Notes: All investments are placed into interest-bearing, money market funds to ensure minimal risk of financial losses. The past year we earned a total of \$2,490 on our investments.

3. Volunteer Contributions: This past year, volunteers donated a total of 15,639 hours or 8.6 full time equivalent staff positions valued at \$265,081. These numbers are not reflected in the financial statements.

4. Fundraising Expenses: Through policy direction from the Board of Directors, Sarnia Lambton Rebound details full disclosure of all gross fundraising costs of the agency. No fundraising expenses are allocated to other functions. The fundraising expenses that are detailed in the financial statements include the gross expenses of producing special events. The actual costs of salaries and benefits of our fundraiser are \$29,314 for a total of \$104,500 spent on raising a total of \$1,074,611 in revenues.



# REBOUND

Sarnia-Lambton

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Sarnia-Lambton Rebound is a registered, non-profit charitable organization. The operation of these programs is funded by charitable donations from businesses, organizations and individuals. All contributions are tax deductible.

Charitable Business Number

13205 7100 RR0001

