



The Murray McKinnon Foundation
aspires to encourage and support the
potential of the young persons in our care.





Welcome

MESSAGE FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

We are pleased to present the 2014/2015 Annual Report for Murray McKinnon Foundation. This report marks the completion of another successful year of service to youth and their families and fostering of safe communities with the continued support from our funders, Youth Justice Services Branch of the Ministry of Children and Youth Services (MCYS)

The Murray McKinnon Foundation remains committed to delivering innovative and high quality services responsive to the needs of children, youth and families in our communities. We strive to provide effective programming taking an individualized, youth centred, holistic approach to case management.

We believe in empowering youth to help them learn new skills and make positive choices. We continue to help youth succeed through enhancing their strengths and resiliency. As an agency we continue to look at ways to measure outcomes, the extent to which a difference is being made in youths' lives through positive changes.

Murray McKinnon Foundation continues to set a high priority on education and is aligned with the goals and principles of MCYS and our educational partners. We value our long standing partnerships with Grove School (Durham District School Board) and Kawartha Pine Ridge District School Board with whom we work collaboratively to provide innovative alternative educational opportunities for young men and women participating in each of our five classrooms.

Our agency is an active community partner. Again, this year saw our continued participation in a number of community-based collaborative initiatives, as well as a focus on community partnerships to promote integrated service delivery.

This year was indeed a year of change and transition. We said our goodbyes to a few longer term staff who left for other career opportunities and we expressed our appreciation and celebrated the retirements of Lucia Lee and Marion Walker after 33 and 28 years of service respectively.

We were given the opportunity to repurpose one of our existing detention/custody programs as a one year pilot project for a Supportive Reintegration Residence. The SRR program at Harold McNeill House now provides young men who are at risk of involvement with the justice system, or are involved with the justice system, a supportive housing program that will support them in developing the necessary skills required to live independently and secure sustainable housing. The purpose of this evolving program is to divert young men from youth justice involvement or to reduce further criminal involvement through mentorship and supportive relationships to assist these youth to gain stability and work on their individualized goal plan.

We believe that meaningful youth engagement is core to our work with youth. Included in this report is a listing of our staff, placement students and teachers who worked diligently to act as positive role models and mentors for our youth through fostering respectful and caring relationships.

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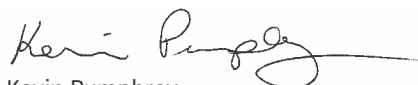
Our programs' success remains contingent upon the leadership of our experienced Management Team and the efforts of our skilled and dedicated staff team. We value the dedication and professionalism of all of our staff and offer our sincere appreciation for all of their passion and hard work over the past year.

At our Staff Appreciation Night in October we will be recognizing 11 individuals with Years of Service Awards. As special recognition, we would like to specifically acknowledge Janice Taylor-Cosburn for her 25 years of service .

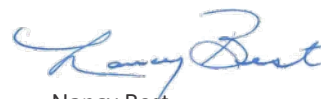
As well, at our Annual Appreciation Night , we will be pleased to celebrate the accomplishments of our most deserving young people who will be honoured with Youth Recognition Awards. These youth have demonstrated exemplary determination, strength and courage in working towards making positive changes. Their achievements provide inspiration for us, hope for other youth, and remind us why we do the work we do.

We wish to express our appreciation to the Board of Directors and the North Oshawa Lions Club for their continued support and loyalty for our work.

It is our sincere hope that each of us continues to remain committed to this important and challenging work of engaging youth and helping them to realize their potential.



Kevin Pumphrey
Chair, Board of Directors



Nancy Best
Executive Director

Board of Directors - 2014 - 2015

OFFICERS Kevin Pumphrey, Chair
George Johnston, Vice Chair
Peter Stephenson, Past Chair, Secretary

MEMBERS Ken Fraser
Eric Buss
Paul Goggan
Doug Terry
Steve Bedley
Ross Hartwig
Lyle Hargrove

RETIREMENTS Lucia Lee
1981 - 2014



Marion Walker
1987 - 2015



I WANT TO INSPIRE PEOPLE.

**I WANT SOMEONE TO LOOK AT ME AND SAY
"BECAUSE OF YOU I DIDN'T GIVE UP."**

The Murray McKinnon Foundation

STATEMENT OF OPERATIONS

April 1, 2014 - March 31, 2015

For the Year Ended March 31, 2015	Y.J.O. PROGRAMS	ATTENDANCE CENTRE	REINTEGRATION SUPPORT OUTREACH	2015 TOTAL	2014 TOTAL
Revenue					
Ministry of Children and Youth Services	\$3,080,059	\$ 573,018	\$ 494,010	\$4,145,087	\$ 4,171,170
Gain (loss) on disposal of vehicles	632	-	-	632	-
Amortization of deferred contributions (Note 4)	1,666			1,666	2,081
	\$ 3,080,357	\$ 573,018	\$ 494,010	\$ 4,147,385	\$ 4,173,251
Expenses					
Amortization	60,299	6,101	-	66,400	62,521
Salaries and wages	1,838,612	320,507	326,137	2,485,256	2,549,705
Employee benefits	438,150	83,002	93,553	614,705	549,726
Staff travel	35,289	6,877	26,105	68,270	67,167
Staff training	8,240	4,508	900	13,648	45,580
Building occupancy	292,552	85,363	10,810	388,725	323,604
Program expenses	15,057	3,229	13,252	31,538	38,164
Professional services	71,206	14,789	2,590	88,585	78,203
Food costs	62,045	14,869	-	76,914	86,345
Clients' personal needs	10,620	9,277	5,663	25,560	32,678
Medical and related	2,776	-	-	2,776	8,291
Office and administration	26,890	12,373	4,134	43,399	50,307
Miscellaneous	3,356	942	830	5,127	4,737
	\$ 2,865,092	\$ 561,837	\$ 483,974	\$ 3,910,904	\$3,897,028
Central Administration Expenses (Schedule A)	205,092	16,657	9,562	231,569	271,348
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 9,915	\$ (5,476)	\$ 474	\$ 4,912	\$ 4,875

Financial Statements for the year ending March 31, 2015 are available upon request.

Employees & Programs

April 1, 2014 - March 31, 2015

Nancy Best, Executive Director

ADMINISTRATION

The Administrative team provides essential support for Murray McKinnon Foundation programs and activities.

- Sandy Wilson, Finance Manager
- Tracy McKeating
- Marion Walker
- Jacqueline Schaap Treen
- Scott Wedlock, Maintenance

OSHAWA PROGRAMS

MURRAY MCKINNON HOUSE - 100 Clients Serviced

The Murray McKinnon House is a 9 bed residence providing residential placement for males 12 – 17 years of age (open custody). These young persons are either awaiting a court appearance or serving their open custody disposition as ordered by Youth Court. Our goal is to teach these young men in a safe and caring environment. We strive to help them reach their full potential successfully, reintegrate and become productive members of their community. Personal growth and change are fostered through the use of a relational strength based approach and evidence informed programming.

Cheryl Drake, Director of Residential Programs

Sean Gilliland, Supervisor

Jeremi Bittorf, Supervisor

Joe Crough, Supervisor

Sam White, Supervisor

Akilah Haneef-Jabari - Clinical
Social Worker

Ben Loder, Teacher

Jason Woodbeck, Transitional Worker

Carrie Baxter, Classroom Youth
Worker

Lindsay Ladewi (Summer Teacher)

FRONT LINE YOUTH WORKERS:

Christine Bernard

Brian Geffert

Bill Lyden

Michelle Heyes

Tristan Fields

Grant Stahera

Randy Wasyluk

James Vandersteen

CASUAL YOUTH WORKERS:

Stephanie Wiggins

Stephen Pynn*

Peter Cytowicz

Andrea Misner

Nicole Golder

Cory Medland (leave)

Matthew Spratt*

Matthew Conway

Kyle King

Emile Tavares

Kim Miller

Ted Craigen

Matt Adams

Scott Daley

Keneil Morrison

Jennifer Thompson*

Heather Gatchell**

Jeff Morgan

Greg Simpson

Greg Hart*

Akron Faircough

Paul Harris

Leigh Kemp

* Resigned during the year ** Maternity leave



Employees & Programs

April 1, 2014 - March 31, 2015

HAROLD MCNEILL HOUSE

Up until January 16th of 2015 the Harold McNeill House was a 9 bed residence providing placement for males 12 – 17 years of age who were placed in open detention or open custody as determined by the Youth Court. The goal of the program was to teach the young men in a safe and caring environment. The team strived to help the youth achieve their full potential successfully, reintegrate and become productive members of their community. The program offered evidence based programming to meet the diverse needs of the young men.

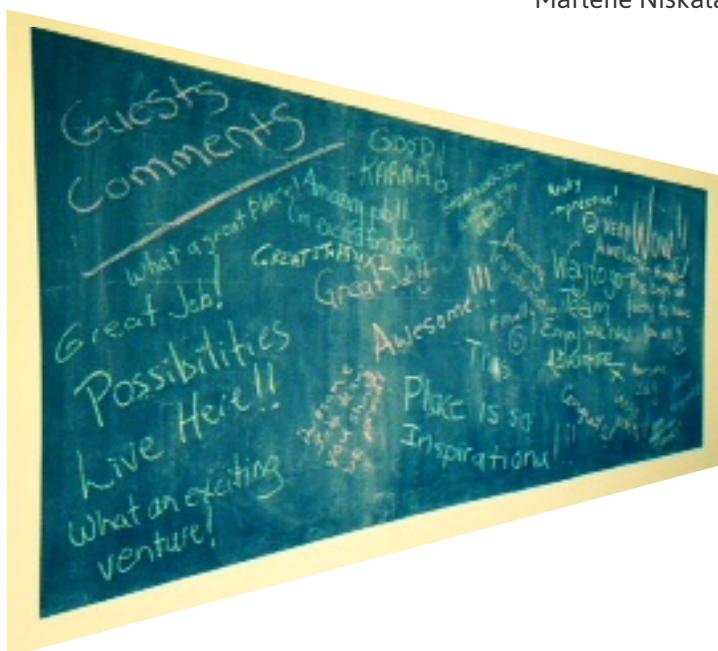
Cheryl Drake – Director of Residential Services
Joe Crough – Supervisor
Sam White – Supervisor
Tony Clarke – Classroom Youth Worker
Andy Bezubiak – Teacher
Jennifer Allen - Summer School Teacher

Akilah Haneef Jabari – Clinical Social Worker
Michelle Heyes
Randy Wasyluk
Grant Stahera
Jennifer Ball
Dion Carter (transferred to MAC for contract)
Kurt Drury (Contract)

HAROLD MCNEILL HOUSE SUPPORTIVE REINTEGRATION RESIDENCE

In collaboration with our funder, *Ministry of Children and Youth Services*, we were given the opportunity to repurpose one of our existing detention/custody programs as a one year pilot project for a *Supportive Reintegration Residence*. *The Harold McNeill House*, now provides young men (16 – 20 years of age) who are at risk of involvement with the justice system or are involved with the justice system a 6 to 12 month supportive housing program that will support them in developing the necessary skills required to secure sustainable housing. Participation in the program is voluntary and the young men will be mentored as they gain stability, develop positive relationships and work on their individualized goal plan. The evaluation of the pilot will align with MCYS intended outcomes and measures. The purpose of the Supportive Reintegration Residence will be to divert young men involved in youth justice services or who are at risk from further criminal involvement.

We are pleased to report that on March 25, 2015 the *Harold McNeill House Supportive Reintegration Residence* accepted their first young man into the program.



Marlene Niskala – Director of Community Based Programs
Jeremi Bittorf – Supervisor
Sean Gilliland – Supervisor
Tony Clarke – Classroom Youth Worker
Andy Bezubiak -Teacher
Christine Bernard
James Vandersteen
Dion Carter
Heather Gatchell (maternity leave)
Lorraine Petrie (contract)

CASUAL YOUTH WORKERS:
See previous casual list

Employees & Programs

April 1, 2014 - March 31, 2015

OAKWOOD HOUSE - 52 Clients Serviced

Oakwood house is a nine bed open detention/custody residence which provides short term placement for young women in conflict with the law, 12-17 years of age, who are awaiting a court appearance or serving their open custody disposition as ordered by the Youth Court. Our goal is to empower young women to reach their full potential and enable them to successfully reintegrate and become productive members of their community. To this end, Oakwood House offers gender responsive, evidence informed programming designed to meet the unique needs of female adolescents.

Girls are supported through individualized programs and a trauma informed, strength based approach.

Cheryl Drake, Program Director
Kelly Mead, Supervisor
Dana Cayer , Supervisor
Heather Sago, Clinical Social Worker
Carol Bolton, Teacher
Glen MacVickie (Summer Teacher)
Sandi Wiggins, Classroom Youth Worker

FRONT LINE YOUTH WORKERS:

Tammy Cole
John Prouty
JoAnne Rudd
Jeff Tynes
Lorraine Petrie (Contract)

CASUAL YOUTH WORKERS:

Tracy Hunter
Kim Miller
Janice Beam
Crystal Hornsby

Nicole Golder
Heather Wilton
Carrie Foster
Jackie Murphy
Alix Nielsen

Lisa Martin
Jeff Morgan
Sherrie Croke
Stephanie Wiggins
Heather Gatchell (Maternity Leave)

COMMUNITY BASED PROGRAMS

Marlene Niskala, Director of Community Based Programs
Angela Dell, Program Coordinator

REINTEGRATION SUPPORT OUTREACH PROGRAM (RSO) - 118 Clients Serviced

The RSO program is committed to supporting young persons who are involved with the youth justice system. Our workers are mobile and responsive to meet the immediate needs of the young person eg. education program, employment, financial support, housing, life skills, etc. The workers provide gender role modeling, identify and build on strengths and take part in the development of a collaborative risk reduction plan. The goal of the RSO program is to assist the young person to successfully reintegrate and be connected to their communities.

RSO WORKERS:

Jeff Chernick
Bill Baker
Deb Mendes de Franca
Nancy Young
Shane Gillies
Crystal Embleton.5

HOMELESS MAZE COORDINATORS - 2015



Employees & Programs

April 1, 2014 - March 31, 2015

ATTENDANCE CENTRE (MAC) - 159 Clients Served

The MAC program has been identified as an alternative community based options for custody bound young persons. All programs are evidence based/informed. Our workers offer individualized and group programming. our central location is in Oshawa. We provide a satellite site in Ajax two days a week and our workers are mobile to respond to outreaching areas in Durham Region. MAC works in partnership with the Durham District School Board, Grove School. There is an independent Credit Study Program with a Section 23 teacher that can accommodate up to 25 young persons.

MAC WORKERS:

Dion Carter - Contract August - December 2014
Brenda Edgeworth
Crystal Embleton .5
Michael Jackowski - resigned November 2014

Sabastian Luciano .5
Clay Melnike - resigned July 2014
Paul Privitera
Janice Taylor-Cosburn

Annette Muir, Teacher
Jeff Stewart, Teacher
Samantha Seto, Summer
School Teacher (July)

AJAX LEARNING CENTRE (ALC) - 27 Clients Served

ALC works in collaboration with Durham District School Board, Grove School and the Ministry of Children and Youth Services, Youth Justice Division, Ajax Office. The program is available for young persons who want to pursue their education in a setting that can be specific to their needs. ALC has a Section 23 teacher and a classroom youth worker.

ALC WORKERS:

Sebastian Luciano, Classroom Youth Worker
Nina Hnidec, Teacher

CASUAL YOUTH WORKERS:

Ted Craigen
Pete Cytowicz
Scott Daley
Kim Miller
Andrea Misner
Stphanie Wiggins
Heather Wilton

STUDENTS:

Lynsey Brown, Durham College
Marsha Cryderman, UOIT
Toni Cordes, SSFC
Sydney Dwyer, Durham College
Emily Greenop, UOIT
Chris GroL, UOIT
Krista Smidt, Durham College

If a child can't
learn the way
we teach,
maybe we
should teach
the way
they learn.

Ignacia Estrada

CONSULTANTS

- Alan Whyte, Cunningham Swan Carty, Little & Bonham LLP
- Michael Cooper, Computer Consultant
- Brian Lazure, Computer Consultant
- Jose Tindall, RPN - Nurse Consultant
- Michelle Acorn, Nurse Practitioner, PHD

STUDENTS / VOLUNTEERS

- East Central Ontario Dog Therapy
- Taylor Edwards - Sir Sanford Fleming College
- Morgan Doyle - Sir Sanford Fleming College
- Shannon Prato - Centennial College

LEADERSHIP PROGRAM LINKAGE

- YWCA - Peter and Lori
- Simcoe United Church - Rev. Moore and Andy
- Oshawa Community Health Centre - Katherine and Community Garden
- Tree Top Trekking - Randy Richards

AUDITOR

- Roberts, Marlow, Jackson, Jackson & Associates:
- Glenn Smith
- Andrew Drake

Organizational Trainers & Outreach

AGENCY TRAINERS:

- Prevention Management of Aggressive Behaviour
- Therapeutic Crisis Intervention
- A.S.I.S.T. 11 (Applied Suicide Intervention Skills Training)
- First Aid / C.P.R.
- Self Injurious Behaviour
- Circle of Courage (R.A.P.)
- Safe TALK

YOUTH SERVICES SECTOR:

- Youth Justice Ontario Association
- Youth Justice Training Network Committee, Durham
- Peterborough Youth Justice Network
- Durham Youth Justice Network
- Durham Youth Justice Forum
- PMAB Regional Focus Group
- GRAI (Gang Risk Assessment Interview)
- Pilot Project MCYS
- Peterborough Youth Advisory Group
- Pilot Education Program - MCYS

INTERNAL COMMITTEES:

- Joint Health and Safety (JHSC)
- Employee Relations (ERC)
- Attendance Centre Advisory Committee
- Mental Health and Addictions Advisory Committee
- Ajax Learning Centre Program Stakeholders

BROADER CHILDREN'S SERVICES COMMUNITY

- Collaborative Section 23 Classroom Program - Program Review Committee
- Community Partnership Steering Committee
- Sir Sandford Fleming College Program Advisory Committee (Community Justice Services)
- Durham Region Healthy Sex Youthability Coalition Project
- Durham Children and Youth Planning Network
- Durham Regional Youth Suicide Prevention Mobilization Action Group
- Training Network
- Grove School Advisory Group
- Durham College Program Advisory Committee (Child and Youth Worker)
- Centennial College Program Advisory Committee (CJS)
- Durham Collaborate Framework
- Durham Collaborative Planning Process
- Oversight Committee
- Triage Committee
- Champions Network
- Durham at Risk Housing Network

Quotes

FROM YOUNG PERSONS PARTICIPATING IN OUR PROGRAMS

- ▶▶ "I like working one on one with the teachers and staff here and being able to get the help and support needed when I needed it." - Oakwood House
- ▶▶ "This place is so great that if I had the chance to come and go from here, I would and I really enjoyed the staff members." - Oakwood House
- ▶▶ "Being able to have really nice staff help me and respected me." - McKinnon & McNeill
- ▶▶ "Staff are fun." - McKinnon & McNeill
- ▶▶ "I liked everything about this program." "It is very well put together." - McKinnon
- ▶▶ "I love the program; the staff are great and very supportive." - Oakwood House
- ▶▶ "Loved that we had a house pet.- Oakwood House
- ▶▶ "Staff were there to talk to... they are caring and considerate." - Oakwood House
- ▶▶ "Helped with school work" - McKinnon / McNeill
- ▶▶ "An amazing learning experience" - Oakwood House



MCYS GOALS and PRINCIPLES

Enhanced Educational and skills training programming and:

-supports for education are a critical component of the continuum of youth justice programming
-supports should be youth centred, personalized and adaptable to respond to unique experiences, learning levels, and cultural backgrounds

Improved capacity of youth justice staff to support the education and skills training needs of youth

-front-line workers should be equipped to support the educational success of youth as part of the case management process and through the relationship custody approach

Enhanced cross-sector collaborations to support continuity of learning, school stability and school/work transitions

-partnerships with schools, school boards, community agencies, cultural leaders, mental health and other specialized service providers, employers and college/universities to promote integrated service delivery
-successful school transition is a key factor of future educational achievement

Improved systems to assess and monitor school achievements and skills development

-the design and delivery of programming, supports and processes will be evidenced-based and results-orientated: outcomes will be evaluated

Use youth's current life experiences/interests, MEL 3E course to engage learning on financial literacy, literacy, employability skills, vocational skills;
Individualize education plans and timetables are youth informed;
Support youth with homework, utilize mentors and provide opportunities for leadership; Support youth in exploring post-secondary, apprenticeship or vocational opportunities; intensive practice for OSSLT, e-learning;
Help youth explore job/career interests e.g. COPS assessment, Resume and Career Cruising workshops;
Provide dual-credit opportunity e.g. landscaping that improves financial literacy and employability skill training; and
Pairing Dual credits with GLN 40 (experiential learning and workplace training/essential skills expectations); and Co-op

Strength based relationship approach utilized; Hot breakfast/lunches and nutritious snacks
Youths academic challenges will be discussed at regular MMF and Grove meetings;
Education Plans will be part of the Case Management Plan and/or Individualized Goal Plan
MMF Community Based Programs has representation on COPS;
MMF, DDSB and KPDSB have collaborated for many years with shared training opportunities; and
Knowledge-exchange opportunities with education partners within and out of area districts

Scrutinize existing OSRs to look for school work that can be applied for credit completion/credit recovery;
Provide opportunities for PLARs for youth 18 and over;
Student Voice is utilized to inform curriculum/practices;
Promote wellness strategies for positive mental health;
Truancy is not criminalized but rather attendance is celebrated, drop off is monitored, barriers discussed and incentives are utilized. Youths are not suspended;
Provide college tours and opportunity for financial support e.g. Durham and Sir Sanford Fleming;
Support youth in transitions to community schools (mainstream and alternative); and
Provide students with mentorship from College/University placements

Monitor past education experiences on MMF MHAAC DataCollection (future);
Utilize DCYPN as a planning table to identify 'gaps' in youth education (future); and
Implement Youth Justice Outcomes Framework (future).
Full participation in the Provincial Exit Surveys
Participation in the Growth and Mindset Initiative through Grove School
Final reports for the Ministry regarding Dual Credit Reporting
Durham College connection to Exit Survey
Student Voice Survey for future course selection regarding Dual Credit

Academic Credits Earned

April 1, 2014 - March 31, 2015

OAKWOOD HOUSE

- 32 High School Credits
- 1 Ontario Secondary School Graduate

AJAX LEARNING CENTRE

- 17.5 High School Credits

ATTENDANCE CENTRE (MAC)

- 114.5 High School Credits

MURRAY MCKINNON HOUSE

- 15 High School Credits
- 40 Certificates Earned

HAROLD MCNEILL HOUSE

- 9 Full High School Credits
- 5 Half High School Credits
- 1 Ontario Secondary School Diploma
- 27 Certificates Earned
- 3 Community Students
- 17.5 PLAR



“Tell me and I forget. Teach me and I remember.



Involve me and I learn.”



-Benjamin Franklin

Quote from one of our students:

“Thank you for everything.... First time not getting expelled, and enjoyed learning for once” Male MAC





murray mckinnon foundation

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Affiliated with:



and

