

2014-15
BOARD OF DIRECTORS
AND OFFICERS

Tracy Hussey, Chair

Ted Sheehan, Vice-Chair

Kerry Duench

Danielle Prashad

Margaret Veldman

Donna Zan

Maria Zegarac

Kim Ciavarella, Board Secretary &
Chief Executive Officer (ex-officio)

SENIOR TEAM

Kim Ciavarella, CEO

Glenys Currie,
Director of Quality and Risk Management

Steve Moore, Director of Corporate Services

Dr. Jeff Wong, Clinical Director

Patrick McCowell, Program Director

Cam Uhler, Program Director

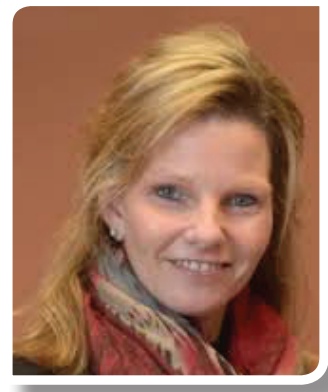


2015
ANNUAL
REPORT



Message from CEO

BANYAN ANNUAL REPORT SEPTEMBER 2015



owner / operator of CML. Kim Smith (owner of Camp Tanamakoon) has 30 years' experience operating summer camps. Kim's business plan for Camp Maple Leaf includes continuing the rich legacy past to us by the Veteran's in the early 1980's. The Board of Directors would like to congratulate Kim Smith and Banyan's senior team for the successful purchase and sale agreement; CML will be reopened for the 2016 Camp season.

Since joining the organization in December of last year, I have met some remarkable staff who continue to orientate me to the high quality programs and services we provide to our clients at Banyan Community Services (BCS).

As with many leadership changes comes a period of reorganizing and restructuring which Banyan has encountered.

Probably of the most significant change was the suspension of our summer camp operations at Camp Maple Leaf (CML) in the spring of 2015. Since that time the senior team has been working with many of our Camp partners to develop a strategy that would continue to deliver a quality camping experience for our referral agencies and campers. As of September 25, 2015 I am very pleased to announce that we have a new

In the early spring the organization embarked on a process to validate its strategic plan. Since that time we have engaged many staff and partners and at the June Board of Directors meeting, new Mission, Vision, Value statements and Strategic directives were approved.

The five strategic directives; Our People, Quality & Safety, Service & Operational Excellence, Financial Health and Brand Development will guide the redevelopment of the strategic plan which is scheduled for release in the early winter of 2015.

The last of the restructuring within the executive team took place earlier this month with the promotion of two (2) long serving program managers. Congratulations to both Patrick McCowell and Cam Uhler.

BANYAN'S SENIOR MANAGEMENT TEAM

Kim Ciavarella, CEO

Patrick McCowell, Director Residential Services

Cam Uhler, Director Residential Services

Glenys Currie, Director Quality & Risk Management

Steve Moore, Director Corporate Services

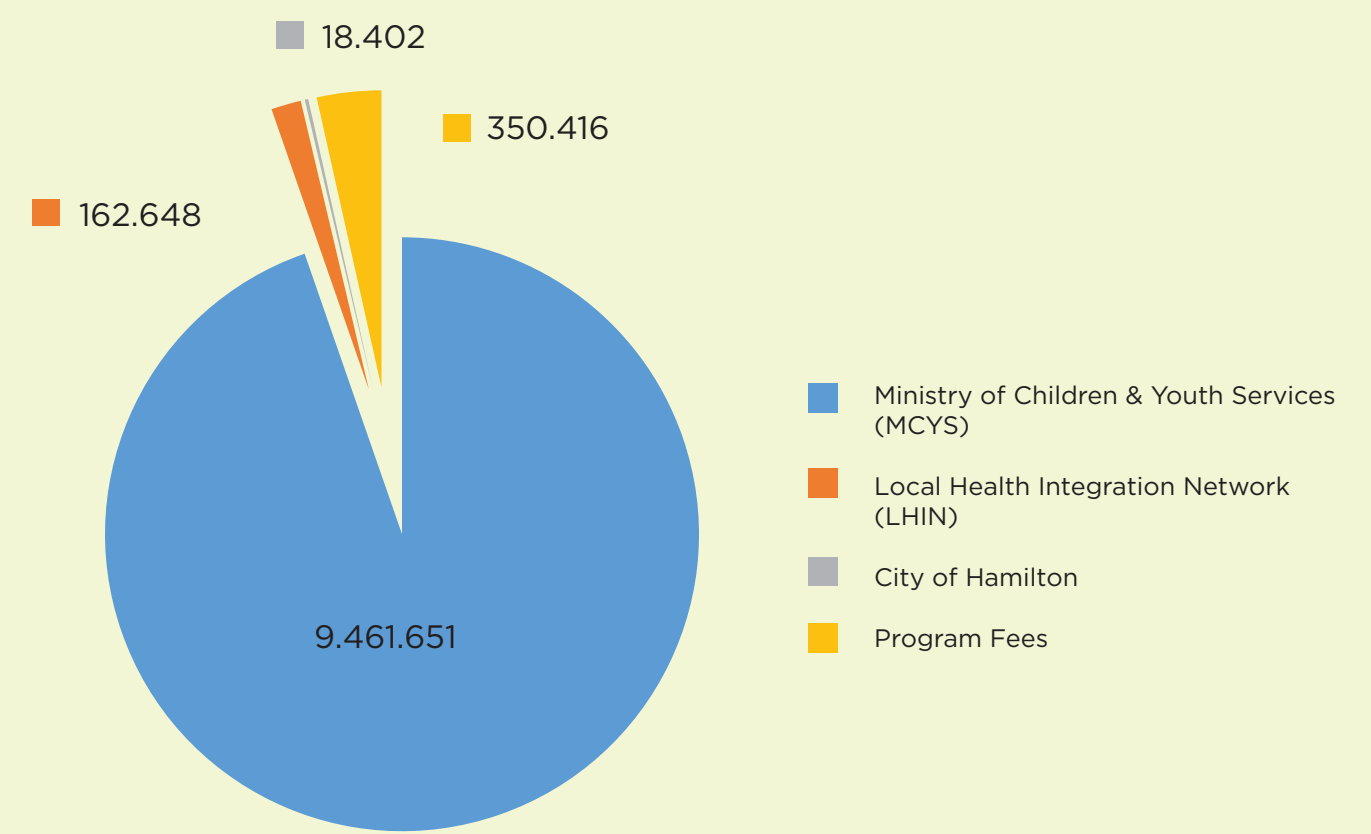
Jeff Wong, Clinical Director

In closing I would like to take this opportunity to thank the Board of Directors for giving me this incredible opportunity to lead this organization so rich in community. Special thanks and recognition to Tracy Hussey and Margaret Veldman who are completing the 6th and final year of their board term. I am grateful for our dedicated staff and encouraged that next year will bring continued growth and success to Banyan.

Kim Ciavarella

Banyan Community Services

2014-2015 REVENUE (AS PER AUDITED STATEMENTS)



CLIENTS SERVED 2014-15 1,215

SNAP Boys / SNAP Girls	484
Youth Mental Health Court Worker	60
Counselling & Assessment	64
Arrell Youth Centre	150
Hamilton Reintegration Services	86
Peninsula Youth Centre	82
Niagara Reintegration Services	36
George R Force Group Home	72
Grocer Ease	181

Banyan's Dog Programs

D-BRONX AT ARRELL YOUTH CENTRE & PAWSITIVE LINKS AT PENINSULA YOUTH CENTRE

Banyan working in collaboration with the SPCA and the Citadel Canine Society, has created a unique program that utilizes shelter dogs as a means to assist in the rehabilitative environment and educate young persons in care. In partnership with a professional trainer, the youth learn the fundamentals of caring for basic needs, training, nurturing and socialization for their dog in order to prepare them for their future with a family or as service dogs. This enables the youth to participate in a structured program that will provide them with pertinent life skills while increasing the adoptability of the dogs. The youth are provided an opportunity to participate in a positive rewarding experience,

where respect for themselves, others and animals are reinforced.

Many of the dogs fostered in our program were rescue dogs, previously maltreated or neglected, and have been successfully placed in caring homes. Our program has also worked in conjunction with the Citadel Canine Society and provided care and training to dogs who would go on to assist victims of Post-Traumatic Stress Disorder, including military veterans and emergency service workers.

We are proud of our partnerships with the HBSPCA and Citadel Canine Society. The D-Bronx Program in partnership with HBSPCA at Arrell

Youth Centre is run 2 to 3 times per year for 4 weeks with 4 dogs and 4 youth. A graduation ceremony is held at the end of each session where the youth thrive on the opportunity to show what skills they have taught their dogs.

The PAWSitive Links program in partnership with Citadel Canine Society at Peninsula Youth Centre focuses on 1 or 2 dogs for a duration of 10 weeks. Youth in care at the facility are encouraged and welcome to participate.

If you would like information about how you can donate to support future sessions, please contact Banyan Community Services at (905) 545-0133.



Mission

OUR COMMITMENT...

We support and stabilize children and youth with complex needs alongside their families.

DELIVERED...

Through our youth justice and community programs.

TO...

Build a foundation for positive growth and development.

Vision

Foster *hope*. Inspire *change*. Achieve *potential*.

Values

- Advocacy
- Respect
- Inclusiveness
- Responsiveness
- Accountability
- Transparency

Programs & Services



“When I think of Arrell, I think of redemption and second chance, a second chance at entering the community as more of a better person.”



YOUTH JUSTICE RESIDENTIAL PROGRAMS

Working within the Ministry of Children and Youth Services (MCYS) Youth Justice Outcomes Framework, Banyan's Youth Justice Residential programs provide programming and support services for youth who have been placed by the court in an open or secure facility. Our programs target 4 key outcomes: improved function and positive social behaviours, increased skills and abilities, increased youth engagement with supports and decreased re-offending to ensure public safety and promote the successful reintegration of youth back into their communities.

ARRELL YOUTH CENTRE

Secure Custody and Secure Detention
16 beds –male residents only

PENINSULA YOUTH CENTRE

Secure Custody and Secure Detention
16 beds –male residents only

GEORGE R. FORCE GROUP HOME

Open Custody and Open Detention
10 beds –male residents only

REINTEGRATION SERVICES (HAMILTON AND NIAGARA)

The Banyan Community Services (BCS) Reintegration Services help young people who have been in conflict with the law, succeed in their communities. Individualized intervention focuses on supporting the youth to meet their basic needs, to address identified cognitive and

clinical issues and to improve family and social functioning, to reduce recidivism. The Case Manager may also request support with re-integration planning for those young people who have received a custodial disposition to increase his/her chances of success once he/she returns to the community.

COUNSELLING & ASSESSMENT

The primary service objectives are to provide youth with tools/resources necessary to increase positive social behaviour, increase problems solving skills and increase youth engagement with community & family supports.

Services are offered to youth on probation who have mental health issues. Referrals are made from a Probation Officer. Services are short-term (8 Sessions) and include an assessment of the youth's strengths/needs and goals, a treatment plan, a Case Management Plan, a discharge plan and referrals to external services. Services may include consultation with a psychologist or psychiatrist if necessary.

YOUTH COURT MENTAL HEALTH WORKER (YMHCW)

The YMHCW works with young people who are involved in the youth court criminal justice system and who appear to have mental health related issues. The YMHCW's role is to establish effective relationships between the youth, the youth justice

court and appropriate youth justice resources in order to divert youth from the courts where appropriate. The youth who is considered appropriate for diversion will be linked to mental health and other community services and supports.

The YMHCW acts as the case manager who oversees the youth's attendance and progress.

SNAP® BOYS PROGRAM AND SNAP® GIRLS PROGRAM

Our strong partnership with Child Development Institute (CDI) who view's Banyan as a "gold standard" provider of the SNAP Program developed this model over 30 years ago as an intervention program for children under the age of 12 in conflict with the law, SNAP® has evolved into an internationally-recognized, evidence-based, gender-specific model. SNAP is a proven program that focuses on emotion-regulation, self-control and problem-solving and teaches children with behavioural problems, and their parents, how to make better choices "in the moment."

The SNAP® program at Banyan is offered free of charge to the community as a prevention strategy. The goal is to keep children and youth in school and out of trouble.

COMMUNITY SERVICES

Working with the Ministry of Health and Long term Care through the Hamilton Burlington, Haldimand, Niagara Local Health Integration Network (HNHB LHIN), Community Support Service organizations like Banyan provide a wide range of services in the community. Encompassing everything from day programming to support, from friendly calling to assessment and referral, these services support residents in achieving and maintaining their health.

The HNHB LHIN Strategic Health System Plan goal is to dramatically improve the client experience through Quality, Integration and Value. At Banyan we continue to be firmly focused on that goal as we provide support to our clients to assist them living independently in the comfort of their home.

GROCER-EASE

Our Grocer-Ease program provides a grocery shopping and delivery service for seniors and disabled adults who are unable to get out and purchase their own groceries. Developed in 1983, we are part of a network of community support services that enable people to remain living at home with dignity.

Over the past 21 years Grocer-Ease has purchased and delivered \$5,000,00.00 worth of groceries to more than 1,000 individual seniors and persons with disabilities.



“SNAP® helped me deal with my son, use strategies, and now I have a better relationship with him and understand him more.”

