

# Sarnia-Lambton Rebound Annual Report 2015-2016



# TABLE OF CONTENTS

|   |    |
|---|----|
| About Us.....   | 2  |
| Mission, Vision & Values.....                           | 2  |
| Executive Director's & Board President Message.....     | 3  |
| 2015 A Year in Review.....                              | 4  |
| Programming Overview.....                               | 5  |
| Programs & Services.....                                | 6  |
| Programming Outcomes.....                               | 9  |
| Rebound Star.....                                       | 11 |
| Volunteers.....   | 12 |
| In their own words - A message from our youth.....      | 14 |
| The Rebound Team.....                                   | 15 |
| Board of Directors, Governance, Strategic Planning..... | 17 |
| Program Evaluation.....                                 | 18 |
| Fundraising.....  | 19 |
| Our Donors.....   | 20 |
| Financials.....   | 21 |

## Welcome

Within this Annual Report you will find the story of an agency with humble beginnings, great expectations, and some of the most heart-warming success stories you can imagine. For 32 years now Sarnia-Lambton Rebound has been focussed on serving the Youth in our Community through various programs and services, helping them find their way in through the turbulent teenage years while recognizing and embracing their greatness.



# ABOUT US

## An overview of our agency

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, school and community disengagement, identity issues, sexual orientation and bullying. Pressures resulting from technology and the constant access to the world via social media leave many youth feeling exposed and vulnerable. Youth tell us they want and need a safe place to explore their feelings and find some caring guidance to help 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.

Since 1984, Sarnia-Lambton Rebound has successfully served more than 38,993 young people from across Lambton County in community-based programs.

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

## 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.

# EXECUTIVE DIRECTOR'S MESSAGE

I'm not a gardener. Not a hint of a green thumb. But this time of year surely gets one thinking about possibilities, new growth and the wonder of a bountiful crop.

This spring a new cultivator will look out over the landscape, and see a wealth of possibilities. I left Rebound in the cold of winter and now excitedly anticipate the next steps a fresh set of eyes will bring to the agency, already ripe with so much potential.

I said Goodbye to Rebound after almost 5 years and I have to say, my time there was Rebound awesome. I can recall with affection

the early tentative days, not really knowing what to do or expect, watching the staff, finding a place with our community partners. Tending to the agency was much like any labor of love. Everyone was together in sharing a vision to offer a safe, engaged and intentional space for youth of Sarnia and Lambton County to reach their full potential. There were ups and downs, and twists and turns like you couldn't imagine! And somehow, in spite of any challenges we encountered, the agency has flourished.

The volunteers, Board of Directors, staff

and most importantly the children, youth and families of our community have made Rebound a thriving, producing, fulfilling local resource. Those early visionaries planted the seeds that have sprouted deep roots these past thirty-two years.

The soil is fertile, the conditions are favorable for many years of bounty!

Welcome Carrie, to this amazing agency. Dig your hands in, have fun, flourish.

*Teri Thomas-Vanos, Outgoing Executive Director*



I write this report on my third week at Sarnia-Lambton Rebound and it has been a whirlwind of activity and learning. The welcome from the Board, staff, volunteers, youth and so many others has been truly humbling and I thank each and every one of you. Rebound's strong brand and reputation of excellence speaks volumes and I am so proud to

be part of this dynamic team! As I follow in some very big footsteps, I acknowledge the great work of Teri Thomas-Vanos and the entire Rebound team. Growing from a seed that was planted 32 years ago into the thriving center of greatness that we are today, the Rebound team continues each and every day to see promise in every youth. Rebound not

only has a very proud history of supporting and advocating youth engagement, building and nurturing partnerships and providing programming to meet the needs identified in our community, they also have a very bright future and I look forward to jumping aboard this incredible journey!

*Carrie McEachran, Executive Director*

# BOARD PRESIDENT'S MESSAGE

According to Benjamin Disraeli, change is inevitable and change is constant. As I reflect back on this past year, this certainly has been the case for Rebound. We also have had one of our most successful years, as we have continued in our efforts to hear the voice of youth and respond to their needs.

One of our most significant changes occurred in the position of Executive Director. After four years, we had to say goodbye to Teri Thomas-Vanos, who left to join St. Clair Child & Youth. The leadership and direction that Teri brought to Rebound allowed us to grow and change, while providing new partnerships and a focus on youth engagement. We cannot thank Teri enough for her vision, her guidance, and her commitment to Rebound. We wish her well at St. Clair Child & Youth and look forward to continuing our relationship with her in her new role.

We would also like to extend a warm welcome to our new Executive Director, Carrie McEachran. We are very excited to have Carrie take the helm at Rebound. She comes to Rebound from Pathways Centre for Children, where she was the Supervisor of Volunteers, Students and Support Services. Prior to this, she spent 10 years as Director of Respite Services with Community Living Sarnia-Lambton. Carrie's dedication to children and their fami-

lies, along with her extensive experience with local and provincial support programs, make her the ideal leader to continue to move Rebound forward in its mission to be a caring partner in the development of youth.

I would be remiss if I did not take the time to thank our managers, front-line staff and volunteers who continue to go above and beyond in their commitment to youth and to Rebound. While this happens on a daily basis, it was especially true during our transition time between Executive Directors. I would also like to thank former Rebound Director and President, Sharon Berry-Ross, who also stepped in to assist as needed. The collective efforts of all allowed the workings of Rebound to continue along uninterrupted.

Rebound has continued to have great success with their programs and events over the last year. The ACT II Play, The Wizard of Oz, received rave reviews and involved youth in all facets of stage production. In October, the r.LOUNGE opened and has been the place to be ever since. It provides a safe, inclusive space for youth ages 12-plus, along with food, games, WIFI and special activities. Youth were instrumental in helping design the program and the space. Our Hearts for Youth Gala was a sold out affair again this year, with some new sponsors coming on board. The second

annual Assante Dirty Dash has met with an incredible response from the community. We have increased the number of participants and it has sold out. We appreciate all who sponsor our programs and take part in our services and events. Without them, we would not be able to offer the supports to youth the way we do.

Rebound has served over 30,000 youth and their families in the last 32 years. It has a long history of community support and effective partnerships. As such, it has come together with over 20 other local community agencies to respond to service gaps for youth at risk – ages 16-24, including the need for transitional housing. Rebound was selected by the other partners to be the lead agency for the "Hub" project. We are excited by this opportunity as it directly reflects Rebound's Mission, Vision and Values. We look forward to the opportunities to serve youth that the "Hub" project will present.

Each year provides new opportunities and new challenges. Rebound has always embraced both to support youth and their families and will continue to do so in the years to come.

*I am Pam Graham, and I am Rebound!*

# 2015 A Year in Review

## HIGHLIGHTS



**17,357**

Volunteer  
hours

the equivalent of 9.5 full-time staff

Launched  
Sarnia-Lambton  
Rebound's  
exciting new  
youth drop-in  
space



Made possible by a \$40,000 grant from  
the RBC After School Project

Introduced the  
**A M A Z I N G**

1st Annual

**Assante®**  
WEALTH MANAGEMENT



**DIRTY DASH**

— FOR —

Sarnia-Lambton

**REBOUND**

Budgeted to raise **\$70,000**  
in fundraising dollars, and realized  
successes of **\$92,209**

### YOUTH HUB

Plans to create a safe space  
for youth in Sarnia-Lambton,  
including transitional housing  
for 16 to 24 year olds began.  
Stay tuned for updates!

total number  
of youth  
served **3993**  
Over 38,000 in  
our 32 year  
history.

3 performances,  
8464 volunteer hours

ACT II Presents:  
the  
**WIZARD**  
of  
**OZ**

There's no place like home.

### Girls Mentoring Program

receives funding  
from the  
Canadian  
Women's  
Foundation,  
extending it's run  
through 2016.

*Sold Out*

SARNIA LAMBTON REBOUND  
PRESENTS THE 17<sup>TH</sup> ANNUAL

**HEARTS FOR  
YOUTH GALA**

# Programming Overview

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

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.

# Programs & Services

## 4 R'S CLASSROOM

This year we have welcomed yet another classroom to the Rebound team. The 4R's classroom stands for Rewind, Reconnect, Reach Out, and Reach Ahead and is a positive environment for youth who are disconnected from the school system and are involved with The Children's Aid Society. This year started with a pilot and summer school program and were able to move into a full program. We have had positive success in assisting youth to achieve credits and become reintroduced to the expectations of everyday school.



Achieving 23.5 credits

## T2 CLASSROOM

Since the program began in February of 2014 the classroom has serviced 36 youth, achieving over 45 credits. We believe the success of the classroom comes from creating a safe, adaptable space for youth who need an alternative learning environment to grow and learn in. Success is not always rated by the number of credits obtained, but by how youth adapt, grow and learn skills necessary to be confident and happy with their abilities. We are proud to have two graduates who have moved onto college to further their education. Many of the youth succeeded in their goal to return to mainstream high school and others chose other alternative programming that fit their needs and abilities. Many thanks to our community partners who provide in-house programming, as well as other community agencies who have offered to support youth in the classroom.



Achieving 45 credits

## In School Detention

For the past ten years, the St. Clair Catholic District School Board has contracted Rebound to provide staff at the high schools in Sarnia and Chatham to coordinate an on-site PASS program for youth who would normally be suspended for 1-2 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.



## GPS – GETTING POSSIBILITIES STARTED

Getting Possibilities Started (GPS) is a youth driven drop in program for youth between the ages of 13-24 who are focused on making an impactful difference in the way the community views mental wellness. Although coordinated by an Adult Ally, the group and its initiatives are planned and implemented by the youth facilitators and the youth involved in GPS.

GPS has successfully created many community partnerships with businesses such as Habitat for Humanity, Coffee Lodge, The Sarnia Riding Club and The Festival of Good Things, who have all assisted in GPS's ongoing mission of community involvement and breaking the stigma around mental health. The youth in GPS are driven, and committed to having their voices heard. This past year, GPS has planned, and successfully ran a "Teen Dance" for community youth. The purpose around the event being to create a fun, safe atmosphere, as well as increase awareness for the group and gain the interest of those who attended. The youth used the experience to create bigger, and more impactful goals moving forward. They continue to grow, and support one another as they navigate through their planning and preparation processes. The meetings, which run on alternating Monday evenings, have youth attendance ranging from 8-17 youth each night. GPS has committed significant aspects of their time to this group, and continue to remain motivated throughout their busy schedules. Currently, there are 45 people who are, or have been a part of the GPS team.



# Programs & Services

## SPECTRUM

**56**  
YOUTH PARTICIPATED

Spectrum had an amazing year. We have seen more youth than ever before. This year we have 56 youth registered with Spectrum. On average we serve 15-18 youth every other week. Spectrum hosted the first LGBTQ+ youth one day forum; topics of the day included LGBTQ+ 101, Two-Spirit identities, consent, feminism, and healthy relationships. We had just over 75 youth in attendance. Spectrum was also responsible for training every department at Lambton College on how to create safe spaces. Spectrum had a presence at the National GSA Forum in Toronto in May 2015 and had youth attend the STI National conference to be trained as a peer educator around sexually transmitted infections and safe sex.

Spectrum has seen an increase in Transgender identified youth this year. Youth are feeling more comfortable being their authentic selves while attending spectrum meetings.

## STAND

**75**  
CLIENTS SERVED

To meet the various needs of the youth being referred to us for service, Sarnia-Lambton Rebound offers an program called STAND. Stand is offered to youth on a one on one basis. This program is in response to an identified need to provide alternative support 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.

**100%** report feeling comfortable at Rebound

**98%** report feeling less stressed about things that worry them

Youth comments include:

"I feel more comfortable talking about everything"

"My favorite part of STAND is being able to talk about anything"

"My favorite part of STAND is learning anger coping skills"

"One thing I learned today is sometimes stress comes out in different ways than expected"

"One thing I learned today is relaxation and deep breathing are important"

## SECTION 23

**21**  
CLIENTS SERVED

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 a Lambton Kent District School Board teacher following the Ontario Ministry of Education curriculum. An important part of this program 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.

# Programs & Services

## r.LOUNGE

The r. LOUNGE opened on September 21, 2015 and has had many positive additions and transformations since its grand opening. The lounge is open Monday – Friday, 3-6pm, and supports youth from the ages of 12-24; we also are open during P.A. days, March Break and during the summer. To date, the lounge has welcomed more than 130 youth through the doors and has a daily average of 12-20 youth per night. The monthly calendar of activities offer a range of supports and experiences for everyone; these activities include various community partners from different agencies that support youth. This program, and the activities that are on the monthly calendar, are unique because they are suggested by the youth and support a youth engagement model that is valued here at Rebound. Other activities on the calendar are reflective of trends that are present within the room, or focus on the needs within the moment. Some reoccurring activities you will see within a month are: Drama Night – a night filled with improv, acting and laughs; Couch Chats – which is where we have different community partners join us for informal conversations with the youth around many different topics, and also connecting them to other supports within the community; Expressive Arts – we explore different art styles and how they can express their emotions through art; Open Mic and Jam nights – allowing the youth to access a range of musical instruments as well as singing as a form of expression; the Cooking Group – building an important life skill, as well as exploring healthy eating on a budget; St. Johns Therapy Dogs – having the opportunity to unwind and cuddle up to some friendly dogs and their owners; Pizza & a Movie Night – a popular night of free pizza and relaxing with a movie. Another important event that takes place bi-monthly is our cultural night – an evening where we explore Native culture and ceremonies. The r. LOUNGE is always adding and modifying activities to allow youth different types of positive experiences, so any and all new ideas are welcomed.

**130**  
YOUTH PARTICIPATED

## YOUTH IN TRANSITION

The Youth In Transition 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 has been a very successful year for Youth In Transition, supporting over 40 youth in Lambton County. Our community allies continue to be instrumental in connecting us with youth, supporting their needs and stepping up in times of crisis.

**43**  
YOUTH SUPPORTED

**38** Youth report having stable housing

## ACT II

ACT II has wrapped up its sixth production with the overwhelming success of The Wizard of Oz in September 2015. We returned to the Imperial Theatre for our youth to 'wow' the masses with song, dance, and theatrical skills. Thanks to an overwhelming number of volunteer hours by the many youth and adult allies; the success of the ACT II program is truly attributed to them.

The goals of ACT II include increasing self-esteem and self-confidence, building friendships and learning new skills – all while implementing our belief in the youth engagement model. Each position on the production and creative team is filled by youth paired with adult allies to support as needed. The decisions are made by the youth in this active learning model as they organize and produce all elements of successful theatre production. This includes music, dancing, acting, costumes, makeup and set. A labour of love, ACT II has become a successful program due to the many talents and fond memories of this ACT II family!

**79**  
YOUTH PARTICIPATED

Currently going into its seventh year, ACT II is proud to be creating another extraordinary theatre production for September 2016. Watch as we bring to life an overwhelming story of strength, courage and self-discovery and present to you 'A Little Princess'.

# Programming Outcomes

## LIFE CHOICES

The Life Choices Program services youth between the ages of 12 and 17 to acquire new skills in order to move forward confidently in their daily lives. Topics covered during this ten week session vary and can include: Communication, Decision Making, Goal Setting, Respect for Self and Others, and Conflict Resolution. The lessons are designed to include and encompass different learning styles of the youth by utilizing group discussions, videos, guest speakers and engaging activities.

Program outcomes include: improved sense of self, enhanced communication and improved functioning within the community.

15

YOUTH SERVED

## STAGE Sr. & Jr.

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, resilience as well as an improved sense of self in relation to self-esteem, self-confidence and self-awareness.

46

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.

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. Rebound is in their third year of funding through the Ontario Trillium Foundation Grant. To date Rebound has serviced 31 schools totaling 475 youth with very positive outcomes. That is 120 more youth that Rebound has serviced through Thrive In-school since the end of March 2015.

120

YOUTH SERVED

**75%** of graduated participants reported an increase in communication, decision making, and coping (County Choices Program).

**100%** report feeling comfortable at Rebound (Stand Program).

**92%** of students said they are more likely to think of consequences of their actions now (Chatham PASS Program).

**87%** of youth reported a decreased in substance use/frequency (Transitions 2 Classroom Student).

I wish it was every Monday because I feel like the relationships I'm building could be stronger if the program was weekly. I don't want it to end. (Girls Mentoring Program, Mentor)

**90%** of youth reported that they felt supported in their academics (Pass Program).

**100%** of youth report that they have increased their knowledge of how to deal appropriately with girls being mean (STAGE Program).

"I want 1000 more sessions." (Choices Jr. Participant)

"Thrive In-school has helped me realize that in hard times, there are always people that will help." (Thrive In-School Participant)

## PASS

The PASS program serves to provide a positive alternative to an at-home school suspension while assisting youth to remain current in their academics during their suspension. The classroom provides a safe and supportive environment for youth grades 4-12 within both the St. Clair Catholic District School Board and the Lambton Kent District School Board. The PASS Program continues to grow and change as we move towards making improvements. Integration of more interactive Life Skills encompassing a holistic approach to best suit the needs of the youth we serve allows them to successfully apply them upon their return to school. The Ministry has cited PASS as a best practice program, as it aligns with the six foundational principals of community safety and well-being and holds the strongest attributes under the evidence/evaluation principal. This year the Sarnia PASS Program served 171 Students.

## PASS CHATHAM

Chatham PASS has moved to Indian Creek Public School. Students in PASS have an opportunity to complete their schoolwork that they would otherwise miss due to suspensions. Students utilizing the Pass Program have stated that they appreciated the quiet, non-judgmental environment. Students often leave the PASS Program feeling pride and achievement because of catching up on overdue assignments. 90% of the students found it useful to participate in the PASS Program rather than being sent home during their suspension. One student stated, "At PASS I still can get caught up on my work." 94% of the students asked stated that they felt the program helped deal with the reasons for suspension. Additionally, the PASS Program focuses on specific reasons for suspensions and facilitates formal social skill lessons either in group sessions or individual discussions. 100% of the students asked responded that they "learned more about important social skills by talking with Staff." Program Staff utilize their own observations, insights from teaching staff and reports from Itinerant staff to implement individual behaviour modification techniques once the student returns to their classroom.

Throughout the 2015-2016 school year, 21 students have utilized the Chatham PASS program.

192

YOUTH SERVED

## GIRLS MENTORING

In the summer of 2014, Rebound was successful in receiving a grant from the Canadian Women's Foundation to run a six month pilot Girls Mentoring Program with a specialized population. Rebound partnered with Sarnia-Lambton CAS to provide the Girls Mentoring Program to Girls in Care/Kin Care. The Girls Mentoring Program matches girls aged 9-13 with adult mentors, focusing on relationship building, self-exploration, interpersonal development and life skills. The 6 month pilot ran from November 2014 until June 2015. We were fortunate enough to support 13 mentees and work with 5 dedicated mentors. During this time many therapeutic and supportive relationships were formed. Excitedly, Rebound was approached by the Canadian Women's Foundation in March of 2015 with an invitation to complete another grant to extend and expand the Girls Mentoring Program. Since September 2015 Rebound has provided three Girls Mentoring Programs in Sarnia-Lambton and Lambton County. These three programs run for 10 months and will conclude at the end of June of 2016. We have a strong partnership with the Children's Aid Society and have continued to support girls affiliated with the Society. This program is offered In-house and serves 11 mentees and is supported by 8 mentors. Our second program is in partnership with the Inwood library and is offered in Inwood and serves 11 mentees and is supported by 3 mentors. Our third program is in partnership with the YMCA Career and Learning Centre and is offered to new to Canada and 2nd Generation girls and serves 7 mentees and is supported by 3 mentors.

29

YOUTH SERVED

Parents all reported **100%** very satisfied with the program (Choices Jr. In House).

## CHOICES

The Choices Programs' focus is on substance abuse prevention for youth aged 8-18 via the Jr and Sr. programs. This past year offered the opportunity for three additional sessions of Choices programming, and what an exciting time it was! We had a variety of referral sources including the Sarnia Police Department Youth Bureau, parents/caregivers, schools, as well as community partners. Many laughs have been shared, teachable moments and bonds quickly made in the 10 weeks of program. The most amazing part was not only seeing the youth thrive and grow but also seeing volunteers learn lessons from the youth when they were working closely with.

23

YOUTH SERVED

## COUNTY PROGRAMS

2015 continued to provide fantastic growth for our county programs, as our service numbers have close to doubled from last year! The continued increase in youth connections and community relationships has provided for amazing partnerships with Rebound. Our full time County Coordinator has remained dedicated to providing both individual and group programming to meet the needs of our youth in both Petrolia and Forest. Such programs have included Choices, Choices Jr., Life, and STAND. Our In-School programming in the County has been a huge success, as we have serviced our Choices Jr. curriculum to several elementary students, with requests to return for more! Our GPS (Youth Action Committee) at North Lambton Secondary School has excelled with enthusiasm, passion and commitment in reducing the stigma of mental health within their school. A highlight of their working year has been to create a video about how to be a friend to someone with a mental illness. Rebound is proud of their accomplishments! We look forward to our ongoing partnership with the County communities, as we continue to engage and support youth.

92

YOUTH SERVED

## CHOICES JR ( in house)

CHOICES Jr in house is a 10 week program offered through a preventative substance use model for youth aged 8-11. Choices Jr focuses on communication, recognizing issues that youth may face, as well as finding community supports peer pressure, providing positive strategies and problem solving techniques which help youth face difficult decisions. The program provides education on topics that youth may encounter regarding substance use and misuse.

The need for early intervention with younger youth in regards to decision making on substance use was highlighted by research and validated by a local family's experience. Following the death of his child, a father indentified a gap in the system for younger children and their knowledge of the risk factors surrounding substance use. Rebound responded by looking into the supporting literature, and creating a program that fit that need. CHOICES Jr was offered in the winter of 2016 thanks to a Venture Grant from the United Way. Support for this program has been overwhelmingly positive.

23

YOUTH SERVED

## TAG

Our TAG program has brought us yet another successful year. We have welcomed new volunteers and have continued to help guide our young males age 8-11 with future life skills. We ran three sessions this year and serviced a total of 37 youth. This year we have focused on topics such as Communication, Decision Making, Impulse Control, Physical Aggression, Respect, Teamwork, Peer Pressure, Bullying/Cyberbullying, and Healthy Friendships. During these lessons we have seen our youth work together as a team and in doing so increase their communication skills. Our youth appear more open in group and enjoy the activities. In TAG, we are able to teach these life skills through interactive activities such as role play, puzzles, trivia, videos and many other delivery methods. TAG has benefitted from having high school age volunteers assisting with our groups. We are finding that the participants relate well with these older youth and are eager to connect with them. We continue to strive to be positive role models and guide these youth to a bright future. The TAG Program is offered both in school and at our Rebound Sarnia office location. This year saw a total of four TAG programs completed.

37

YOUTH SERVED

# REBOUND STAR



## 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**

# Volunteers

17,357  
heartfelt  
volunteer  
hours in the  
2015-16 year.



Our volunteers have been busy this past year devoting time to various programs at our Sarnia and Petrolia offices as well as at various schools throughout the county. Our volunteers have not just helped with programs but they have assisted staff in Petrolia and Forest by giving support during client intakes; they have done maintenance work; and helped with special events and fundraising such as Kids Funfest and Hearts for Youth Gala. Our newest fundraising event was our fun and very successful Dirty Dash where 121 volunteers gave 1,863 hours of their time in the planning and execution of the event. Our ACT II production of The Wizard of Oz had 8,464 volunteer hours committed to it. We cannot forget the dedication of the youth in GPS, our Lambton College Co-op Students or our hard working Board of Directors as all are important in the success of Rebound.



**Together Rebound volunteers and Rebound staff make Rebound awesome.**



# Old Blue

I **B**elong  
I am **L**oved  
I am **U**nique  
I am **E**ncouraged



## IN THEIR OWN WORDS

My name is Jacob Vandenberghe. I am a student at Lambton College and just finished my first year of Child and Youth care. My first year placement was at Rebound and I couldn't have went to a more caring, healthy, and wonderful environment to start my Child and Youth Care career. In 2014 at the beginning of the school year, I was lucky to be referred to and attended Transitions II. The classroom at Rebound for the kids who are referred to by their probation officer. Transitions II was the classroom that I graduated from and I don't think I would have made it through the rest of high school without the help from the Rebound staff and teachers.

Rebound means that I can be somewhere safe. Whenever I am at Rebound I feel like I have been taken in and cared for. Rebound means that I belong, I am loved, I am unique and that I am encouraged. That is the motto for Old Blue, Rebound's memory catch. After every group, the youth who have completed it get something that represents the Earth (Old Blue) to remember that they are a part of Rebound for life. Rebound means everything to me and I would not give it up for the world.

# The Team

## **Teri Thomas-Vanos - Executive Director**

### **Lori Girolametto - Client Services Team Manager**

Andraya MacMillan - Youth in Transition Worker (YITW) , Choices Provincial Lead, STAGE Sr.

Stephanie Hyde - Intake, STAND, Parent/Caregiver Coordinator

Alicia Hartwick - Choices Jr & GPS Adult Ally, ACT II

AnnaLise Trudell - Diversity Coordinator

Warren Fitzgerald - Four R's Classroom/ TAG Coordinator

Crystal Fach - Spectrum Coordinator

Sara Ireland - Choices Jr Coordinator, GPS Adult Ally

Sara Pyke - r.Lounge Coordinator, Thrive Support

Paige Van Praet - Thrive Coordinator / Girls Mentoring

Karen Stonehouse - Chatham PASS Program Coordinator

Michelle Lewis – Chatham Pass

Robyn (Gore) League - Chatham PASS Program Coordinator

Mark Lucio - Section 23 Chatham

Suzanne Maitland - In School Detention Coordinator

Susan Thompson - In School Detention Coordinator, Chatham

Becky Stewart - Section 23 Classroom Coordinator

Brooke Gerber – Transitions II Classroom Therapist & Addictions Counsellor, Choices Jr. Coordinator

Kaylee Potts – PASS & Life Choices Program Coordinator, STAGE Jr.

Barbara Pitt – Expressive Arts Consultant

Brennah Freer - G.P.S. Youth Facilitator

Rebecca Marshall - G.P.S. Youth Facilitator

Michelle Shelswell - Program Evaluation Consultant

Zackery Roos - Youth Advisor

### **Tammy Vandenheuvel - Special Project Manager**

Brook Freer-Wiles – Creative Design Lead

Holly Restorick - Volunteer Coordinator

Jack Poirier – Marketing Fund Development Coordinator

### **Sarah McCann - Business Manager**

Marian Gibbs - Administrative Assistant

## **FIELD PLACEMENT STUDENTS AT SARNIA-LAMBTON REBOUND**

### Placement Students

Rebound is proud to mentor students each year from the CYC (Child and Youth Care) and (SSW) Social Service Work) programs from Lambton College. This has been an excellent partnership that continues to grow each year. These students share with us their creative minds and thirst for knowledge. Throughout the year we ensure that our placement students get a variety of experience in different programs and with separate age groups.

Joining us this year we had: CYC Students Erin Pecceu, Samantha Kameka, Crystal Dunn, Megan Willick, Victoria Ennett, Torey Vandervaart, Veronica Ross, Rebecca Cox, Meghen Spencer, and Jacob Vandenburghe. Our SSW student this year was Toni Fulkerson.

Together we have learned from each other and shared the experience of helping youth. This is always a powerful endeavor and one of growth and reflection. It was a pleasure working with these excellent team of students and we wish them all the best as they continue their careers!



## **TEAM:**

A group of people with a full set of complementary skills required to complete a task, job, or project. Team members (1) operate with a high degree of interdependence, (2) share authority and responsibility for self-management, (3) are accountable for the collective performance, and (4) work toward a common goal and shared rewards(s). A team becomes more than just a collection of people when a strong sense of mutual commitment creates synergy, thus generating performance greater than the sum of the performance of its individual members.

# BOARD GOVERNANCE

The Board of Directors understand their role and purpose in guiding the organization to fulfill our Mission, Vision and Values. The Board carries the trust of our community, our funders and donors, our clients and their families. To do so, they must ensure strong governance practices are in place. Our volunteer board is deeply committed to our Mission and Vision. The Board is in the process of reviewing the founding documents of the organization, including the By-Laws and Constitution.

The process for member recruitment is a strategic one to ensure full and diverse representation on the Board. Using a skills matrix document, key areas of identified need are sought when filling a vacancy on the Board. Potential members are asked to attend the agency for a tour and overview as well as sit in on a board meeting to gain an appreciation for the process and content of the monthly meetings. Potential candidates also meet with current Board representatives to discuss the commitments of membership. Potential candidates are then invited to attend the annual general meeting in June and are elected onto the Board by the membership.

## 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 realized, but achieved to the high standards the community has come to expect from Sarnia Lambton Rebound.

## BOARD OF DIRECTORS

### 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.

**John Ruffilli**

**Mike Callander**

**Dawn Azzolina**

**Jill Harding**

### Human Resource Committee

The Human Resource Committee acts on behalf of the Board to deal with any personnel matters. In addition to any other responsibilities which may be assigned from time to time by the Executive Committee, the Human Resources Committee is responsible for the following matters:

Compensation Policies, Executive Compensation and Evaluation, Management Succession, Human Resources Activities and Training.

**Sharon Berry-Ross**

**Barry Symington**

**Tamara Johnson**

**Wendy Asher**

### Executive Committee

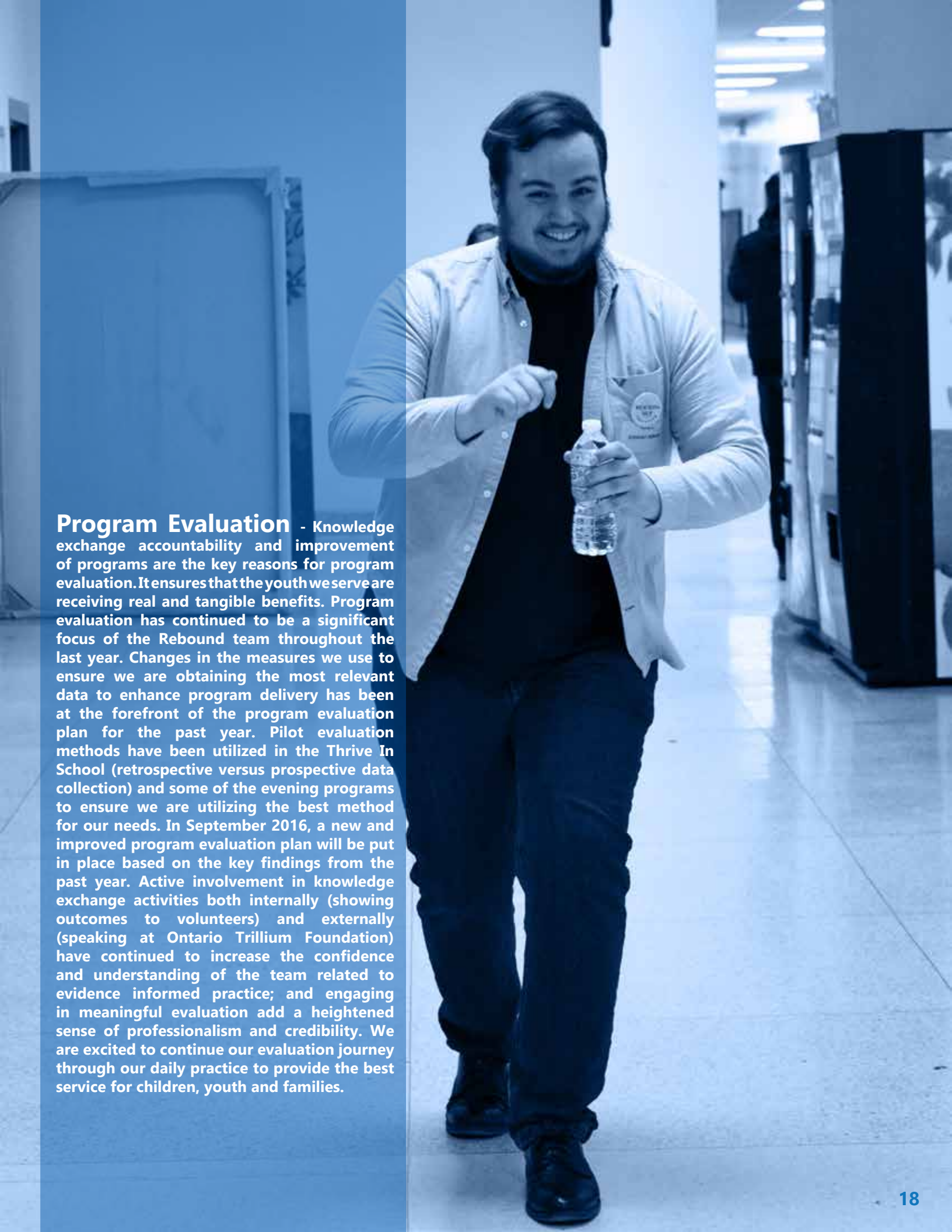
The purpose of the Executive Committee is generally to manage the business of the organization within agreed financial limits set by the Board from time to time. Subject to these financial limits, it has primary authority, in the event of an emergency situation, for the day to day management of the organization's operations except for those matters which are reserved to the Board or its committees. The responsibility shall include, but not be limited to: Direction, Resourcing, Organizing, Performing, Governing.

**Warren Kennedy**

**Gigi Walent-Burke**

**Pam Graham**

**Jim Stewart**

A man with a beard and dark hair, wearing a white button-down shirt over a black turtleneck and dark pants, is walking towards the camera in a brightly lit hallway. He is smiling and looking directly at the viewer. He holds a clear plastic water bottle in his left hand and a white folder or clipboard in his right hand. The hallway has a polished floor and a person is visible in the background. The entire image has a blue color cast.

**Program Evaluation** - Knowledge exchange accountability and improvement of programs are the key reasons for program evaluation. It ensures that the youth we serve are receiving real and tangible benefits. Program evaluation has continued to be a significant focus of the Rebound team throughout the last year. Changes in the measures we use to ensure we are obtaining the most relevant data to enhance program delivery has been at the forefront of the program evaluation plan for the past year. Pilot evaluation methods have been utilized in the Thrive In School (retrospective versus prospective data collection) and some of the evening programs to ensure we are utilizing the best method for our needs. In September 2016, a new and improved program evaluation plan will be put in place based on the key findings from the past year. Active involvement in knowledge exchange activities both internally (showing outcomes to volunteers) and externally (speaking at Ontario Trillium Foundation) have continued to increase the confidence and understanding of the team related to evidence informed practice; and engaging in meaningful evaluation add a heightened sense of professionalism and credibility. We are excited to continue our evaluation journey through our daily practice to provide the best service for children, youth and families.

# FUNDRAISING



Rebound's fundraising efforts were buoyed greatly by the inaugural Assante Dirty Dash for Rebound this past year. The 5-km mud run event raised in excess of \$37,000 for the agency, specifically supporting six key programs that currently receive no specific funding.

The Dirty Dash sold out within three weeks, at 500 registered participants. It also generated \$16,500 in sponsorships, led by Assante Wealth Management as lead sponsor. The community buy-in and in-kind support exceeded expectations, with the Carpenters Union Local 1256 and Rotary After Hours creating the two premiere mud obstacles for the Dirty Dash. In addition to creating our cornerstone obstacles, they provided a small army of volunteers for the event. The City of Sarnia's Park and Recreation Department were on board the entire way, providing a number of services to ensure the event ran without a hitch. Kudos as well to Sarnia Fire and Rescue, the Village of Point Edward and the Point Edward Fire Department.

Rebound was supported by a fantastic volunteer event committee, whose members leveraged a wealth of support from the local business community. In addition, The Dirty Dash secured more than 125 volunteers for the event, promoting the agency to a new group of community residents and supporters. It was a tremendously successful event on a number of fronts; financial, community engagement, active living and creating a new community destination event.

On the heels of the highly successful inaugural Assante Dirty Dash for Rebound, the 2016 installment was opened to more participants, selling all 750 spots again within three weeks. With more muddy mayhem added to the course, more sponsors, more business support, an after party and food vendors, we expect the 2nd Annual Dirty Dash for Rebound to set a new fundraising bar for the agency.

On the issue of setting a new fundraising bar, the 2016 Hearts for Youth Gala in February topped the \$50,000 mark for the first time in its 17-year history. Scotiabank and the Carpenters Union Local 1256 served as Legend level lead sponsors for the sold out event held at the Dante Club, with LiUNA Local 1089 coming aboard as our Champion Sponsor. Once again, Brian Davis Jewellers brought some sparkle to the event, providing two diamond pendants that alone raised close to \$2,000 for our "Great Gatsby" themed evening.

Our guests were shimmering, with many decked out in 1920s-era garb - ladies in fine and stylish flapper dresses and headpieces, while many fellas donned fedoras, suits and bow ties. It was an amazing evening that showcased some of our youth talent. The feedback we received was overwhelmingly positive and now the challenge begins to try and match and hopefully top what was an outstanding special-event fundraising year for Sarnia-Lambton Rebound. These events would not be possible without the fantastic support of our business community and the more than 200 volunteers who support us. Thank you for helping us make a positive difference in the lives of youth in our community!

It was a strong year on the fundraising front, with Sarnia-Lambton Rebound staff raising in excess of \$200,000 through a wide array of fundraising efforts. The financial stability organization relies on accessing as many sources of income as possible. This is vitally important to the agency, as it helps reduce the impact of any unexpected loss in funding through any of our revenue sources. This past fiscal year we received revenue from a multitude of sources, with the greatest source representing 36% of our total revenues. That breadth of financial coverage indicates financial stability and greater sustainability. Agency management sets a goal each year to ensure a minimum of 75% of the next fiscal year's operating budget is already contracted through various funding sources, such as government, the United Way of Sarnia-Lambton, school boards and foundations. This past year we achieved an 79% revenue base, leaving 21% to raise through fundraising, donations, special events, corporate gifts, client fees and bingos. The community once again came through, supporting our various fundraising initiatives. We are inspired by the generosity of our community who maintain their commitment to our organization.

*As a community based non-profit, Sarnia-Lambton Rebound relies on charitable giving by individual donors and generous grant funders to advance our mission. We thank our donors, both corporate and individuals; without your generosity - we simply would not be here today.*

## OUR DONORS

1886871 Ontario Limited  
789214 Ontario Limited O/A Clubb Treatment Centre  
Afzal Veterinary Professional Corp. /College Park Animal Hospital  
All Saints A.C.W.  
Apex IT Solutions  
Blackburn Radio Inc.  
Bluewater Power Distribution Corp.  
BNV Holdings Ltd.  
Brigden United Church Women  
Camlachie United Church  
Cam-Ron Insurance Brokers Ltd.  
Canadian Federation of University Women Sarnia  
Canadian Tire Store #094  
Canadian Women's Foundation  
Carpenters Local 1256 Industry Fund  
Catherine Wilson Foundation  
Catholic Women's League of St. Philips Church  
Congregation of the Sisters of St. Joseph in Canada  
Courtright Catholic Women's League  
Curran Contractors Ltd.  
Dallas haul Inc.  
Dr. Frank W. Riedl  
East Side Mario's  
Elliott Gardiner  
Enbridge Pipelines Inc.  
Forest United Church Women  
George Murray Shipley Bell, LLP Barristers and Solicitors  
Grace U.C. AOTS Men's Club  
Grace United Church  
Great Lakes Dental  
H. Moore and Son Siding Ltd.  
Hayter Plumbing and Heating Limited  
Hydro One  
I.O.D.E. Municipal Chapter of Sarnia-Lambton  
Imperial Oil Foundation  
Inland Aggregates  
International Brotherhood of Electrical Workers Local 530  
LiUNA Labourer's Local 1089  
Ladies Aux-Canadian Legion Branch 388  
Laidlaw Foundation  
Lambton Audiology  
Lambton Development  
Lambton KIA  
Lambton Scientific Technical Chemical Services Inc.  
LamSar  
Lehder Environment Services Limited  
Libro Credit Union  
Living Hope Christian Reformed Church  
MacNeill Dentistry Prof. Corp.  
Magermans & Raes Insurance Brokers  
MC Business Solutions  
Mucho Burrito-Sarnia

Municipality of Lambton Shores  
Ontario Power Generation Inc.  
Ontario Trillium Foundation  
OPSEU Local 145  
Optimist Club of Bright's Grove Inc.  
Optimist Club of Sarnia Lakeshore  
Preferred Towing  
Professional Answering Service of Sarnia  
Rack n Roll  
RBC Foundation  
RBC Royal Bank  
Robert E. Dale Limited  
Royal Canadian Legion  
Royal Lepage/Key Realty Inc.  
S.P.F.F.A. Benefits Lottery  
Sacred Heart CWL  
Sandrin Services Inc.  
Sarnia Bingo Country  
Sarnia Financial Centre  
Sarnia Lambton Golden K Kiwanis Club  
Sarnia Northern Collegiate  
Sarnia Police Association  
Sarnia Police Foundation  
Sarnia Professional Fire Fighters Association  
Scotiabank  
Sixth Line United Church Women  
St. Patrick's Catholic Secondary School  
St. Paul's Outreach Foundation  
Stardust Book Lounge Inc.  
Suncor Energy Services Inc.  
The Catherine & Maxwell Meighen Foundation  
The Ice Creamery Inc.  
The Lawson Foundation  
TransAlta  
Tristan Carswell Memorial Golf Tournament  
TRL Financial Inc.  
Tupperville (Zion) United Church  
Ultraguard Security Systems  
Unifor Local 848  
United Way of Greater Toronto  
United Way of Peel Region  
United Way of Sarnia-Lambton  
Vipond Inc.  
Vision '74 Inc.  
Voza Contracting  
Waste Management  
William Standen  
Worley Parsons  
YMCAs across Southern Ontario  
Zantingh Direct Inc.

# CONSOLIDATED BALANCE SHEET

AS AT MARCH 31, 2016

|                                      | 2016              | 2015              |
|--------------------------------------|-------------------|-------------------|
| <b>ASSETS</b>                        |                   |                   |
| <b>CURRENT</b>                       |                   |                   |
| Cash                                 | \$ 219,332        | \$ 230,494        |
| Short-term investments               | \$ 387,598        | \$ 285,117        |
| Accounts receivable                  | \$ 57,863         | \$ 35,033         |
| Prepaid expenses                     | <u>\$ 3,424</u>   | <u>\$ 1,714</u>   |
|                                      | \$ 668,217        | \$ 552,358        |
| Equip. & Leasehold improvements      | \$ 63,362         | \$ 59,508         |
|                                      | <u>\$ 731,579</u> | <u>\$ 611,866</u> |
| <b>LIABILITIES</b>                   |                   |                   |
| <b>CURRENT</b>                       |                   |                   |
| Accounts payable and accrued charges | \$ 58,320         | \$ 75,111         |
| Deferred revenue                     | \$ 295,688        | \$150,371         |
|                                      | <u>\$ 354,008</u> | <u>\$ 225,482</u> |
| DEFERRED CAPITAL CONTRIBUTION        | \$ 17,594         | \$ 23,219         |
|                                      | <u>\$ 371,602</u> | <u>\$ 248,701</u> |
| <b>NET ASSETS</b>                    |                   |                   |
| Internally restricted                | \$ 288,199        | \$ 285,717        |
| Invested in equipment                | \$ 45,768         | \$ 36,289         |
| Unrestricted                         | <u>\$ 26,010</u>  | <u>\$ 41,159</u>  |
|                                      | \$ 359,977        | \$ 363,165        |
|                                      | <u>\$ 731,579</u> | <u>\$ 611,866</u> |

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, 2016

|  | 2016                | 2015                |
|--|---------------------|---------------------|
| <b>REVENUE</b>   |                     |                     |
| Grants   | \$ 922,876          | \$ 970,401          |
| Donations  | \$ 94,680           | \$ 61,524           |
| Client fees  | \$ 1,385            | \$ 2,996            |
| Fundraising  | \$ 163,637          | \$ 130,835          |
| Membership Fees  | \$ 29,000           | \$ 4,500            |
| Other  | \$ 6,548            | \$ 15,306           |
| Amortization of deferred capital contribution                | \$ 5,625            | \$ 5,840            |
|  | <u>\$ 1,223,751</u> | <u>\$ 1,191,402</u> |
| <b>EXPENSE</b>   |                     |                     |
| Amortization   | \$ 19,973           | \$ 15,446           |
| Bank charges   | \$ 5,366            | \$ 3,693            |
| Insurance  | \$ 9,863            | \$ 10,117           |
| Office and misc.   | \$ 38,396           | \$ 32,407           |
| Fundraising  | \$ 71,428           | \$ 68,595           |
| Professional fees  | \$ 37,564           | \$ 6,942            |
| Programs   | \$ 85,998           | \$ 79,893           |
| Public Relations   | \$ 10,842           | \$ 5,732            |
| Rent (net)   | \$ 45,788           | \$ 45,385           |
| Staff development  | \$ 18,581           | \$ 7,028            |
| Telephone  | \$ 10,290           | \$ 8,455            |
| Travel and promotion   | \$ 8,618            | \$ 9,157            |
| Wages and benefits   | \$ 866,714          | \$ 885,127          |
|  | <u>\$ 1,229,421</u> | <u>\$ 1,177,977</u> |
| <b>EXCESS OF REVENUE OVER EXPENSE (EXPENSE OVER REVENUE)</b> | <b>\$ (5,670)</b>   | <b>\$ 13,425</b>    |

## 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 \$2,482. on our investments.
3. Volunteer Contributions: This past year, volunteers donated a total of 17,357 hours or 9.5 full time equivalent staff positions valued at \$273,720. 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 \$40,891 for a total of \$112,319 spent on raising a total of \$1,223,751 in revenues.

## **Sarnia-Lambton Rebound**

c/o DOW Centre for Youth  
10 Lorne Cres. , Sarnia, ON  
N7S 1H8

phone: 1-519-344-2841 fax:1-519-344-8024  
email: info@reboundonline.com

Charitable No.  
13205 7100 RR0001

---

## **Petrolia Rebound**

Unit 1, 411 Wingfield Street  
Petrolia, ON  
N0N 1R0  
1-519-466-3396

---

## **Rebound Forest**

North Lambton Community Health  
Unit 45  
59 King St W. , Forest, ON  
N0N 1J0  
1-519-466-3396

[www.reboundonline.com](http://www.reboundonline.com)

